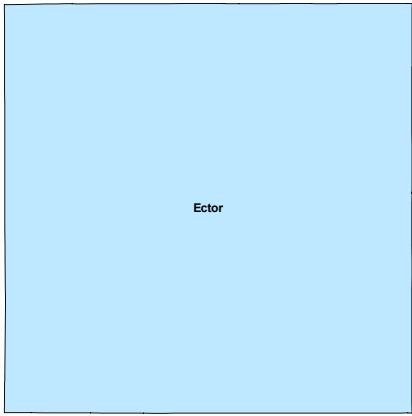
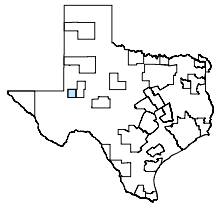


Odessa MSA

January 2025



MSA Labor Force Statistics

	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	87,351	87,350	84,712	2,639
Employed	84,138	84,513	81,776	2,362
Unemployed	3,213	2,837	2,936	277
Unemployment Rate	3.7%	3.2%	3.5%	0.2%

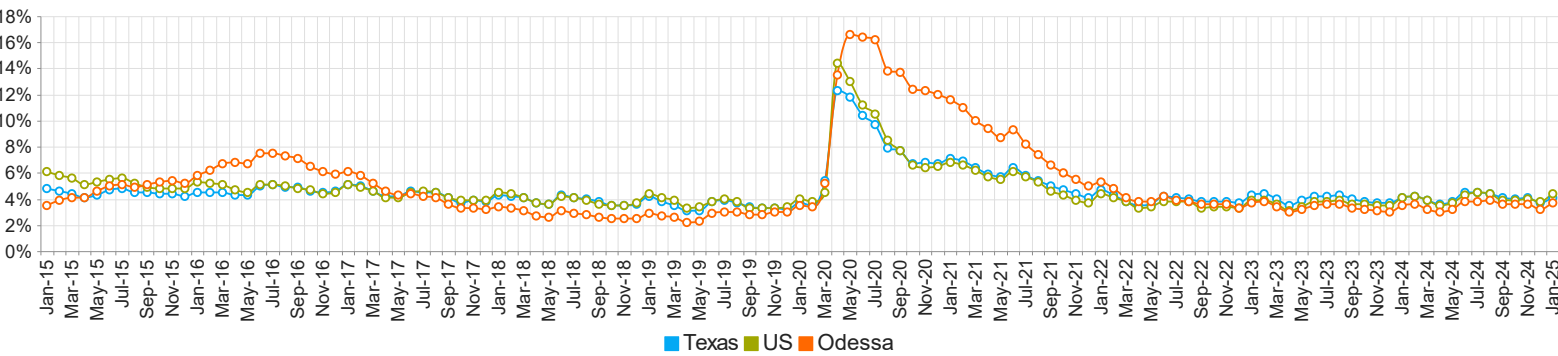
Texas Labor Force Statistics

	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	15,745,182	15,737,596	15,353,061	392,121
Employed	15,097,222	15,153,794	14,720,900	376,322
Unemployed	647,960	583,802	632,161	15,799
Unemployment Rate	4.1%	3.7%	4.1%	0.0%

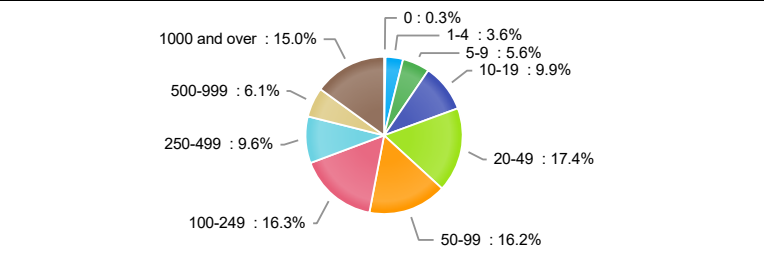
US Labor Force Statistics

	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	169,814,000	167,746,000	166,428,000	3,386,000
Employed	162,347,000	161,294,000	159,650,000	2,697,000
Unemployed	7,467,000	6,452,000	6,778,000	689,000
Unemployment Rate	4.4%	3.8%	4.1%	0.3%

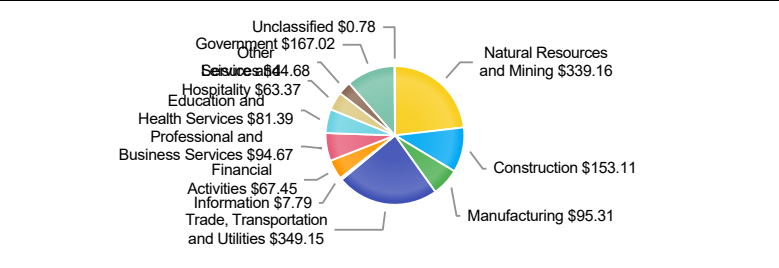
Historical Unemployment Rates



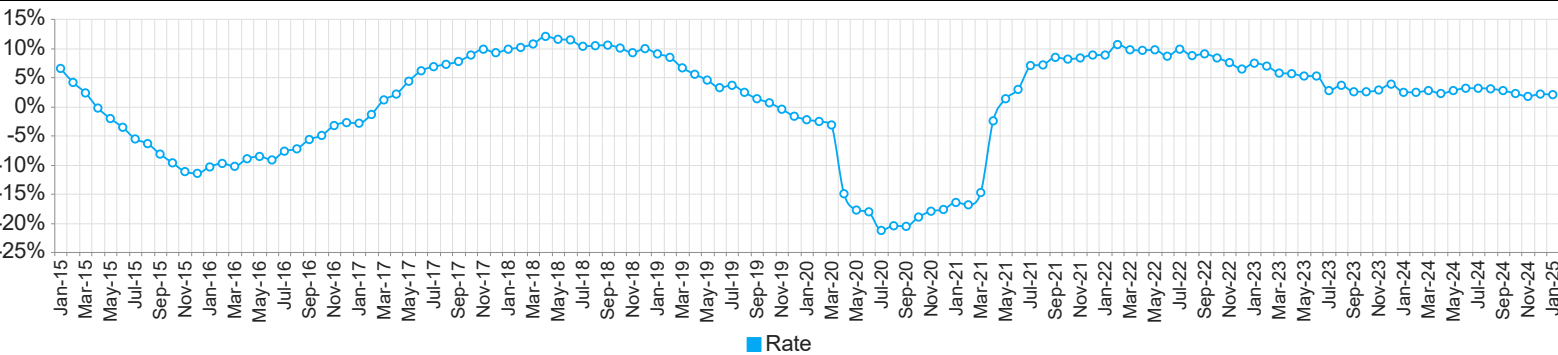
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2024)



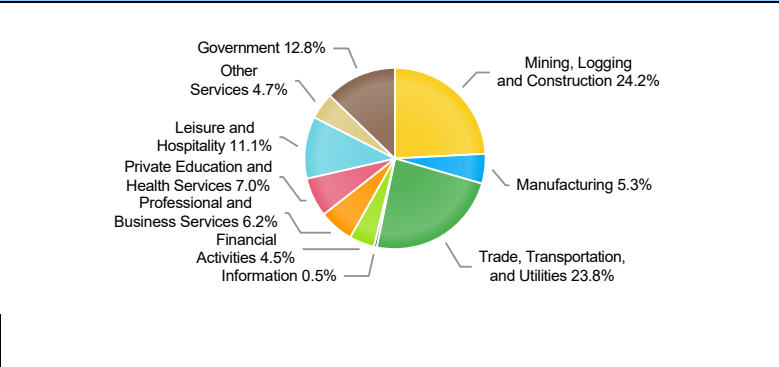
Annual Growth Rate Total Non-agricultural employment

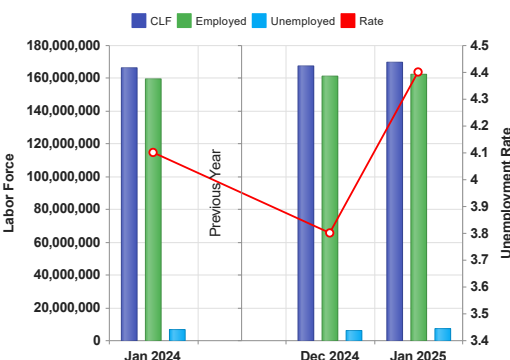


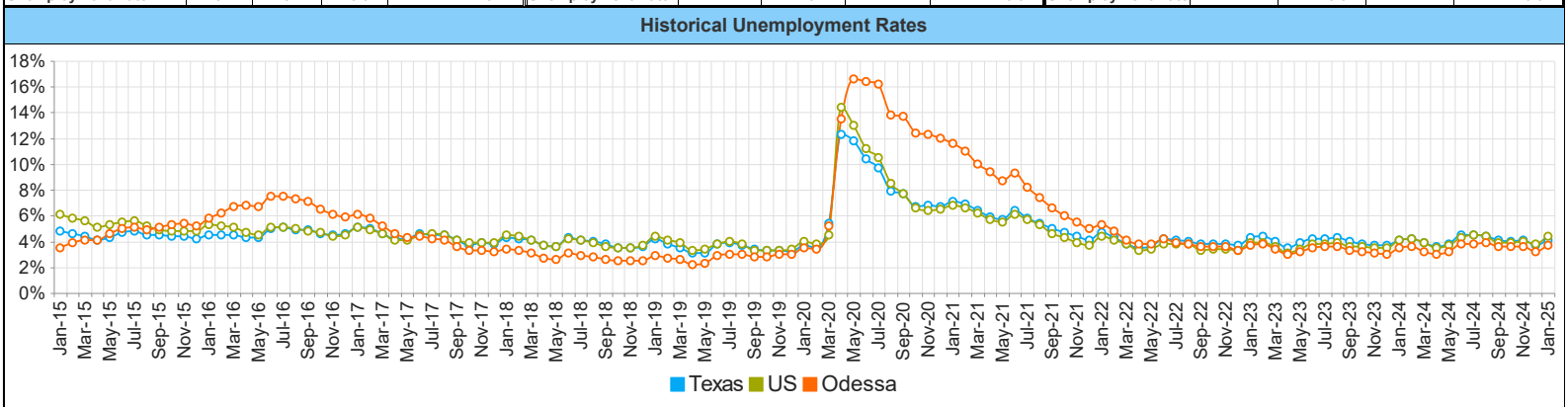
Employment by Industry (January 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,900	-1.3%	2.0%
Mining, Logging and Construction	20,100	-0.5%	6.3%
Manufacturing	4,400	-2.2%	4.8%
Trade, Transportation, and Utilities	19,700	-2.5%	1.0%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	-1.9%	0.0%
Private Education and Health Services	5,800	0.0%	3.6%
Leisure and Hospitality	9,200	-2.1%	-2.1%
Other Services	3,900	0.0%	0.0%
Government	10,600	-0.9%	0.0%

Employment by Industry (January 2025)



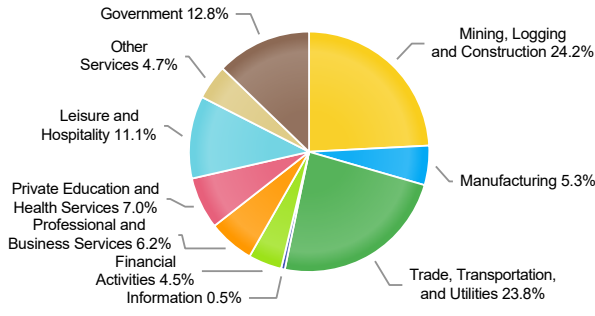
MSA Labor Force Statistics					Texas Labor Force Statistics					US Labor Force Statistics				
														
	Jan-25	Dec-24	Jan-24	Yearly Change		Jan-25	Dec-24	Jan-24	Yearly Change		Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	87,351	87,350	84,712	2,639	Civilian Labor Force	15,745,182	15,737,596	15,353,061	392,121	Civilian Labor Force	169,814,000	167,746,000	166,428,000	3,386,000
Employed	84,138	84,513	81,776	2,362	Employed	15,097,222	15,153,794	14,720,900	376,322	Employed	162,347,000	161,294,000	159,650,000	2,697,000
Unemployed	3,213	2,837	2,936	277	Unemployed	647,960	583,802	632,161	15,799	Unemployed	7,467,000	6,452,000	6,778,000	689,000
Unemployment Rate	3.7%	3.2%	3.5%	0.2%	Unemployment Rate	4.1%	3.7%	4.1%	0.0%	Unemployment Rate	4.4%	3.8%	4.1%	0.3%



Months	MSA	Texas	US
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	4.2	3.8
May-23	3.2	3.9	3.4
Apr-23	3.0	3.5	3.1
Mar-23	3.4	4.0	3.6
Feb-23	3.8	4.4	3.9
Jan-23	3.7	4.3	3.9
Dec-22	3.3	3.7	3.3
Nov-22	3.6	3.8	3.4
Oct-22	3.6	3.8	3.4
Sep-22	3.6	3.8	3.3
Aug-22	3.8	4.0	3.8
Jul-22	3.9	4.1	3.8
Jun-22	4.2	4.2	3.8
May-22	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5

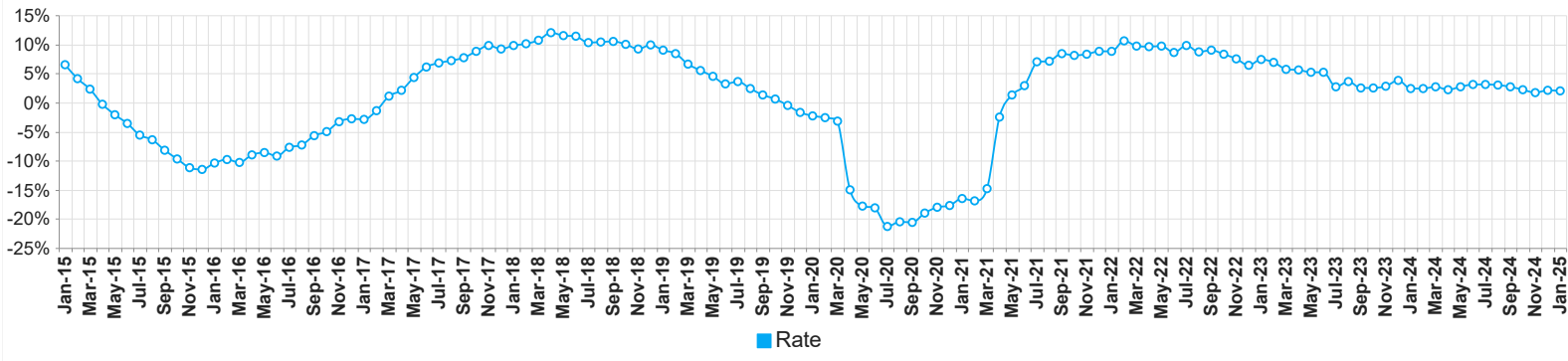
Months	MSA	Texas	US
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5
May-15	4.6	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.9	4.6	5.8
Jan-15	3.5	4.8	6.1

Employment by Industry



Industry	Jan-25	Dec-24	Jan-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,900	84,000	81,300	-1100	-1.3%	1600	2.0%
Mining, Logging and Construction	20,100	20,200	18,900	-100	-0.5%	1200	6.3%
Manufacturing	4,400	4,500	4,200	-100	-2.2%	200	4.8%
Trade, Transportation, and Utilities	19,700	20,200	19,500	-500	-2.5%	200	1.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,200	5,100	-100	-1.9%	0	0.0%
Private Education and Health Services	5,800	5,800	5,600	0	0.0%	200	3.6%
Leisure and Hospitality	9,200	9,400	9,400	-200	-2.1%	-200	-2.1%
Other Services	3,900	3,900	3,900	0	0.0%	0	0.0%
Government	10,600	10,700	10,600	-100	-0.9%	0	0.0%

Annual Growth Rate Total Non-agricultural employment

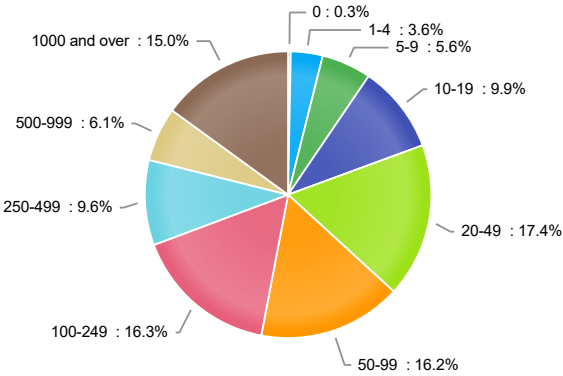


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jan-25	82900	2%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
Dec-22	79300	6.4%
Nov-22	79900	7.5%
Oct-22	79600	8.3%
Sep-22	78900	9%
Aug-22	77400	8.7%
Jul-22	77600	9.8%
Jun-22	76700	8.6%
May-22	76900	9.7%
Apr-22	76600	9.6%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%

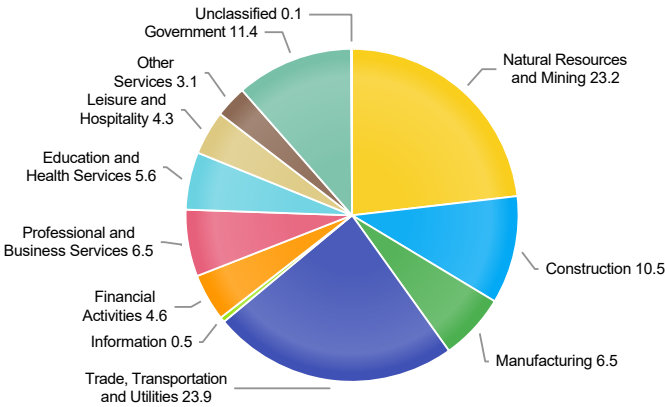
Month	Employment Count	Annual Growth Rate
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
Sep-16	69700	-5.7%
Aug-16	69000	-7.3%
Jul-16	68800	-7.7%
Jun-16	68700	-9.2%
May-16	69300	-8.6%
Apr-16	69900	-9%
Mar-16	70300	-10.3%
Feb-16	71400	-9.8%
Jan-16	71600	-10.4%
Dec-15	72500	-11.5%
Nov-15	72500	-11.2%
Oct-15	73400	-9.7%
Sep-15	73900	-8.2%
Aug-15	74400	-6.4%
Jul-15	74500	-5.6%
Jun-15	75700	-3.6%
May-15	75800	-2.1%
Apr-15	76800	-0.3%
Mar-15	78400	2.3%
Feb-15	79200	4.1%
Jan-15	79900	6.5%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	269	0.3%
1-4	2837	3.6%
5-9	4456	5.6%
10-19	7906	9.9%
20-49	13859	17.4%
50-99	12888	16.2%
100-249	12981	16.3%
250-499	7661	9.6%
500-999	4831	6.1%
1000 and over	11980	15.0%

Wages by Industry (in millions) (3rd Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	339.16
Construction	153.11
Manufacturing	95.31
Trade, Transportation and Utilities	349.15
Information	7.79
Financial Activities	67.45
Professional and Business Services	94.67
Education and Health Services	81.39
Leisure and Hospitality	63.37
Other Services	44.68
Government	167.02
Unclassified	0.78