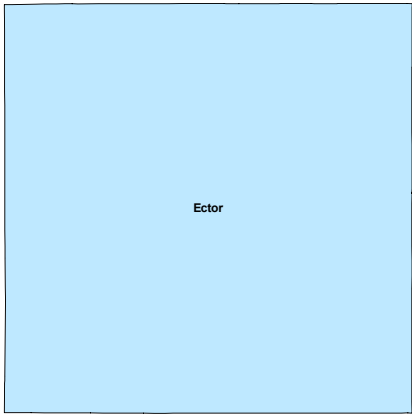
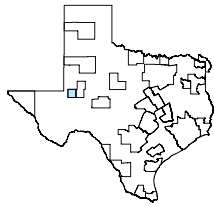


Odessa MSA

May 2025



Ector

MSA Labor Force Statistics

|                      | May-25 | Apr-25 | May-24 | Yearly Change |
|----------------------|--------|--------|--------|---------------|
| Civilian Labor Force | 88,129 | 88,582 | 85,966 | 2,163         |
| Employed             | 85,028 | 85,813 | 83,222 | 1,806         |
| Unemployed           | 3,101  | 2,769  | 2,744  | 357           |
| Unemployment Rate    | 3.5%   | 3.1%   | 3.2%   | 0.3%          |

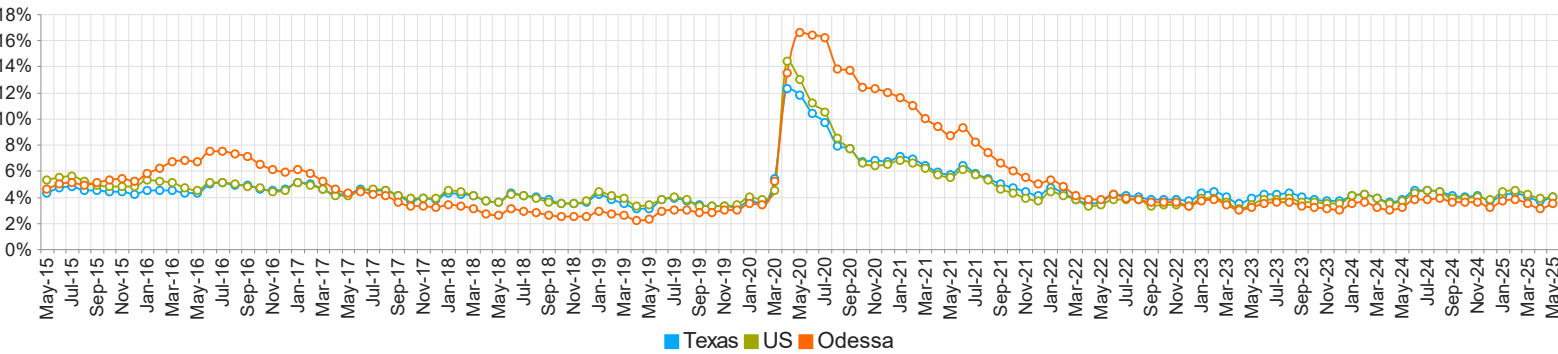
Texas Labor Force Statistics

|                      | May-25     | Apr-25     | May-24     | Yearly Change |
|----------------------|------------|------------|------------|---------------|
| Civilian Labor Force | 15,826,370 | 15,922,902 | 15,501,676 | 324,694       |
| Employed             | 15,194,230 | 15,334,895 | 14,913,510 | 280,720       |
| Unemployed           | 632,140    | 588,007    | 588,166    | 43,974        |
| Unemployment Rate    | 4.0%       | 3.7%       | 3.8%       | 0.2%          |

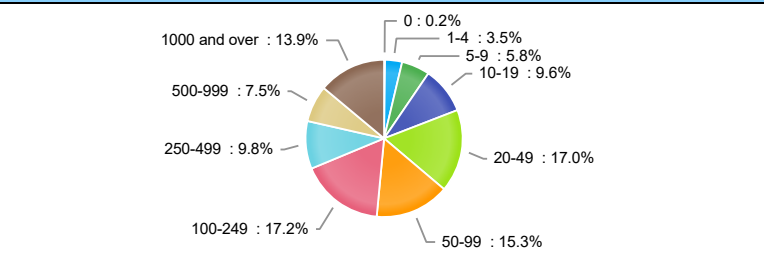
US Labor Force Statistics

|                      | May-25      | Apr-25      | May-24      | Yearly Change |
|----------------------|-------------|-------------|-------------|---------------|
| Civilian Labor Force | 170,216,000 | 170,650,000 | 167,576,000 | 2,640,000     |
| Employed             | 163,401,000 | 164,069,000 | 161,341,000 | 2,060,000     |
| Unemployed           | 6,815,000   | 6,582,000   | 6,235,000   | 580,000       |
| Unemployment Rate    | 4.0%        | 3.9%        | 3.7%        | 0.3%          |

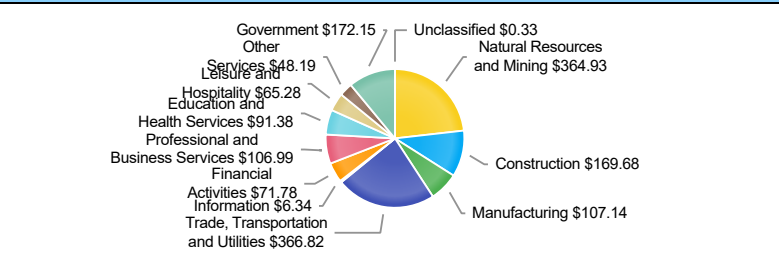
Historical Unemployment Rates



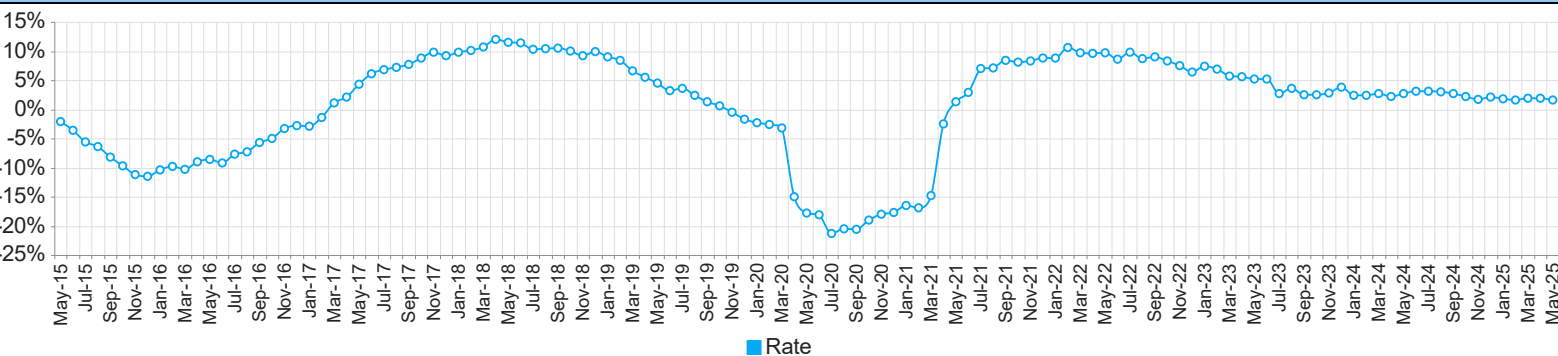
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2024)



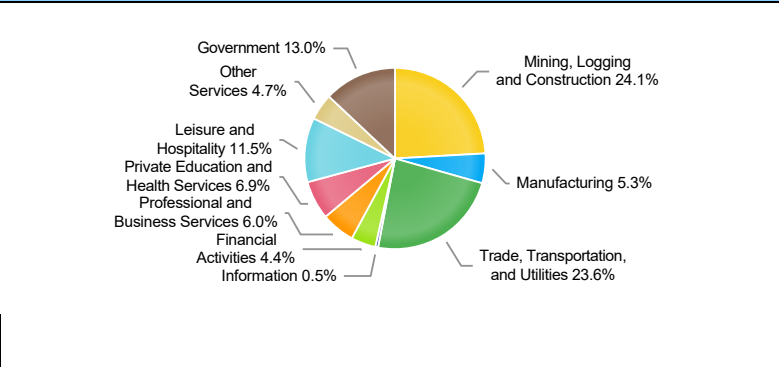
Annual Growth Rate Total Non-agricultural employment

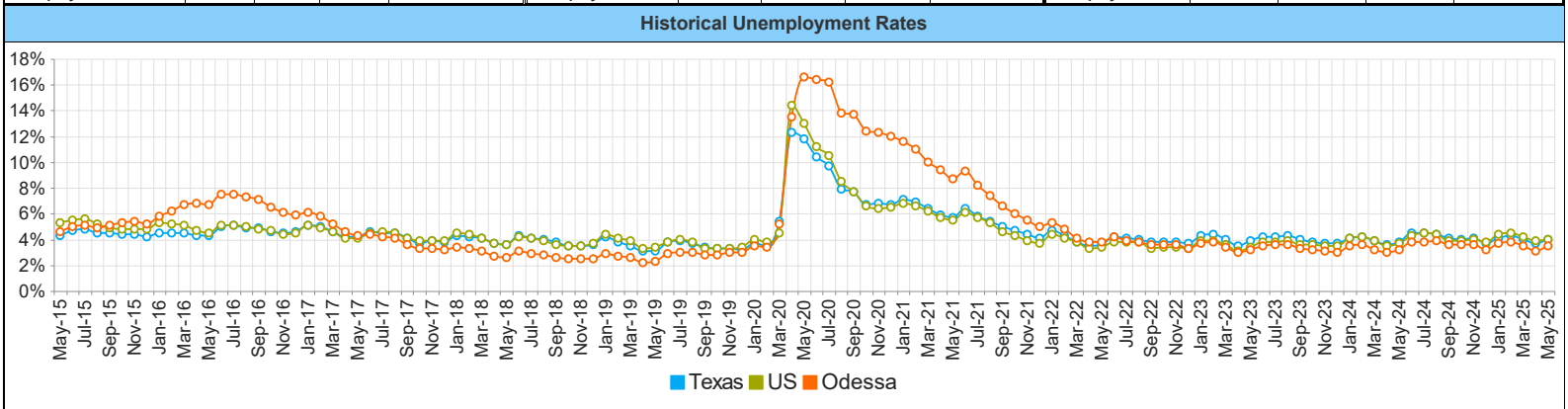
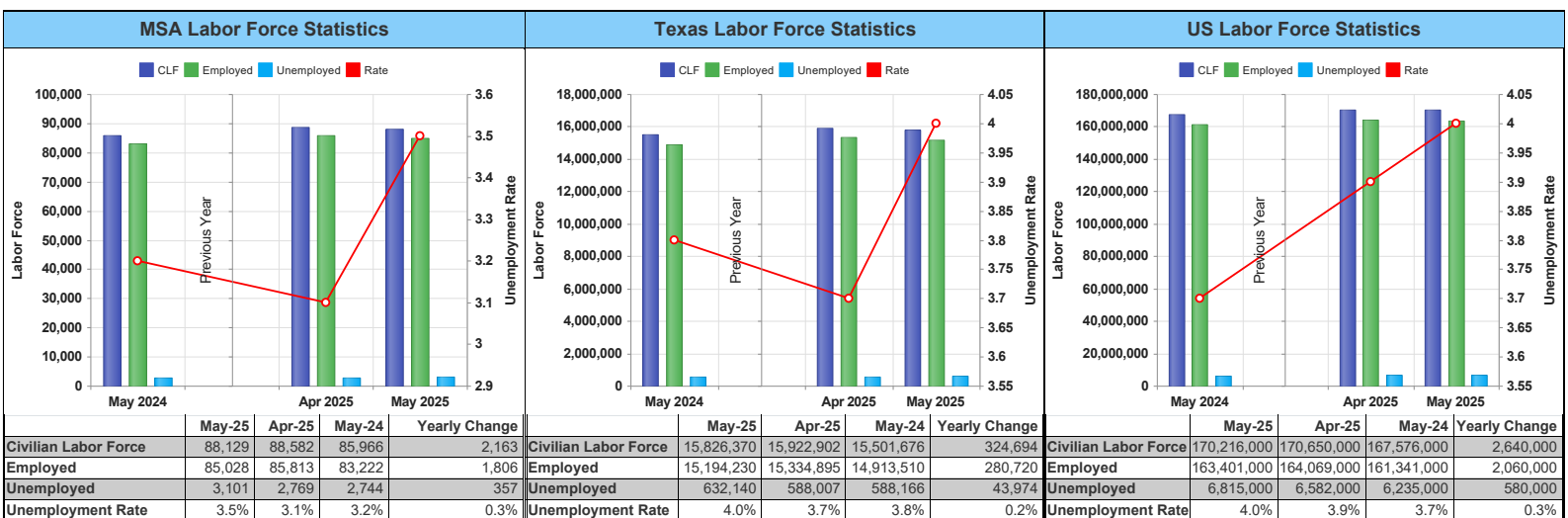


Employment by Industry (May 2025)

| Industry                              | Current Month Employment | % Monthly Change | % Yearly Change |
|---------------------------------------|--------------------------|------------------|-----------------|
| Total Nonfarm                         | 84,400                   | 0.1%             | 1.6%            |
| Mining, Logging and Construction      | 20,300                   | 0.0%             | 5.2%            |
| Manufacturing                         | 4,500                    | 0.0%             | 2.3%            |
| Trade, Transportation, and Utilities  | 19,900                   | 0.5%             | 1.0%            |
| Information                           | 400                      | 0.0%             | 0.0%            |
| Financial Activities                  | 3,700                    | 0.0%             | 0.0%            |
| Professional and Business Services    | 5,100                    | -1.9%            | -3.8%           |
| Private Education and Health Services | 5,800                    | 0.0%             | 1.8%            |
| Leisure and Hospitality               | 9,700                    | 2.1%             | 0.0%            |
| Other Services                        | 4,000                    | 0.0%             | 0.0%            |
| Government                            | 11,000                   | -0.9%            | 0.9%            |

Employment by Industry (May 2025)

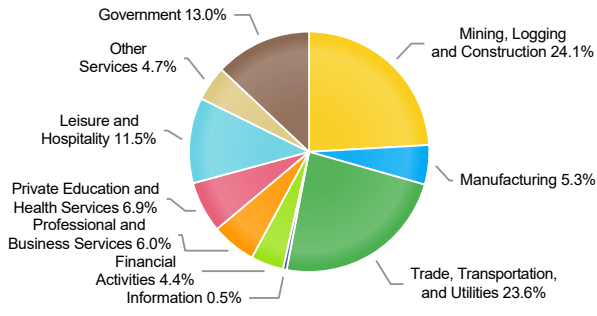




| Months | MSA  | Texas | US  |
|--------|------|-------|-----|
| May-25 | 3.5  | 4.0   | 4.0 |
| Apr-25 | 3.1  | 3.7   | 3.9 |
| Mar-25 | 3.5  | 4.0   | 4.2 |
| Feb-25 | 3.8  | 4.3   | 4.5 |
| Jan-25 | 3.7  | 4.1   | 4.4 |
| Dec-24 | 3.2  | 3.7   | 3.8 |
| Nov-24 | 3.6  | 4.1   | 4.0 |
| Oct-24 | 3.6  | 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 |

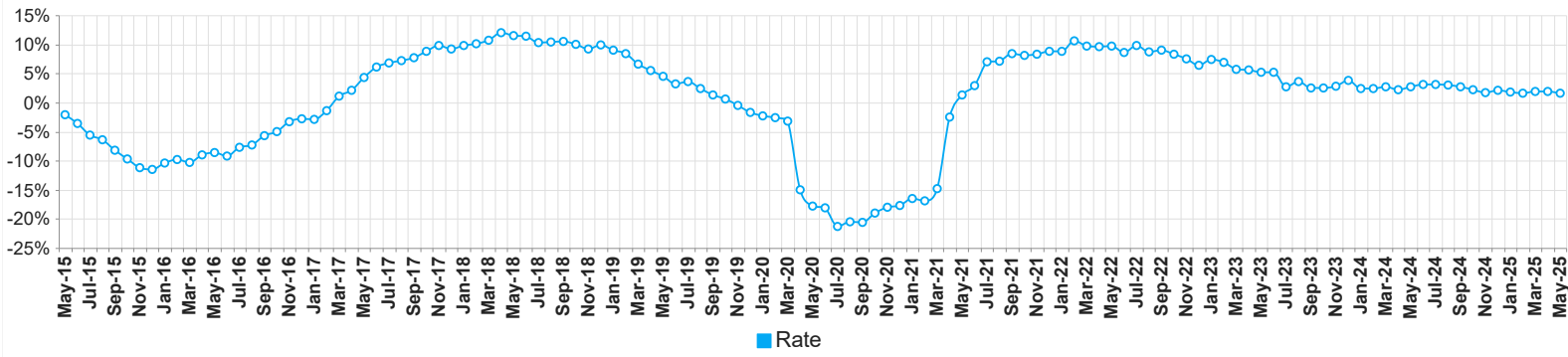
| Months | MSA  | Texas | US   |
|--------|------|-------|------|
| Oct-20 | 12.4 | 6.7   | 6.6  |
| Sep-20 | 13.7 | 7.7   | 7.7  |
| Aug-20 | 13.8 | 7.9   | 8.5  |
| Jul-20 | 16.2 | 9.7   | 10.5 |
| Jun-20 | 16.4 | 10.4  | 11.2 |
| May-20 | 16.6 | 11.8  | 13.0 |
| Apr-20 | 13.5 | 12.3  | 14.4 |
| Mar-20 | 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  |

Employment by Industry



| Industry                              | May-25 | Apr-25 | May-24 | Monthly Change | Monthly Percent Change | Yearly Change | Yearly Percent Change |
|---------------------------------------|--------|--------|--------|----------------|------------------------|---------------|-----------------------|
| Total Nonfarm                         | 84,400 | 84,300 | 83,100 | 100            | 0.1%                   | 1300          | 1.6%                  |
| Mining, Logging and Construction      | 20,300 | 20,300 | 19,300 | 0              | 0.0%                   | 1000          | 5.2%                  |
| Manufacturing                         | 4,500  | 4,500  | 4,400  | 0              | 0.0%                   | 100           | 2.3%                  |
| Trade, Transportation, and Utilities  | 19,900 | 19,800 | 19,700 | 100            | 0.5%                   | 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  | 5,300  | -100           | -1.9%                  | -200          | -3.8%                 |
| Private Education and Health Services | 5,800  | 5,800  | 5,700  | 0              | 0.0%                   | 100           | 1.8%                  |
| Leisure and Hospitality               | 9,700  | 9,500  | 9,700  | 200            | 2.1%                   | 0             | 0.0%                  |
| Other Services                        | 4,000  | 4,000  | 4,000  | 0              | 0.0%                   | 0             | 0.0%                  |
| Government                            | 11,000 | 11,100 | 10,900 | -100           | -0.9%                  | 100           | 0.9%                  |

Annual Growth Rate Total Non-agricultural employment

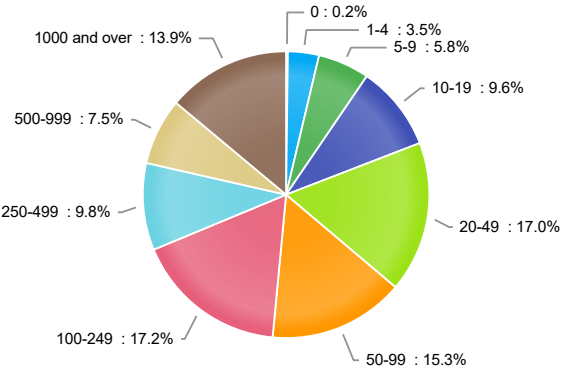


Annual Growth Rate Total Non-agricultural employment table

| Month  | Employment Count | Annual Growth Rate |
|--------|------------------|--------------------|
| May-25 | 84400            | 1.6%               |
| Apr-25 | 84300            | 1.9%               |
| Mar-25 | 84000            | 1.9%               |
| Feb-25 | 83600            | 1.6%               |
| Jan-25 | 82800            | 1.8%               |
| 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%             |

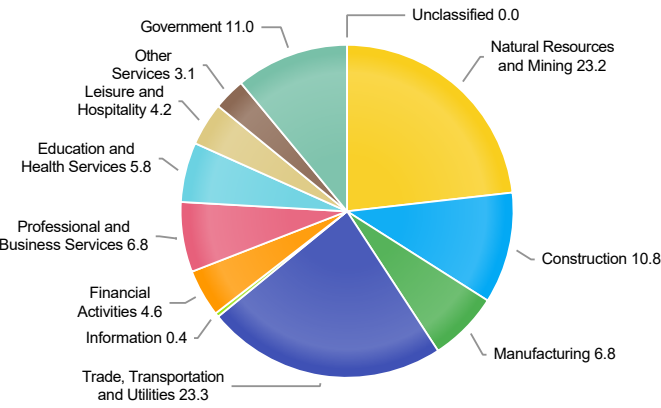
| Month  | Employment Count | Annual Growth Rate |
|--------|------------------|--------------------|
| Jul-20 | 66100            | -21.3%             |
| Jun-20 | 68600            | -18.1%             |
| May-20 | 69200            | -17.8%             |
| Apr-20 | 71700            | -15%               |
| 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%              |

Industry size class



| Employees Per Firm | Employment In Size Class | Percentage Of Total Employment |
|--------------------|--------------------------|--------------------------------|
| 0                  | 195                      | 0.2%                           |
| 1-4                | 2852                     | 3.5%                           |
| 5-9                | 4674                     | 5.8%                           |
| 10-19              | 7766                     | 9.6%                           |
| 20-49              | 13651                    | 17.0%                          |
| 50-99              | 12331                    | 15.3%                          |
| 100-249            | 13861                    | 17.2%                          |
| 250-499            | 7918                     | 9.8%                           |
| 500-999            | 6034                     | 7.5%                           |
| 1000 and over      | 11223                    | 13.9%                          |

Wages by Industry (in millions) (4th Quarter 2024)



| Industry Title                      | Wages in millions (\$) |
|-------------------------------------|------------------------|
| Natural Resources and Mining        | 364.93                 |
| Construction                        | 169.68                 |
| Manufacturing                       | 107.14                 |
| Trade, Transportation and Utilities | 366.82                 |
| Information                         | 6.34                   |
| Financial Activities                | 71.78                  |
| Professional and Business Services  | 106.99                 |
| Education and Health Services       | 91.38                  |
| Leisure and Hospitality             | 65.28                  |
| Other Services                      | 48.19                  |
| Government                          | 172.15                 |
| Unclassified                        | 0.33                   |