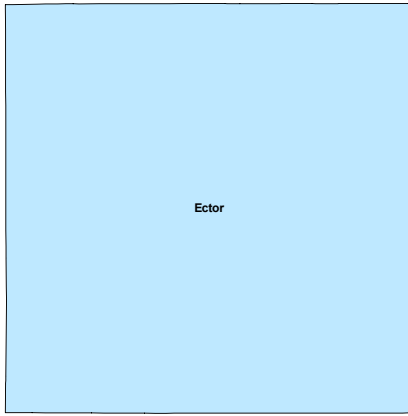
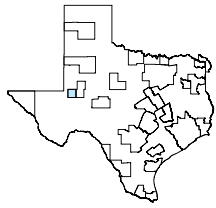


Odessa MSA

September 2025



MSA Labor Force Statistics

	Sep-25	Aug-25	Sep-24	Yearly Change
Civilian Labor Force	89,231	88,261	87,432	1,799
Employed	85,603	84,517	84,322	1,281
Unemployed	3,628	3,744	3,110	518
Unemployment Rate	4.1%	4.2%	3.6%	0.5%

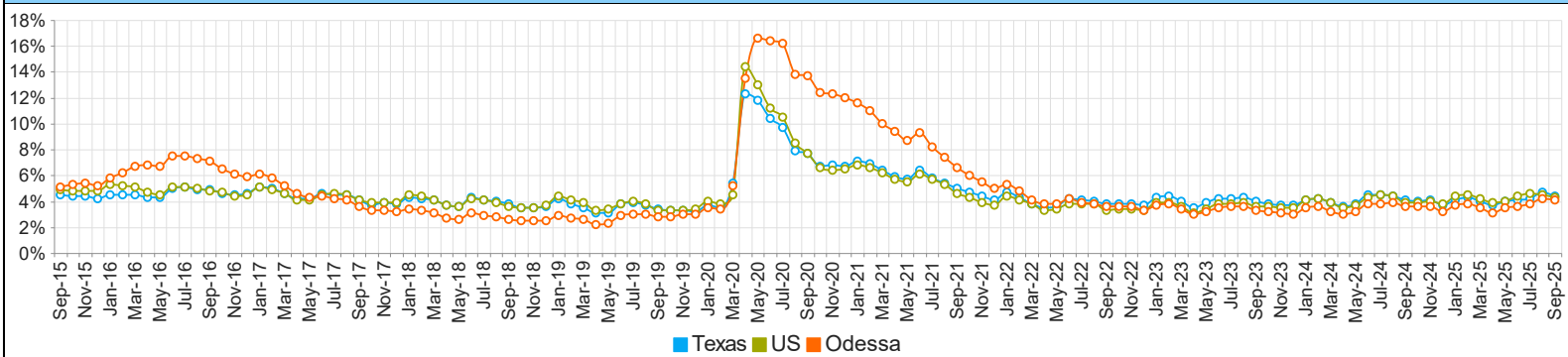
Texas Labor Force Statistics

	Sep-25	Aug-25	Sep-24	Yearly Change
Civilian Labor Force	15,966,295	15,885,423	15,725,337	240,958
Employed	15,257,506	15,144,991	15,080,090	177,416
Unemployed	708,789	740,432	645,247	63,542
Unemployment Rate	4.4%	4.7%	4.1%	0.3%

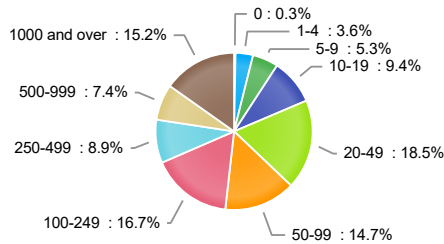
US Labor Force Statistics

	Sep-25	Aug-25	Sep-24	Yearly Change
Civilian Labor Force	171,217,000	171,035,000	168,569,000	2,648,000
Employed	163,894,000	163,288,000	162,046,000	1,848,000
Unemployed	7,324,000	7,747,000	6,524,000	800,000
Unemployment Rate	4.3%	4.5%	3.9%	0.4%

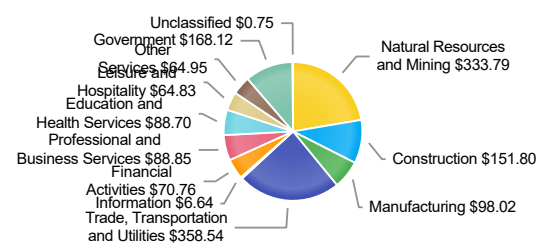
Historical Unemployment Rates



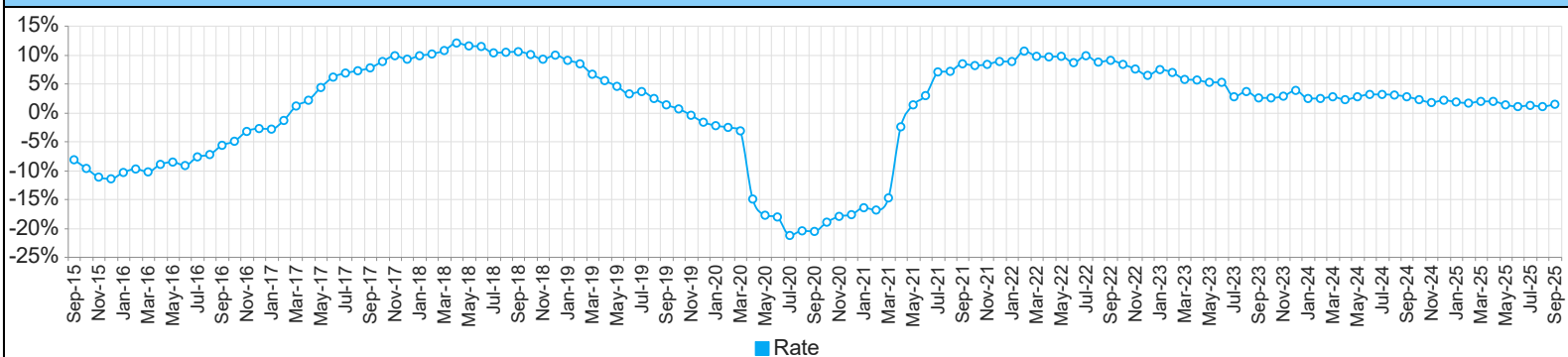
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2025)



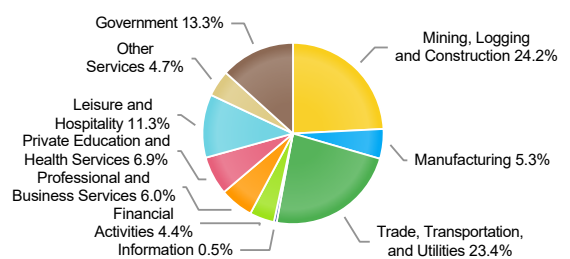
Annual Growth Rate Total Non-agricultural employment



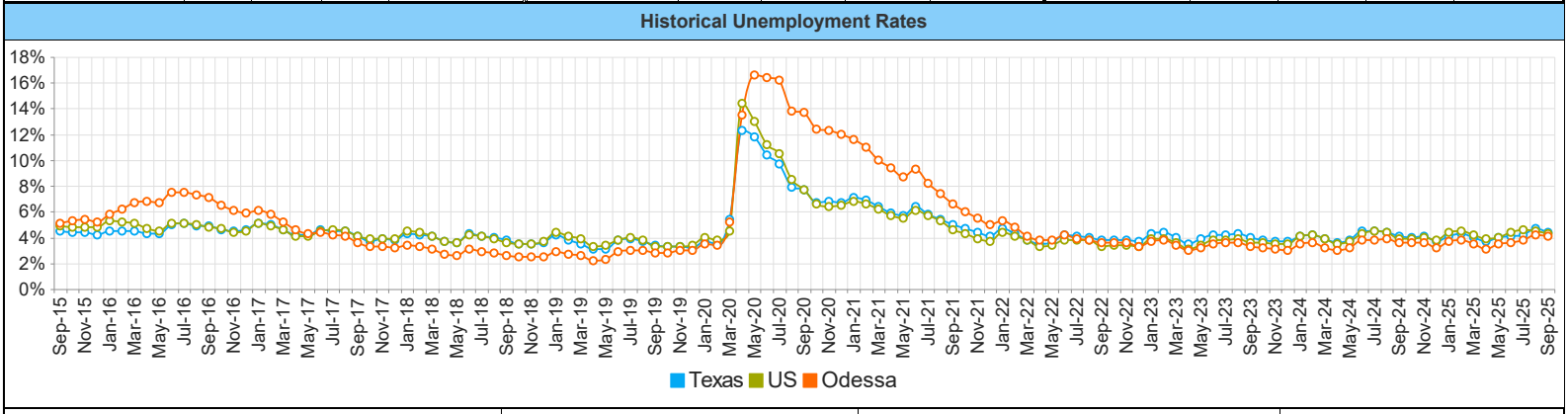
Employment by Industry (September 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	84,300	1.1%	1.4%
Mining, Logging and Construction	20,400	0.5%	3.0%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	19,700	-0.5%	-0.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	0.0%	0.0%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,500	-1.0%	1.1%
Other Services	4,000	0.0%	0.0%
Government	11,200	9.8%	4.7%

Employment by Industry (September 2025)



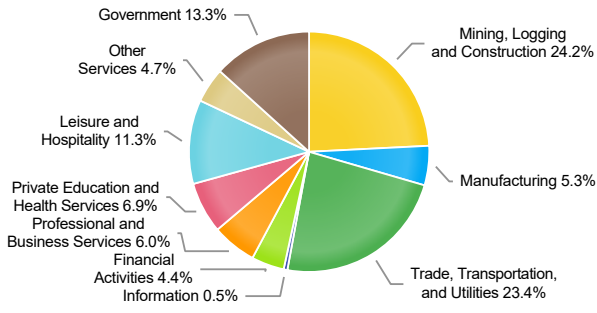
MSA Labor Force Statistics						Texas Labor Force Statistics						US Labor Force Statistics					
																	
	Sep-25	Aug-25	Sep-24	Yearly Change			Sep-25	Aug-25	Sep-24	Yearly Change			Sep-25	Aug-25	Sep-24	Yearly Change	
Civilian Labor Force	89,231	88,261	87,432	1,799		Civilian Labor Force	15,966,295	15,885,423	15,725,337	240,958		Civilian Labor Force	171,217,000	171,035,000	168,569,000	2,648,000	
Employed	85,603	84,517	84,322	1,281		Employed	15,257,506	15,144,991	15,080,090	177,416		Employed	163,894,000	163,288,000	162,046,000	1,848,000	
Unemployed	3,628	3,744	3,110	518		Unemployed	708,789	740,432	645,247	63,542		Unemployed	7,324,000	7,747,000	6,524,000	800,000	
Unemployment Rate	4.1%	4.2%	3.6%	0.5%		Unemployment Rate	4.4%	4.7%	4.1%	0.3%		Unemployment Rate	4.3%	4.5%	3.9%	0.4%	



Months	MSA	Texas	US
Sep-25	4.1	4.4	4.3
Aug-25	4.2	4.7	4.5
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
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

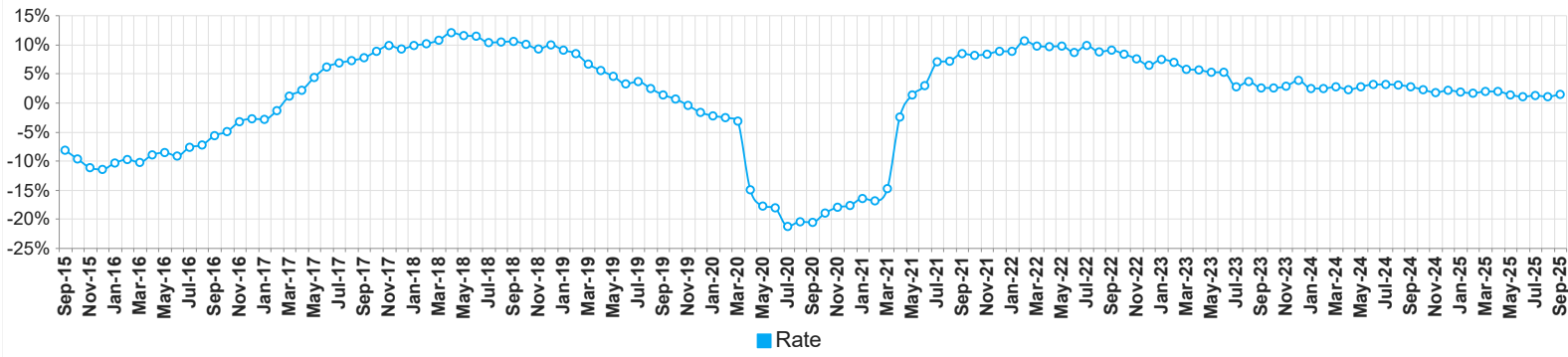
Months	MSA	Texas	US
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
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

Employment by Industry



Industry	Sep-25	Aug-25	Sep-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	84,300	83,400	83,100	900	1.1%	1200	1.4%
Mining, Logging and Construction	20,400	20,300	19,800	100	0.5%	600	3.0%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	19,700	19,800	19,800	-100	-0.5%	-100	-0.5%
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	5,100	5,100	0	0.0%	0	0.0%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,500	9,600	9,400	-100	-1.0%	100	1.1%
Other Services	4,000	4,000	4,000	0	0.0%	0	0.0%
Government	11,200	10,200	10,700	1000	9.8%	500	4.7%

Annual Growth Rate Total Non-agricultural employment

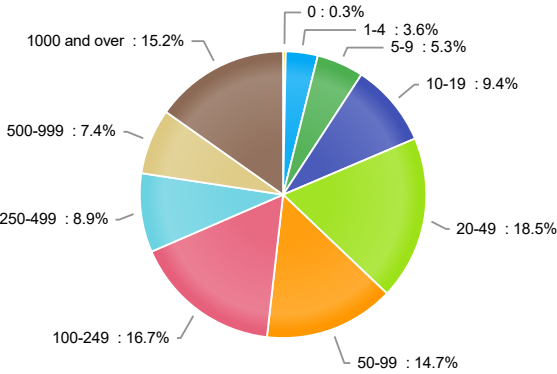


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Sep-25	84300	1.4%
Aug-25	83400	1%
Jul-25	83200	1.2%
Jun-25	84000	1%
May-25	84200	1.3%
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%

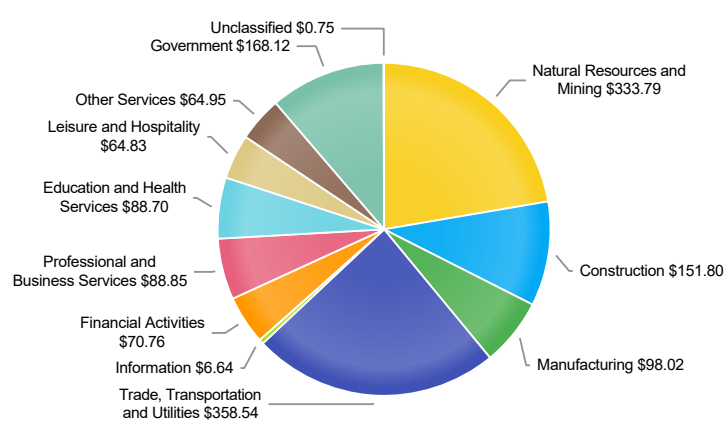
Month	Employment Count	Annual Growth Rate
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	252	0.3%
1-4	2928	3.6%
5-9	4351	5.3%
10-19	7637	9.4%
20-49	15069	18.5%
50-99	12035	14.7%
100-249	13666	16.7%
250-499	7286	8.9%
500-999	6018	7.4%
1000 and over	12386	15.2%

Wages by Industry (in millions) (2nd Quarter 2025)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.79
Construction	151.80
Manufacturing	98.02
Trade, Transportation and Utilities	358.54
Information	6.64
Financial Activities	70.76
Professional and Business Services	88.85
Education and Health Services	88.70
Leisure and Hospitality	64.83
Other Services	64.95
Government	168.12
Unclassified	0.75