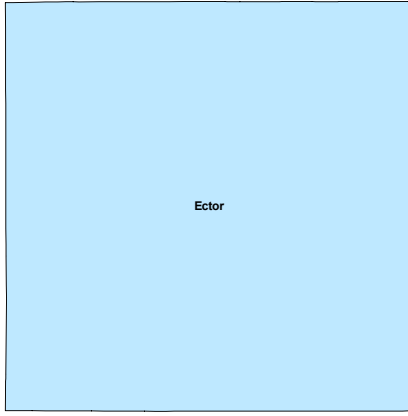
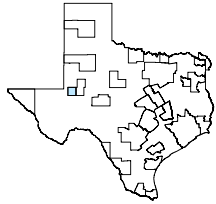


Odessa MSA

January 2026

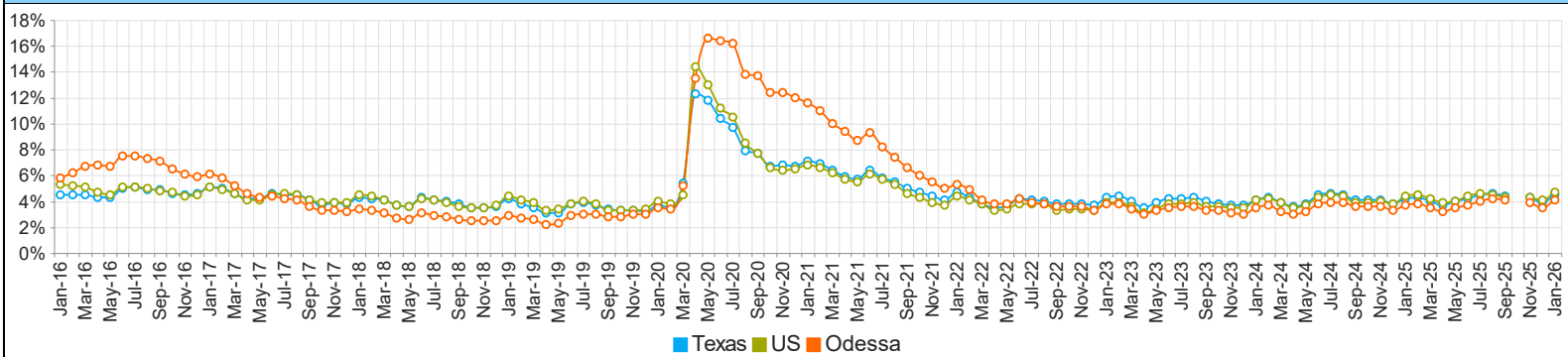


| MSA Labor Force Statistics | | | | |
|----------------------------|--------|--------|--------|---------------|
| | Jan-26 | Dec-25 | Jan-25 | Yearly Change |
| Civilian Labor Force | 87,961 | 88,257 | 87,565 | 396 |
| Employed | 84,354 | 85,138 | 84,288 | 66 |
| Unemployed | 3,607 | 3,119 | 3,277 | 330 |
| Unemployment Rate | 4.1% | 3.5% | 3.7% | 0.4% |

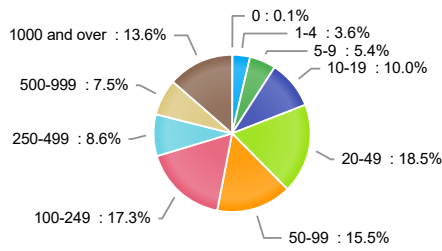
| Texas Labor Force Statistics | | | | |
|------------------------------|------------|------------|------------|---------------|
| | Jan-26 | Dec-25 | Jan-25 | Yearly Change |
| Civilian Labor Force | 15,838,900 | 15,921,360 | 15,769,642 | 69,258 |
| Employed | 15,126,189 | 15,297,468 | 15,109,463 | 16,726 |
| Unemployed | 712,711 | 623,892 | 660,179 | 52,532 |
| Unemployment Rate | 4.5% | 3.9% | 4.2% | 0.3% |

| US Labor Force Statistics | | | | |
|---------------------------|-------------|-------------|-------------|---------------|
| | Jan-26 | Dec-25 | Jan-25 | Yearly Change |
| Civilian Labor Force | 169,612,000 | 170,723,000 | 169,814,000 | -202,000 |
| Employed | 161,670,000 | 163,720,000 | 162,347,000 | -677,000 |
| Unemployed | 7,942,000 | 7,003,000 | 7,467,000 | 475,000 |
| Unemployment Rate | 4.7% | 4.1% | 4.4% | 0.3% |

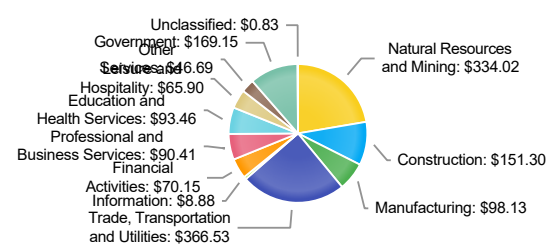
Historical Unemployment Rates



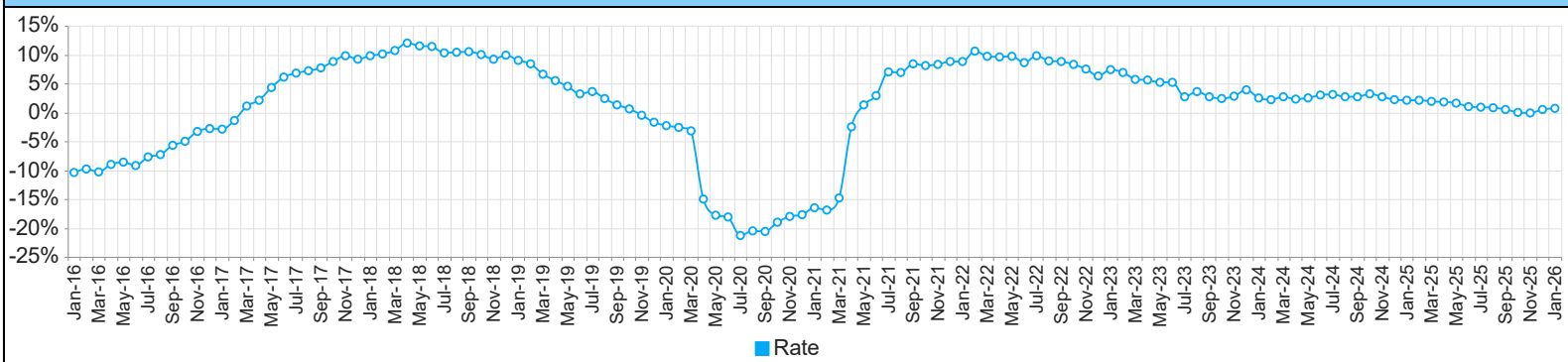
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2025)



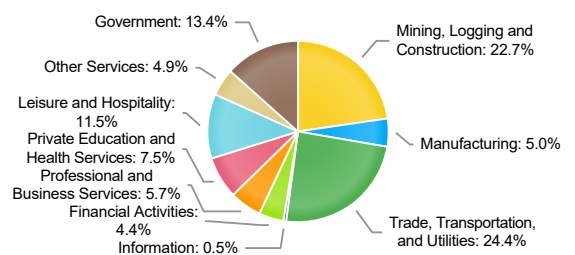
Annual Growth Rate Total Non-agricultural employment

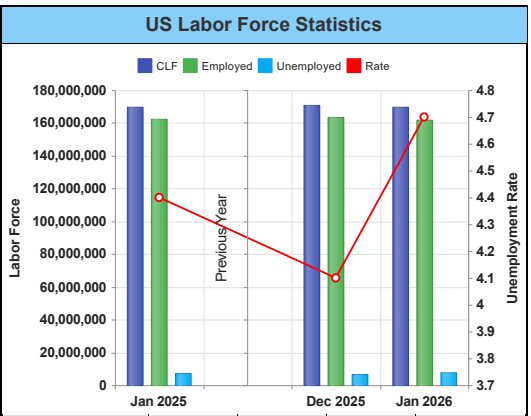
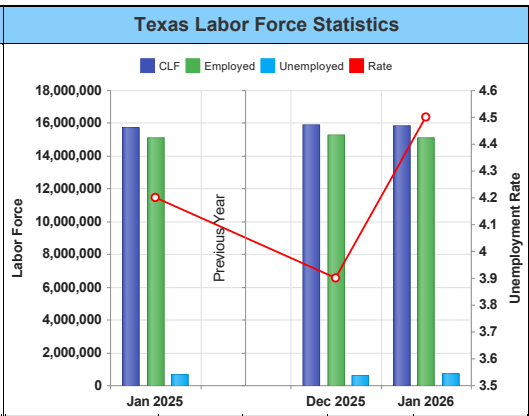
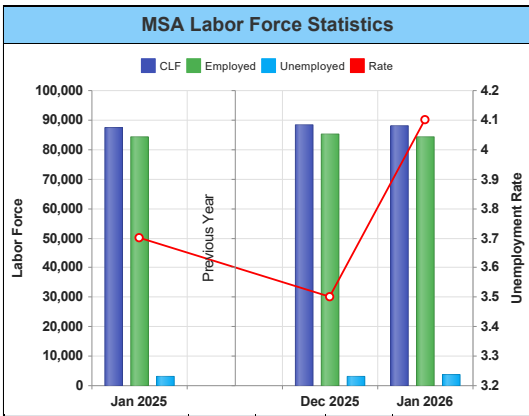


Employment by Industry (January 2026)

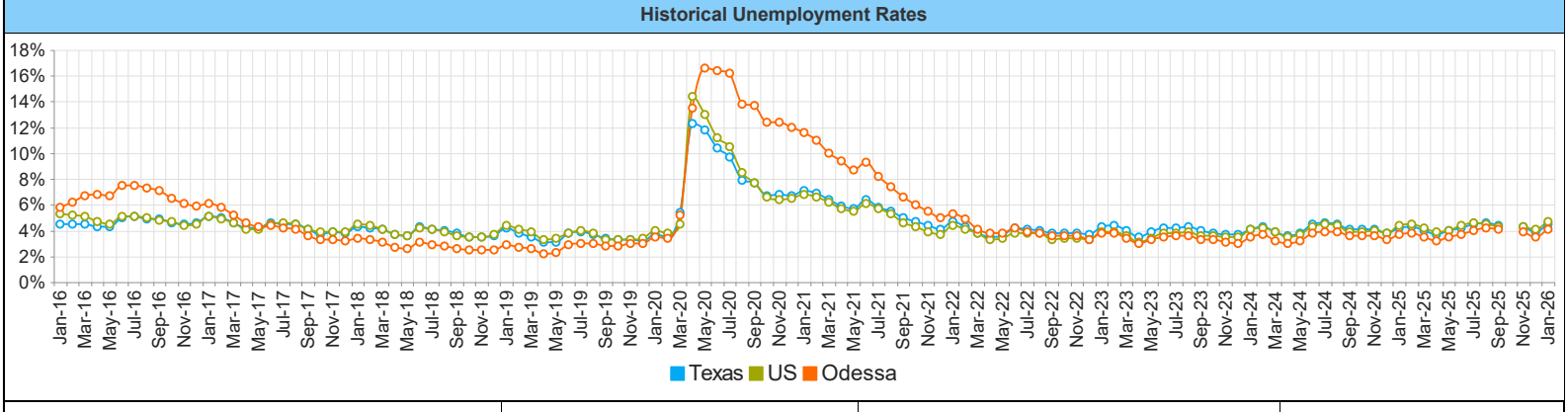
| Industry | Current Month Employment | % Monthly Change | % Yearly Change |
|---------------------------------------|--------------------------|------------------|-----------------|
| Total Nonfarm | 83,700 | -0.9% | 0.7% |
| Mining, Logging and Construction | 19,000 | 0.0% | -3.1% |
| Manufacturing | 4,200 | 0.0% | -4.5% |
| Trade, Transportation, and Utilities | 20,400 | -3.3% | 1.0% |
| Information | 400 | 0.0% | 0.0% |
| Financial Activities | 3,700 | -2.6% | 0.0% |
| Professional and Business Services | 4,800 | 0.0% | 2.1% |
| Private Education and Health Services | 6,300 | 0.0% | 6.8% |
| Leisure and Hospitality | 9,600 | 0.0% | 4.3% |
| Other Services | 4,100 | 0.0% | 2.5% |
| Government | 11,200 | 0.0% | 1.8% |

Employment by Industry (January 2026)





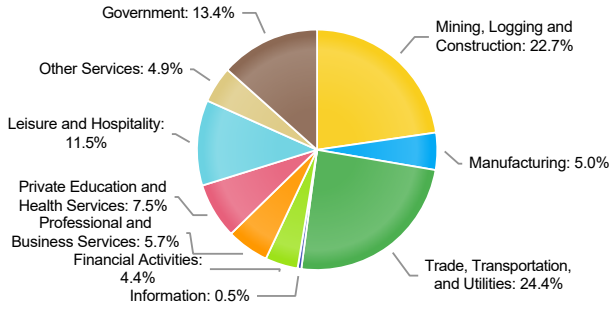
| | Jan-26 | Dec-25 | Jan-25 | Yearly Change |
|----------------------|--------|--------|--------|---------------|
| Civilian Labor Force | 87,961 | 88,257 | 87,565 | 396 |
| Employed | 84,354 | 85,138 | 84,288 | 66 |
| Unemployed | 3,607 | 3,119 | 3,277 | 330 |
| Unemployment Rate | 4.1% | 3.5% | 3.7% | 0.4% |



| Months | MSA | Texas | US |
|--------|-----|-------|-----|
| Jan-26 | 4.1 | 4.5 | 4.7 |
| Dec-25 | 3.5 | 3.9 | 4.1 |
| Nov-25 | 3.9 | 4.3 | 4.3 |
| Oct-25 | N/A | N/A | N/A |
| Sep-25 | 4.1 | 4.4 | 4.3 |
| Aug-25 | 4.2 | 4.6 | 4.5 |
| Jul-25 | 4.0 | 4.5 | 4.6 |
| Jun-25 | 3.7 | 4.2 | 4.4 |
| May-25 | 3.5 | 4.0 | 4.0 |
| Apr-25 | 3.2 | 3.7 | 3.9 |
| Mar-25 | 3.5 | 4.0 | 4.2 |
| Feb-25 | 3.8 | 4.3 | 4.5 |
| Jan-25 | 3.7 | 4.2 | 4.4 |
| Dec-24 | 3.3 | 3.8 | 3.8 |
| Nov-24 | 3.6 | 4.1 | 4.0 |
| Oct-24 | 3.6 | 4.1 | 3.9 |
| Sep-24 | 3.6 | 4.1 | 3.9 |
| Aug-24 | 3.9 | 4.5 | 4.4 |
| Jul-24 | 3.9 | 4.6 | 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 | 3.7 | 4.3 | 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 | 3.3 | 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 | 3.3 | 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 | 3.8 | 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 | 4.9 | 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 | 5.5 | 5.3 |
| Jul-21 | 8.2 | 5.8 | 5.7 |

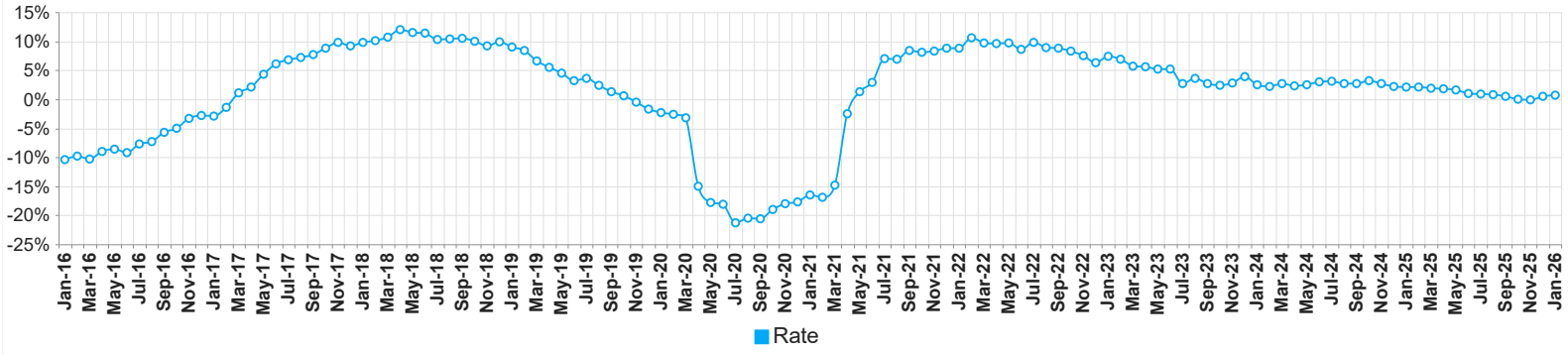
| Months | MSA | Texas | US |
|--------|------|-------|------|
| Jun-21 | 9.3 | 6.4 | 6.1 |
| May-21 | 8.7 | 5.7 | 5.5 |
| Apr-21 | 9.4 | 5.9 | 5.7 |
| Mar-21 | 10.0 | 6.4 | 6.2 |
| Feb-21 | 11.0 | 6.9 | 6.6 |
| Jan-21 | 11.6 | 7.1 | 6.8 |
| Dec-20 | 12.0 | 6.7 | 6.5 |
| Nov-20 | 12.4 | 6.8 | 6.4 |
| 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 |

Employment by Industry



| Industry | Jan-26 | Dec-25 | Jan-25 | Monthly Change | Monthly Percent Change | Yearly Change | Yearly Percent Change |
|---------------------------------------|--------|--------|--------|----------------|------------------------|---------------|-----------------------|
| Total Nonfarm | 83,700 | 84,500 | 83,100 | -800 | -0.9% | 600 | 0.7% |
| Mining, Logging and Construction | 19,000 | 19,000 | 19,600 | 0 | 0.0% | -600 | -3.1% |
| Manufacturing | 4,200 | 4,200 | 4,400 | 0 | 0.0% | -200 | -4.5% |
| Trade, Transportation, and Utilities | 20,400 | 21,100 | 20,200 | -700 | -3.3% | 200 | 1.0% |
| Information | 400 | 400 | 400 | 0 | 0.0% | 0 | 0.0% |
| Financial Activities | 3,700 | 3,800 | 3,700 | -100 | -2.6% | 0 | 0.0% |
| Professional and Business Services | 4,800 | 4,800 | 4,700 | 0 | 0.0% | 100 | 2.1% |
| Private Education and Health Services | 6,300 | 6,300 | 5,900 | 0 | 0.0% | 400 | 6.8% |
| Leisure and Hospitality | 9,600 | 9,600 | 9,200 | 0 | 0.0% | 400 | 4.3% |
| Other Services | 4,100 | 4,100 | 4,000 | 0 | 0.0% | 100 | 2.5% |
| Government | 11,200 | 11,200 | 11,000 | 0 | 0.0% | 200 | 1.8% |

Annual Growth Rate Total Non-agricultural employment

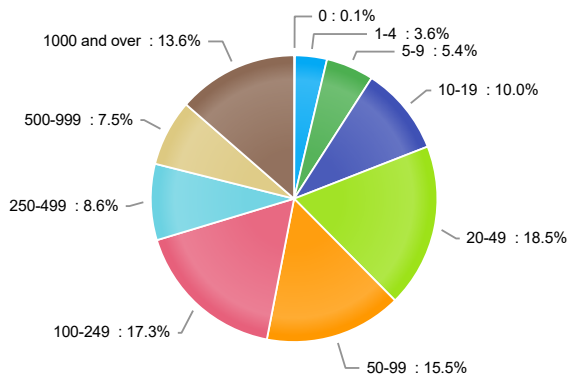


Annual Growth Rate Total Non-agricultural employment table

| Month | Employment Count | Annual Growth Rate |
|--------|------------------|--------------------|
| Jan-26 | 83700 | 0.7% |
| Dec-25 | 84500 | 0.5% |
| Nov-25 | 84200 | -0.1% |
| Oct-25 | 84100 | 0% |
| Sep-25 | 83500 | 0.5% |
| Aug-25 | 83100 | 0.8% |
| Jul-25 | 82900 | 0.9% |
| Jun-25 | 83900 | 1% |
| May-25 | 84200 | 1.6% |
| Apr-25 | 84300 | 1.8% |
| Mar-25 | 84000 | 1.9% |
| Feb-25 | 83900 | 2.1% |
| Jan-25 | 83100 | 2.1% |
| Dec-24 | 84100 | 2.2% |
| Nov-24 | 84300 | 2.7% |
| Oct-24 | 84100 | 3.2% |
| Sep-24 | 83100 | 2.7% |
| Aug-24 | 82400 | 2.7% |
| Jul-24 | 82200 | 3.1% |
| Jun-24 | 83100 | 3% |
| May-24 | 82900 | 2.5% |
| Apr-24 | 82800 | 2.3% |
| Mar-24 | 82400 | 2.7% |
| Feb-24 | 82200 | 2.2% |
| Jan-24 | 81400 | 2.5% |
| Dec-23 | 82300 | 3.9% |
| Nov-23 | 82100 | 2.8% |
| Oct-23 | 81500 | 2.4% |
| Sep-23 | 80900 | 2.7% |
| 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 | 79200 | 6.3% |
| Nov-22 | 79900 | 7.5% |
| Oct-22 | 79600 | 8.3% |
| Sep-22 | 78800 | 8.8% |
| Aug-22 | 77400 | 8.9% |
| 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 | 71100 | 6.9% |
| Jul-21 | 70700 | 7% |
| Jun-21 | 70600 | 2.9% |
| May-21 | 70100 | 1.3% |
| Apr-21 | 69900 | -2.5% |

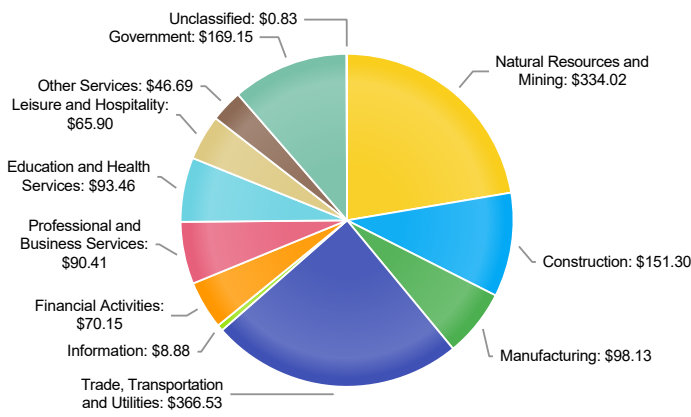
| Month | Employment Count | Annual Growth Rate |
|--------|------------------|--------------------|
| Mar-21 | 69200 | -14.8% |
| Feb-21 | 68000 | -16.9% |
| Jan-21 | 67900 | -16.5% |
| Dec-20 | 68500 | -17.7% |
| Nov-20 | 68600 | -18% |
| Oct-20 | 68000 | -19% |
| Sep-20 | 66800 | -20.6% |
| Aug-20 | 66500 | -20.5% |
| Jul-20 | 66100 | -21.3% |
| Jun-20 | 68600 | -18.1% |
| May-20 | 69200 | -17.8% |
| Apr-20 | 71700 | -15% |
| 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% |

Industry size class



| Employees Per Firm | Employment In Size Class | Percentage Of Total Employment |
|--------------------|--------------------------|--------------------------------|
| 0 | 93 | 0.1% |
| 1-4 | 2868 | 3.6% |
| 5-9 | 4343 | 5.4% |
| 10-19 | 8053 | 10.0% |
| 20-49 | 14821 | 18.5% |
| 50-99 | 12400 | 15.5% |
| 100-249 | 13853 | 17.3% |
| 250-499 | 6862 | 8.6% |
| 500-999 | 6034 | 7.5% |
| 1000 and over | 10927 | 13.6% |

Wages by Industry (in millions) (3rd Quarter 2025)



| Industry Title | Wages in millions (\$) |
|-------------------------------------|------------------------|
| Natural Resources and Mining | 334.02 |
| Construction | 151.30 |
| Manufacturing | 98.13 |
| Trade, Transportation and Utilities | 366.53 |
| Information | 8.88 |
| Financial Activities | 70.15 |
| Professional and Business Services | 90.41 |
| Education and Health Services | 93.46 |
| Leisure and Hospitality | 65.90 |
| Other Services | 46.69 |
| Government | 169.15 |
| Unclassified | 0.83 |