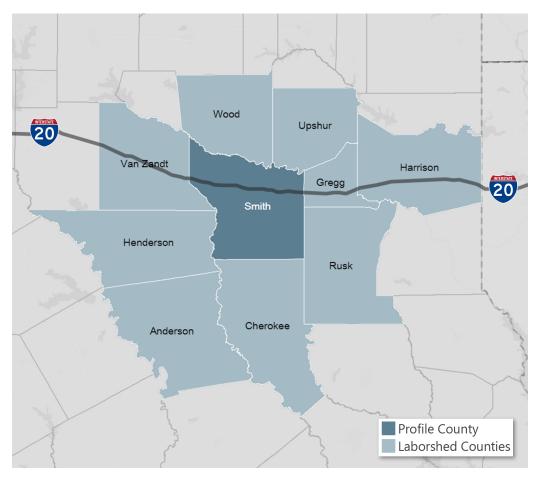
LINDALE, TX





SMITH COUNTY

Civilian Labor Force, Dec. 2018: **108,916** % Change in CLF, 2016-2018: **2.0**% Unemployment Rate, Dec. 2018: **3.5**%

LINDALE LABORSHED

Civilian Labor Force, Dec. 2018: **361,671** % Change in CLF, 2016-2018: **0.9**% Unemployment Rate, Dec. 2018: **3.7**%

TALENT HIGHLIGHTS







103,284

Smith County

114,601 Jobs

15,577

Openings Resident Workers

Lindale Laborshed

326,589 Jobs

42,766 Openings

338,286
Resident Workers

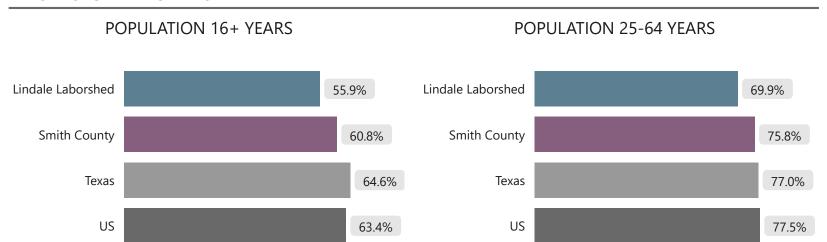
FASTEST-GROWING OCCUPATIONS IN COUNTY

| Occupation Description | % Change 2013-2018 ▼ |
|--|----------------------------|
| Food Batchmakers | 119.7% |
| Meat, Poultry, & Fish Cutters & Trimmers | 118.2% |
| Farmworkers, Animals (Incl. Aquaculture) | 107.8% |
| Farmers, Ranchers, & Other Agricultural Mgrs. | 107.5% |
| Agricultural Equipment Operators | 82.8% |
| Pest Control Workers | 77.6% |
| Insurance Claims & Policy Processing Clerks | 73.2% |
| First-Line Supvsr., Farming, Fishing, & Forestry | 68.5% |
| Claims Adjusters, Examiners, & Investigators | 67.5% |

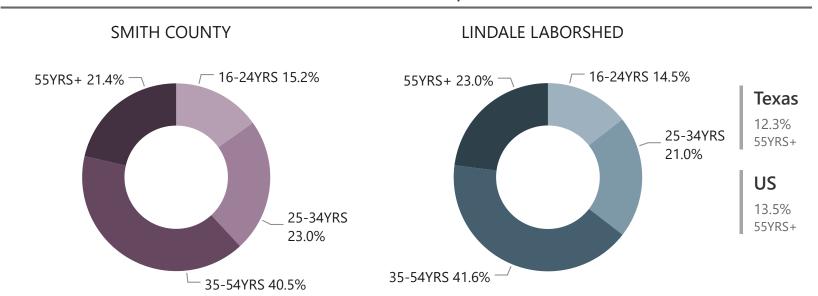
Sources: US Bureau of Labor Statistics, Current Population Survey and Local Area Unemployment Statistics; EMSI 2018.4 – QCEW Employees, Non-QCEW Employees, and Self-Employeed. Excludes military and unclassified occupations.

Note: Fastest-growing occupations include those with at least 25 jobs in 2013 and 2018.

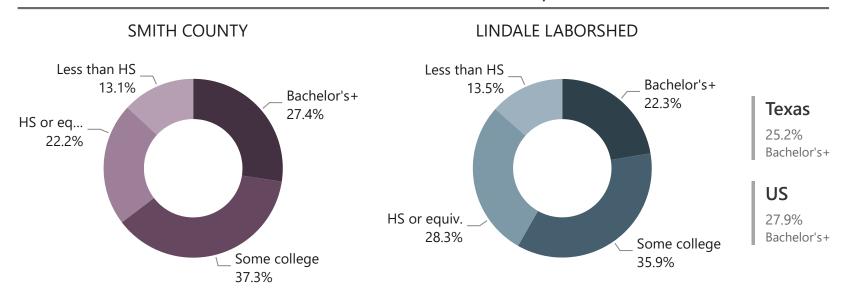
LABOR FORCE PARTICIPATION RATE



AGE DISTRIBUTION OF PEOPLE PARTICIPATING IN LABOR FORCE, POPULATION AGE 16+YEARS



EDUCATIONAL ATTAINMENT OF PEOPLE PARTICIPATING IN LABOR FORCE, POPULATION AGE 25-64 YEARS



Sources: US Census Bureau, American Community Survey, 5-year averages for the period 2013-2017.

TOP 20 MAJOR OCCUPATION GROUPS

SMITH CO. AND LINDALE LABORSHED EMPLOYMENT AND LQS, 2018

| Occupation Name | Smith County | | Laborshed | |
|--------------------------------------|--------------|------|-----------|------|
| | Jobs | LQ | Jobs | LQ |
| Office & Administrative Support | 17,108 | 1.00 | 48,285 | 0.99 |
| Sales & Related | 13,120 | 1.13 | 35,256 | 1.06 |
| Food Prep. & Serving Related | 10,601 | 1.09 | 29,218 | 1.05 |
| Healthcare (Practitioners & Tech.) | 10,040 | 1.55 | 21,267 | 1.15 |
| Transportation & Material Moving | 7,641 | 0.98 | 22,816 | 1.02 |
| Education, Training, & Library | 6,908 | 1.04 | 21,397 | 1.13 |
| Production | 4,842 | 0.71 | 22,400 | 1.15 |
| Construction & Extraction | 5,366 | 1.01 | 20,866 | 1.38 |
| Personal Care & Service | 6,274 | 1.25 | 15,543 | 1.09 |
| Installation, Maintenance, & Repair | 4,548 | 1.00 | 16,007 | 1.22 |
| Building & Grounds Cleaning/Maint. | 5,283 | 1.23 | 13,534 | 1.10 |
| Management | 4,644 | 0.72 | 13,749 | 0.74 |
| Healthcare (Support) | 5,260 | 1.66 | 11,523 | 1.27 |
| Business & Financial Operations | 3,590 | 0.60 | 9,241 | 0.54 |
| Protective Service | 1,794 | 0.68 | 7,313 | 0.97 |
| Community & Social Service | 2,018 | 1.05 | 5,480 | 0.99 |
| Architecture & Engineering | 1,553 | 0.79 | 4,302 | 0.77 |
| Arts, Design, Entertainment, & Media | 1,436 | 0.67 | 4,024 | 0.66 |
| Computer & Mathematical | 1,316 | 0.39 | 3,247 | 0.34 |
| Farming, Fishing, & Forestry | 1,146 | 1.29 | 3,221 | 1.27 |

SMITH CO. AVERAGE HOURLY EARNINGS, 2017

| Occupation Name | Average Earnings | | |
|--------------------------------------|---------------------|--|--|
| Management | \$41.45 | | |
| Healthcare (Practitioners & Tech.) | \$35.52 | | |
| Architecture & Engineering | \$34.67 | | |
| Business & Financial Operations | \$32.66 | | |
| Computer & Mathematical | \$31.21 | | |
| Education, Training, & Library | \$22.91 | | |
| Arts, Design, Entertainment, & Media | \$22.16 | | |
| Community & Social Service | \$22.07 | | |
| Protective Service | \$21.98 | | |
| Installation, Maintenance, & Repair | \$19.75 | | |
| Construction & Extraction | \$18.90 | | |
| Transportation & Material Moving | \$17.60 | | |
| Sales & Related | \$17.44 | | |
| Production | \$15.99 | | |
| Office & Administrative Support | \$15.93 | | |
| Healthcare (Support) | \$14.72 | | |
| Farming, Fishing, & Forestry | \$11.53 | | |
| Building & Grounds Cleaning/Maint. | \$10.80 | | |
| Food Prep. & Serving Related | \$10.58 | | |
| Personal Care & Service | \$10.49 | | |

DETAILED OCCUPATIONS IN SMITH COUNTY

LARGEST ESTIMATED WORKFORCE AVAILABILITY, 2018

| Occupation Name | Potential Workforce | | |
|--|---------------------|--|--|
| Correctional Officers & Jailers | 178 | | |
| Industrial Truck & Tractor Operators | 116 | | |
| Construction Laborers | 99 | | |
| Teachers, Secondary (Exc. Special Ed. & CTE) | 99 | | |
| Operating Eng. & Other Constr. Equip. Op | 87 | | |
| Roustabouts, Oil & Gas | 86 | | |
| Welders, Cutters, Solderers, & Brazers | 80 | | |
| Service Unit Operators, Oil, Gas, & Mining | 74 | | |
| Software Developers, Applications | 63 | | |
| Electricians | 63 | | |

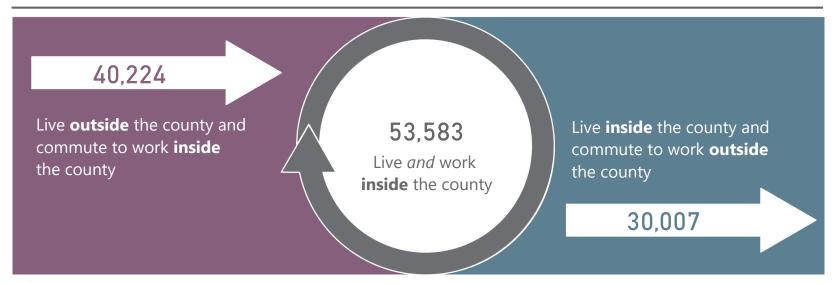
LARGEST ESTIMATED ANNUAL OPENINGS, 2018

| Occupation Name | Openings - |
|--|------------|
| Combined Food Prep. & Servers, Incl. Fast Food | 854 |
| Retail Salespersons | 645 |
| Personal Care Aides | 588 |
| Cashiers | 509 |
| Office Clerks, General | 435 |
| Waiters & Waitresses | 395 |
| Janitors & Cleaners, Exc. Maids & Housekeepers | 320 |
| Laborers/Freight, Stock, & Material Movers, Hand | 311 |
| Home Health Aides | 293 |
| Registered Nurses | 282 |

Sources: EMSI 2018.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed. Excludes military and unclassified occupations.

Notes: LQs compare local employment in an occupation or industry with US employment; LQs >1.25 suggest a comparative advantage and are highlighted (orange font). Detailed occupation tables include occupations with at least 25 jobs. Potential workforce is calculated as the difference between the number of resident workers in the county and the number of jobs in the county for the occupation.

COUNTY INFLOW/OUTFLOW, 2015



WHERE COUNTY WORKERS LIVE, 2015

WHERE EMPLOYED COUNTY RESIDENTS WORK, 2015

| County | Count | Share | County | Count | Share |
|----------------------|--------|-------|----------------------|--------|-------|
| Smith County, TX | 53,583 | 57.1% | Smith County, TX | 53,583 | 64.1% |
| Henderson County, TX | 3,973 | 4.2% | Gregg County, TX | 4,888 | 5.8% |
| Cherokee County, TX | 3,025 | 3.2% | Dallas County, TX | 4,414 | 5.3% |
| Van Zandt County, TX | 2,465 | 2.6% | Harris County, TX | 2,505 | 3.0% |
| Dallas County, TX | 2,370 | 2.5% | Tarrant County, TX | 1,718 | 2.1% |
| Gregg County, TX | 2,260 | 2.4% | Cherokee County, TX | 1,517 | 1.8% |
| Wood County, TX | 2,170 | 2.3% | Collin County, TX | 975 | 1.2% |
| Harris County, TX | 2,047 | 2.2% | Rusk County, TX | 966 | 1.2% |
| Tarrant County, TX | 1,750 | 1.9% | Henderson County, TX | 907 | 1.1% |
| Rusk County, TX | 1,610 | 1.7% | Anderson County, TX | 669 | 0.8% |
| Total | 75,253 | 80.2% | Total | 72,142 | 86.3% |

COUNTY COMMUTER FLOWS FOR SELECT SECTORS, 2015

| Industry | Work in County | Employed in Industry | Net Job Flows ▼ |
|--|----------------|----------------------|--------------------|
| Health Care & Social Assistance | 22,494 | 16,955 | 5,539 |
| Retail Trade | 11,756 | 9,798 | 1,958 |
| Transportation & Warehousing | 4,341 | 3,443 | 898 |
| Accommodation & Food Services | 8,046 | 7,186 | 860 |
| Other Services (excluding Public Administration) | 2,927 | 2,403 | 524 |
| Information | 2,326 | 1,826 | 500 |
| Wholesale Trade | 4,797 | 4,306 | 491 |
| Agriculture, Forestry, Fishing & Hunting | 1,344 | 914 | 430 |
| Finance & Insurance | 2,940 | 2,761 | 179 |
| Professional, Scientific, & Technical Services | 3,839 | 3,669 | 170 |

Sources: US Census Bureau, LEHD Origin-Destination Employment Statistics.

Note: Arrows are for illustration purposes only and do not indicate direction of commuter flow. In commuter flows, "work in county" refers to workers that are employed in the county and work in the industry, "employed in industry" refers to county residents who work in the industry inside or outside of the county, and "net job flow" is the difference.