

Arkansas

Labor Market and

Economic Report

State and Workforce Investment Areas

2013





**Mike Beebe, Governor
State of Arkansas**

**Artee Williams, Director
Department of Workforce Services**

**Published By:
Department of Workforce Services
Labor Market Information
Occupational Career Information**

"Equal Opportunity Employer/Program"

"Auxiliary aids and services are available upon request to individuals with disabilities."

**P.O. Box 2981
Little Rock, AR 72203
Phone: (501) 682-3117
Fax: (501) 682-3186
TTD/TTY Voice: 1-800-285-1121
TDD: 1-800-285-1131**

**State of Arkansas Home Page: <http://www.arkansas.gov>
Department of Workforce Services Home Page: <http://www.dws.arkansas.gov>
Labor Market Information Web Portal: <http://www.discover.arkansas.gov>**

Table of Contents

Executive Summary	3
State of Arkansas	
Population 2008-2012	4
Quarterly Workforce Indicators	4
Labor Force/Employment 2008-2012	5
2013 Monthly Unemployment Rate	5
Arkansas Cities ACCRA Cost of Living Index 2013Q2	6
Arkansas Cities ACCRA Cost of Living Index 2012Q2-2013Q2	6
Median Household Income 2007-2011	7
Per Capita Personal Income 2007-2011	7
2012 Employment Status	8
High Growth Industries All Ages	9
High Growth Industries Ages 45-54	9
High Growth Industries Ages 55-64	10
High Growth Industries Ages 65-99	10
Employment and Wages for Select Green Occupations	11
Mean Wages of States Surrounding Arkansas	11
Wages of the 10 Largest Occupations	12
Occupations Paying the Most	12
Wage Estimates by Employer Size	13
Number of Employees by Hourly Wage Rate	13
Industry	14
Top 10 Growth	15
Top 10 Fastest Growth	15
Top 10 Decline	15
Top 10 Fastest Decline	15
Occupations	14
Top 10 Growth	16
Top 10 Fastest Growth	16
Top 10 Decline	16
Top 10 Fastest Decline	16
Similar tables, and graphs can be found under each Workforce Investment Area	16
Workforce Investment Areas	
Central Arkansas WIA	18
City of Little Rock WIA	26
Eastern Arkansas WIA	34
North Central Arkansas WIA	42
Northeast Arkansas WIA	50
Northwest Arkansas WIA	58
Southeast Arkansas WIA	66
Southwest Arkansas WIA	74
West Central Arkansas WIA	82
Western Arkansas WIA	90

Executive Summary

The 2013 Arkansas Labor Market and Economic Report is produced by the Occupational/Career Information unit of the Labor Market Information Section to provide relevant information about the economy and workforce in Arkansas and the 10 Workforce Investment Areas. The primary focus of this report includes the years 2008 to 2012, with some information covering shorter periods due to accessibility of data. Projection information for industry and occupational trends covers the years 2012 to 2014.

Arkansas's population has continued to grow, adding 10,549 new residents in 2012, ranking the state 32nd in the United States for total population in 2012. Of Arkansas's 10 Workforce Investment Areas, Northwest Arkansas experienced the largest population growth, adding 8,145 new residents in 2012. The Eastern, North Central, Southeast, Southwest, and Western Arkansas WIAs saw decreasing populations in 2012.

The state's labor force decreased in 2012, while employment increased by 5,100, but labor force and employment numbers were mixed among the WIAs. The State's unemployment rate decreased by six-tenths of a percentage point to 7.3 percent in 2012. But the State saw the unemployment rate remain steady throughout the first six months of 2013, starting at 7.2 percent in January 2013 and ending at 7.3 percent in June 2013. It was a mix of increasing and decreasing unemployment and unemployment rates across the 10 WIAs in 2013. Northwest Arkansas WIA's unemployment rate continued to remain below state levels through 2011 at 5.9 percent, while the Eastern Arkansas WIA had an unemployment rate of 10.6 in 2012.

Employment in Arkansas is projected to increase by 1.88 percent between 2012 and 2014. The Services-Providing industries should add 24,684 new jobs, while Goods-Producing industries are predicted to add 1,321 jobs. Arkansas is projected to lose 1,348 self-employed and unpaid family workers from the workforce.

The Services-Providing industries should see a modest growth overall during the 2012-2014 projection period. In this group, the top growing industry for net growth is the Education and Health Services supersector with a projected gain of 8,798 jobs. The Goods-Producing industries could see a net gain of 1,321 jobs with the Natural Resources and Mining supersector expected to gain 517 jobs and Construction expected to gain 1,330 jobs.

Jobs requiring less than a High School Diploma are estimated to add more jobs than any other education level with 9,975 jobs between 2012 and 2014. Of jobs that require experience beyond formal training, those requiring 1 to 5 years of experience could have 2,921 new jobs and have 4,935 annual openings. Jobs requiring Short-Term On-the-Job Training remain the top training level beyond formal education with 11,905 new jobs and 20,657 annual job openings.

Arkansas's per capita personal income increased over the 2007-2011 period to \$33,740; however, the state's income in 2011 remained at approximately 81 percent of the United States per capita income. During the second quarter of 2013, the cost of living composite index in Arkansas's urban areas was below the national average for all urban areas in the index.

More than 500,000 Arkansas workers earned at least \$10 to nearly \$20 dollars an hour, with the mean wage for all employer sizes being \$36,850 a year. Of the six states surrounding Arkansas, only Mississippi had a lower overall average annual wage for all occupations. Of the surrounding states, Texas had the highest overall average annual wage that was 18.4 percent higher than the overall average hourly wage for Arkansas.

Sources used for this report include the United States Department of Labor, Bureau of Labor Statistics (BLS), United States Department of Commerce, Bureau of the Census, Arkansas Department of Workforce Services, Employment Assistance Division, Labor Market Information Section, United States Department of Commerce, Bureau of Economic Analysis (BEA), the Local Employment Dynamics Program (a partnership between the State of Arkansas and the United States Census Bureau), Population Reference Bureau and The Council for Community and Economic Research (C2ER).

State of Arkansas

The State of Arkansas's population continues to grow, adding 10,549 to bring the population to 2,949,131 residents in 2012. The State of Arkansas consists of 10 Local Workforce Investment Areas, six Metropolitan Statistical Areas, and 75 counties. Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas border the State.

The labor force decreased while employment increased between 2011 and 2012. The labor force decreased by 3,700 to 1,355,800 workers in 2012, while employment increased by 5,100. The number of unemployed decreased by 8,800 workers from 2011 to 2012, and the unemployment rate decreased six-tenths of a percentage point during the same period to total 7.3 percent of the labor force in 2012. However, the State's unemployment rate had remained the same by the middle of 2013, with an unemployment rate of 7.3 in June 2013.

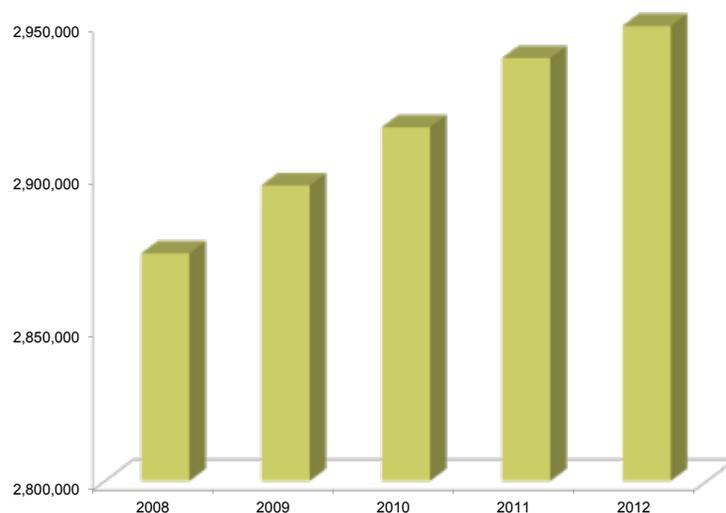
Job creation saw an increase between the second-quarter 2011 and 2012 to 60,581; but this number is still lower than the number of jobs created in second quarter of 2008 and 2010. New hires, separations, and the turnover rate all increased between 2011 and 2012. The number of new hires increased by 4,108 to 188,729 and the number of separations also increased, with 6,897 more separations. The turnover rate increased two-tenths of a percentage point, to 8.7 percent in the second quarter of 2012.

Population

State of Arkansas Population 2008 - 2012

2008	2009	2010	2011	2012
2,874,554	2,896,843	2,915,918	2,938,582	2,949,131

Source: U.S. Census Bureau



Quarterly Workforce Indicators

**State of Arkansas Quarterly Workforce Indicators
(All Ownerships)**

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	66,457	57,127	64,057	58,052	60,581
New Hires	226,779	165,135	191,011	184,621	188,729
Separations	258,455	194,448	202,972	200,633	206,897
Turnover	9.7%	8.4%	8.2%	8.5%	8.7%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)*(full-quarter accessions + full-quarter separations)/employment stable jobs

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

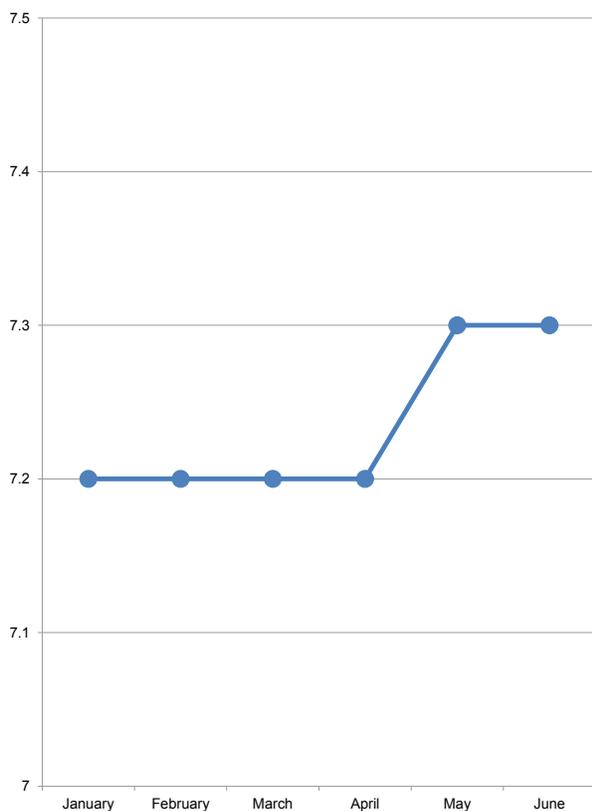
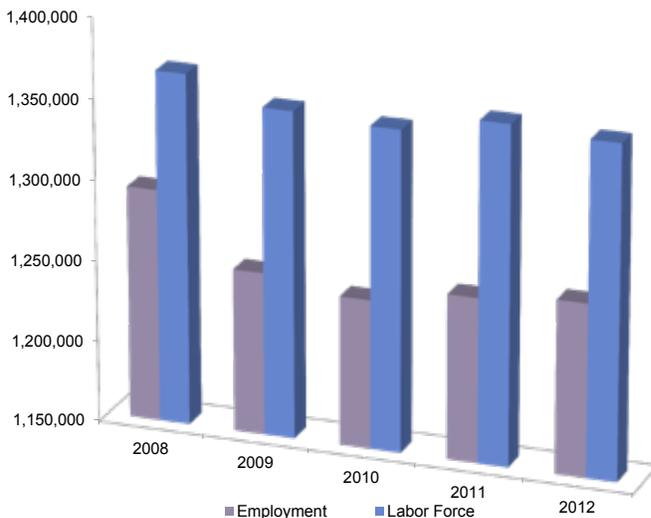
State of Arkansas

Labor Force/Employment

State of Arkansas 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	1,366,900	1,351,900	1,348,400	1,359,500	1,355,800
Employment	1,293,700	1,250,500	1,242,100	1,251,900	1,257,000
Unemployment	73,200	101,400	106,300	107,600	98,800
Unemployment Rate	5.4	7.5	7.9	7.9	7.3

Source: Arkansas Department of Workforce Services



Unemployment Rate

State of Arkansas 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	7.2
2013	February	7.2
2013	March	7.2
2013	April	7.2
2013	May	7.3
2013	June	7.3

*Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

State of Arkansas

Cost of Living

Cost of Living Index

2013 Q2 Index	100%	13.56%	27.02%	10.30%	12.35%	4.60%	32.17%
Urban Area	Composite Index	Grocery Items	Housing	Utilities	Transportation	Health Care	Misc. Goods and Services
Conway	92.3	90.2	84.2	88.0	101.1	79.8	99.8
Fayetteville	87.4	94.7	74.2	102.0	87.9	86.8	90.7
Hot Springs	92.2	86.3	81.8	94.7	93.1	96.7	101.5
Jonesboro	85.7	88.4	77.4	78.5	87.3	87.5	92.9
Little Rock-North Little Rock	97.7	87.5	93.6	109.5	93.1	87.5	104.8

Source: The Council for Community and Economic Research (C2ER)

Cost Of Living Index

2012Q2 - 2013Q2	100%	13.56%	27.02%	10.30%	12.35%	4.60%	32.17%
Urban Area	Composite Index	Grocery Items	Housing	Utilities	Transportation	Health Care	Misc. Goods and Services
Conway	89.0	84.4	80.3	88.7	107.2	81.5	92.6
Fayetteville	86.4	88.8	77.6	95.0	83.6	88.7	90.7
Hot Springs	93.1	91.3	83.2	94.5	92.9	94.6	101.7
Jonesboro	87.3	88.3	79.3	80.3	89.0	87.1	95.1
Little Rock-North Little Rock	98.8	90.6	96.1	108.4	95.4	90.5	103.9

Source: The Council for Community and Economic Research (C2ER)

About the Index: The Council for Community and Economic Research (C2ER) produces the *Cost of Living Index* to provide a useful and reasonably accurate measure of living cost differences among urban areas. Items on which the Index is based have been carefully chosen to reflect the different categories of consumer expenditures. Weights assigned to relative costs are based on government survey data on expenditure patterns for professional and executive households. All items are priced in each place at a specified time and according to standardized specifications.

Interpreting the Index: The *Cost of Living Index* measures relative price levels for consumer goods and services in participating areas. The average for all participating places, both metropolitan and nonmetropolitan, equals 100, and each participant's index is read as a percentage of the average for all places.

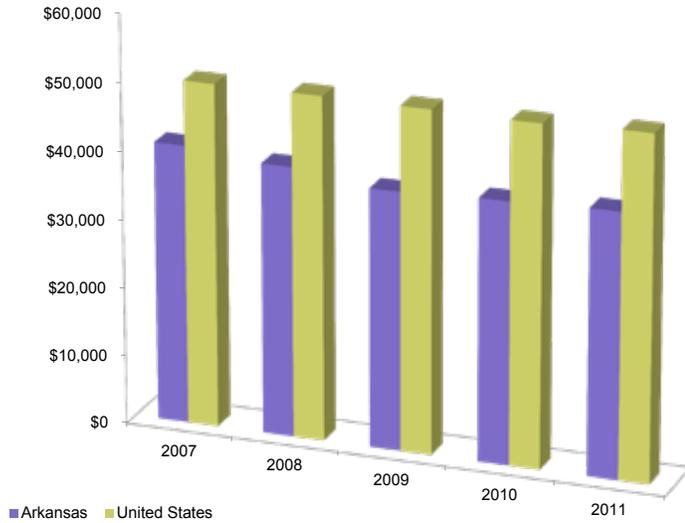
Based on the composite cost of living index, goods and services in Conway, Arkansas were 92.3 percent of the national average for all participating places, both metropolitan and nonmetropolitan, for the second quarter of 2013.

Also, given composite indexes for Jonesboro (85.7) and Little Rock-North Little Rock (97.7) a move from Jonesboro to Little Rock would require about a 14% increase in after-taxes income to maintain the same lifestyle.

The *Index* does not measure inflation (price change over time). Because each quarterly report is a separate comparison of prices at a single point in time, and because both the number and the mix of participants changes from one quarter to the next, Index data from different quarters cannot be compared. For inflation data, contact the United States Bureau of Labor Statistics.

State of Arkansas

Median Household Income

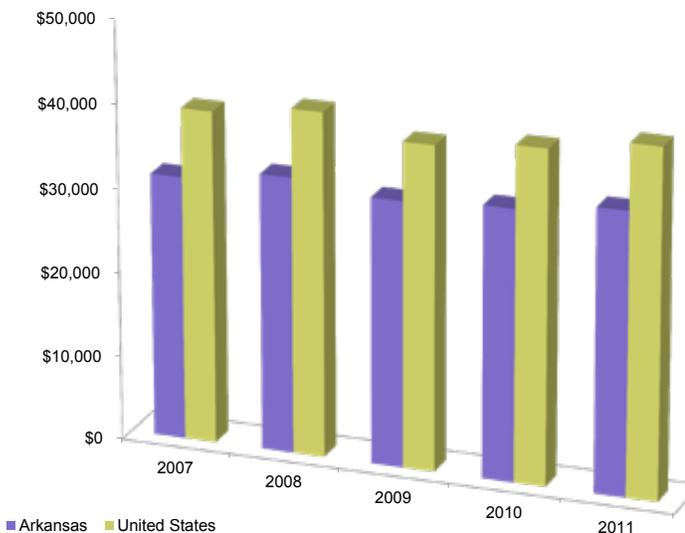


Arkansas/United States Median Household Income 2007-2011

Year	Income	
	Arkansas	United States
2007	\$40,795	\$50,233
2008	\$39,586	\$50,303
2009	\$37,888	\$50,221
2010	\$38,413	\$50,046
2011	\$38,889	\$50,502

Source: U.S. Census Bureau

Per Capita Personal Income



Arkansas/United States Per Capita Personal Income 2007-2011

Year	Income	
	Arkansas	United States
2007	\$31,353	\$39,506
2008	\$32,861	\$40,947
2009	\$31,688	\$38,637
2010	\$32,373	\$39,791
2011	\$33,740	\$41,560

Source: United States Bureau of Economic Analysis (BEA)

State of Arkansas

Employment Status

Employment Status by Sex and Race State of Arkansas 2012

Sex and Race	Labor Force	Employment	Unemployment	Unemployment Rate	Percent Distribution Labor Force	Employment	Unemployment
Both Sexes							
Total, Including Hispanic	1,355,851	1,257,017	98,834	7.3	100.0	100.0	100.0
White	1,119,113	1,052,287	66,826	6.0	82.5	83.7	67.6
Black	180,200	153,017	27,183	15.1	13.3	12.2	27.5
American Indian/Alaska Native	9,188	8,416	772	8.4	0.7	0.7	0.8
Asian	10,490	9,937	553	5.3	0.8	0.8	0.6
Native Hawaiian/Other Pacific Islander	710	578	132	18.6	0.1	0.0	0.1
Remaining Races	20,002	18,119	1,883	9.4	1.5	1.4	1.9
Two or More Races	16,147	14,662	1,485	9.2	1.2	1.2	1.5
Total: Minority Group*	236,737	204,729	32,008	13.5	17.5	16.3	32.4
Hispanic, All Races	39,790	36,249	3,541	8.9	2.9	2.9	3.6
Female							
Total, Including Hispanic	634,495	585,770	48,725	7.7	100.0	100.0	100.0
Percent of Total	46.8	46.6	49.3				
White	513,373	481,224	32,149	6.3	80.9	82.2	66.0
Black	97,496	83,217	14,279	14.6	15.4	14.2	29.3
American Indian/Alaska Native	4,311	3,880	431	10.0	0.7	0.7	0.9
Asian	5,138	4,929	209	4.1	0.8	0.8	0.4
Native Hawaiian/Other Pacific Islander	294	250	44	15.0	0.0	0.0	0.1
Remaining Races	6,426	5,588	838	13.0	1.0	1.0	1.7
Two or more Races	7,457	6,681	776	10.4	1.2	1.1	1.6
Total: Minority Group*	121,122	104,545	16,577	13.7	19.1	17.8	34.0
Hispanic, All Races	13,987	12,324	1,663	11.9	2.2	2.1	3.4

* Sum of Black, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Remaining Races, and Two or More Races.

Note: Sum of individual items may not equal because of rounding.

Persons of Hispanic Origin may be of any race.

Source: Arkansas Department of Workforce Services, 2013.

State of Arkansas

High Growth Industries by Age

High Growth Industries

State of Arkansas Top 10 Industries ranked on the Greatest Growth in Employment

2011Q3, 2012Q3

Age=All Ages

(Private Firms Only)

Rank	Industry Group: NAICS 3 digit	Growth in Employment (%)
1	525 Funds, Trusts, and Other Financial Vehicles	30.4
2	712 Museums, Historical Sites, and Similar Institutions	27.8
3	518 Data Processing, Hosting and Related Services	8.8
4	115 Support Activities for Agriculture and Forestry	8.6
5	221 Utilities	7.1
6	336 Transportation Equipment Manufacturing	6.0
7	524 Insurance Carriers and Related Activities	5.8
8	331 Primary Metal Manufacturing	4.9
9	488 Support Activities for Transportation	4.8
10	332 Fabricated Metal Product Manufacturing	4.4

Source: U.S. Census Bureau, Local Employment Dynamics
As of 8/30/2013

High Growth Industries

State of Arkansas Top 10 Industries ranked on the Greatest Growth in Employment

2011Q3, 2012Q3

Age=45-54

(Private Firms Only)

Rank	Industry Group: NAICS 3 digit	Growth in Employment (%)
1	712 Museums, Historical Sites, and Similar Institutions	19.6
2	518 Data Processing, Hosting and Related Services	12.3
3	115 Support Activities for Agriculture and Forestry	11.1
4	488 Support Activities for Transportation	8.2
5	485 Transit and Ground Passenger Transportation	5.9
6	336 Transportation Equipment Manufacturing	4.1
7	332 Fabricated Metal Product Manufacturing	3.9
8	331 Primary Metal Manufacturing	3.7
9	624 Social Assistance	2.5
10	441 Motor Vehicle and Parts Dealers	2.4

Source: U.S. Census Bureau, Local Employment Dynamics
As of 8/30/2013

State of Arkansas

High Growth Industries by Age

High Growth Industries

State of Arkansas Top 10 Industries ranked on the Greatest Growth in Employment

2011Q3, 2012Q3

Age=55-64

(Private Firms Only)

Rank	Industry Group: NAICS 3 digit	Growth in Employment (%)
1	115 Support Activities for Agriculture and Forestry	8.7
2	492 Couriers and Messengers	8.3
3	221 Utilities	8.2
4	486 Pipeline Transportation	8.1
5	488 Support Activities for Transportation	7.7
6	425 Wholesale Electronic Markets and Agents and Brokers	7.3
7	325 Chemical Manufacturing	7.2
8	332 Fabricated Metal Product Manufacturing	7.1
9	493 Warehousing and Storage	7.0
10	112 Animal Production	6.4

Source: U.S. Census Bureau, Local Employment Dynamics
As of 8/30/2013

High Growth Industries

State of Arkansas Top 10 Industries ranked on the Greatest Growth in Employment

2011Q3, 2012Q3

Age=65-99

(Private Firms Only)

Rank	Industry Group: NAICS 3 digit	Growth in Employment (%)
1	221 Utilities	20.6
2	331 Primary Metal Manufacturing	19.1
3	336 Transportation Equipment Manufacturing	17.7
4	334 Computer and Electronic Product Manufacturing	17.6
5	485 Transit and Ground Passenger Transportation	14.8
6	112 Animal Production	14.8
7	562 Waste Management and Remediation Services	14.7
8	532 Rental and Leasing Services	14.1
9	541 Professional, Scientific, and Technical Services	13.7
10	611 Educational Services	12.8

Source: U.S. Census Bureau, Local Employment Dynamics
As of 8/30/2013

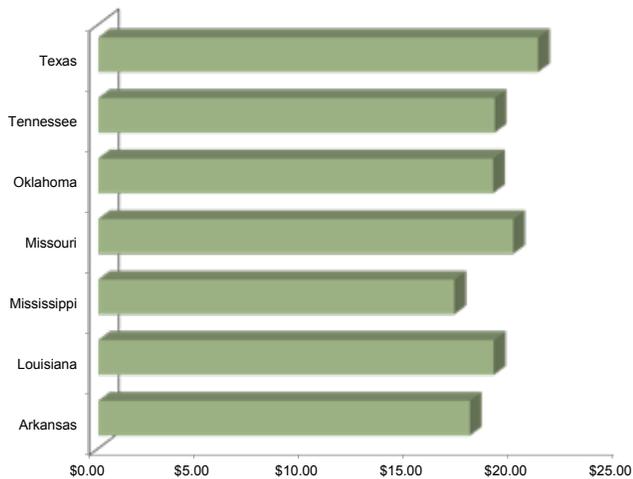
State of Arkansas

Employment and Wages for Green Occupations

State of Arkansas Employment and Wages for Select Green Occupations

Occupation	Employment	Mean Hourly Wage
Electricians	4,610	\$19.92
Plumbers, Pipefitters, and Steamfitters	3,100	\$20.15
Construction Managers	2,060	\$33.90
Civil Engineers	1,410	\$34.89
Refuse and Recyclable Material Collectors	1,310	\$12.39
Farmworkers & Laborers, Crop, Nursery, and Greenhouse	670	\$10.60
Electrical Engineers	620	\$34.66
Architects, Except Landscape and Naval	570	\$31.49
Environmental Scientists and Specialists, Including Health	340	\$26.34
Insulation Workers, Floor, Ceiling, and Wall	150	\$12.45

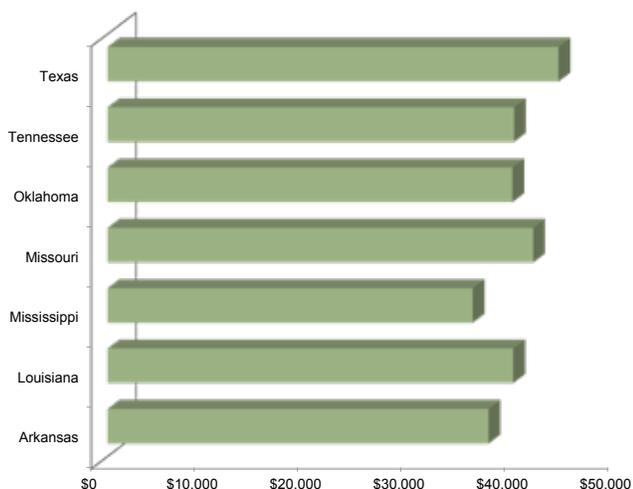
Source: Arkansas Department of Workforce Services, May 2012 Wage Survey



Mean Hourly Wages, Surrounding States

State	Mean Hourly Wage
Arkansas	\$17.72
Louisiana	\$18.86
Mississippi	\$16.98
Missouri	\$19.79
Oklahoma	\$18.83
Tennessee	\$18.90
Texas	\$20.97

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey



Mean Annual Wages, Surrounding States

State	Mean Annual Wage
Arkansas	\$36,850
Louisiana	\$39,230
Mississippi	\$35,310
Missouri	\$41,170
Oklahoma	\$39,160
Tennessee	\$39,320
Texas	\$43,620

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

State of Arkansas

Wages

Retail Salespersons, with an estimated employment of 37,170, was the largest occupation in the State in 2012 with an average annual wage of \$22,590. *Truck Drivers, Heavy and Tractor-Trailer* was the second largest occupation with 33,060 estimated employees earning an average annual wage of \$37,130. *Registered Nurses*, with an estimated employment of 23,490, had the highest average annual wage of the 10 largest occupations, earning \$55,360 annually.

All but one of the state's occupations paying the most, are in the **Healthcare Practitioners and Technical** major group. *Obstetricians and Gynecologists* topped the list with an annual salary of \$240,120. With an average annual salary of \$230,090, *Surgeons* ranked second on the Top 10 list.

State of Arkansas Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	37,170	\$22,590	\$16,970	\$25,410
Truck Drivers, Heavy and Tractor-Trailer	33,060	\$37,130	\$25,360	\$43,010
Cashiers	28,840	\$18,350	\$16,960	\$19,050
Office Clerks, General	27,070	\$23,720	\$16,900	\$27,130
Registered Nurses	23,490	\$55,360	\$40,900	\$62,590
Laborers and Freight, Stock, and Material Movers, Hand	23,040	\$23,490	\$16,850	\$26,820
Combined Food Preparation & Serving Workers, Including Fast Food	22,640	\$17,190	\$16,730	\$17,420
Secretaries, Except Legal, Medical and Executive	20,350	\$27,590	\$19,360	\$31,700
Nursing Assistants	19,230	\$21,000	\$16,750	\$23,130
Waiters and Waitresses	18,650	\$17,480	\$16,720	\$17,860

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

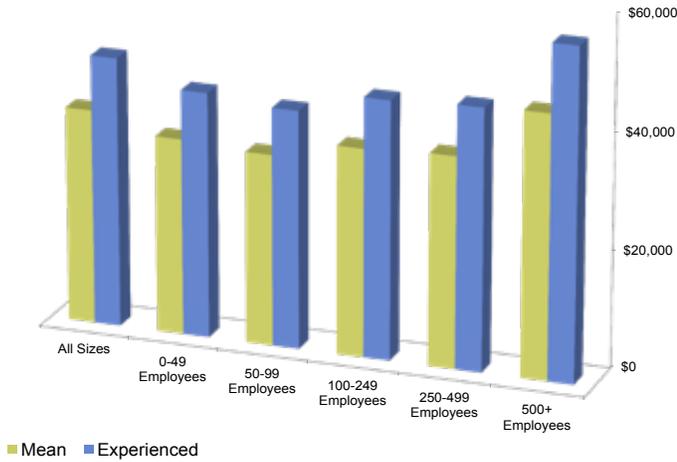
State of Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$240,120
Surgeons	\$230,090
Internists, General	\$214,170
Family and General Practitioners	\$214,080
Anesthesiologists	\$207,560
Psychiatrists	\$171,940
Pediatricians, General	\$163,340
Dentists, General	\$160,640
Chief Executives	\$148,020
Nurse Anesthetists	\$143,770

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

State of Arkansas

Wage Estimates by Employer Size

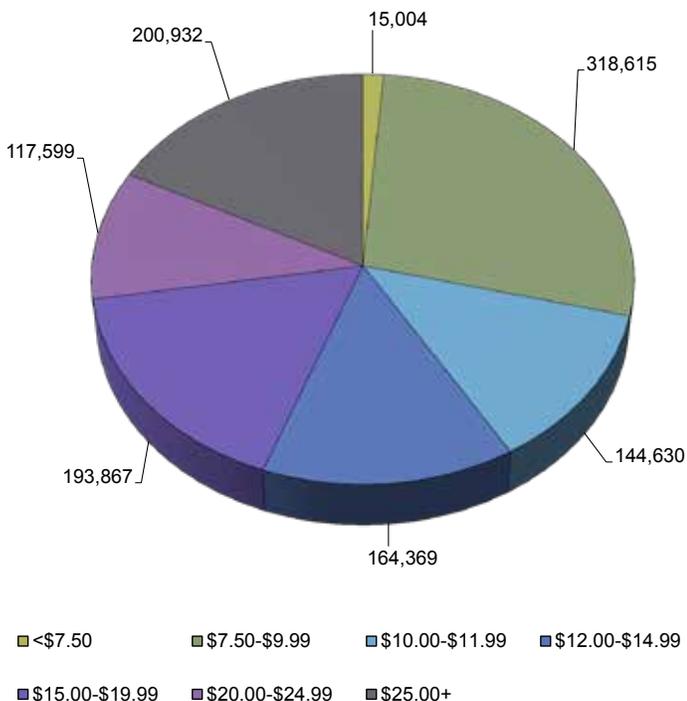


State of Arkansas Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$36,850	\$28,690	\$18,030	\$46,260
0-49 Employees	\$33,707	\$24,958	\$16,888	\$42,116
50-99 Employees	\$32,881	\$24,471	\$16,868	\$40,887
100-249 Employees	\$35,791	\$28,792	\$18,444	\$44,464
250-499 Employees	\$36,377	\$30,591	\$19,076	\$45,028
500+ Employees	\$45,360	\$37,729	\$22,052	\$57,014

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



State of Arkansas Number of Employees by Hourly Wage Rate

Total	1,155,016
<\$7.50	15,004
\$7.50-\$9.99	318,615
\$10.00-\$11.99	144,630
\$12.00-\$14.99	164,369
\$15.00-\$19.99	193,867
\$20.00-\$24.99	117,599
\$25.00+	200,932

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

State of Arkansas

Industry

Restaurants and Other Eating Places tops all industries in net growth with a projected increase of 4,926 jobs between 2012 and 2014 bringing its employment to 81,277. *Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing* is predicted to be the fastest growing industry nearly doubling in size from 266 in 2012 to 525 in 2014. *Local Government, Excluding Education and Hospitals* could see the toughest outlook among industries in the state with a projected loss of 1,621 jobs. *Audio and Video Equipment Manufacturing* is expected to lose 47.67 percent of its workforce, a decline of 205 jobs.

Occupations

Personal Care Aides is estimated to lead all occupations in net growth with a gain of 1,265 jobs, bringing its employment to 12,425 in 2014. *Rail Car Repairers* is forecast to increase employment by 16.89 percent between 2012 and 2014. *Farmers, Ranchers, and Other Agriculture Managers* is projected to lose the most jobs, declining by 642 jobs. *Furniture Finishers* remains the fastest declining occupation with a predicted decline of 20.67 percent, or 43 jobs.

State of Arkansas Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722500	Restaurants and Other Eating Places	76,351	81,277	4,926	6.45%
624100	Individual and Family Services	20,927	23,624	2,697	12.89%
551000	Management of Companies and Enterprises	30,634	32,603	1,969	6.43%
621100	Offices of Physicians	21,837	23,151	1,314	6.02%
561300	Employment Services	19,297	20,208	911	4.72%
561700	Services to Buildings and Dwellings	12,209	13,075	866	7.09%
451100	Sporting Goods, Hobby, and Musical Instrument Stores	3,430	4,280	850	24.78%
524200	Agencies, Brokerages, and Other Insurance Related Activities	7,328	8,100	772	10.53%
561400	Business Support Services	8,941	9,648	707	7.91%
238200	Building Equipment Contractors	14,510	15,146	636	4.38%
Top 10 Fastest Growth					
325200	Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing	266	525	259	97.37%
333600	Engine, Turbine, and Power Transmission Equipment Manufacturing	726	1,184	458	63.09%
327900	Other Nonmetallic Mineral Product Manufacturing	528	675	147	27.84%
451100	Sporting Goods, Hobby, and Musical Instrument Stores	3,430	4,280	850	24.78%
488100	Support Activities for Air Transportation	1,282	1,578	296	23.09%
325900	Other Chemical Product and Preparation Manufacturing	852	1,035	183	21.48%
331200	Steel Product Manufacturing from Purchased Steel	3,022	3,566	544	18.00%
541800	Advertising and Related Services	2,753	3,168	415	15.07%
517900	Other Telecommunications	373	422	49	13.14%
624100	Individual and Family Services	20,927	23,624	2,697	12.89%
Top 10 Decline					
999300	Local Government, Excluding Education and Hospitals	36,828	35,207	-1,621	-4.40%
323000	Printing and Related Support Activities	4,863	4,184	-679	-13.96%
999200	State Government, Excluding Education and Hospitals	36,672	36,039	-633	-1.73%
335300	Electrical Equipment Manufacturing	3,355	2,831	-524	-15.62%
336400	Aerospace Product and Parts Manufacturing	3,276	2,776	-500	-15.26%
337100	Household and Institutional Furniture Manufacturing	2,234	1,762	-472	-21.13%
311400	Fruit and Vegetable Preserving and Specialty Food Manufacturing	4,784	4,427	-357	-7.46%
999100	Federal Government, Excluding Post Office	15,063	14,718	-345	-2.29%
333400	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	3,431	3,109	-322	-9.39%
517100	Wired Telecommunications Carriers	3,769	3,523	-246	-6.53%
Top 10 Fastest Decline					
334300	Audio and Video Equipment Manufacturing	430	225	-205	-47.67%
337100	Household and Institutional Furniture Manufacturing	2,234	1,762	-472	-21.13%
311500	Dairy Product Manufacturing	532	434	-98	-18.42%
445200	Specialty Food Stores	855	700	-155	-18.13%
721300	Rooming and Boarding Houses	97	81	-16	-16.49%
335300	Electrical Equipment Manufacturing	3,355	2,831	-524	-15.62%
336400	Aerospace Product and Parts Manufacturing	3,276	2,776	-500	-15.26%
515200	Cable and Other Subscription Programming	33	28	-5	-15.15%
323000	Printing and Related Support Activities	4,863	4,184	-679	-13.96%
333200	Industrial Machinery Manufacturing	658	573	-85	-12.92%

Source: Arkansas Department of Workforce Services, Projections Suite Software

State of Arkansas Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings	
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement Total
Top 10 Growth							
39-9021	Personal Care Aides	11,160	12,425	1,265	11.34%	632	70 702
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	21,668	22,867	1,199	5.53%	600	710 1,310
41-2031	Retail Salespersons	35,632	36,689	1,057	2.97%	528	1,096 1,624
35-3031	Waiters and Waitresses	17,872	18,902	1,030	5.76%	515	948 1,463
29-1111	Registered Nurses	23,985	24,747	762	3.18%	381	364 745
43-9061	Office Clerks, General	28,356	29,031	675	2.38%	338	478 816
31-1011	Home Health Aides	9,390	10,055	665	7.08%	332	106 438
53-3032	Heavy and Tractor-Trailer Truck Drivers	33,238	33,887	649	1.95%	324	614 938
35-2011	Cooks, Fast Food	10,067	10,690	623	6.19%	312	226 538
43-4051	Customer Service Representatives	16,349	16,916	567	3.47%	284	448 732
Top 10 Fastest Growth							
49-3043	Rail Car Repairers	373	436	63	16.89%	32	9 41
51-9122	Painters, Transportation Equipment	775	892	117	15.10%	58	16 74
51-9011	Chemical Equipment Operators and Tenders	486	548	62	12.76%	31	8 39
49-3011	Aircraft Mechanics and Service Technicians	797	898	101	12.67%	50	22 72
39-9021	Personal Care Aides	11,160	12,425	1,265	11.34%	632	70 702
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	481	530	49	10.19%	24	9 33
51-4062	Patternmakers, Metal and Plastic	69	76	7	10.14%	4	0 4
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	320	351	31	9.69%	16	6 22
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	2,388	2,606	218	9.13%	109	45 154
51-4121	Welders, Cutters, Solderers, and Brazers	5,219	5,695	476	9.12%	238	137 375
Top 10 Decline							
11-9013	Farmers, Ranchers, and Other Agricultural Managers	59,616	58,974	-642	-1.08%	0	1,102 1,102
33-3051	Police and Sheriff's Patrol Officers	5,444	5,237	-207	-3.80%	0	151 151
33-3012	Correctional Officers and Jailers	5,350	5,188	-162	-3.03%	0	84 84
51-6031	Sewing Machine Operators	1,310	1,201	-109	-8.32%	0	8 8
51-7011	Cabinetmakers and Bench Carpenters	976	869	-107	-10.96%	0	22 22
51-5112	Printing Press Operators	1,370	1,269	-101	-7.37%	0	26 26
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	967	867	-100	-10.34%	0	5 5
33-2011	Firefighters	2,520	2,433	-87	-3.45%	0	64 64
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,977	1,903	-74	-3.74%	0	20 20
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,002	929	-73	-7.29%	0	19 19
Top 10 Fastest Decline							
51-7021	Furniture Finishers	208	165	-43	-20.67%	0	5 5
17-2011	Aerospace Engineers	187	163	-24	-12.83%	0	4 4
51-5113	Print Binding and Finishing Workers	490	428	-62	-12.65%	0	15 15
51-2021	Coil Winders, Tapers, and Finishers	368	324	-44	-11.96%	0	6 6
51-6093	Upholsterers	508	451	-57	-11.22%	0	14 14
51-7011	Cabinetmakers and Bench Carpenters	976	869	-107	-10.96%	0	22 22
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	967	867	-100	-10.34%	0	5 5
43-5051	Postal Service Clerks	659	591	-68	-10.32%	0	15 15
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	103	93	-10	-9.71%	0	2 2
51-5111	Prepress Technicians and Workers	476	430	-46	-9.66%	0	12 12

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas WIA

The Central Arkansas Workforce Investment Area population grew by 6,146 to 509,090 between 2011 and 2012. Central Arkansas WIA includes a large portion of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area and six counties: Faulkner, Lonoke, Monroe, Prairie, Saline, and Pulaski County, excluding Little Rock.

With an increase in population came an increase in the labor force and employment, with 1,375 new workers added to the labor force between 2011 and 2012, and an increase of employment of 2,575. There was a decrease in unemployment of 1,200 workers between 2011 and 2012, with the unemployment rate at 6.4 percent for 2012. The Area's unemployment rate saw a decrease through mid-2013 with the unemployment rate decreasing by six-tenths of a percentage point by June 2013.

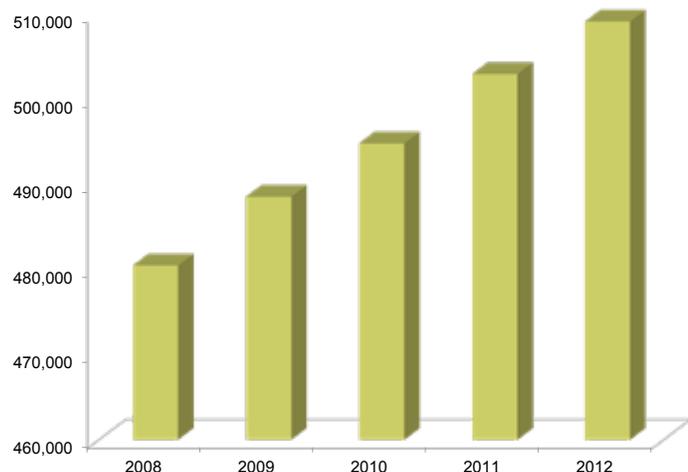
The Area saw an increase in job creation between the second quarters of 2011 and 2012, with 9,618 jobs created in second quarter 2012, an increase of 712 new jobs from 2011. The number of new hires and the number of separations both saw an increase between the second quarters of 2011 and 2012. The number of new hires increased by 2,103 to 31,553, while separations increased by 1,771 over the time period. The turnover rate increased by one-tenth of a percentage point to 9.2 percent.

Population

Central Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
480,499	488,553	494,799	502,944	509,090

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Central Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	10,036	8,736	9,955	8,906	9,618
New Hires	35,922	26,895	30,833	29,450	31,553
Separations	39,948	31,917	32,178	32,060	33,831
Turnover	10.9%	9.3%	9.5%	9.1%	9.2%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

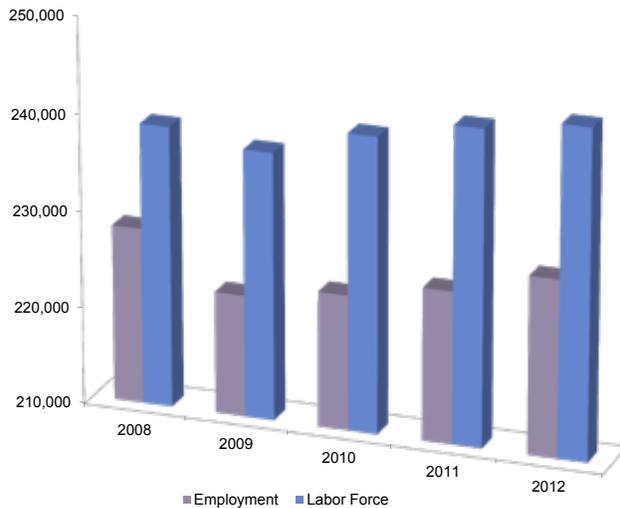
Central Arkansas WIA

Labor Force/Employment

Central Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	238,975	237,600	240,500	242,575	243,950
Employment	228,175	222,600	224,000	225,775	228,350
Unemployment	10,800	15,000	16,500	16,800	15,600
Unemployment Rate	4.5	6.3	6.9	6.9	6.4

Source: Arkansas Department of Workforce Services



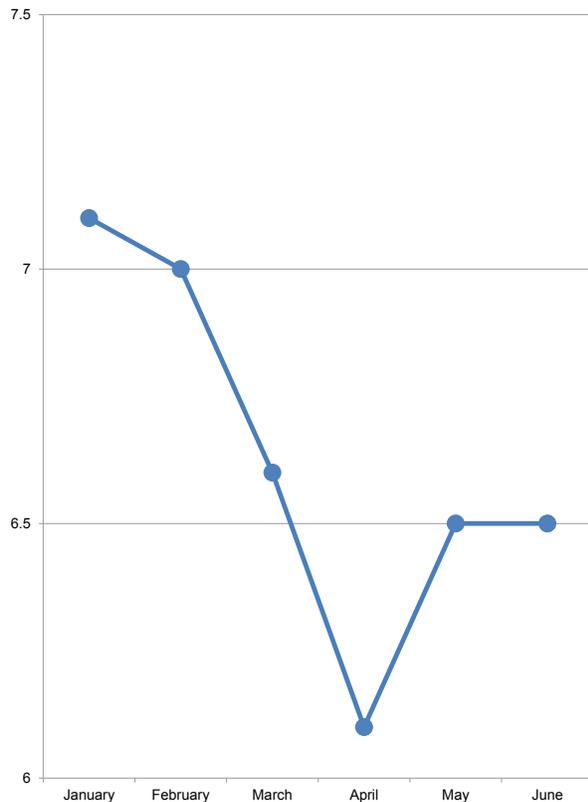
Monthly Unemployment Rate

Central Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	7.1
2013	February	7.0
2013	March	6.6
2013	April	6.1
2013	May	6.5
2013	June	6.5

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services



Central Arkansas WIA

Wages

Cashiers, with an estimated employment of 2,760, was the largest occupation in the Area in 2012, with an estimated average wage of \$18,238. *Retail Salespersons* had the next largest estimated employment with 2,650, earning an estimated average annual wage of \$21,275. Of the largest occupations *General and Operations Managers* had the largest estimated average annual wage at \$78,718.

Dentists, General, with an estimated average annual salary of \$188,276, led the occupations paying the most list, with *Family and General Practitioners* close behind at an estimated \$184,471 average annual salary.

Employers of all sizes saw a mean wage estimate of \$34,536 in 2012 with an estimated experienced wage of \$43,034. Employers with 500 or more employees had the largest estimated mean wage at \$45,252. Estimated entry wages ranged from \$16,882 for employers with 0-49 employees to \$21,826 for employers with 500 or more employees.

Of the 78,471 total number of employees estimated by hourly wage rate for the Area, the highest estimated number of employees were in the \$7.50 to \$9.99 range at 24,153 for the Area. *Note: Wage data for Central Arkansas WIA does not include Pulaski County.*

Central Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,760	\$18,238	\$16,902	\$18,907
Retail Salespersons	2,650	\$21,275	\$17,015	\$23,405
Waiters and Waitresses	1,910	\$16,907	\$16,785	\$16,968
Combined Food Preparation and Serving Workers, Including Fast Food	1,790	\$17,150	\$16,677	\$17,387
Office Clerks, General	1,770	\$22,676	\$16,924	\$25,551
Secretaries, Except Legal, Medical, and Executive	1,670	\$25,336	\$19,820	\$28,093
Stock Clerks and Order Fillers	1,620	\$19,456	\$16,832	\$20,768
Laborers and Freight, Stock, and Material Movers, Hand	1,350	\$23,417	\$17,703	\$26,274
Cooks, Fast Food	1,220	\$17,060	\$16,710	\$17,235
General and Operations Managers	1,160	\$78,718	\$39,881	\$98,136

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Note: Wage data does not include Pulaski County

Central Arkansas WIA Occupations Paying the Most

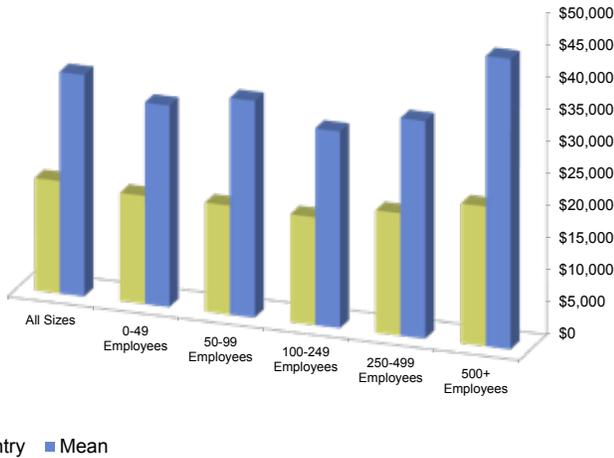
Occupation	Average Annual Salary
Dentists, General	\$188,276
Family and General Practitioners	\$184,471
Chief Executives	\$151,829
Computer and Information Systems Managers	\$125,868
Securities, Commodities, and Financial Services Sales Agents	\$122,750
Engineering Managers	\$112,351
Pharmacists	\$110,869
Judges, Magistrate Judges, and Magistrates	\$105,203
Marketing Managers	\$104,510
Nurse Practitioners	\$96,872

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Note: Wage data does not include Pulaski County

Central Arkansas WIA

Wage Estimates by Employer Size

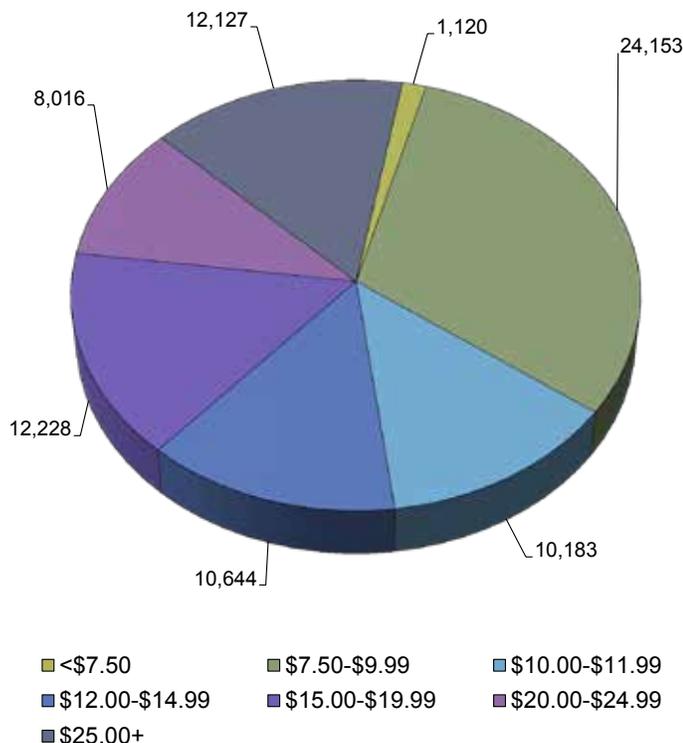


Central Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,536	\$27,111	\$17,541	\$43,034
0-49 Employees	\$31,422	\$24,227	\$16,882	\$38,692
50-99 Employees	\$33,789	\$26,363	\$17,017	\$42,176
100-249 Employees	\$30,677	\$23,660	\$16,847	\$37,592
250-499 Employees	\$33,937	\$29,766	\$19,126	\$41,342
500+ Employees	\$45,252	\$40,181	\$21,826	\$56,965

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey
 Note: Wage data does not include Pulaski County

Number of Employees by Hourly Wage Rate



Central Arkansas WIA Number of Employees by Hourly Wage Rate

Hourly Wage Rate	Number of Employees
Total	78,471
<\$7.50	1,120
\$7.50-\$9.99	24,153
\$10.00-\$11.99	10,183
\$12.00-\$14.99	10,644
\$15.00-\$19.99	12,228
\$20.00-\$24.99	8,016
\$25.00+	12,127

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey
 Note: Wage data does not include Pulaski County

Central Arkansas WIA

Industry

The Central Arkansas Area is expected to add 3,884 new jobs to the Area during the 2012-2014 projection period, an increase of 2.28 percent. Goods-Producing industries are projected to gain 523 net jobs, while the Services-Providing industries are predicted to add 3,467 jobs. However, Self-Employed and Unpaid Family Workers could see a loss of 106 jobs between 2012 and 2014.

The **Education and Health Services** supersector is estimated to add the most jobs by March 2014 with a growth of 1,237. With a growth rate of 11.24 percent, **Natural Resources and Mining** is predicted to be the fastest growing supersector in Central Arkansas. *Food Services and Drinking Places*, of the **Leisure and Hospitality** supersector, is projected to be the top growing industry with a gain of 832 jobs, while *Beverage and Tobacco Product Manufacturing* could increase employment by 40 percent, but that is equivalent to only six new jobs. *Local Government, Excluding Education and Hospitals* is forecast to lose 391 jobs during the projection period, while *Furniture and Related Product Manufacturing* is projected to be fastest declining industry losing 17.05 percent of its workforce.

Occupations

Central Arkansas is expected to have 6,482 annual job openings during the 2012-2014 projection period with 2,426 being for growth and expansion and 4,056 being for replacement. **Food Preparation and Serving Related Occupations** is projected to be the top and fastest growing major group with an increase of 774 jobs, or 5.05 percent. *Telemarketers*, of the **Sales and Related Occupations** major group, is projected to add the most jobs with 386 on the horizon, while *Insurance Sales Agents* is forecast to be the top declining occupation, losing 56 jobs. *Credit Authorizers, Checkers, and Clerks*, of the **Office and Administrative Support Occupations** major group, could increase by 34.11 percent, making it the fastest growing occupation in the Area, while *Buyers and Purchasing Agents, Farm Products*, of the **Business and Financial Operations Occupations** major group, could lose 23.53 percent of its workforce, making it the fastest declining occupation.

Central Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	13,715	14,547	832	6.07%
561000	Administrative and Support Services	8,589	9,410	821	9.56%
624000	Social Assistance	5,129	5,519	390	7.60%
621000	Ambulatory Health Care Services	5,534	5,915	381	6.88%
213000	Support Activities for Mining	1,225	1,501	276	22.53%
493000	Warehousing and Storage	1,027	1,294	267	26.00%
622000	Hospitals	4,941	5,156	215	4.35%
623000	Nursing and Residential Care Facilities	5,225	5,367	142	2.72%
238000	Specialty Trade Contractors	6,272	6,403	131	2.09%
333000	Machinery Manufacturing	1,150	1,280	130	11.30%
Top 10 Fastest Growth					
312000	Beverage and Tobacco Product Manufacturing	15	21	6	40.00%
493000	Warehousing and Storage	1,027	1,294	267	26.00%
327000	Nonmetallic Mineral Product Manufacturing	488	614	126	25.82%
213000	Support Activities for Mining	1,225	1,501	276	22.53%
451000	Sporting Goods, Hobby, Book, and Music Stores	821	947	126	15.35%
333000	Machinery Manufacturing	1,150	1,280	130	11.30%
561000	Administrative and Support Services	8,589	9,410	821	9.56%
551000	Management of Companies and Enterprises	905	979	74	8.18%
721000	Accommodation	1,163	1,252	89	7.65%
624000	Social Assistance	5,129	5,519	390	7.60%
Top 10 Decline					
999300	Local Government, Excluding Education and Hospitals	5,060	4,669	-391	-7.73%
999200	State Government, Excluding Education and Hospitals	4,333	4,168	-165	-3.81%
337000	Furniture and Related Product Manufacturing	880	730	-150	-17.05%
524000	Insurance Carriers and Related Activities	1,579	1,455	-124	-7.85%
321000	Wood Product Manufacturing	483	417	-66	-13.66%
336000	Transportation Equipment Manufacturing	426	366	-60	-14.08%
452000	General Merchandise Stores	6,551	6,501	-50	-0.76%
323000	Printing and Related Support Activities	543	497	-46	-8.47%
999100	Federal Government, Excluding Post Office	3,960	3,916	-44	-1.11%
448000	Clothing and Clothing Accessories Stores	1,183	1,145	-38	-3.21%
Top 10 Fastest Decline					
337000	Furniture and Related Product Manufacturing	880	730	-150	-17.05%
336000	Transportation Equipment Manufacturing	426	366	-60	-14.08%
321000	Wood Product Manufacturing	483	417	-66	-13.66%
323000	Printing and Related Support Activities	543	497	-46	-8.47%
524000	Insurance Carriers and Related Activities	1,579	1,455	-124	-7.85%
999300	Local Government, Excluding Education and Hospitals	5,060	4,669	-391	-7.73%
221000	Utilities	531	496	-35	-6.59%
115000	Support Activities for Agriculture and Forestry	132	124	-8	-6.06%
454000	Nonstore Retailers	183	172	-11	-6.01%
339000	Miscellaneous Manufacturing	139	131	-8	-5.76%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Central Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
41-9041	Telemarketers	3,211	3,597	386	12.02%	193	78	271
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,317	3,538	221	6.66%	110	108	218
39-9021	Personal Care Aides	1,324	1,501	177	13.37%	88	8	96
35-3031	Waiters and Waitresses	2,715	2,872	157	5.78%	78	144	222
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,253	3,404	151	4.64%	76	106	182
35-2011	Cooks, Fast Food	1,919	2,041	122	6.36%	61	43	104
43-4051	Customer Service Representatives	1,840	1,944	104	5.65%	52	50	102
29-1111	Registered Nurses	2,156	2,252	96	4.45%	48	33	81
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,533	1,613	80	5.22%	40	32	72
49-9071	Maintenance and Repair Workers, General	1,613	1,688	75	4.65%	38	26	64
Top 10 Fastest Growth								
43-4041	Credit Authorizers, Checkers, and Clerks	214	287	73	34.11%	36	6	42
53-7011	Conveyor Operators and Tenders	43	51	8	18.60%	4	2	6
49-9041	Industrial Machinery Mechanics	302	349	47	15.56%	24	6	30
29-2041	Emergency Medical Technicians and Paramedics	228	263	35	15.35%	18	4	22
49-3011	Aircraft Mechanics and Service Technicians	66	75	9	13.64%	4	2	6
39-9021	Personal Care Aides	1,324	1,501	177	13.37%	88	8	96
41-9041	Telemarketers	3,211	3,597	386	12.02%	193	78	271
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	317	353	36	11.36%	18	6	24
53-3041	Taxi Drivers and Chauffeurs	737	805	68	9.23%	34	8	42
15-1142	Network and Computer Systems Administrators	200	217	17	8.50%	8	3	11
Top 10 Decline								
41-3021	Insurance Sales Agents	685	629	-56	-8.18%	0	15	15
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,602	4,563	-39	-0.85%	0	85	85
33-2011	Firefighters	418	387	-31	-7.42%	0	10	10
51-7011	Cabinetmakers and Bench Carpenters	166	135	-31	-18.67%	0	4	4
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,621	2,594	-27	-1.03%	0	34	34
43-5081	Stock Clerks and Order Fillers	2,717	2,692	-25	-0.92%	0	69	69
51-1011	First-Line Supervisors of Production and Operating Workers	764	745	-19	-2.49%	0	10	10
49-3023	Automotive Service Technicians and Mechanics	1,327	1,309	-18	-1.36%	0	34	34
11-1031	Legislators	182	165	-17	-9.34%	0	4	4
47-2073	Operating Engineers and Other Construction Equipment Operators	606	589	-17	-2.81%	0	13	13
Top 10 Fastest Decline								
13-1021	Buyers and Purchasing Agents, Farm Products	34	26	-8	-23.53%	0	0	0
51-7011	Cabinetmakers and Bench Carpenters	166	135	-31	-18.67%	0	4	4
43-5051	Postal Service Clerks	91	80	-11	-12.09%	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	45	40	-5	-11.11%	0	0	0
11-1031	Legislators	182	165	-17	-9.34%	0	4	4
43-4031	Court, Municipal, and License Clerks	134	123	-11	-8.21%	0	4	4
47-2071	Paving, Surfacing, and Tamping Equipment Operators	61	56	-5	-8.20%	0	1	1
41-3021	Insurance Sales Agents	685	629	-56	-8.18%	0	15	15
33-1012	First-Line Supervisors of Police and Detectives	98	90	-8	-8.16%	0	4	4
43-5031	Police, Fire, and Ambulance Dispatchers	140	129	-11	-7.86%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock WIA

The City of Little Rock Workforce Investment Area added 1,280 residents to its population in 2012, bringing the population to 196,537. The City of Little Rock WIA is the county seat of Pulaski County and includes part of the Little Rock-North Little Rock-Conway Metropolitan Statistical Area.

The labor force and employment increased by 700 and 1,075 workers respectively between 2011 and 2012. Unemployment and the unemployment rate both decreased between 2011 and 2012, with unemployment decreasing by 375 workers and the unemployment rate decreasing by four-tenths of a percentage point to 6.8 in 2012. But the Area saw a slight increase in its unemployment rate by June 2013, increasing to 7.1 percent.

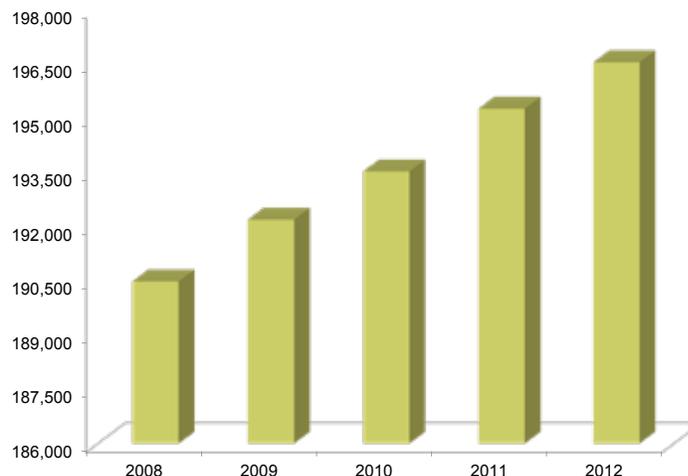
Job creation increased from the second quarter of 2011 to 7,124 or adding an additional 345 jobs to the Area by the second quarter of 2012. The number of new hires and the number of separations both decreased between the 2011 and 2012 second quarters. In the second quarter of 2012, the number of new hires decreased by 129 jobs. The number of separations saw a decrease of 638 between the same periods. The turnover rate decreased to 7.9 percent in the second quarter of 2012.

Population

City of Little Rock WIA Population 2008 - 2012

2008	2009	2010	2011	2012
190,492	192,196	193,524	195,257	196,537

Source: U.S. Census Bureau



Quarterly Workforce Indicators

City of Little Rock WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	8,987	8,290	8,663	6,779	7,124
New Hires	31,599	21,037	25,746	23,183	23,054
Separations	34,648	26,462	26,289	24,642	24,004
Turnovers	8.7	8.2	6.9	7.6	7.9

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate = $(1/2) * (\text{full-quarter accessions} + \text{full-quarter separations}) / \text{employment stable jobs}$

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

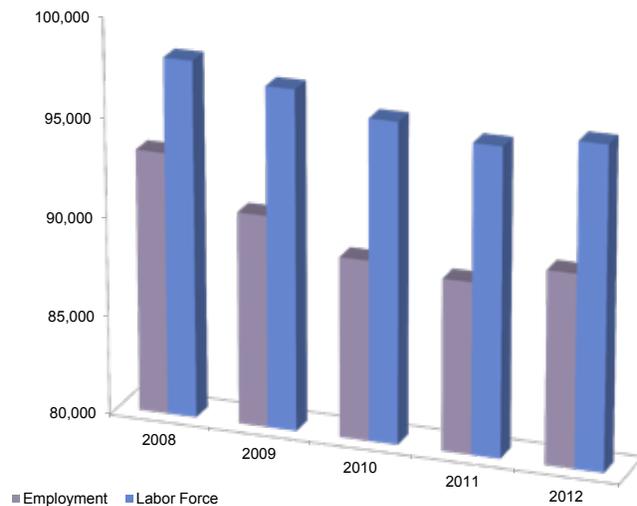
City of Little Rock WIA

Labor Force/Employment

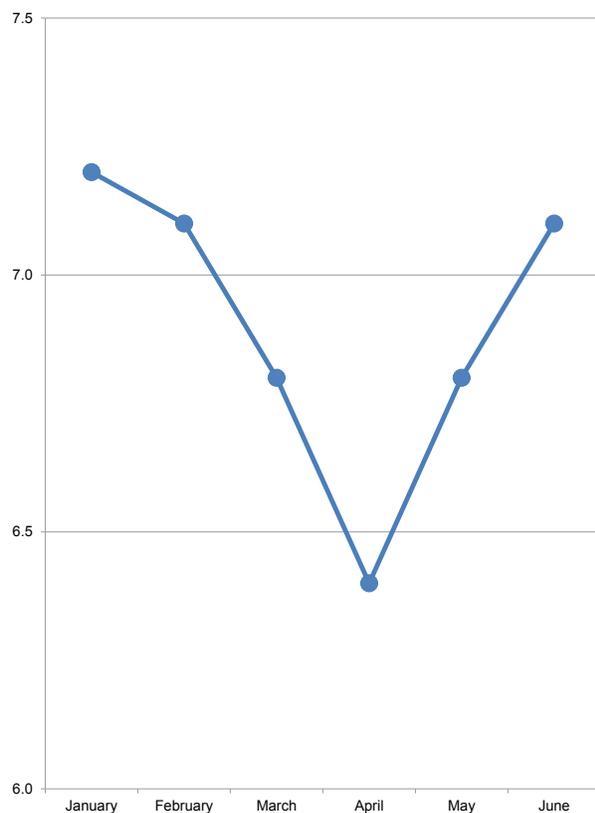
City of Little Rock WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	97,975	97,150	96,150	95,550	96,250
Employment	93,225	90,700	89,100	88,675	89,750
Unemployment	4,750	6,450	7,050	6,875	6,500
Unemployment Rate	4.8	6.6	7.3	7.2	6.8

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate



City of Little Rock WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	7.2
2013	February	7.1
2013	March	6.8
2013	April	6.4
2013	May	6.8
2013	June	7.1

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services

City of Little Rock WIA

Wages

Retail Salespersons was the largest occupation in 2012 with 8,770 estimated employees, and an estimated annual average wage of \$22,345. *Registered Nurses* was the second largest occupation with an estimated employment of 8,730 and an estimated annual average wage of \$59,471. *General and Operations Managers* had the highest estimated average wage of the Top 10 largest occupations at \$97,687, and had 4,300 estimated employees in 2012.

Obstetricians and Gynecologists topped the list of occupations paying the most with an estimated annual salary of \$263,806 for the Area. *Judges, Magistrate Judges, and Magistrates* completed the Top 10 list, earning an estimated \$128,383 in 2012.

Employers of all sizes saw an estimated mean wage of \$41,675 in 2012 for the City of Little Rock WIA. Employers with 500 or more employees had the largest estimated mean wage with \$48,840. Estimated experienced wages ranged from \$46,362 for employers with 250 to 499 employees to \$60,921 for employers with 500 or more employees in the Area.

The City of Little Rock WIA had a total estimated employment of 253,574 in 2012. Employees earning \$25.00 or more had the most employees of the surveyed wage ranges with 60,343 estimated employees. The number of employees earning up to \$7.50 an hour was an at estimated 2,493 in 2012. Note: Wage data for the City of Little Rock WIA includes all of Pulaski County.

City of Little Rock WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	8,770	\$22,345	\$16,893	\$25,071
Registered Nurses	8,730	\$59,471	\$44,116	\$67,149
Customer Service Representatives	7,460	\$30,517	\$21,374	\$35,088
Office Clerks, General	6,700	\$24,367	\$17,276	\$27,912
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,730	\$20,272	\$16,766	\$22,025
Combined Food Preparation and Serving Workers, Including Fast Food	4,590	\$17,207	\$16,738	\$17,441
Nursing Assistants	4,330	\$22,792	\$19,401	\$24,488
Truck Drivers, Heavy and Tractor-Trailer	4,320	\$39,248	\$28,898	\$44,424
General and Operations Managers	4,300	\$97,687	\$43,523	\$124,769
Secretaries, Except Legal, Medical, and Executive	4,150	\$31,058	\$22,349	\$35,412

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

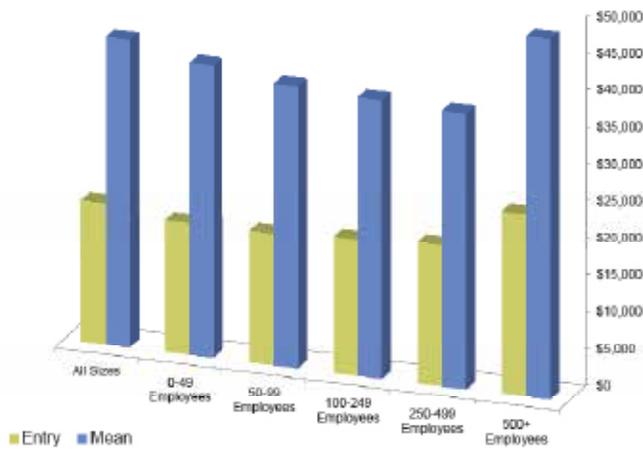
City of Little Rock WIA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$263,806
Family and General Practitioners	\$232,792
Surgeons	\$227,720
Internists, General	\$169,660
Chief Executives	\$165,253
Dentists, General	\$156,238
Psychiatrists	\$144,353
Chiropractors	\$141,844
Nurse Anesthetists	\$131,645
Judges, Magistrate Judges, and Magistrates	\$128,383

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

City of Little Rock WIA

Wage Estimates by Employer Size

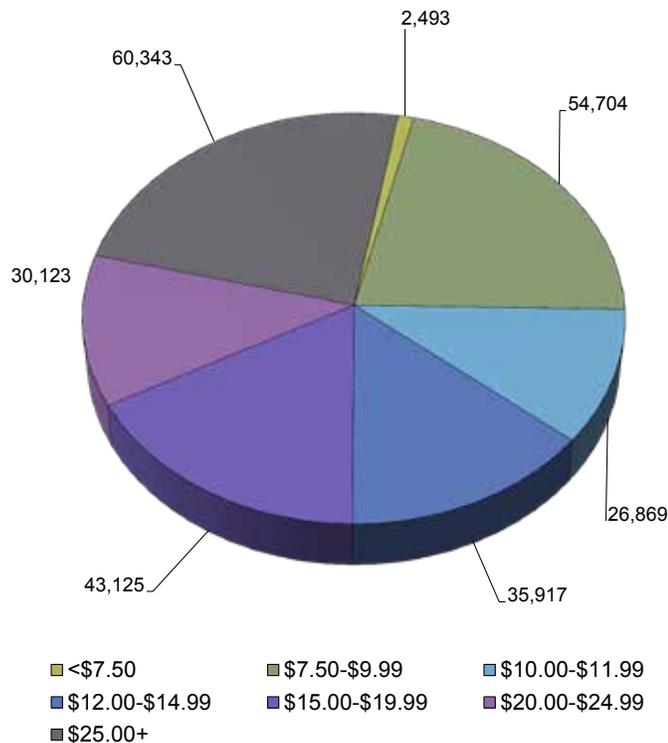


City of Little Rock WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$41,675	\$32,662	\$19,100	\$52,963
0-49 Employees	\$39,566	\$28,974	\$17,841	\$50,429
50-99 Employees	\$38,148	\$28,785	\$17,812	\$48,315
100-249 Employees	\$37,661	\$28,376	\$18,374	\$47,305
250-499 Employees	\$37,270	\$29,720	\$19,086	\$46,362
500+ Employees	\$48,840	\$43,052	\$24,678	\$60,921

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



City of Little Rock WIA Number of Employees by Hourly Wage Rate

Total	253,574
<\$7.50	2,493
\$7.50-\$9.99	54,704
\$10.00-\$11.99	26,869
\$12.00-\$14.99	35,917
\$15.00-\$19.99	43,125
\$20.00-\$24.99	30,123
\$25.00+	60,343

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

City of Little Rock WIA

Industry

The City of Little Rock WIA is expected to grow by 2,377 jobs by for the 2012-2014 projection period, or an increase of 1.28 percent. The Goods-Producing industries are projected to experience a net loss of 329 jobs, while the Services-Providing industries are predicted to add 2,621. Self-Employed and Unpaid Family Workers is expected to increase by 85.

Education and Health Services is estimated to be the top growing supersector in the Area for the 2012-2014 projection period adding an anticipated 1,215 new jobs. At 5.07 percent, **Leisure and Hospitality** is projected to be the fastest growing supersector. Driving this growth is *Food Services and Drinking Places*, which is expected to be the top growing industry with a gain of 638 jobs, while *Sporting Goods, Hobby, Book, and Music Stores*, of the **Trade, Transportation and Utilities** supersector, is forecast to be the fastest growing industry, increasing by more than 35 percent. *Local Government, Excluding Education and Hospitals* is projected to lose 361 jobs, making it the top declining industry, while *Food Manufacturing* could lose more than a quarter of its workforce, making it the fastest declining industry.

Occupations

City of Little Rock employers are expected to have 6,052 annual openings during the 2012-2014 projection period. Of these, 4,188 would be for replacement and 1,864 for growth and expansion. **Food Preparation and Serving Related Occupations** is projected to be the top major group in both net and percent growth, adding 606 new jobs, or 4.96 percent. *Registered Nurses* is expected to be the top growing occupation with a net growth of 221, while *Hazardous Materials Removal Workers*, of the **Construction and Extraction Occupations** major group, could be the fastest growing occupation with a growth rate of 11.29 percent. On the negative side of the labor market, *Telemarketers*, of the **Sales and Related Occupations** major group, is projected to lose the most jobs with 69 jobs being cut, while *Food Batchmakers* could lose more than a quarter of its workforce between 2012 and 2014.

City of Little Rock WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	10,208	10,846	638	6.25%
622000	Hospitals	21,220	21,704	484	2.28%
621000	Ambulatory Health Care Services	7,858	8,181	323	4.11%
524000	Insurance Carriers and Related Activities	5,980	6,272	292	4.88%
541000	Professional, Scientific, and Technical Services	9,307	9,599	292	3.14%
624000	Social Assistance	4,295	4,546	251	5.84%
451000	Sporting Goods, Hobby, Book, and Music Stores	600	811	211	35.17%
812000	Personal and Laundry Services	1,724	1,855	131	7.60%
551000	Management of Companies and Enterprises	3,347	3,473	126	3.76%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	5,824	5,936	112	1.92%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	600	811	211	35.17%
488000	Support Activities for Transportation	736	846	110	14.95%
325000	Chemical Manufacturing	57	64	7	12.28%
447000	Gasoline Stations	649	716	67	10.32%
812000	Personal and Laundry Services	1,724	1,855	131	7.60%
327000	Nonmetallic Mineral Product Manufacturing	160	172	12	7.50%
333000	Machinery Manufacturing	766	821	55	7.18%
722000	Food Services and Drinking Places	10,208	10,846	638	6.25%
624000	Social Assistance	4,295	4,546	251	5.84%
425000	Wholesale Electronic Markets and Agents and Brokers	1,037	1,092	55	5.30%
Top 10 Decline					
999300	Local Government, Excluding Education and Hospitals	4,669	4,308	-361	-7.73%
999200	State Government, Excluding Education and Hospitals	13,203	12,885	-318	-2.41%
311000	Food Manufacturing	873	630	-243	-27.84%
517000	Telecommunications	2,979	2,762	-217	-7.28%
323000	Printing and Related Support Activities	723	649	-74	-10.24%
424000	Merchant Wholesalers, Nondurable Goods	1,960	1,902	-58	-2.96%
452000	General Merchandise Stores	3,039	2,984	-55	-1.81%
491100	Postal Service	996	953	-43	-4.32%
999100	Federal Government, Excluding Post Office	3,889	3,846	-43	-1.11%
443000	Electronics and Appliance Stores	434	392	-42	-9.68%
Top 10 Fastest Decline					
311000	Food Manufacturing	873	630	-243	-27.84%
519000	Other Information Services	32	26	-6	-18.75%
518000	Internet Service Providers, Web Search Portals, and Data Processing Services	311	277	-34	-10.93%
323000	Printing and Related Support Activities	723	649	-74	-10.24%
443000	Electronics and Appliance Stores	434	392	-42	-9.68%
814000	Private Households	254	234	-20	-7.87%
999300	Local Government, Excluding Education and Hospitals	4,669	4,308	-361	-7.73%
517000	Telecommunications	2,979	2,762	-217	-7.28%
321000	Wood Product Manufacturing	167	155	-12	-7.19%
515000	Broadcasting (except Internet)	487	460	-27	-5.54%

Source: Arkansas Department of Workforce Services, Projections Suite Software

City of Little Rock WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
29-1111	Registered Nurses	6,932	7,153	221	3.19%	110	106	216
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,871	3,041	170	5.92%	85	94	179
35-3031	Waiters and Waitresses	2,259	2,387	128	5.67%	64	120	184
35-2014	Cooks, Restaurant	1,141	1,212	71	6.22%	36	26	62
43-9061	Office Clerks, General	4,501	4,564	63	1.40%	32	76	108
39-5012	Hairdressers, Hairstylists, and Cosmetologists	552	614	62	11.23%	31	10	41
41-3021	Insurance Sales Agents	549	610	61	11.11%	30	12	42
31-1012	Nursing Aides, Orderlies, and Attendants	2,731	2,789	58	2.12%	29	31	60
35-9021	Dishwashers	919	973	54	5.88%	27	57	84
39-9021	Personal Care Aides	1,052	1,104	52	4.94%	26	6	32
Top 10 Fastest Growth								
47-4041	Hazardous Materials Removal Workers	62	69	7	11.29%	4	2	6
39-5012	Hairdressers, Hairstylists, and Cosmetologists	552	614	62	11.23%	31	10	41
41-3021	Insurance Sales Agents	549	610	61	11.11%	30	12	42
31-9011	Massage Therapists	156	170	14	8.97%	7	2	9
49-9041	Industrial Machinery Mechanics	263	286	23	8.75%	12	5	17
13-2053	Insurance Underwriters	286	309	23	8.04%	12	9	21
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	76	82	6	7.89%	3	2	5
49-3011	Aircraft Mechanics and Service Technicians	282	303	21	7.45%	10	8	18
13-1081	Logisticians	166	178	12	7.23%	6	3	9
29-2053	Psychiatric Technicians	255	273	18	7.06%	9	4	13
Top 10 Decline								
41-9041	Telemarketers	748	679	-69	-9.22%	0	18	18
39-9011	Childcare Workers	1,482	1,437	-45	-3.04%	0	48	48
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,327	3,290	-37	-1.11%	0	44	44
43-5081	Stock Clerks and Order Fillers	2,151	2,123	-28	-1.30%	0	54	54
51-7011	Cabinetmakers and Bench Carpenters	185	158	-27	-14.59%	0	4	4
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	320	294	-26	-8.13%	0	2	2
47-2073	Operating Engineers and Other Construction Equipment Operators	380	357	-23	-6.05%	0	8	8
43-9021	Data Entry Keyers	421	401	-20	-4.75%	0	8	8
51-1011	First-Line Supervisors of Production and Operating Workers	490	470	-20	-4.08%	0	6	6
51-9111	Packaging and Filling Machine Operators and Tenders	207	187	-20	-9.66%	0	4	4
Top 10 Fastest Decline								
51-3092	Food Batchmakers	31	23	-8	-25.81%	0	1	1
49-9043	Maintenance Workers, Machinery	59	50	-9	-15.25%	0	1	1
51-7011	Cabinetmakers and Bench Carpenters	185	158	-27	-14.59%	0	4	4
51-9123	Painting, Coating, and Decorating Workers	54	47	-7	-12.96%	0	1	1
51-9111	Packaging and Filling Machine Operators and Tenders	207	187	-20	-9.66%	0	4	4
51-8031	Water and Wastewater Treatment Plant and System Operators	52	47	-5	-9.62%	0	2	2
41-9041	Telemarketers	748	679	-69	-9.22%	0	18	18
43-5051	Postal Service Clerks	88	80	-8	-9.09%	0	2	2
27-3022	Reporters and Correspondents	97	89	-8	-8.25%	0	4	4
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	320	294	-26	-8.13%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas WIA

The Eastern Arkansas Workforce Investment Area saw a loss of 1,482 residents between 2011 and 2012, to 126,562. Eastern Arkansas WIA includes five counties: Crittenden, Cross, Lee, Phillips, and Saint Francis. With Tennessee bordering to the east, Crittenden County is part of the Memphis Metropolitan Statistical Area.

The labor force decreased by 875 workers to 50,075 between 2011 and 2012, and employment also decreased during the same period, losing 375 workers to 44,775. Unemployment decreased by 500 workers as the unemployment rate decreased by eight-tenths of a percentage point to 10.6 percent in 2012. The Area's unemployment rate has continued to decrease in 2013, decreasing by a one and one-tenth of a percentage point to 10.8 percent in June of 2013.

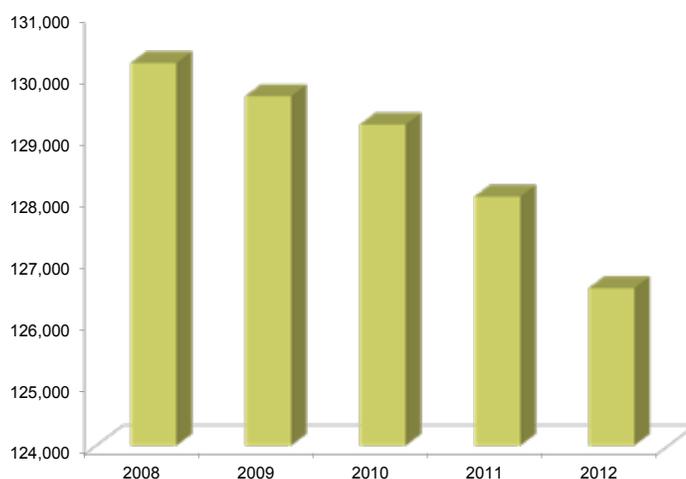
The Area saw a decrease in job creation between the second quarters of 2011 and 2012, with 175 fewer jobs created for the second quarter of 2012. New hires and separations saw an increase between the second quarters of 2011 and 2012. New hires increased by 42 new workers and separations increased by 180 workers. Turnover saw a decrease between the second quarters of 2011 and 2012, decreasing by nine-tenths of a percentage point to 9.3 percent.

Population

Eastern Arkansas WIA Population 2008 - 2012

	2008	2009	2010	2011	2012
	130,206	129,670	129,211	128,044	126,562

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Eastern Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	2,533	2,410	3,628	2,430	2,255
New Hires	7,363	5,944	7,984	6,451	6,493
Separations	8,316	6,620	7,603	6,784	6,964
Turnover	10.0%	9.2%	9.4%	10.2%	9.3%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

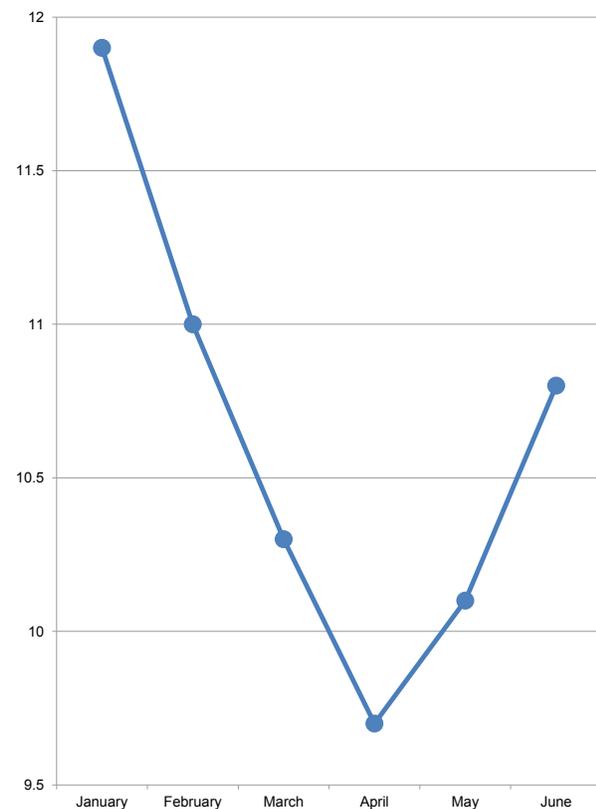
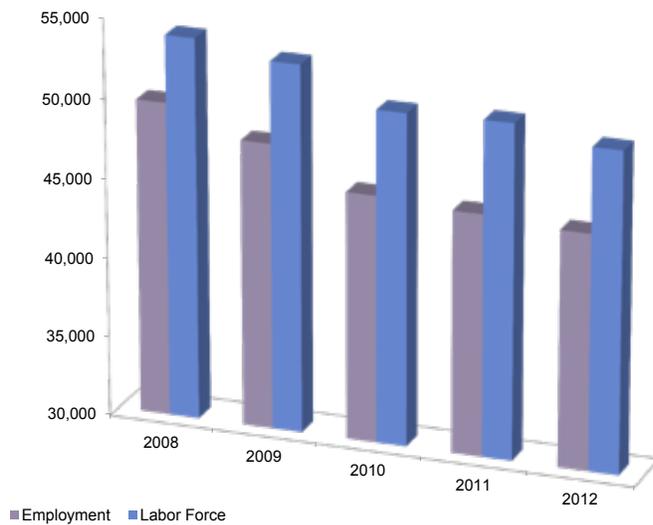
Eastern Arkansas WIA

Labor Force/Employment

Eastern Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	53,900	53,025	50,800	50,950	50,075
Employment	49,700	47,925	45,500	45,150	44,775
Unemployment	4,200	5,100	5,300	5,800	5,300
Unemployment Rate	7.8	9.6	10.4	11.4	10.6

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

Eastern Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	11.9
2013	February	11.0
2013	March	10.3
2013	April	9.7
2013	May	10.1
2013	June	10.8

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services

Eastern Arkansas WIA

Wages

Cashiers had the largest estimated employment in the Eastern Arkansas WIA in 2012 with 1,210 employed, earning an average wage of \$18,126 in 2012. While *Correctional Officers and Jailers* rounded out the Top 10 largest occupations with an estimated employment of 700, the occupation also had the largest wage on the list, earning an annual average wage of \$38,502 to an experienced wage of \$44,892.

With an estimated average annual salary of \$162,193 in 2012, *Nurse Anesthetists* tops the list of occupations paying the most in the Eastern Arkansas WIA. *Family and General Practitioners* earned an estimated \$149,898, placing it second on the list. Rounding out the Top 10 list, *Construction Managers* earned an estimated \$78,385 in 2012.

Employers of all sizes in the Eastern Arkansas WIA had an estimated mean wage of \$31,810 in 2012. Employers with 500 or more employees had an estimated mean wage of \$46,530. All sizes, except for 500 or more employees had an estimated entry wage under \$19,200, while estimated experienced wages were above \$35,000 for 2012.

The Area had a total estimated employment of 35,012 for the Number of Employees by Hourly Wage Rate in 2012. Employees earning \$7.50 to \$9.99 an hour was the largest group on the list, with an estimated 12,674 employees. Estimated employees earning under \$7.50 an hour was 733.

Eastern Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	1,210	\$18,126	\$17,000	\$18,689
Laborers and Freight, Stock, and Material Movers, Hand	1,040	\$24,852	\$16,594	\$28,981
Truck Drivers, Heavy and Tractor-Trailer	940	\$33,834	\$22,429	\$39,536
Retail Salespersons	850	\$21,975	\$17,202	\$24,361
Office Clerks, General	830	\$22,709	\$16,859	\$25,634
Nursing Assistants	810	\$18,716	\$16,729	\$19,710
Personal and Home Care Aides	800	\$16,728	\$16,417	\$16,883
Secretaries, Except Legal, Medical, and Executive	750	\$25,691	\$18,559	\$29,257
Home Health Aides	740	\$16,551	\$16,064	\$16,794
Correctional Officers and Jailers	700	\$38,502	\$25,722	\$44,892

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

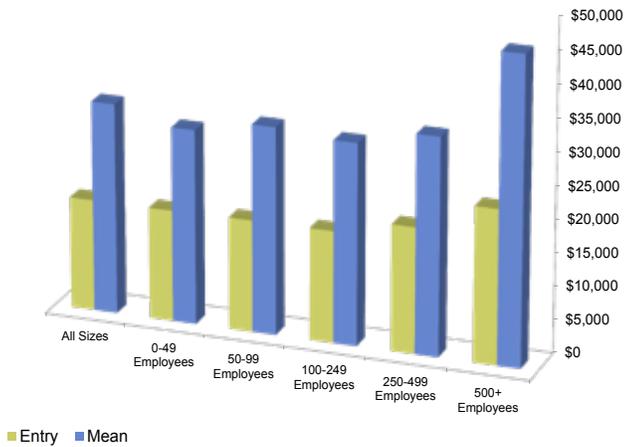
Eastern Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Nurse Anesthetists	\$162,193
Family and General Practitioners	\$149,898
Dentists, General	\$145,956
Chief Executives	\$129,388
Pharmacists	\$123,112
Lawyers	\$109,715
Industrial Production Managers	\$85,235
Judges, Magistrate Judges, and Magistrates	\$84,361
Sales Managers	\$81,426
Construction Managers	\$78,385

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Eastern Arkansas WIA

Wage Estimates by Employer Size

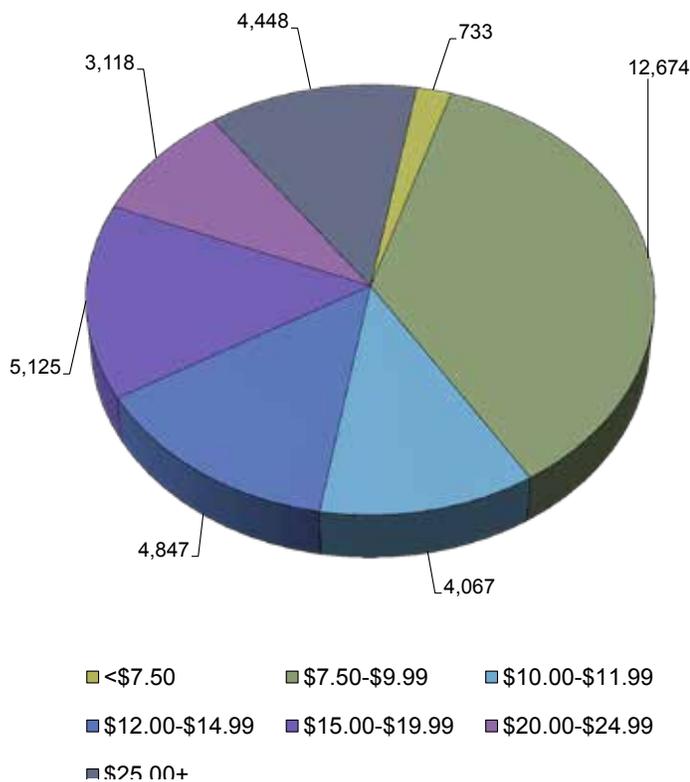


Eastern Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$31,810	\$24,980	\$16,845	\$39,293
0-49 Employees	\$29,434	\$22,064	\$16,825	\$35,739
50-99 Employees	\$31,365	\$23,586	\$16,930	\$38,583
100-249 Employees	\$30,526	\$24,947	\$16,920	\$37,328
250-499 Employees	\$32,981	\$29,428	\$19,114	\$39,914
500+ Employees	\$46,530	\$46,298	\$23,427	\$58,082

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Eastern Arkansas WIA Number of Employees by Hourly Wage Rate

Total	35,012
<\$7.50	733
\$7.50-\$9.99	12,674
\$10.00-\$11.99	4,067
\$12.00-\$14.99	4,847
\$15.00-\$19.99	5,125
\$20.00-\$24.99	3,118
\$25.00+	4,448

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Eastern Arkansas WIA

Industry

The Eastern Arkansas WIA is expected to experience a net growth of 619 jobs for the 2012-2014 projection period. Goods-Producing industries are projected to experience a net loss of 10 jobs, while the Services-Providing industries are predicted to add 669. Self-Employed and Unpaid Family Workers are predicted to lose 40 jobs during the projection period.

The **Education and Health Services** supersector is projected to add the most jobs in Eastern Arkansas with 225 new jobs between 2012 and 2014. Driving the growth is *Social Assistance*, which is estimated to be the top growing industry, adding 244 jobs to its workforce. At 6.98 percent growth rate, **Professional and Business Services** is predicted to be the fastest growing supersector. *Sporting Goods, Hobby, Book, and Music Stores*, of the **Trade, Transportation, and Utilities** supersector, is anticipated to be the fastest growing industry in the Area, with a growth of 16.36 percent. On the negative side of the labor market, *Machinery Manufacturing* could lose 31.56 percent of its workforce, or 83 jobs being lost.

Occupations

Eastern Arkansas is expected to have 1,453 annual openings during the 2012-2014 projection period with 974 being for replacement and the remaining 479 for growth and expansion. **Transportation and Material Moving Occupations** is projected to be the top growing major group with a net gain of 231 jobs between 2012 and 2014. Driving this growth is *Heavy and Tractor-Trailer Truck Drivers*, which is estimated to add 111 jobs to its workforce making it the top growing occupation in the Area. **Personal Care and Service Occupations** is predicted to be the fastest growing major group increasing employment by 7.02 percent. *Personal Care Aides* is estimated to add 91 jobs, an increase of 13.52 percent. *Management Analysts*, of the **Business and Financial Operations** major group, is anticipated to be the fastest growing occupation, increasing employment by 78.57 percent. *Emergency Medical Technicians and Paramedics* is expected to be the top declining occupation in Eastern Arkansas losing about 18 jobs, while *Furniture Finishers* could lose over half of its workforce and be the fastest declining occupation in the Area.

Eastern Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
624000	Social Assistance	2,297	2,541	244	10.62%
484000	Truck Transportation	1,138	1,299	161	14.15%
722000	Food Services and Drinking Places	2,258	2,387	129	5.71%
541000	Professional, Scientific, and Technical Services	545	620	75	13.76%
423000	Merchant Wholesalers, Durable Goods	891	954	63	7.07%
493000	Warehousing and Storage	704	767	63	8.95%
561000	Administrative and Support Services	1,299	1,359	60	4.62%
238000	Specialty Trade Contractors	408	441	33	8.09%
524000	Insurance Carriers and Related Activities	241	272	31	12.86%
311000	Food Manufacturing	636	666	30	4.72%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	55	64	9	16.36%
484000	Truck Transportation	1,138	1,299	161	14.15%
541000	Professional, Scientific, and Technical Services	545	620	75	13.76%
524000	Insurance Carriers and Related Activities	241	272	31	12.86%
562000	Waste Management and Remediation Service	141	158	17	12.06%
624000	Social Assistance	2,297	2,541	244	10.62%
326000	Plastics and Rubber Products Manufacturing	144	159	15	10.42%
493000	Warehousing and Storage	704	767	63	8.95%
238000	Specialty Trade Contractors	408	441	33	8.09%
115000	Support Activities for Agriculture and Forestry	218	234	16	7.34%
Top 10 Decline					
333000	Machinery Manufacturing	263	180	-83	-31.56%
447000	Gasoline Stations	888	842	-46	-5.18%
999300	Local Government, Excluding Education and Hospitals	1,800	1,757	-43	-2.39%
445000	Food and Beverage Stores	846	820	-26	-3.07%
611000	Educational Services	4,943	4,919	-24	-0.49%
424000	Merchant Wholesalers, Nondurable Goods	1,058	1,035	-23	-2.17%
721000	Accommodation	400	380	-20	-5.00%
999200	State Government, Excluding Education and Hospitals	1,569	1,551	-18	-1.15%
446000	Health and Personal Care Stores	325	313	-12	-3.69%
237000	Heavy and Civil Engineering Construction	131	122	-9	-6.87%
Top 10 Fastest Decline					
333000	Machinery Manufacturing	263	180	-83	-31.56%
517000	Telecommunications	76	69	-7	-9.21%
425000	Wholesale Electronic Markets and Agents and Brokers	62	57	-5	-8.06%
237000	Heavy and Civil Engineering Construction	131	122	-9	-6.87%
447000	Gasoline Stations	888	842	-46	-5.18%
721000	Accommodation	400	380	-20	-5.00%
713000	Amusement, Gambling, and Recreation Industries	148	141	-7	-4.73%
491100	Postal Service	231	222	-9	-3.90%
532000	Rental and Leasing Services	182	175	-7	-3.85%
446000	Health and Personal Care Stores	325	313	-12	-3.69%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Eastern Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,240	1,351	111	8.95%	56	23	79
39-9021	Personal Care Aides	673	764	91	13.52%	46	4	50
31-1011	Home Health Aides	715	774	59	8.25%	30	8	38
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	966	1,008	42	4.35%	21	32	53
35-2011	Cooks, Fast Food	423	449	26	6.15%	13	10	23
35-3031	Waiters and Waitresses	388	406	18	4.64%	9	20	29
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	199	216	17	8.54%	8	4	12
39-9011	Childcare Workers	427	442	15	3.51%	8	14	22
41-3021	Insurance Sales Agents	164	178	14	8.54%	7	4	11
43-3031	Bookkeeping, Accounting, and Auditing Clerks	555	569	14	2.52%	7	6	13
Top 10 Fastest Growth								
13-1111	Management Analysts	14	25	11	78.57%	6	0	6
39-9021	Personal Care Aides	673	764	91	13.52%	46	4	50
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,240	1,351	111	8.95%	56	23	79
41-3021	Insurance Sales Agents	164	178	14	8.54%	7	4	11
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	199	216	17	8.54%	8	4	12
31-1011	Home Health Aides	715	774	59	8.25%	30	8	38
49-3041	Farm Equipment Mechanics and Service Technicians	146	158	12	8.22%	6	4	10
53-7051	Industrial Truck and Tractor Operators	186	199	13	6.99%	6	5	11
35-2011	Cooks, Fast Food	423	449	26	6.15%	13	10	23
53-7064	Packers and Packagers, Hand	255	267	12	4.71%	6	8	14
Top 10 Decline								
29-2041	Emergency Medical Technicians and Paramedics	236	218	-18	-7.63	0	4	4
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,256	2,241	-15	-0.66	0	42	42
35-2012	Cooks, Institution and Cafeteria	309	298	-11	-3.56	0	7	7
51-1011	First-Line Supervisors of Production and Operating Workers	145	136	-9	-6.21	0	2	2
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	449	441	-8	-1.78	0	12	12
37-2012	Maids and Housekeeping Cleaners	391	383	-8	-2.05	0	6	6
51-7021	Furniture Finishers	15	7	-8	-53.33	0	0	0
43-5081	Stock Clerks and Order Fillers	489	483	-6	-1.23	0	12	12
35-2021	Food Preparation Workers	289	284	-5	-1.73	0	12	12
43-2011	Switchboard Operators, Including Answering Service	46	42	-4	-8.7	0	1	1
Top 10 Fastest Decline								
51-7021	Furniture Finishers	15	7	-8	-53.33%	0	0	0
43-2011	Switchboard Operators, Including Answering Service	46	42	-4	-8.70%	0	1	1
29-2041	Emergency Medical Technicians and Paramedics	236	218	-18	-7.63%	0	4	4
51-1011	First-Line Supervisors of Production and Operating Workers	145	136	-9	-6.21%	0	2	2
35-2012	Cooks, Institution and Cafeteria	309	298	-11	-3.56%	0	7	7
37-2012	Maids and Housekeeping Cleaners	391	383	-8	-2.05%	0	6	6
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	449	441	-8	-1.78%	0	12	12
35-2021	Food Preparation Workers	289	284	-5	-1.73%	0	12	12
43-5081	Stock Clerks and Order Fillers	489	483	-6	-1.23%	0	12	12
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,256	2,241	-15	-0.66%	0	42	42

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas WIA

The North Central Arkansas Workforce Investment Area saw a slight decrease in population in 2012. The Area lost 240 residents, bringing the population to 238,565. The North Central Arkansas WIA consists of 10 counties: Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff, with the state of Missouri bordering the area to the north.

The Area also saw decreases in the labor force, employment and unemployment in 2012. The labor force decreased by 1,750 to 101,850 while employment decreased by 1,050. Unemployment decrease to 8,550, as the unemployment rate decreased to 8.4 percent, down half a percentage point. While the unemployment rate was 10.1 percent in January 2013, it dropped to 8.8 percent by June.

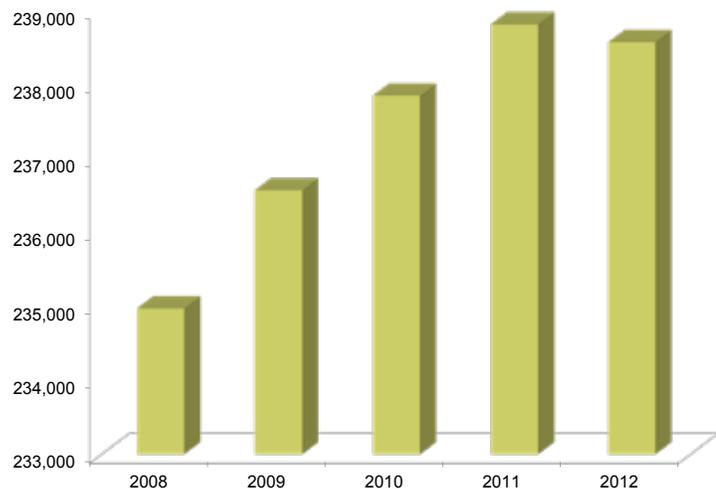
The Area created an additional 626 more jobs by the second quarter of 2012, increasing to 4,720. New hires and separations also increased during the same time period, with new hires increasing to 12,427 and separations increasing to 14,535, up from 13,652 in the second quarter of 2011. Turnover also increased by two-tenths of a percentage point to 9.1 percent.

Population

North Central Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
234,976	236,568	237,844	238,805	238,565

Source: U.S. Census Bureau



Quarterly Workforce Indicators

North Central Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	5,016	3,954	4,195	4,094	4,720
New Hires	14,743	11,840	13,224	12,367	12,427
Separations	15,973	13,284	14,007	13,652	14,535
Turnover	10.0%	9.1%	8.9%	8.9%	9.1%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

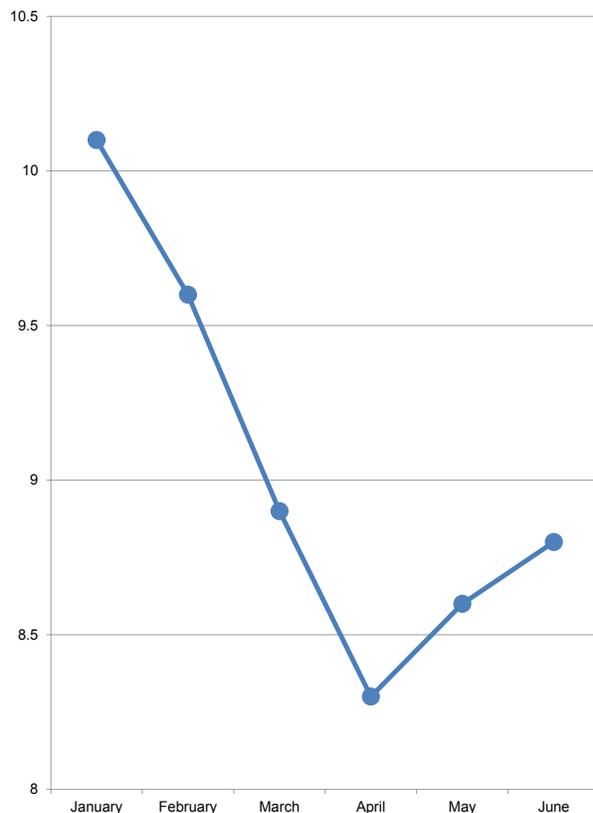
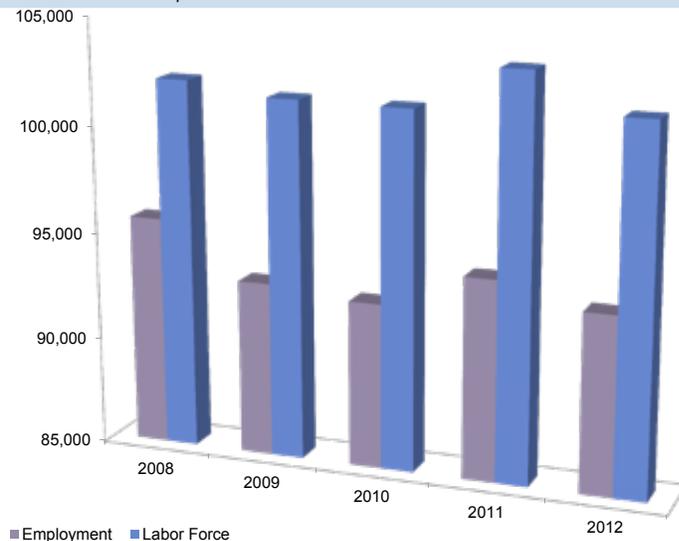
North Central Arkansas WIA

Labor Force/Employment

North Central Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	102,200	101,650	101,600	103,600	101,850
Employment	95,700	93,125	92,700	94,350	93,300
Unemployment	6,500	8,525	8,900	9,250	8,550
Unemployment Rate	6.4	8.4	8.8	8.9	8.4

Source: Arkansas Department of Workforce Services



Monthly Unemployment Rate

North Central Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	10.1
2013	February	9.6
2013	March	8.9
2013	April	8.3
2013	May	8.6
2013	June	8.8

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services

North Central Arkansas WIA

Wages

Cashiers, with an estimated employment of 2,780 was the largest occupation in the Area with an average annual wage of \$17,953 in 2012. *Registered Nurses* had the largest average annual wage of the 10 largest occupations at \$53,050 and had an estimated employment of 1,270 for the Area.

Surgeons topped the Occupations Paying the Most list, earning an average annual salary of \$260,986. *Internists, General* was second with an average annual salary of \$241,331. *Judges, Magistrate Judges, and Magistrates* rounded up the list, earning an average annual wage of \$86,413 in 2012.

For the Area, wage estimates for employers of all sizes had an estimated mean wage of \$32,820 in 2012. Employers with 500 or more employees had an estimated mean wage of \$39,088 with an experienced wage of \$48,220. Entry wages for all employer sizes for the area were above \$16,500 in 2012.

The total number of estimated employees making an hourly wage rate for the Area was 70,937. Employees making \$7.50 to \$9.99 an hour was the largest group with 23,237 employees. Employees making under \$7.50 an hour totaled 1,197 in 2012.

North Central Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Cashiers	2,780	\$17,953	\$16,917	\$18,471
Truck Drivers, Heavy and Tractor-Trailer	2,540	\$36,029	\$25,861	\$41,114
Retail Salespersons	2,330	\$22,870	\$16,960	\$25,825
Combined Food Preparation and Serving Workers, Including Fast Food	1,930	\$18,570	\$16,758	\$19,477
Laborers and Freight, Stock, and Material Movers, Hand	1,640	\$23,426	\$16,805	\$26,737
Nursing Assistants	1,550	\$19,163	\$16,745	\$20,368
Office Clerks, General	1,540	\$22,856	\$16,919	\$25,837
Secretaries, Except Legal, Medical, and Executive	1,400	\$23,896	\$18,172	\$26,758
Registered Nurses	1,270	\$53,050	\$41,481	\$58,835
Cooks, Fast Food	1,230	\$17,056	\$16,777	\$17,196

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

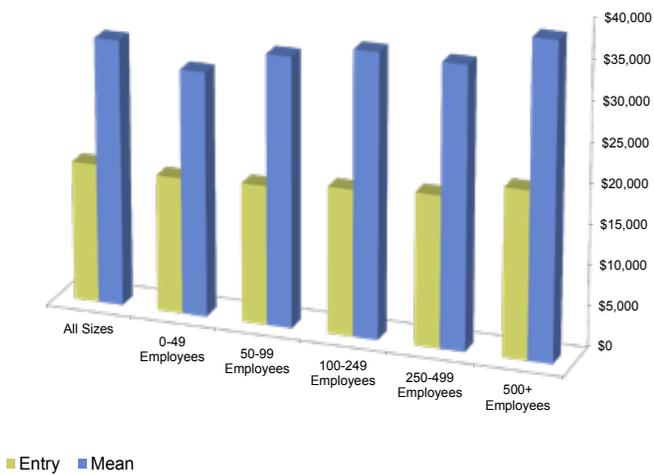
North Central WIA Arkansas Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$260,986
Internists, General	\$241,331
Family and General Practitioners	\$221,900
Engineering Managers	\$125,094
Chief Executives	\$114,570
Pharmacists	\$109,996
Natural Science Managers	\$94,779
Computer and Information Systems Managers	\$92,746
Nurse Practitioners	\$89,200
Judges, Magistrate Judges, and Magistrates	\$86,413

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

North Central Arkansas WIA

Wage Estimates by Employer Size

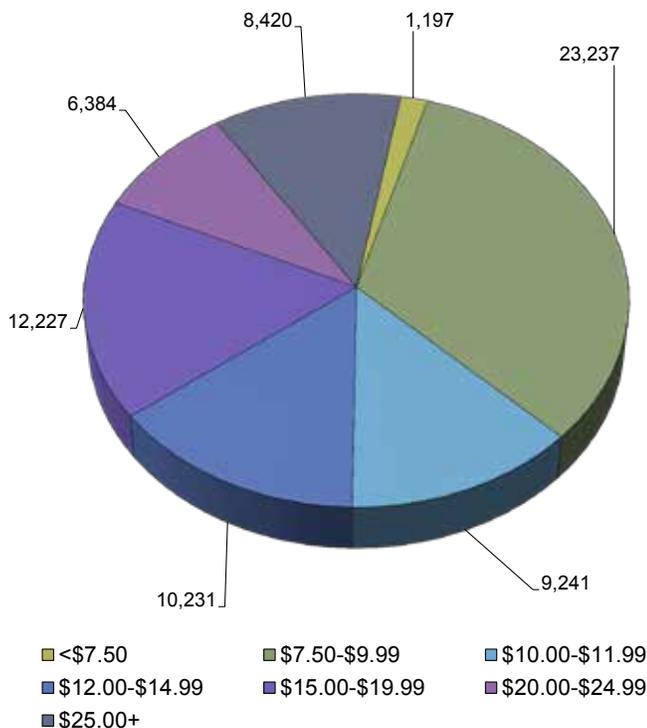


North Central Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,820	\$26,065	\$17,207	\$40,627
0-49 Employees	\$30,218	\$22,881	\$16,859	\$36,898
50-99 Employees	\$33,367	\$26,915	\$17,245	\$41,428
100-249 Employees	\$35,149	\$29,762	\$18,180	\$43,634
250-499 Employees	\$34,912	\$30,775	\$18,833	\$42,951
500+ Employees	\$39,088	\$30,919	\$20,824	\$48,220

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



North Central Arkansas WIA Number of Employees by Hourly Wage Rate

Hourly Wage Rate	Number of Employees
<\$7.50	1,197
\$7.50-\$9.99	23,237
\$10.00-\$11.99	9,241
\$12.00-\$14.99	10,231
\$15.00-\$19.99	12,227
\$20.00-\$24.99	6,384
\$25.00+	8,420

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

North Central Arkansas WIA

Industry

North Central Arkansas is projected to add 2,728 jobs through during the 2012-2014 projection period, or increase employment by 3.21 percent, which would be the second fastest growing WIA in the state. Goods-Producing industries are expected to gain 443, while the Services-Providing industries could add 2,102. The region is also predicted to gain 183 Self-Employed and Unpaid Family Workers.

Education and Health Services is projected to be the top growing supersector in North Central Arkansas for the 2012-2014 projection period with a gain of 760 jobs. **Professional and Business Services** is projected to be the fastest growing supersector with an 11.30 percent rise in employment. *Food Services and Drinking Places*, of the **Leisure and Hospitality** supersector, is estimated to be the top growing industry in the Area with a growth of 294 jobs, while *Machinery Manufacturing* could be the fastest growing industry raising employment by 46.05 percent. *Food Manufacturing* is predicted to be the top declining industry with a loss of 118 jobs, while *Furniture and Home Furnishings Stores* could be the fastest declining industry losing 8.97 percent of its workforce. The **Government** supersector could lose 105 jobs, or less than two percent of its workforce.

Occupations

North Central Arkansas is expected to have 3,462 total job openings annually between 2012 and 2014. Of these, 1,944 would be for replacement, while 1,518 would be for growth and expansion. **Sales and Related Occupations** is projected to be the top major group in all three major categories (net growth, percent growth, and annual openings) gaining 400 new jobs, an increase of 5.33 percent. The group is anticipated to have 484 annual job openings during the projection period. *Farmers, Ranchers, and Other Agricultural Managers* is predicted to be the top growing occupation in the Area with a net gain of 112 jobs, while *Veterinary Assistants and Laboratory Animal Caretakers*, of the **Healthcare Support Occupations** major group, is forecast to increase employment by 24.42 percent, making it the fastest growing occupation in North Central Arkansas. *Packaging and Filling Machine Operators and Tenders* is projected to be the top declining occupation losing 48 jobs, while *Cooling and Freezing Equipment Operators and Tenders* is estimated to be the fastest declining occupation with a loss of 16.67 percent of its workforce.

North Central Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	4,878	5,172	294	6.03%
621000	Ambulatory Health Care Services	3,191	3,476	285	8.93%
452000	General Merchandise Stores	2,747	3,009	262	9.54%
333000	Machinery Manufacturing	532	777	245	46.05%
624000	Social Assistance	2,222	2,464	242	10.89%
561000	Administrative and Support Services	1,593	1,816	223	14.00%
484000	Truck Transportation	2,817	3,039	222	7.88%
611000	Educational Services	9,215	9,353	138	1.50%
541000	Professional, Scientific, and Technical Services	1,211	1,313	102	8.42%
623000	Nursing and Residential Care Facilities	2,872	2,968	96	3.34%
Top 10 Fastest Growth					
333000	Machinery Manufacturing	532	777	245	46.05%
326000	Plastics and Rubber Products Manufacturing	180	210	30	16.67%
448000	Clothing and Clothing Accessories Stores	244	280	36	14.75%
451000	Sporting Goods, Hobby, Book, and Music Stores	146	167	21	14.38%
561000	Administrative and Support Services	1,593	1,816	223	14.00%
551000	Management of Companies and Enterprises	177	201	24	13.56%
325000	Chemical Manufacturing	689	782	93	13.50%
327000	Nonmetallic Mineral Product Manufacturing	305	343	38	12.46%
524000	Insurance Carriers and Related Activities	371	414	43	11.59%
624000	Social Assistance	2,222	2,464	242	10.89%
Top 10 Decline					
311000	Food Manufacturing	2,578	2,460	-118	-4.58%
999200	State Government, Excluding Education and Hospitals	2,088	2,030	-58	-2.78%
237000	Heavy and Civil Engineering Construction	716	666	-50	-6.98%
999300	Local Government, Excluding Education and Hospitals	2,911	2,885	-26	-0.89%
812000	Personal and Laundry Services	474	453	-21	-4.43%
491100	Postal Service	425	407	-18	-4.24%
221000	Utilities	692	677	-15	-2.17%
442000	Furniture and Home Furnishings Stores	145	132	-13	-8.97%
517000	Telecommunications	174	161	-13	-7.47%
486000	Pipeline Transportation	141	131	-10	-7.09%
Top 10 Fastest Decline					
442000	Furniture and Home Furnishings Stores	145	132	-13	-8.97%
323000	Printing and Related Support Activities	73	67	-6	-8.22%
814000	Private Households	66	61	-5	-7.58%
517000	Telecommunications	174	161	-13	-7.47%
486000	Pipeline Transportation	141	131	-10	-7.09%
237000	Heavy and Civil Engineering Construction	716	666	-50	-6.98%
515000	Broadcasting (except Internet)	119	111	-8	-6.72%
311000	Food Manufacturing	2,578	2,460	-118	-4.58%
812000	Personal and Laundry Services	474	453	-21	-4.43%
511000	Publishing Industries	204	195	-9	-4.41%

Source: Arkansas Department of Workforce Services, Projections Suite Software

North Central Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent Growth	Replacement	Total	
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	9,119	9,231	112	1.23%	56	168	224
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,414	1,491	77	5.45%	38	46	84
39-9021	Personal Care Aides	531	603	72	13.56%	36	4	40
41-1011	First-Line Supervisors of Retail Sales Workers	1,277	1,347	70	5.48%	35	28	63
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,645	1,714	69	4.19%	34	22	56
43-9061	Office Clerks, General	1,349	1,409	60	4.45%	30	23	53
35-2011	Cooks, Fast Food	938	994	56	5.97%	28	21	49
35-3031	Waiters and Waitresses	790	838	48	6.08%	24	42	66
43-4171	Receptionists and Information Clerks	539	582	43	7.98%	22	17	39
43-5081	Stock Clerks and Order Fillers	831	874	43	5.17%	22	21	43
Top 10 Fastest Growth								
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	86	107	21	24.42%	10	1	11
47-2211	Sheet Metal Workers	50	62	12	24.00%	6	1	7
29-1131	Veterinarians	32	39	7	21.88%	4	0	4
29-1041	Optometrists	38	45	7	18.42%	4	2	6
29-1123	Physical Therapists	104	122	18	17.31%	9	1	10
31-2021	Physical Therapist Assistants	47	55	8	17.02%	4	0	4
49-3011	Aircraft Mechanics and Service Technicians	54	63	9	16.67%	4	2	6
29-1011	Chiropractors	80	93	13	16.25%	6	2	8
51-3011	Bakers	92	105	13	14.13%	6	2	8
39-9021	Personal Care Aides	531	603	72	13.56%	36	4	40
Top 10 Decline								
51-9111	Packaging and Filling Machine Operators and Tenders	338	290	-48	-14.20%	0	6	6
33-3012	Correctional Officers and Jailers	625	609	-16	-2.56%	0	10	10
41-9041	Telemarketers	254	240	-14	-5.51%	0	6	6
47-2073	Operating Engineers and Other Construction Equipment Operators	426	417	-9	-2.11%	0	9	9
53-3031	Driver/Sales Workers	269	260	-9	-3.35%	0	5	5
43-5051	Postal Service Clerks	58	52	-6	-10.34%	0	2	2
49-9052	Telecommunications Line Installers and Repairers	49	43	-6	-12.24%	0	1	1
27-3022	Reporters and Correspondents	55	50	-5	-9.09%	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	52	47	-5	-9.62%	0	0	0
51-9193	Cooling and Freezing Equipment Operators and Tenders	24	20	-4	-16.67%	0	0	0
Top 10 Fastest Decline								
51-9193	Cooling and Freezing Equipment Operators and Tenders	24	20	-4	-16.67%	0	0	0
51-9111	Packaging and Filling Machine Operators and Tenders	338	290	-48	-14.20%	0	6	6
49-9052	Telecommunications Line Installers and Repairers	49	43	-6	-12.24%	0	1	1
43-5051	Postal Service Clerks	58	52	-6	-10.34%	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	52	47	-5	-9.62%	0	0	0
27-3022	Reporters and Correspondents	55	50	-5	-9.09%	0	2	2
41-9041	Telemarketers	254	240	-14	-5.51%	0	6	6
43-5061	Production, Planning, and Expediting Clerks	115	111	-4	-3.48%	0	3	3
53-3031	Driver/Sales Workers	269	260	-9	-3.35%	0	5	5
33-3012	Correctional Officers and Jailers	625	609	-16	-2.56%	0	10	10

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas WIA

The Northeast Arkansas Workforce Investment Area population increased by 803 in 2012 to 263,393 residents. The Northeast Arkansas WIA consists of the Jonesboro Metropolitan Statistical Area and seven counties: Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph. Both Missouri and Tennessee border the Area.

However the labor force decreased in 2012 to 120,775, or a loss of 600. Employment increased by 325 while unemployment decreased by 925. Employment increased to 110,700 and unemployment decreased to 10,075. The unemployment rate decreased to 8.3 percent in 2012, almost one percentage point; however the Area's unemployment rate was 9.4 in January 2013 but dropped to 8.9 by June.

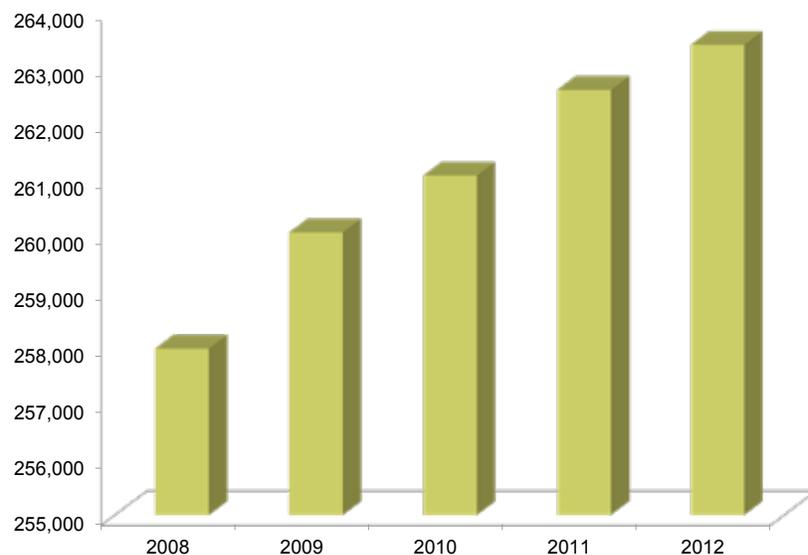
Job creation and new hires decreased between the second quarters of 2011 and 2012 with 958 fewer jobs created 265 fewer new hires. Separations and the turnover rate both increased in 2012. The number of separations increased by 864 to 20,517, while the turnover rate increased to 9.6 percent in the second quarter of 2012.

Population

Northeast Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
257,979	260,050	261,063	262,590	263,393

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Northeast Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	5,840	4,551	6,007	6,076	5,118
New Hires	19,150	14,091	17,815	18,891	18,626
Separations	21,581	16,393	18,755	19,653	20,517
Turnover	9.5%	8.5%	8.9%	9.3%	9.6%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

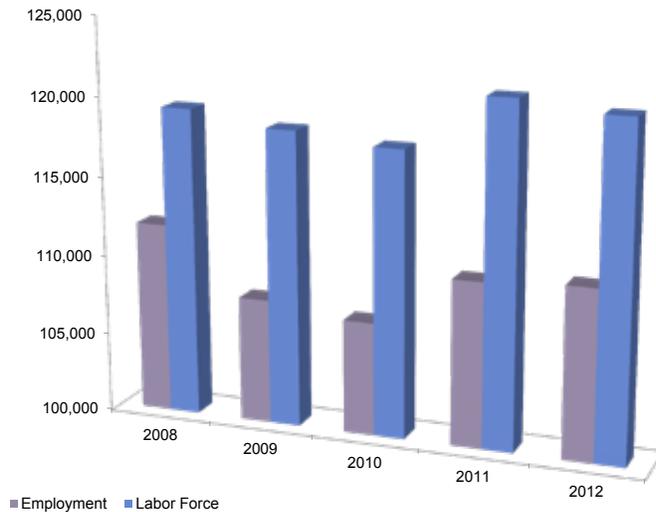
Northeast Arkansas WIA

Labor Force/Employment

Northeast Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	119,400	118,550	117,925	121,375	120,775
Employment	112,000	107,850	107,125	110,375	110,700
Unemployment	7,400	10,700	10,800	11,000	10,075
Unemployment Rate	6.2	9.0	9.2	9.1	8.3

Source: Arkansas Department of Workforce Services

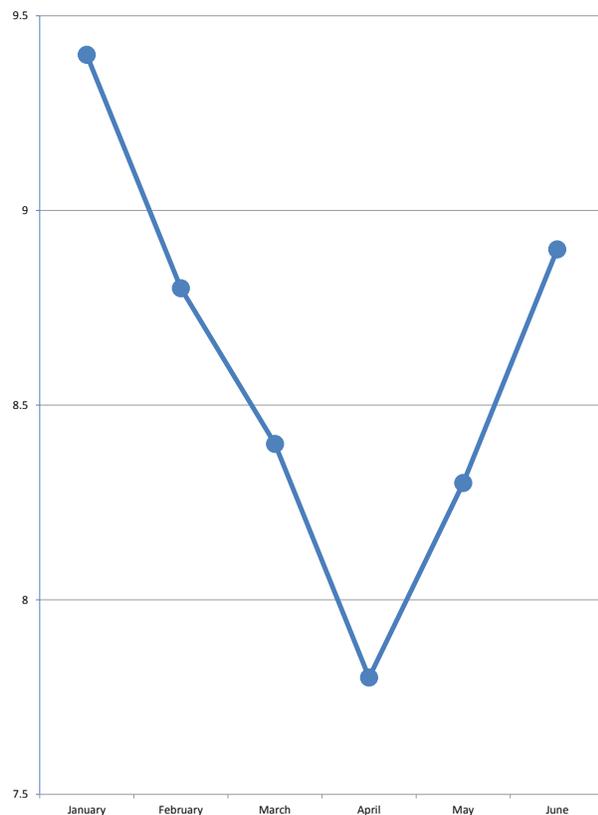


Monthly Unemployment Rate

Northeast Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	9.4
2013	February	8.8
2013	March	8.4
2013	April	7.8
2013	May	8.3
2013	June	8.9

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services



Northeast Arkansas WIA

Wages

Retail Salespersons was the largest occupation of 2012 for the Northwest Arkansas WIA with an estimated employment of 3,150, earning an average annual wage of \$21,681. The second largest was *Team Assemblers* with an estimated employment of 2,770. *Registered Nurses* had the largest average wage of the 10 largest occupations, at \$52,703 annually.

Internists, General was the occupation paying the most in the Area, with an average annual salary of \$232,904. *Pediatricians, General* followed close behind, earning an annual average wage of \$227,845. *Marketing Managers* finished the Top 10 list, earning \$104,106 in 2012.

Employer sizes of all sizes had a mean wage of \$33,260 in Northeast Arkansas for 2012. Employers with 500 or more employees had the highest estimated mean wage at \$39,664 and the highest estimated entry wage at \$22,419. Estimated entry wages for the Area were above \$16,500 for employers of all sizes in 2012.

The Area had a total of 96,285 estimated employees by hourly wage rates in 2012. Estimated employees making \$7.50 to \$9.99 an hour was the largest group at 29,196. Estimated employees making under \$7.50 an hour totaled 1,337.

Northeast Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	3,150	\$21,681	\$16,951	\$24,046
Team Assemblers	2,770	\$26,353	\$18,477	\$30,290
Cashiers	2,470	\$17,668	\$16,966	\$18,020
Laborers and Freight, Stock, and Material Movers, Hand	2,410	\$23,268	\$16,798	\$26,502
Office Clerks, General	2,220	\$22,873	\$16,870	\$25,874
Combined Food Preparation and Serving Workers, Including Fast Food	2,060	\$16,998	\$16,723	\$17,136
Truck Drivers, Heavy and Tractor-Trailer	1,850	\$34,005	\$23,331	\$39,343
Nursing Assistants	1,780	\$19,836	\$16,607	\$21,451
Registered Nurses	1,740	\$52,703	\$40,797	\$58,657
Secretaries, Except Legal, Medical, and Executive	1,710	\$24,899	\$17,369	\$28,664

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

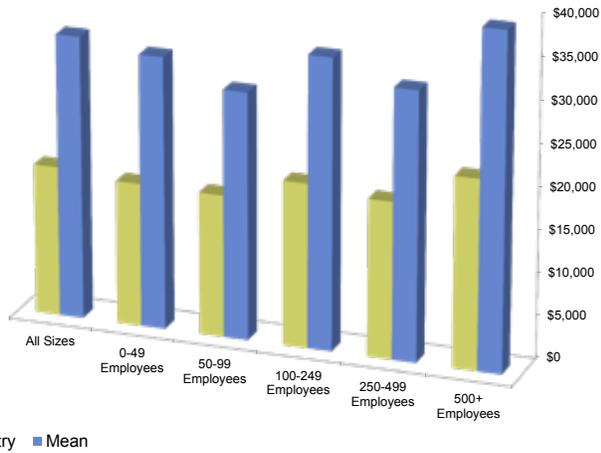
Northeast Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Internists, General	\$232,904
Pediatricians, General	\$227,845
Surgeons	\$226,010
Obstetricians and Gynecologists	\$202,839
Family and General Practitioners	\$194,640
Psychiatrists	\$192,924
Dentists, General	\$142,014
Chief Executives	\$130,834
Pharmacists	\$111,603
Marketing Managers	\$104,106

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Northeast Arkansas WIA

Wage Estimates by Employer Size

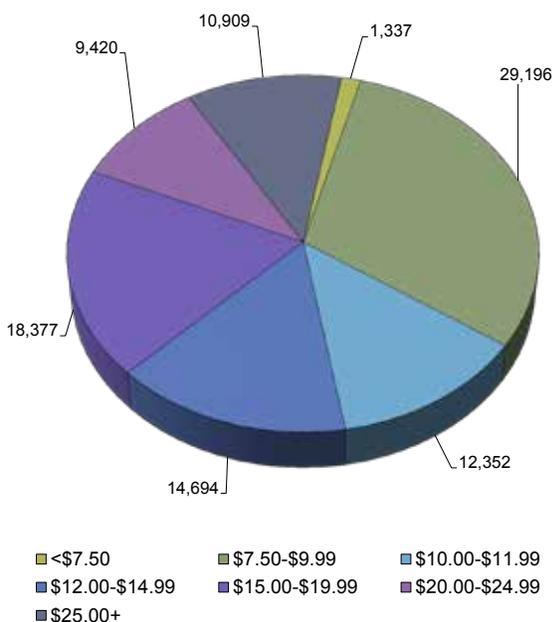


Northeast Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$33,260	\$27,179	\$17,616	\$41,082
0-49 Employees	\$32,046	\$24,195	\$16,884	\$39,626
50-99 Employees	\$29,112	\$20,883	\$16,768	\$35,284
100-249 Employees	\$34,283	\$30,174	\$19,395	\$41,727
250-499 Employees	\$31,694	\$28,489	\$18,521	\$38,280
500+ Employees	\$39,664	\$34,992	\$22,419	\$48,287

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Northeast Arkansas WIA Number of Employees by Hourly Wage Rate

Total	96,285
<\$7.50	1,337
\$7.50-\$9.99	29,196
\$10.00-\$11.99	12,352
\$12.00-\$14.99	14,694
\$15.00-\$19.99	18,377
\$20.00-\$24.99	9,420
\$25.00+	10,909

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Northeast Arkansas WIA

Industry

Northeast Arkansas is expected to add 3,982 jobs during the 2012-2014 projection period. This is equivalent to a 3.67 percent rise in employment and making it the fastest growing Area in the state. Goods-Producing industries are predicted to have a net gain of 1,336 jobs, while Services-Providing industries could add 2,563. A net gain of 83 Self-Employed and Unpaid Family Workers is anticipated.

Education and Health Services is expected to be the top growing supersector with 1,250 new jobs to be added during the 2012-2014 projection period, while **Professional and Business Services** is predicted to be the fastest growing supersector with a growth rate of 5.98 percent. The **Manufacturing** supersector is estimated to add 1,092 jobs. *Transportation Equipment Manufacturing* is forecast to be the top growing industry adding 781 new jobs to the local economy, while *Paper Manufacturing* is projected to increase employment by 55.41 percent making it the fastest growing industry in the Area. All 10 industries in the Top 10 Fastest Growing Industries list are expected to grow by at least 11.65 percent with half growing by more than 20 percent. *Printing and Related Support Activities* is likely to struggle in the projection period with a loss of 409 jobs, a decrease of 20.81 percent making it the top declining industry in Northeast Arkansas as well as the fastest declining.

Occupations

The Northeast Arkansas Area is expected to have 4,802 annual openings during the 2012-2014 projection period. Of these, 2,512 would be for replacement, while 2,290 would be for growth and expansion. **Production Occupations** is predicted to be the top growing major group adding 1,126 new jobs between 2012 and 2014, and its 7.50 percent growth rate would make it the fastest growing major group as well. *Combined Food Preparation and Serving Workers, Including Fast Food*, of the **Food Preparation and Serving Related Occupations** major group, is projected to be the top growing occupation with a growth of 116, while *Maintenance Workers, Machinery*, of the **Installation, Maintenance, and Repair Occupations** major group, is estimated to be the fastest growing occupation with a growth of 30.77 percent. *Telemarketers*, of the **Sales and Related Occupations** major group, is forecast to be the top declining occupation with a loss of 78 jobs, while *Print Binding and Finishing Workers* could lose almost 21 percent of its workforce making it the fastest declining occupation in Northeast Arkansas.

Northeast Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
336000	Transportation Equipment Manufacturing	3,763	4,544	781	20.75%
621000	Ambulatory Health Care Services	4,292	4,907	615	14.33%
722000	Food Services and Drinking Places	6,995	7,431	436	6.23%
333000	Machinery Manufacturing	1,846	2,259	413	22.37%
624000	Social Assistance	3,689	4,024	335	9.08%
561000	Administrative and Support Services	5,145	5,471	326	6.34%
331000	Primary Metal Manufacturing	3,973	4,224	251	6.32%
325000	Chemical Manufacturing	675	834	159	23.56%
488000	Support Activities for Transportation	448	583	135	30.13%
622000	Hospitals	4,495	4,621	126	2.80%
Top 10 Fastest Growth					
322000	Paper Manufacturing	74	115	41	55.41%
488000	Support Activities for Transportation	448	583	135	30.13%
325000	Chemical Manufacturing	675	834	159	23.56%
333000	Machinery Manufacturing	1,846	2,259	413	22.37%
336000	Transportation Equipment Manufacturing	3,763	4,544	781	20.75%
212000	Mining (except Oil and Gas)	99	117	18	18.18%
442000	Furniture and Home Furnishings Stores	352	411	59	16.76%
621000	Ambulatory Health Care Services	4,292	4,907	615	14.33%
451000	Sporting Goods, Hobby, Book, and Music Stores	352	396	44	12.50%
524000	Insurance Carriers and Related Activities	541	604	63	11.65%
Top 10 Decline					
323000	Printing and Related Support Activities	1,965	1,556	-409	-20.81%
999300	Local Government, Excluding Education and Hospitals	3,733	3,555	-178	-4.77%
335000	Electrical Equipment, Appliance, and Component Manufacturing	902	784	-118	-13.08%
446000	Health and Personal Care Stores	737	669	-68	-9.23%
999200	State Government, Excluding Education and Hospitals	1,759	1,711	-48	-2.73%
339000	Miscellaneous Manufacturing	335	311	-24	-7.16%
491100	Postal Service	504	482	-22	-4.37%
424000	Merchant Wholesalers, Nondurable Goods	1,702	1,692	-10	-0.59%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	71	63	-8	-11.27%
515000	Broadcasting (except Internet)	163	155	-8	-4.91%
Top 10 Fastest Decline					
323000	Printing and Related Support Activities	1,965	1,556	-409	-20.81%
335000	Electrical Equipment, Appliance, and Component Manufacturing	902	784	-118	-13.08%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	71	63	-8	-11.27%
446000	Health and Personal Care Stores	737	669	-68	-9.23%
814000	Private Households	70	64	-6	-8.57%
339000	Miscellaneous Manufacturing	335	311	-24	-7.16%
515000	Broadcasting (except Internet)	163	155	-8	-4.91%
999300	Local Government, Excluding Education and Hospitals	3,733	3,555	-178	-4.77%
491100	Postal Service	504	482	-22	-4.37%
425000	Wholesale Electronic Markets and Agents and Brokers	218	210	-8	-3.67%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northeast Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,791	1,907	116	6.48%	58	58	116
39-9021	Personal Care Aides	870	984	114	13.10%	57	6	63
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	775	881	106	13.68%	53	17	70
29-1111	Registered Nurses	1,799	1,904	105	5.84%	52	28	80
43-9061	Office Clerks, General	2,007	2,102	95	4.73%	48	34	82
51-1011	First-Line Supervisors of Production and Operating Workers	911	997	86	9.44%	43	12	55
29-2061	Licensed Practical and Licensed Vocational Nurses	1,181	1,265	84	7.11%	42	30	72
43-4171	Receptionists and Information Clerks	723	798	75	10.37%	38	23	61
35-3031	Waiters and Waitresses	1,311	1,385	74	5.64%	37	70	107
35-2011	Cooks, Fast Food	1,085	1,154	69	6.36%	34	24	58
Top 10 Fastest Growth								
49-9043	Maintenance Workers, Machinery	65	85	20	30.77%	10	1	11
17-2141	Mechanical Engineers	126	155	29	23.02%	14	4	18
53-2012	Commercial Pilots	36	44	8	22.22%	4	2	6
51-9011	Chemical Equipment Operators and Tenders	98	116	18	18.37%	9	2	11
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	89	105	16	17.98%	8	2	10
31-9092	Medical Assistants	139	163	24	17.27%	12	2	14
29-2032	Diagnostic Medical Sonographers	37	43	6	16.22%	3	0	3
43-6013	Medical Secretaries	166	191	25	15.06%	12	2	14
29-1062	Family and General Practitioners	109	124	15	13.76%	8	2	10
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	775	881	106	13.68%	53	17	70
Top 10 Decline								
41-9041	Telemarketers	591	513	-78	-13.20%	0	14	14
51-5113	Print Binding and Finishing Workers	310	245	-65	-20.97%	0	10	10
29-2052	Pharmacy Technicians	398	384	-14	-3.52%	0	6	6
47-2221	Structural Iron and Steel Workers	74	61	-13	-17.57%	0	2	2
29-1051	Pharmacists	276	266	-10	-3.62%	0	6	6
43-5071	Shipping, Receiving, and Traffic Clerks	594	584	-10	-1.68%	0	15	15
47-4051	Highway Maintenance Workers	188	178	-10	-5.32%	0	4	4
53-7064	Packers and Packagers, Hand	752	742	-10	-1.33%	0	22	22
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	81	72	-9	-11.11%	0	0	0
43-5081	Stock Clerks and Order Fillers	1,133	1,125	-8	-0.71%	0	29	29
Top 10 Fastest Decline								
51-5113	Print Binding and Finishing Workers	310	245	-65	-20.97%	0	10	10
47-2221	Structural Iron and Steel Workers	74	61	-13	-17.57%	0	2	2
43-9071	Office Machine Operators, Except Computer	30	25	-5	-16.67%	0	1	1
41-9041	Telemarketers	591	513	-78	-13.20%	0	14	14
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	81	72	-9	-11.11%	0	0	0
43-5051	Postal Service Clerks	51	46	-5	-9.80%	0	1	1
51-7011	Cabinetmakers and Bench Carpenters	65	60	-5	-7.69%	0	2	2
43-4031	Court, Municipal, and License Clerks	93	88	-5	-5.38%	0	2	2
47-4051	Highway Maintenance Workers	188	178	-10	-5.32%	0	4	4
35-3011	Bartenders	125	120	-5	-4.00%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas WIA

The Northwest Arkansas Workforce Investment Area increased in population by 8,145 to 597,970 in 2012. The North Central Arkansas WIA consists of 10 counties: Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff, with the state of Missouri bordering the area to the north.

Labor force and employment increased in the Area, with labor force adding 4,050 to the workforce and employment increasing to 268,800 or by 5,425. Unemployment and the unemployment rate both decreased in 2012. Unemployment decreased by 1,375, while the unemployment rate decreased by half a percentage point to 5.9 percent in 2012. The unemployment rate was higher in January 2013 at 6.4, but it decreased to 6.0 by June.

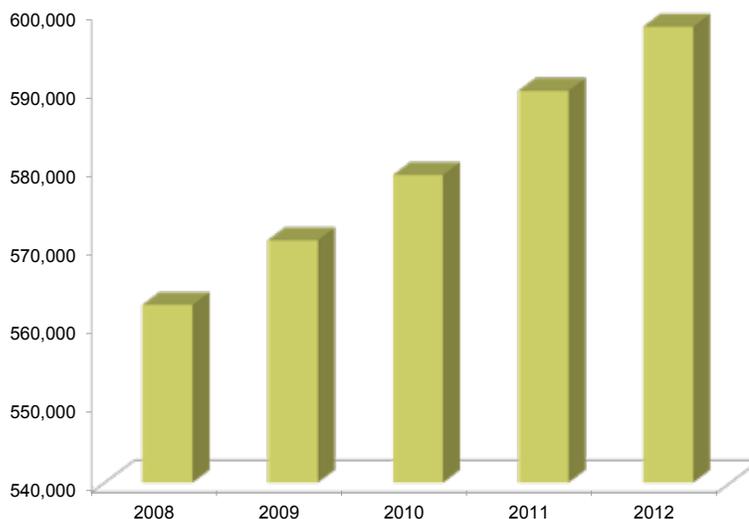
Job creation increased in Northwest Arkansas through the second quarter of 2012 with 264 additional jobs created and new hires increased to 37,856 during the same time period. Separations increased by 1,850 for the Area to 39,415 and turnovers saw an increase of one-tenth of a percentage point to 8.2 percent.

Population

Northwest Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
562,657	570,852	579,161	589,825	597,970

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Northwest Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	13,643	10,734	12,804	12,776	13,040
New Hires	45,503	30,994	35,323	36,189	37,856
Separations	51,334	36,071	36,678	37,565	39,415
Turnover	9.6%	7.7%	7.9%	8.1%	8.2%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

*Turnover Rate = (1/2) * (full-quarter accessions + full-quarter separations) / employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

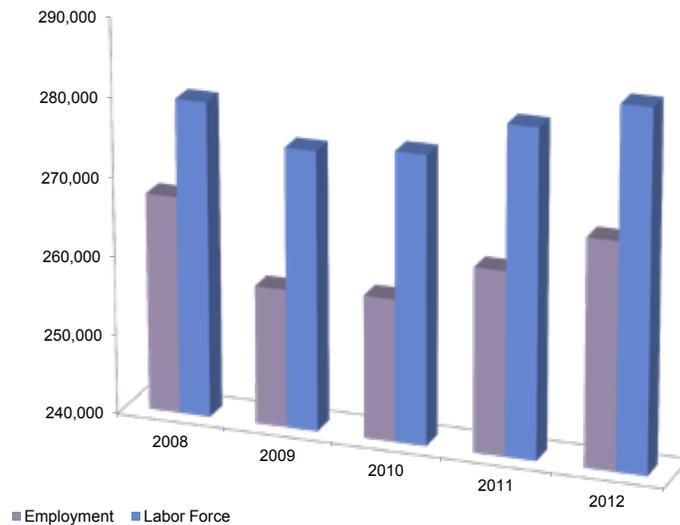
Northwest Arkansas WIA

Labor Force/Employment

Northwest Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	279,800	275,350	276,525	281,500	285,550
Employment	267,500	257,500	258,075	263,375	268,800
Unemployment	12,300	17,850	18,450	18,125	16,750
Unemployment Rate	4.4	6.5	6.7	6.4	5.9

Source: Arkansas Department of Workforce Services

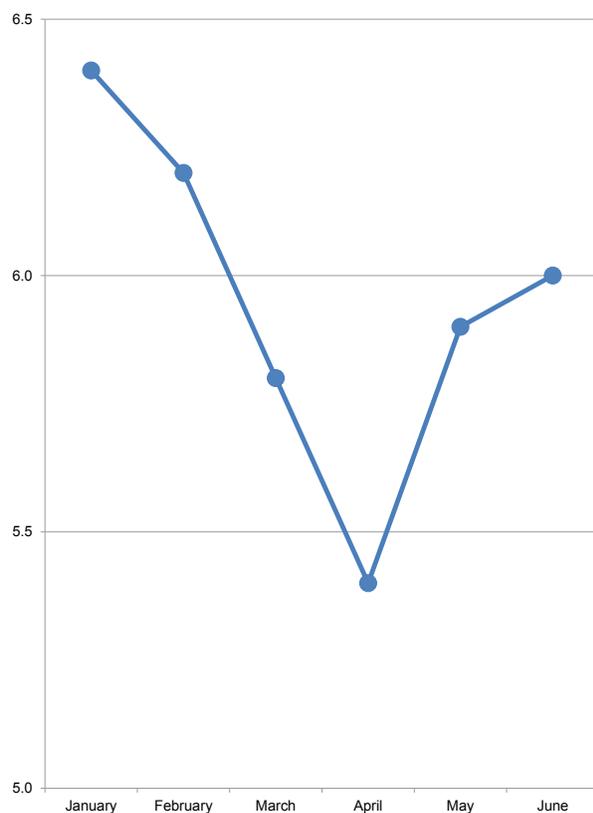


Monthly Unemployment Rate

Northwest Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	6.4
2013	February	6.2
2013	March	5.8
2013	April	5.4
2013	May	5.9
2013	June	6.0

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services



Northwest Arkansas WIA

Wages

Truck Drivers, Heavy and Tractor-Trailer was the largest occupation in the Area in 2012 with an estimated employment of 10,580, earning an average annual wage of \$34,060. But *Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products* had the highest average annual wage for the Top 10 occupations at \$66,165.

Obstetricians and Gynecologists had the largest average annual salary at \$256,703 for 2012. *Surgeons* was second on the occupations paying the most list with an average annual salary of \$219,368. *Nurse Anesthetists* rounded out the list with an average annual salary of \$147,122.

Employers of all sizes had an estimated mean wage of \$40,010 for the Area. Employers with 500 or more employees had a mean wage of \$50,806 in 2012. Estimated entry wages for all categories were above \$16,500.

The total number of employees by hourly wage rate was 243,314 in 2012. Employees making \$7.50 to \$9.99 an hour totaled 60,363, the largest group for the Area. Employees making less than an estimated hourly wage of \$7.50 an hour totaled 2,591.

Northwest Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Truck Drivers, Heavy and Tractor-Trailer	10,580	\$34,060	\$25,783	\$38,199
Retail Salespersons	8,560	\$23,673	\$16,984	\$27,018
Cashiers	5,630	\$18,628	\$16,976	\$19,454
Waiters and Waitresses	5,340	\$17,748	\$16,704	\$18,270
Office Clerks, General	5,300	\$24,961	\$17,430	\$28,726
Combined Food Preparation and Serving Workers, Including Fast Food	4,920	\$17,047	\$16,744	\$17,198
Laborers and Freight, Stock, and Material Movers, Hand	4,710	\$22,580	\$17,103	\$25,318
Secretaries, Except Legal, Medical, and Executive	4,140	\$30,308	\$21,351	\$34,787
Registered Nurses	3,950	\$53,166	\$39,710	\$59,893
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,880	\$66,165	\$32,662	\$82,917

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

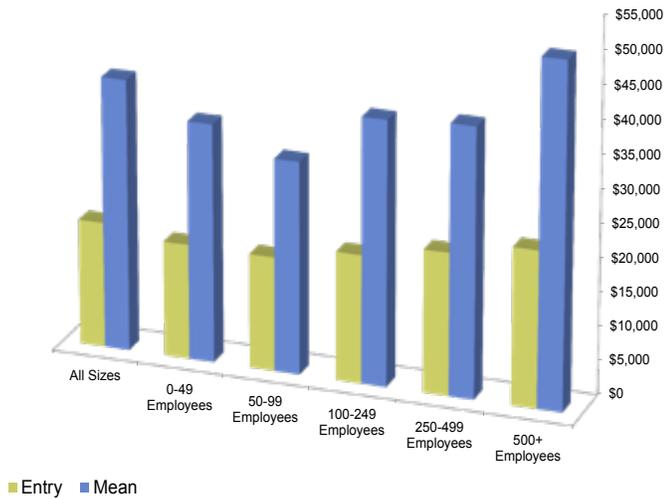
Northwest Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$256,703
Surgeons	\$219,368
Internists, General	\$215,096
Family and General Practitioners	\$196,775
Dentists, General	\$194,176
Anesthesiologists	\$175,237
Chief Executives	\$157,086
Pediatricians, General	\$154,147
Personal Financial Advisors	\$150,843
Nurse Anesthetists	\$147,122

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Northwest Arkansas WIA

Wage Estimates by Employer Size

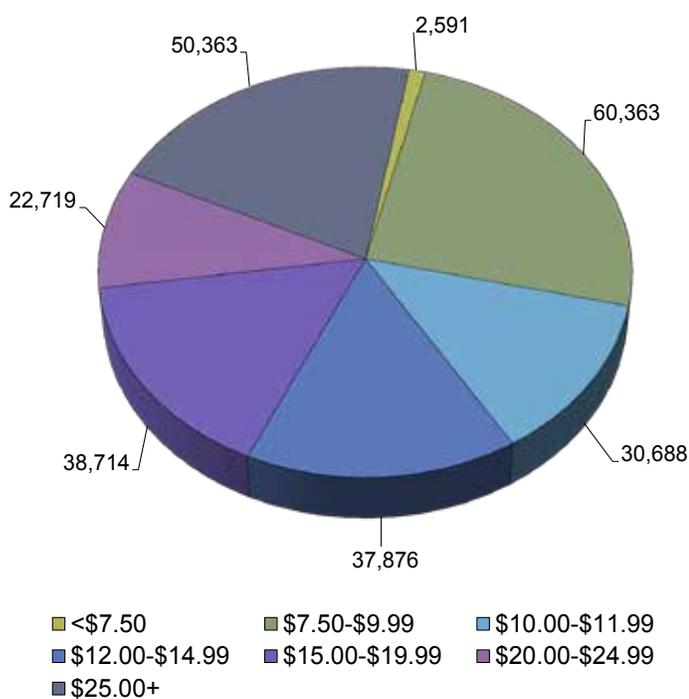


Northwest Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$40,010	\$29,416	\$18,496	\$50,767
0-49 Employees	\$35,140	\$25,683	\$16,965	\$44,228
50-99 Employees	\$31,346	\$22,698	\$16,863	\$38,587
100-249 Employees	\$39,050	\$29,908	\$18,956	\$49,097
250-499 Employees	\$39,755	\$33,328	\$21,038	\$49,113
500+ Employees	\$50,806	\$37,547	\$23,136	\$64,641

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Northwest Arkansas WIA Number of Employees by Hourly Wage Rate

Total	243,314
<\$7.50	2,591
\$7.50-\$9.99	60,363
\$10.00-\$11.99	30,688
\$12.00-\$14.99	37,876
\$15.00-\$19.99	38,714
\$20.00-\$24.99	22,719
\$25.00+	50,363

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Northwest Arkansas WIA

Industry

Among the 10 Local Workforce Investment Areas, Northwest Arkansas has the largest employment base in the state, which provides job seekers with a variety of career choices among the many industries and occupations. This Area is projected to gain 6,319 jobs, an increase of 2.34 percent for the 2012-2014 projection period. Goods-Producing industries are projected to gain 970 jobs, while Services-Providing industries are estimated to add 6,320 jobs. A decrease of 971 Self-Employed and Unpaid Family Workers is anticipated between 2012 and 2014.

Professional and Business Services is expected to be the top supersector in both net and percent growth with 2,207 new jobs, an increase of 5.73 percent. *Management of Companies and Enterprises* is predicted to be the top industry in the Area with 1,358 new jobs anticipated. *Chemical Manufacturing* is estimated to experience significant growth between 2012 and 2014, more than doubling its employment making it the fastest growing industry in Northwest Arkansas. *Local Government, Excluding Education and Hospitals* is projected to be the top declining industry, losing 373 jobs, while *Furniture Manufacturing* could be the fastest declining industry, losing 17.55 percent of its workforce.

Occupations

Northwest Arkansas is projected to have 10,032 annual job openings during the 2012-2014 projection period with 3,734 for growth and expansion and 6,298 for replacement. **Food Preparation and Serving Related Occupations** is predicted to be the top major group in all three major categories (net growth, percent growth, and annual openings) with 1,086 new jobs, an increase of 5.23 percent. The occupational group is expected to have 1,385 annual job openings. Within this group, *Waiters and Waitresses* is anticipated to be the top growing occupation with an increase of 327 jobs. *Painting, Coating, and Decorating Workers*, of the **Production Occupations** major group, is estimated to be the fastest growing occupation with a growth of 83.33 percent. *Farmers, Ranchers, and Other Agricultural Managers* is projected to be the top declining occupation, while *Postal Service Clerks*, of the **Office and Administrative Support Occupations** major group, is forecast to be the fastest declining occupation, losing 10.34 percent of its workforce.

Northwest Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
551000	Management of Companies and Enterprises	21,821	23,179	1,358	6.22%
722000	Food Services and Drinking Places	18,251	19,379	1,128	6.18%
624000	Social Assistance	6,036	6,682	646	10.70%
621000	Ambulatory Health Care Services	9,449	9,945	496	5.25%
541000	Professional, Scientific, and Technical Services	9,566	10,004	438	4.58%
561000	Administrative and Support Services	6,531	6,943	412	6.31%
611000	Educational Services	26,915	27,314	399	1.48%
325000	Chemical Manufacturing	259	566	307	118.53%
238000	Specialty Trade Contractors	5,975	6,262	287	4.80%
813000	Religious, Grantmaking, Civic, Professional, and Similar Organizations	4,458	4,700	242	5.43%
Top 10 Fastest Growth					
325000	Chemical Manufacturing	259	566	307	118.53%
451000	Sporting Goods, Hobby, Book, and Music Stores	938	1,177	239	25.48%
524000	Insurance Carriers and Related Activities	1,175	1,304	129	10.98%
624000	Social Assistance	6,036	6,682	646	10.70%
333000	Machinery Manufacturing	1,610	1,780	170	10.56%
321000	Wood Product Manufacturing	754	829	75	9.95%
212000	Mining (except Oil and Gas)	141	155	14	9.93%
453000	Miscellaneous Store Retailers	1,359	1,487	128	9.42%
488000	Support Activities for Transportation	1,031	1,124	93	9.02%
519000	Other Information Services	112	122	10	8.93%
Top 10 Decline					
999300	Local Government, Excluding Education and Hospitals	6,272	5,899	-373	-5.95%
424000	Merchant Wholesalers, Nondurable Goods	2,660	2,497	-163	-6.13%
337000	Furniture and Related Product Manufacturing	872	719	-153	-17.55%
323000	Printing and Related Support Activities	709	641	-68	-9.59%
517000	Telecommunications	792	734	-58	-7.32%
446000	Health and Personal Care Stores	1,242	1,187	-55	-4.43%
443000	Electronics and Appliance Stores	905	852	-53	-5.86%
112000	Animal Production	1,077	1,028	-49	-4.55%
339000	Miscellaneous Manufacturing	1,490	1,447	-43	-2.89%
491100	Postal Service	922	883	-39	-4.23%
Top 10 Fastest Decline					
337000	Furniture and Related Product Manufacturing	872	719	-153	-17.55%
315000	Apparel Manufacturing	79	67	-12	-15.19%
323000	Printing and Related Support Activities	709	641	-68	-9.59%
113000	Forestry and Logging	57	52	-5	-8.77%
517000	Telecommunications	792	734	-58	-7.32%
814000	Private Households	166	154	-12	-7.23%
424000	Merchant Wholesalers, Nondurable Goods	2,660	2,497	-163	-6.13%
999300	Local Government, Excluding Education and Hospitals	6,272	5,899	-373	-5.95%
443000	Electronics and Appliance Stores	905	852	-53	-5.86%
515000	Broadcasting (except Internet)	361	341	-20	-5.54%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Northwest Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3031	Waiters and Waitresses	5336	5663	327	6.13	164	283	447
39-9021	Personal Care Aides	2367	2657	290	12.25	145	15	160
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3895	4122	227	5.83	114	128	242
29-1111	Registered Nurses	4243	4410	167	3.94	84	64	148
43-9061	Office Clerks, General	5464	5617	153	2.8	76	92	168
43-4051	Customer Service Representatives	3001	3137	136	4.53	68	82	150
35-2011	Cooks, Fast Food	1955	2076	121	6.19	60	44	104
35-2014	Cooks, Restaurant	1751	1857	106	6.05	53	40	93
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3397	3494	97	2.86	48	37	85
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4574	4652	78	1.71	39	60	99
Top 10 Fastest Growth								
51-9123	Painting, Coating, and Decorating Workers	24	44	20	83.33%	10	0	10
19-2031	Chemists	36	43	7	19.44%	4	1	5
41-3011	Advertising Sales Agents	427	501	74	17.33%	37	12	49
49-3011	Aircraft Mechanics and Service Technicians	59	67	8	13.56%	4	2	6
39-9021	Personal Care Aides	2,367	2,657	290	12.25%	145	15	160
43-9041	Insurance Claims and Policy Processing Clerks	153	171	18	11.76%	9	4	13
41-3021	Insurance Sales Agents	486	543	57	11.73%	28	11	39
13-1081	Logisticians	575	639	64	11.13%	32	10	42
11-2011	Advertising and Promotions Managers	66	72	6	9.09%	3	2	5
13-1161	Market Research Analysts and Marketing Specialists	482	525	43	8.92%	22	12	34
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	13,468	12,982	-486	-3.61%	0	249	249
53-7063	Machine Feeders and Offbearers	1,070	1,038	-32	-2.99%	0	20	20
53-3031	Driver/Sales Workers	633	612	-21	-3.32%	0	12	12
53-7081	Refuse and Recyclable Material Collectors	255	239	-16	-6.27%	0	8	8
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	628	613	-15	-2.39%	0	20	20
51-7011	Cabinetmakers and Bench Carpenters	234	219	-15	-6.41%	0	6	6
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	138	124	-14	-10.14%	0	0	0
39-5012	Hairdressers, Hairstylists, and Cosmetologists	866	853	-13	-1.50%	0	16	16
51-5112	Printing Press Operators	219	206	-13	-5.94%	0	4	4
43-5051	Postal Service Clerks	116	104	-12	-10.34%	0	2	2
Top 10 Fastest Decline								
43-5051	Postal Service Clerks	116	104	-12	-10.34	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	138	124	-14	-10.14	0	0	0
11-1031	Legislators	159	147	-12	-7.55	0	4	4
51-5113	Print Binding and Finishing Workers	76	71	-5	-6.58	0	2	2
51-7011	Cabinetmakers and Bench Carpenters	234	219	-15	-6.41	0	6	6
53-7081	Refuse and Recyclable Material Collectors	255	239	-16	-6.27	0	8	8
51-5112	Printing Press Operators	219	206	-13	-5.94	0	4	4
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	125	118	-7	-5.6	0	6	6
43-4031	Court, Municipal, and License Clerks	150	142	-8	-5.33	0	4	4
51-9151	Photographic Process Workers and Processing Machine Operators	94	89	-5	-5.32	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas WIA

The Southeast Arkansas Workforce Investment Area population decreased in 2012 to 209,971, or by 1,958. The Southeast Arkansas WIA includes the Pine Bluff Metropolitan Statistical Area and 10 counties: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, and Lincoln. Louisiana and Mississippi border the Area.

The Area also saw a decrease in labor force, employment, unemployment and the unemployment rate in 2012. The Labor force decreased by 2,425 to 93,875, while employment decreased to 85,075. Unemployment saw a decrease of 1,150 to 8,800 and the unemployment rate dropped nine-tenths of a percentage point to 9.4 percent in 2012. The Area's monthly unemployment rate was 10.6 percent in January 2013 but decreased to 9.7 percent by June.

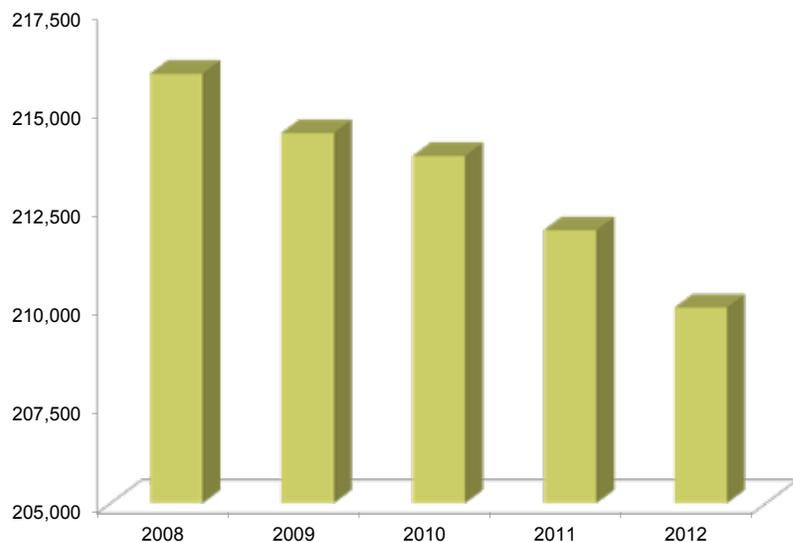
Total job creation in Southeast Arkansas saw a slight decrease of 11 to 3,356 in the second quarter of 2012, and new hires also decreased for a total of 10,305 for the same time period. Separations and turnovers increased in the Area with separations increasing by 577 and turnovers increasing by half a percentage point to 8.3 percent.

Population

Southeast Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
215,893	214,390	213,808	211,929	209,971

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Southeast Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	3,733	4,161	3,729	3,367	3,356
New Hires	12,000	10,358	10,785	10,772	10,305
Separations	15,004	12,427	12,562	12,467	13,044
Turnover	8.7%	7.6%	7.7%	7.8%	8.3%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

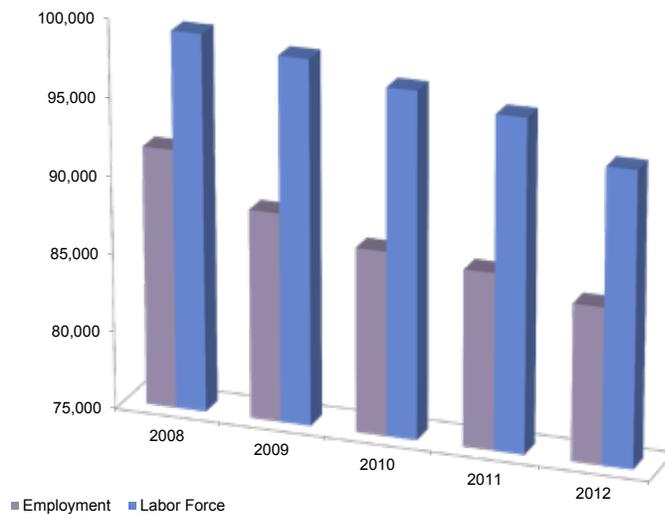
Southeast Arkansas WIA

Labor Force/Employment

Southeast Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	99,175	98,375	97,175	96,300	93,875
Employment	91,650	88,425	86,850	86,350	85,075
Unemployment	7,525	9,950	10,325	9,950	8,800
Unemployment Rate	7.6	10.1	10.6	10.3	9.4

Source: Arkansas Department of Workforce Services



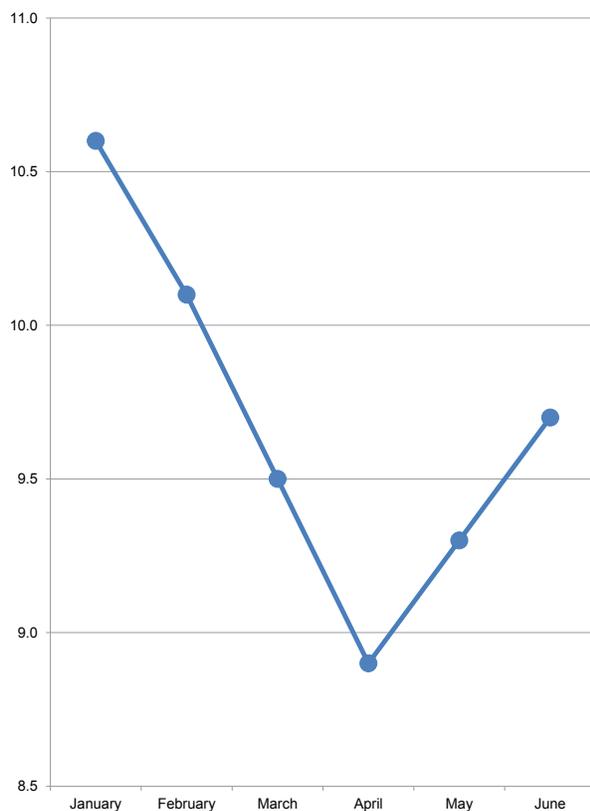
Monthly Unemployment Rate

Southeast Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	10.6
2013	February	10.1
2013	March	9.5
2013	April	8.9
2013	May	9.3
2013	June	9.7

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services



Southeast Arkansas WIA

Wages

Retail salespersons had the largest estimated employment for the Area with 1,890 employed, making an average annual wage of \$22,958 in 2012. *Correctional Officers and Jailers* had the second largest estimated employment with 1,880 employed. *Truck Drivers, Heavy Tractor-Trailer* had the largest average annual wage on the Top 10 largest occupations, making an average annual wage of \$32,540 in 2012.

Psychiatrists was the occupation making the most in 2012, with an average annual salary of \$263,806. *Family and General Practitioners* was second on the list, making an average annual wage of \$208,711, while *Environmental Engineers* rounded out the Top 10 occupations making the most list with an average annual salary of \$92,514.

Mean wage estimates for all employer sizes in Southeast Arkansas was \$34,843 in 2012. Employers with 500 or more employees had an estimated mean wage of \$40,283. Entry wages for all employer sizes for the Area fell below \$21,000.

The total number of employees by hourly wage rate was 73,525 for the Area. Employees making \$7.50 to \$9.99 an hour numbered 20,478 in 2012, the largest group in the Area. Employees making below \$7.50 totaled 1,142.

Southeast Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	1,890	\$22,958	\$17,065	\$25,905
Correctional Officers and Jailers	1,880	\$33,006	\$27,220	\$35,898
Cashiers	1,750	\$17,974	\$17,011	\$18,455
Office Clerks, General	1,600	\$22,779	\$16,826	\$25,755
Secretaries, Except Legal, Medical, and Executive	1,560	\$25,634	\$18,826	\$29,038
Combined Food Preparation and Serving Workers, Including Fast Food	1,480	\$16,922	\$16,739	\$17,013
Laborers and Freight, Stock, and Material Movers, Hand	1,480	\$22,796	\$17,248	\$25,570
Truck Drivers, Heavy and Tractor-Trailer	1,440	\$32,540	\$23,084	\$37,268
Nursing Assistants	1,380	\$20,352	\$16,717	\$22,170
Home Health Aides	1,140	\$17,717	\$15,951	\$18,600

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

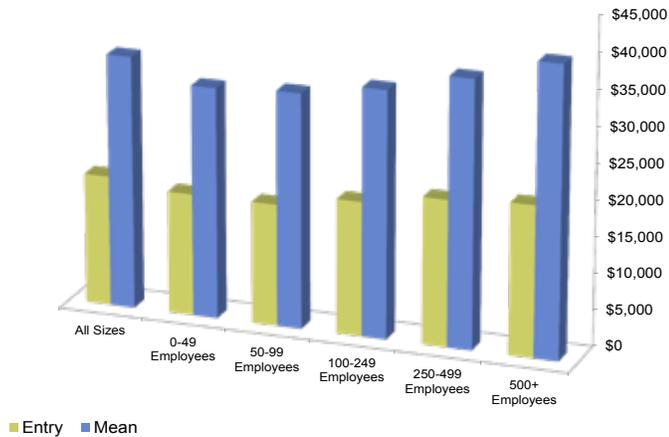
Southeast Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Psychiatrists	\$263,806
Family and General Practitioners	\$208,711
Nurse Anesthetists	\$169,755
Chief Executives	\$128,708
Natural Sciences Managers	\$117,019
Engineering Managers	\$97,759
Compensation and Benefits Managers	\$96,939
Computer and Information Systems Managers	\$96,325
Medical Scientists, Except Epidemiologists	\$96,080
Environmental Engineers	\$92,514

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Southeast Arkansas WIA

Wage Estimates by Employer Size

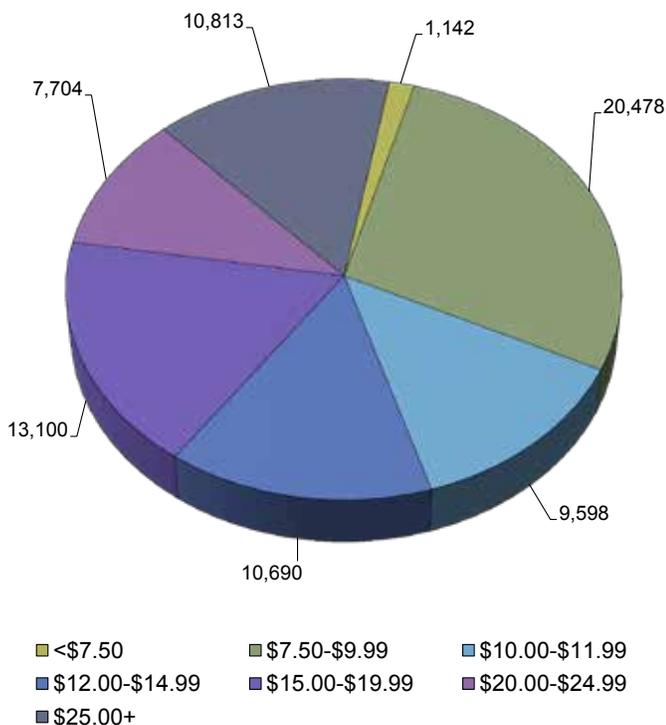


Southeast Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$34,843	\$28,275	\$17,982	\$43,274
0-49 Employees	\$31,883	\$23,990	\$16,882	\$39,383
50-99 Employees	\$32,447	\$24,157	\$16,853	\$40,244
100-249 Employees	\$34,229	\$28,320	\$18,619	\$42,034
250-499 Employees	\$37,015	\$32,333	\$20,298	\$45,373
500+ Employees	\$40,283	\$34,959	\$20,951	\$49,949

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Southeast Arkansas WIA Number of Employees by Hourly Wage Rate

Total	73,525
<\$7.50	1,142
\$7.50-\$9.99	20,478
\$10.00-\$11.99	9,598
\$12.00-\$14.99	10,690
\$15.00-\$19.99	13,100
\$20.00-\$24.99	7,704
\$25.00+	10,813

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Southeast Arkansas WIA

Industry

Southeast Arkansas is expected to gain 497 jobs between 2012 and 2014. Goods-Producing industries are projected to lose 270 net jobs, while the Services-Providing industries are predicted to experience a net gain of 816. This Area, however, is estimated to experience a small net loss of 49 Self-Employed and Unpaid Family Workers.

The **Education and Health Services** supersector is projected to add the most jobs during the 2012-2014 projection period with 429 new jobs. **Leisure and Hospitality** is predicted to be the fastest growing supersector with a 5.21 percent rise in employment. *Food Services and Drinking Places* is expected to be the top growing industry, adding 243 new jobs to the local economy. With an anticipated growth of 29.85 percent, *Building Material and Garden Equipment and Supplies Dealers*, of the **Trade, Transportation, and Utilities** supersector, is forecast to be the fastest growing industry in Southeast Arkansas. **Manufacturing** is expected to lose 232 net jobs, a decrease of 1.56 percent. Driving the decline in this Area is *Wood Manufacturing*, which is projected to lose 271 jobs, or 17.26 percent of its workforce, making it the top declining industry in the Area as well as the fastest declining.

Occupations

Southeast Arkansas employment is expected to increase by 0.58 percent during the 2012-2014 projection period. There are 2,600 job openings projected to be available annually between 2012 and 2014. Of these, 690 would be for growth and expansion, while 1,910 would be for replacement. **Food Preparation and Serving Related Occupations** is expected to be the top growing major group gaining 233 jobs during the projection period. *Combined Food Preparation and Serving Workers, Including Fast Food* is projected to be the top growing occupation, adding 101 jobs to the local economy. **Healthcare Support Occupations** is predicted to be the fastest growing major group increasing employment by 5.04 percent. *Personal Care Aides*, of the **Personal Care and Service Occupations** major group, is expected to be the fastest growing occupation in the Area. *Farmers, Ranchers, and Other Agricultural Managers*, of the **Management Occupations** major group, is anticipated to be the top declining occupation with a loss of 35 jobs, while *Postal Service Clerks* could lose 13.04 percent of its workforce, making it the fastest declining occupation.

Southeast Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	3,872	4,115	243	6.28%
624000	Social Assistance	2,922	3,148	226	7.73%
311000	Food Manufacturing	3,366	3,510	144	4.28%
444000	Building Material and Garden Equipment and Supplies Dealers	479	622	143	29.85%
623000	Nursing and Residential Care Facilities	2,476	2,592	116	4.68%
484000	Truck Transportation	806	905	99	12.28%
493000	Warehousing and Storage	360	449	89	24.72%
551000	Management of Companies and Enterprises	345	403	58	16.81%
522000	Credit Intermediation and Related Activities	1,655	1,710	55	3.32%
561000	Administrative and Support Services	1,245	1,298	53	4.26%
Top 10 Fastest Growth					
444000	Building Material and Garden Equipment and Supplies Dealers	479	622	143	29.85%
493000	Warehousing and Storage	360	449	89	24.72%
551000	Management of Companies and Enterprises	345	403	58	16.81%
451000	Sporting Goods, Hobby, Book, and Music Stores	185	216	31	16.76%
323000	Printing and Related Support Activities	36	41	5	13.89%
484000	Truck Transportation	806	905	99	12.28%
327000	Nonmetallic Mineral Product Manufacturing	107	120	13	12.15%
562000	Waste Management and Remediation Service	102	110	8	7.84%
624000	Social Assistance	2,922	3,148	226	7.73%
485000	Transit and Ground Passenger Transportation	96	103	7	7.29%
Top 10 Decline					
321000	Wood Product Manufacturing	1,570	1,299	-271	-17.26%
999100	Federal Government, Excluding Post Office	1,927	1,727	-200	-10.38%
322000	Paper Manufacturing	3,684	3,564	-120	-3.26%
447000	Gasoline Stations	837	784	-53	-6.33%
315000	Apparel Manufacturing	395	352	-43	-10.89%
113000	Forestry and Logging	782	743	-39	-4.99%
999200	State Government, Excluding Education and Hospitals	4,509	4,471	-38	-0.84%
445000	Food and Beverage Stores	1,313	1,276	-37	-2.82%
541000	Professional, Scientific, and Technical Services	1,105	1,072	-33	-2.99%
237000	Heavy and Civil Engineering Construction	991	960	-31	-3.13%
Top 10 Fastest Decline					
321000	Wood Product Manufacturing	1,570	1,299	-271	-17.26%
454000	Nonstore Retailers	106	91	-15	-14.15%
315000	Apparel Manufacturing	395	352	-43	-10.89%
999100	Federal Government, Excluding Post Office	1,927	1,727	-200	-10.38%
713000	Amusement, Gambling, and Recreation Industries	189	172	-17	-8.99%
814000	Private Households	90	83	-7	-7.78%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	81	75	-6	-7.41%
517000	Telecommunications	190	177	-13	-6.84%
447000	Gasoline Stations	837	784	-53	-6.33%
491100	Postal Service	355	337	-18	-5.07%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southeast Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent Growth	Replacement	Total	
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,893	1,994	101	5.34%	50	62	112
39-9021	Personal Care Aides	778	873	95	12.21%	48	5	53
31-1012	Nursing Aides, Orderlies, and Attendants	1,621	1,705	84	5.18%	42	18	60
31-1011	Home Health Aides	1,216	1,293	77	6.33%	38	14	52
35-2011	Cooks, Fast Food	998	1,057	59	5.91%	30	22	52
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,265	1,314	49	3.87%	24	41	65
29-1111	Registered Nurses	1,284	1,321	37	2.88%	18	20	38
29-2061	Licensed Practical and Licensed Vocational Nurses	1,022	1,052	30	2.94%	15	26	41
13-2072	Loan Officers	230	253	23	10.00%	12	6	18
35-3031	Waiters and Waitresses	328	345	17	5.18%	8	18	26
Top 10 Fastest Growth								
39-9021	Personal Care Aides	778	873	95	12.21%	48	5	53
49-3041	Farm Equipment Mechanics and Service Technicians	114	126	12	10.53%	6	2	8
13-2072	Loan Officers	230	253	23	10.00%	12	6	18
47-2141	Painters, Construction and Maintenance	63	69	6	9.52%	3	2	5
53-3041	Taxi Drivers and Chauffeurs	236	252	16	6.78%	8	2	10
31-1011	Home Health Aides	1,216	1,293	77	6.33%	38	14	52
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	133	141	8	6.02%	4	2	6
35-2011	Cooks, Fast Food	998	1,057	59	5.91%	30	22	52
35-3041	Food Servers, Nonrestaurant	279	295	16	5.73%	8	8	16
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,893	1,994	101	5.34%	50	62	112
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,790	4,755	-35	-0.73%	0	88	88
43-5081	Stock Clerks and Order Fillers	830	805	-25	-3.01%	0	21	21
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,808	1,786	-22	-1.22%	0	24	24
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	173	151	-22	-12.72%	0	2	2
45-4022	Logging Equipment Operators	495	476	-19	-3.84%	0	11	11
51-6031	Sewing Machine Operators	231	214	-17	-7.36%	0	2	2
39-9011	Childcare Workers	784	768	-16	-2.04%	0	26	26
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	388	372	-16	-4.12%	0	8	8
45-2041	Graders and Sorters, Agricultural Products	325	310	-15	-4.62%	0	8	8
51-9196	Paper Goods Machine Setters, Operators, and Tenders	338	325	-13	-3.85%	0	4	4
Top 10 Fastest Decline								
43-5051	Postal Service Clerks	46	40	-6	-13.04%	0	1	1
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	173	151	-22	-12.72%	0	2	2
45-2011	Agricultural Inspectors	66	59	-7	-10.61%	0	2	2
13-1031	Claims Adjusters, Examiners, and Investigators	62	56	-6	-9.68%	0	2	2
51-6031	Sewing Machine Operators	231	214	-17	-7.36%	0	2	2
19-2031	Chemists	87	81	-6	-6.90%	0	3	3
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	76	71	-5	-6.58%	0	2	2
43-9021	Data Entry Keyers	94	88	-6	-6.38%	0	2	2
51-3021	Butchers and Meat Cutters	88	83	-5	-5.68%	0	2	2
49-9052	Telecommunications Line Installers and Repairers	126	119	-7	-5.56%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas WIA

The Southwest Arkansas Workforce Investment Area saw a decrease in population of 1,692 residents in 2012 to 230,240. Southwest Arkansas is the largest Workforce Area in the state in terms of the number of counties represented. Twelve counties are located within this region: Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union. Three states border the Area: Oklahoma to the west, Texas to the southwest, and Louisiana to the south. Miller County is part of the Texarkana AR/TX Metropolitan Statistical Area

The labor force decreased in 2012 to 101,975, down 2,225 workers since 2011. Employment and unemployment decreased between 2011 and 2012. Employment decreased from 95,300 in 2011 to 93,875 in 2012. Unemployment decreased by 800 employees to 8,100. The unemployment rate decreased by sixth-tenths of a percentage point to include 7.9 percent of the labor force in 2012. But, after a spike in unemployment in January 2013, the Area's unemployment rate dropped sixth-tenths of a percentage point to 8.3 in June.

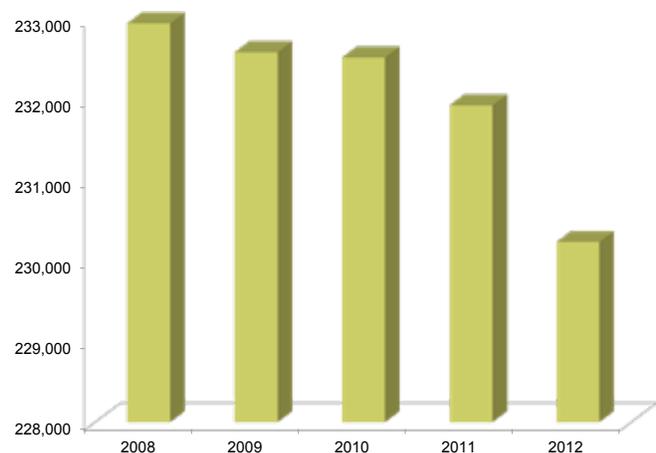
Job creation, the number of separations, and turnover all increased between the second quarters of 2011 and 2012. There were 4,523 new jobs created during the second quarter of 2012, while the number of separations was 178 more. Turnovers increased by two-tenths of a percentage point, to 8.6 percent. The number of new hires decreased between the quarters to 12,595.

Population

Southwest Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
232,948	232,591	232,526	231,932	230,240

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Southwest Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	4,301	4,039	3,925	3,500	4,523
New Hires	15,574	11,338	12,889	12,606	12,595
Separations	18,173	14,592	14,250	14,457	14,635
Turnover	9.6%	8.9%	7.9%	8.4%	8.6%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

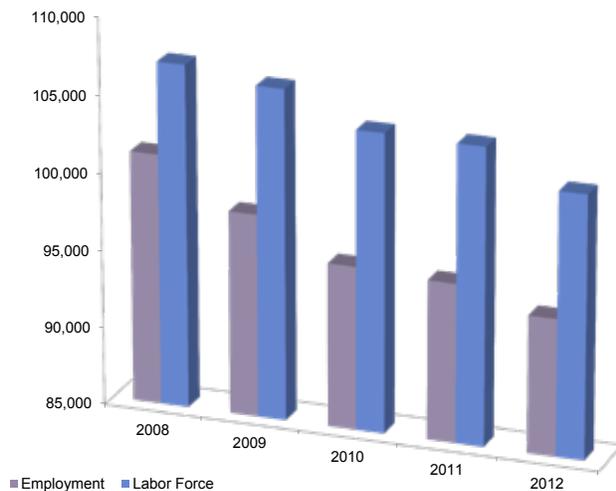
Southwest Arkansas WIA

Labor Force/Employment

Southwest Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	107,150	106,350	104,300	104,200	101,975
Employment	101,225	98,125	95,575	95,300	93,875
Unemployment	5,925	8,225	8,725	8,900	8,100
Unemployment Rate	5.5	7.7	8.4	8.5	7.9

Source: Arkansas Department of Workforce Services



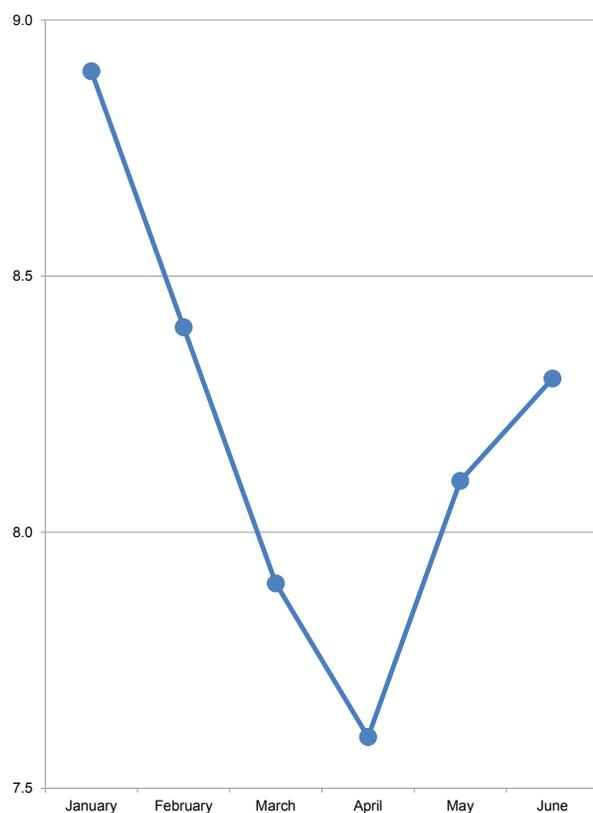
Monthly Unemployment Rate

Southwest Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	8.9
2013	February	8.4
2013	March	7.9
2013	April	7.6
2013	May	8.1
2013	June	8.3

*Not Seasonally Adjusted, Not Preliminary

Source: Arkansas Department of Workforce Services



Southwest Arkansas WIA

Wages

Truck Drivers, Heavy and Tractor-Trailer was the largest occupation in the Area with 2,890 estimated employees, and had the largest average annual of the 10 largest occupations wage, earning \$36,316 in 2012. *Cashiers* was second with an estimated employment of 2,340.

Family and General Practitioners was the occupation paying the most for the Area, earning an average annual salary of \$224,825. *Pharmacists* was second on the list, earning an average annual salary of \$132,954. *Physical Therapists* completed the Top 10 list, earning an average annual salary of \$84,912 in 2012.

The mean wage estimate for all sizes of employers in Southwest Arkansas was \$33,269 in 2012. Employers with 500 or more employees had an estimated mean wage of \$37,456. Estimated entry wages for the area for all employer sizes fell below \$20,200.

The total number of employees by hourly wage rate was 83,773 for Southwest Arkansas. Employees making \$7.50 to \$9.99 an hour totaled 25,290 for 2012. Employees making less than \$7.50 an hour totaled 1,330.

Southwest Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Truck Drivers, Heavy and Tractor-Trailer	2,890	\$36,316	\$17,765	\$40,848
Cashiers	2,340	\$17,765	\$16,881	\$18,207
Retail Salespersons	2,180	\$21,754	\$16,936	\$24,163
Office Clerks, General	1,980	\$23,041	\$16,882	\$26,120
Team Assemblers	1,970	\$23,722	\$17,710	\$26,729
Laborers and Freight, Stock, and Material Movers, Hand	1,690	\$24,284	\$16,846	\$16,923
Combined Food Preparation and Serving Workers, Including Fast Food	1,580	\$16,773	\$16,750	\$28,003
Secretaries, Except Legal, Medical, and Executive	1,390	\$25,647	\$18,612	\$29,165
Construction Laborers	1,340	\$21,181	\$16,852	\$23,346
Helpers--Production Workers	1,320	\$27,725	\$18,252	\$32,462

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

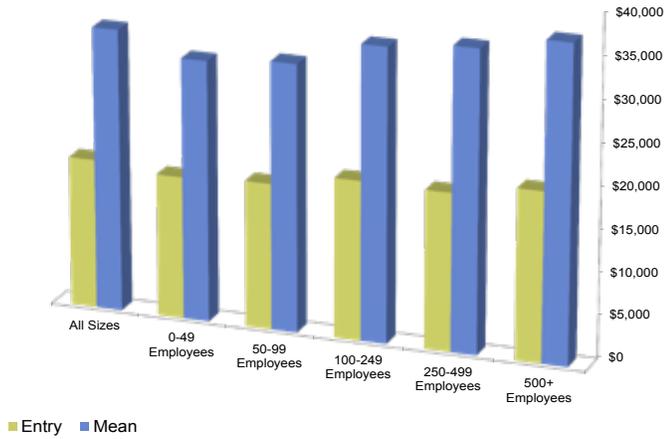
Southwest Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Family and General Practitioners	\$224,825
Pharmacists	\$132,954
Chief Executives	\$113,156
Dentists, General	\$112,668
Engineering Managers	\$104,969
Industrial Production Managers	\$101,992
Environmental Engineers	\$87,633
Human Resources Managers	\$87,564
Judges, Magistrate Judges, and Magistrates	\$84,921
Physical Therapists	\$84,912

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Southwest Arkansas WIA

Wage Estimates by Employer Size

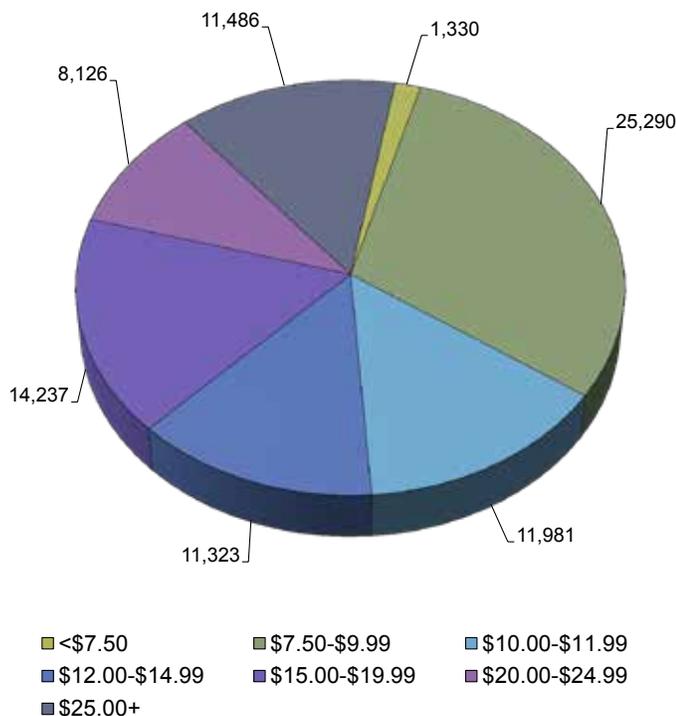


Southwest Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$33,269	\$26,748	\$17,645	\$41,081
0-49 Employees	\$30,778	\$23,430	\$16,821	\$37,757
50-99 Employees	\$31,586	\$25,411	\$17,276	\$38,741
100-249 Employees	\$34,707	\$29,688	\$18,868	\$42,627
250-499 Employees	\$35,668	\$31,297	\$18,736	\$44,134
500+ Employees	\$37,456	\$31,431	\$20,172	\$46,099

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Southwest Arkansas WIA Number of Employees by Hourly Wage Rate

Total	83,773
<\$7.50	1,330
\$7.50-\$9.99	25,290
\$10.00-\$11.99	11,981
\$12.00-\$14.99	11,323
\$15.00-\$19.99	14,237
\$20.00-\$24.99	8,126
\$25.00+	11,486

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Southwest Arkansas WIA

Industry

Employment in Southwest Arkansas is projected to increase by 187, or 0.20 percent growth rate for the 2012-2014 projection period. Goods-Producing industries are predicted to lose 96 jobs, while the Services-Providing industries are estimated to experience a net growth of 628 jobs. The Area is expected, however, to lose 345 Self-Employed and Unpaid Family Workers.

The **Education and Health Services** supersector is estimated to add the most new jobs with 273 anticipated. **Leisure and Hospitality** is predicted to be the fastest growing supersector increasing employment by 4.86 percent. *Food Services and Drinking Places* is estimated to be the top growing industry adding 262 new jobs to the local economy. *Utilities* could be the fastest growing industry in Southwest Arkansas with an anticipated increase of 18.32 percent. The **Manufacturing** supersector is forecast to lose 278 jobs, or 1.46 percent of its workforce. Driving this decline is *Wood Product Manufacturing*, which is estimated to lose 137 jobs, making it the top declining industry. *Electronics and Appliance Stores*, of the **Trade, Transportation, and Utilities** supersector, could lose over a quarter of its workforce in Southwest Arkansas between 2012 and 2014.

Occupations

Between 2012 and 2014, Southwest Arkansas employers are estimated to have 2,756 job openings annually. This region is forecast to have 2,128 replacement annual openings, or about 77.21 percent of the total job openings for the Area. **Food Preparation and Serving Related Occupations** is projected to be the top major group in both net and percent growth, adding 226 new jobs, or an increase of 3.86 percent. Leading this growth is *Combined Food Preparation and Serving Workers, Including Fast Food*, which is predicted to add 95 new jobs to the local economy. *Electrical Power-Line Installers and Repairers*, of the **Installation, Maintenance, and Repair Occupations** major group, is anticipated to be the fastest growing occupation, increasing its workforce by 21.80 percent. *Farmers, Ranchers, and Other Agricultural Managers* is projected to be the top declining occupation in Southwest Arkansas losing 203 jobs during the 2012-2014 projection period, while *Bill and Account Collectors*, of the **Office and Administrative Support Occupations** major group, could lose 21.74 percent of its workforce, making it the fastest declining occupation.

Southwest Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	4,363	4,625	262	6.01%
326000	Plastics and Rubber Products Manufacturing	2,666	2,843	177	6.64%
624000	Social Assistance	2,297	2,456	159	6.92%
221000	Utilities	535	633	98	18.32%
623000	Nursing and Residential Care Facilities	3,223	3,306	83	2.58%
237000	Heavy and Civil Engineering Construction	1,449	1,531	82	5.66%
325000	Chemical Manufacturing	1,440	1,518	78	5.42%
621000	Ambulatory Health Care Services	2,424	2,493	69	2.85%
551000	Management of Companies and Enterprises	717	780	63	8.79%
425000	Wholesale Electronic Markets and Agents and Brokers	392	447	55	14.03%
Top 10 Fastest Growth					
221000	Utilities	535	633	98	18.32%
451000	Sporting Goods, Hobby, Book, and Music Stores	135	155	20	14.81%
425000	Wholesale Electronic Markets and Agents and Brokers	392	447	55	14.03%
524000	Insurance Carriers and Related Activities	387	423	36	9.30%
324000	Petroleum and Coal Products Manufacturing	444	484	40	9.01%
551000	Management of Companies and Enterprises	717	780	63	8.79%
212000	Mining (except Oil and Gas)	158	171	13	8.23%
624000	Social Assistance	2,297	2,456	159	6.92%
326000	Plastics and Rubber Products Manufacturing	2,666	2,843	177	6.64%
811000	Repair and Maintenance	720	766	46	6.39%
Top 10 Decline					
321000	Wood Product Manufacturing	2,135	1,998	-137	-6.42%
445000	Food and Beverage Stores	1,283	1,167	-116	-9.04%
561000	Administrative and Support Services	1,793	1,684	-109	-6.08%
331000	Primary Metal Manufacturing	520	442	-78	-15.00%
332000	Fabricated Metal Product Manufacturing	2,663	2,586	-77	-2.89%
622000	Hospitals	1,930	1,868	-62	-3.21%
336000	Transportation Equipment Manufacturing	424	367	-57	-13.44%
335000	Electrical Equipment, Appliance, and Component Manufacturing	454	412	-42	-9.25%
999200	State Government, Excluding Education and Hospitals	2,182	2,143	-39	-1.79%
443000	Electronics and Appliance Stores	115	86	-29	-25.22%
Top 10 Fastest Decline					
443000	Electronics and Appliance Stores	115	86	-29	-25.22%
331000	Primary Metal Manufacturing	520	442	-78	-15.00%
336000	Transportation Equipment Manufacturing	424	367	-57	-13.44%
111000	Crop Production	67	58	-9	-13.43%
323000	Printing and Related Support Activities	70	61	-9	-12.86%
335000	Electrical Equipment, Appliance, and Component Manufacturing	454	412	-42	-9.25%
445000	Food and Beverage Stores	1,283	1,167	-116	-9.04%
327000	Nonmetallic Mineral Product Manufacturing	318	290	-28	-8.81%
442000	Furniture and Home Furnishings Stores	202	185	-17	-8.42%
814000	Private Households	98	91	-7	-7.14%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Southwest Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,661	1,756	95	5.72%	48	54	102
39-9021	Personal Care Aides	638	714	76	11.91%	38	4	42
35-2011	Cooks, Fast Food	712	754	42	5.90%	21	16	37
35-3031	Waiters and Waitresses	705	747	42	5.96%	21	38	59
47-2061	Construction Laborers	1,396	1,433	37	2.65%	18	9	27
49-9041	Industrial Machinery Mechanics	743	777	34	4.58%	17	14	31
49-9051	Electrical Power-Line Installers and Repairers	133	162	29	21.80%	14	4	18
31-1012	Nursing Aides, Orderlies, and Attendants	1,572	1,597	25	1.59%	12	18	30
35-2014	Cooks, Restaurant	415	440	25	6.02%	12	10	22
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	817	841	24	2.94%	12	18	30
Top 10 Fastest Growth								
49-9051	Electrical Power-Line Installers and Repairers	133	162	29	21.80%	14	4	18
51-8013	Power Plant Operators	73	83	10	13.70%	5	2	7
39-9021	Personal Care Aides	638	714	76	11.91%	38	4	42
43-9041	Insurance Claims and Policy Processing Clerks	52	58	6	11.54%	3	2	5
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	241	262	21	8.71%	10	6	16
41-3021	Insurance Sales Agents	140	152	12	8.57%	6	3	9
15-1142	Network and Computer Systems Administrators	93	100	7	7.53%	4	2	6
39-2021	Nonfarm Animal Caretakers	107	114	7	6.54%	4	2	6
35-2014	Cooks, Restaurant	415	440	25	6.02%	12	10	22
35-3031	Waiters and Waitresses	705	747	42	5.96%	21	38	59
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,907	5,704	-203	-3.44%	0	109	109
43-4051	Customer Service Representatives	669	597	-72	-10.76%	0	18	18
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,039	2,008	-31	-1.52%	0	66	66
53-7063	Machine Feeders and Offbearers	411	389	-22	-5.35%	0	8	8
43-3011	Bill and Account Collectors	92	72	-20	-21.74%	0	2	2
43-5081	Stock Clerks and Order Fillers	780	762	-18	-2.31%	0	20	20
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	246	228	-18	-7.32%	0	2	2
35-2012	Cooks, Institution and Cafeteria	729	713	-16	-2.19%	0	16	16
11-1021	General and Operations Managers	952	937	-15	-1.58%	0	15	15
53-3022	Bus Drivers, School or Special Client	445	433	-12	-2.70%	0	8	8
Top 10 Fastest Decline								
43-3011	Bill and Account Collectors	92	72	-20	-21.74%	0	2	2
43-5051	Postal Service Clerks	51	45	-6	-11.76%	0	1	1
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43	38	-5	-11.63%	0	0	0
43-4051	Customer Service Representatives	669	597	-72	-10.76%	0	18	18
51-3021	Butchers and Meat Cutters	70	63	-7	-10.00%	0	2	2
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	246	228	-18	-7.32%	0	2	2
27-3022	Reporters and Correspondents	41	38	-3	-7.32%	0	2	2
13-1111	Management Analysts	85	79	-6	-7.06%	0	1	1
43-9021	Data Entry Keyers	85	79	-6	-7.06%	0	2	2
51-9191	Adhesive Bonding Machine Operators and Tenders	124	116	-8	-6.45%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas WIA

The West Central Arkansas Workforce Investment Area saw an increase of 681 residents to total 316,044 in 2012. The West Central Arkansas WIA consists of 10 counties: Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell; with the Hot Springs Metropolitan Statistical Area located within the WIA.

The Area saw a decrease in the labor force, employment, unemployment, and the unemployment rate from 2011 to 2012. The labor force decreased to 143,125, a loss of 1,425, and employment lost 475 for 132,625 employed in 2012. Between 2011 and 2012, unemployment decreased by 950 workers and the unemployment rate dropped to 7.3 percent. However, the Area's unemployment saw a spike in the unemployment rate in January 2013 at 8.5 percent but decreased by four-tenths of a percentage point to 8.1 in June.

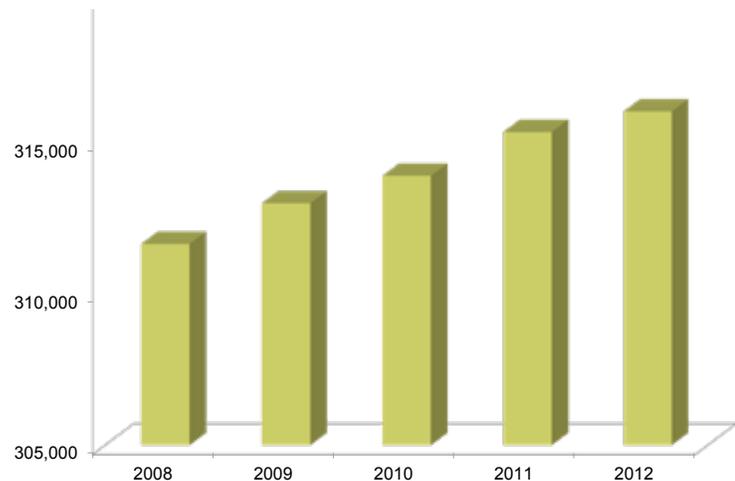
Job creation, the number of new hires, and the number of separations all decreased between 2011 and 2012. Between the second quarters of 2011 and 2012, there were 110 fewer jobs created, for a total of 6,090, while new hires were 1,021 fewer, to total 17,632 new hires in the Area. Between the second quarters of 2011 and 2012, separations decreased by 906, to 19,930. The turnover rate increased between the quarters to 8.7 percent.

Population

West Central Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
311,666	313,008	313,917	315,363	316,044

Source: U.S. Census Bureau



Quarterly Workforce Indicators

West Central Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	6,423	5,278	5,924	6,200	6,090
New Hires	21,897	15,204	17,715	18,653	17,632
Separations	26,604	18,080	20,857	20,836	19,930
Turnover	10.2%	8.5%	8.5%	8.6%	8.7%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

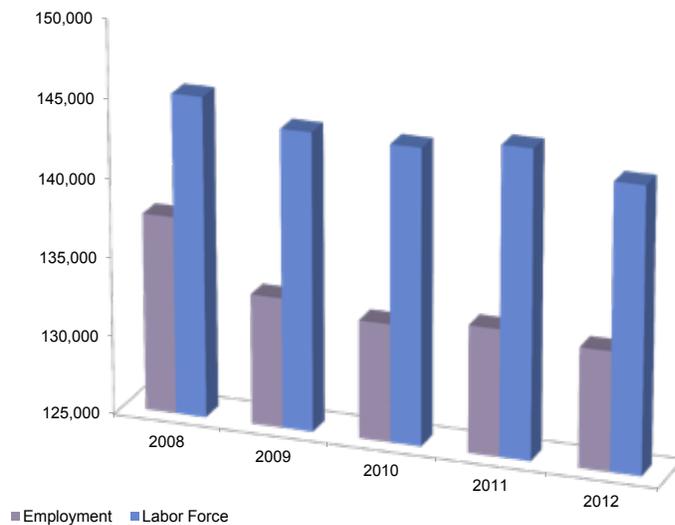
West Central Arkansas WIA

Labor Force/Employment

West Central Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	145,325	143,925	143,775	144,550	143,125
Employment	137,550	133,275	132,525	133,100	132,625
Unemployment	7,775	10,650	11,250	11,450	10,500
Unemployment Rate	5.3	7.4	7.8	7.9	7.3

Source: Arkansas Department of Workforce Services

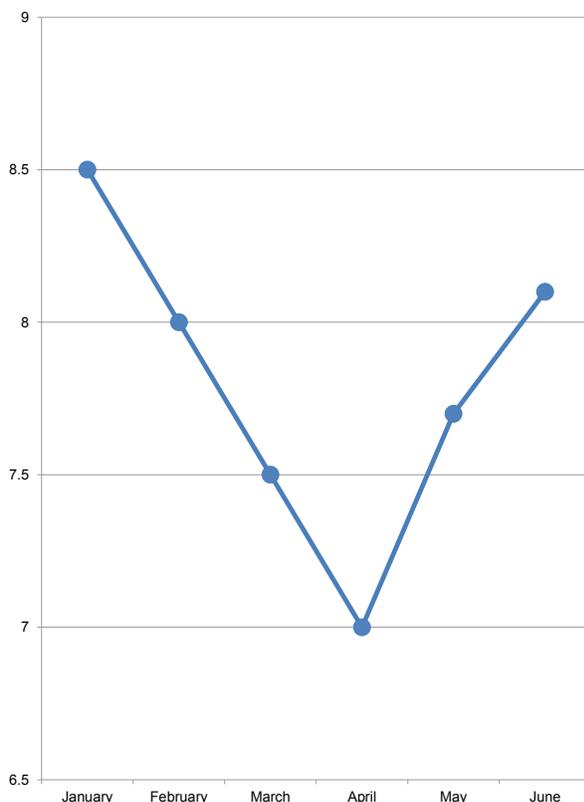


Monthly Unemployment Rate

West Central Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	8.5
2013	February	8.0
2013	March	7.5
2013	April	7.0
2013	May	7.7
2013	June	8.1

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services



West Central Arkansas WIA

Wages

The largest occupation of 2012 in the Area was *Retail Salespersons* with an estimated employment of 3,270, earning an average wage of \$22,224 annually. *Cashiers* was the second largest with an estimated employment of 3,230. *Registered Nurses* earned the highest average wage of the 10 largest occupations with \$53,525 earned annually.

Obstetricians and Gynecologists was the highest paying occupation for the Area, earning \$260,342 annually. *Family and General Practitioners* was second on the list, earning \$202,534. *Veterinarians* rounded out the Top 10 list, earning \$94,849.

Mean wage estimates for all sizes of employers was \$32,126 for the Area. Employers with 500 or more employees had an estimated mean wage of \$35,377. The estimated entry wage for all size categories of employers fell under \$19,000 annually for 2012.

The total number of employees by hourly wage rate in West Central Arkansas was 106,036 in 2012. Employees making \$7.50 to \$9.99 an hour numbered 36,631. Employees earning under \$7.50 an hour totaled 1,728.

West Central Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	3,270	\$22,224	\$17,075	\$24,799
Cashiers	3,230	\$18,038	\$16,979	\$18,567
Truck Drivers, Heavy and Tractor-Trailer	2,630	\$37,137	\$25,042	\$43,185
Office Clerks, General	2,610	\$22,023	\$16,843	\$24,613
Nursing Assistants	2,420	\$20,814	\$17,328	\$22,557
Waiters and Waitresses	2,170	\$16,971	\$16,745	\$17,084
Secretaries, Except Legal, Medical, and Executive	2,020	\$24,890	\$17,225	\$28,722
Registered Nurses	1,950	\$53,525	\$40,150	\$60,213
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,900	\$19,719	\$16,756	\$21,200
Combined Food Preparation and Serving Workers, Including Fast Food	1,850	\$17,319	\$16,727	\$17,615

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

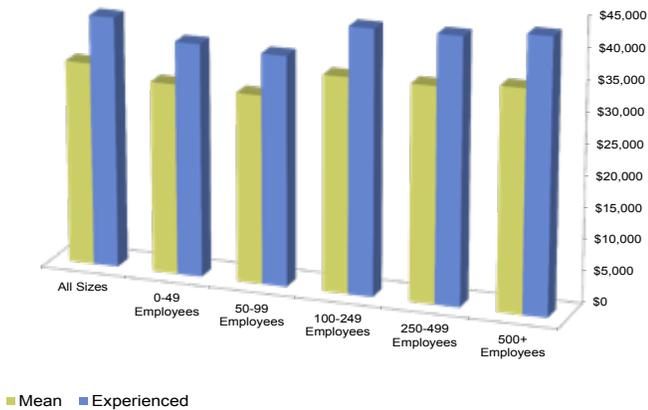
West Central Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Obstetricians and Gynecologists	\$260,342
Family and General Practitioners	\$202,534
Surgeons	\$191,444
Dentists, General	\$152,186
Chief Executives	\$133,151
Pharmacists	\$108,762
Securities, Commodities, and Financial Services Sales Agents	\$170,537
Judges, Magistrate Judges and Magistrates	\$106,516
Optometrists	\$95,483
Veterinarians	\$94,849

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

West Central Arkansas WIA

Wage Estimates by Employer Size

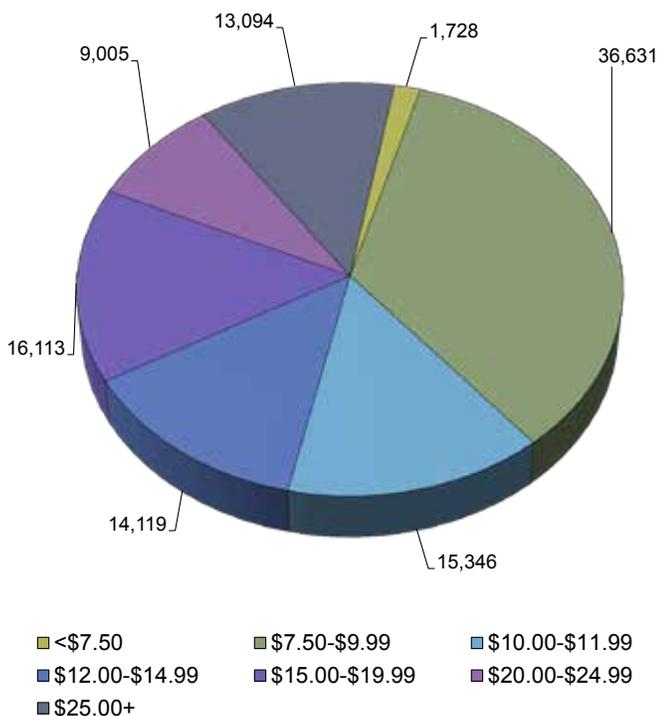


West Central Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$32,126	\$24,683	\$17,030	\$39,674
0-49 Employees	\$30,235	\$22,917	\$16,867	\$36,918
50-99 Employees	\$29,945	\$23,438	\$16,852	\$36,491
100-249 Employees	\$34,208	\$28,168	\$18,485	\$42,070
250-499 Employees	\$34,269	\$27,251	\$18,156	\$42,326
500+ Employees	\$35,377	\$27,859	\$18,794	\$43,669

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



West Central Arkansas WIA Number of Employees by Hourly Wage Rate

Total	106,036
<\$7.50	1,728
\$7.50-\$9.99	36,631
\$10.00-\$11.99	15,346
\$12.00-\$14.99	14,119
\$15.00-\$19.99	16,113
\$20.00-\$24.99	9,005
\$25.00+	13,094

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

West Central Arkansas WIA

Industry

West Central Arkansas is expected to see a growth of 2,643 during the 2012-2014 projection period. Goods-Producing industries are projected to lose 182 net jobs, while the Services-Providing industries are predicted to add 2,459. There is estimated to be 366 more Self-Employed and Unpaid Family Workers in this Area by 2014.

Education and Health Services is predicted to be the top growing supersector adding 887 jobs to the local economy. At 6.67 percent, **Professional and Business Services** is estimated to be the fastest growing supersector in West Central Arkansas. *Food Services and Drinking Places*, of the **Leisure and Hospitality** supersector, is estimated to be the top growing industry with a gain of 473 new jobs, while *Support Activities for Transportation*, of the **Trade, Transportation, and Utilities** supersector, is forecast to be the fastest growing industry raising employment by 21.62 percent. **Manufacturing** is projected to lose 380 jobs between 2012 and 2014. Driving this decline is *Computer and Electronic Product Manufacturing*, which could lose 45.21 percent of its workforce, or 137 jobs, making it the top declining industry as well as the fastest declining. In all, four out of the five industries in the Top 5 Declining Industries and the Top 5 Fastest Declining Industries lists are in the **Manufacturing** supersector.

Occupations

West Central Arkansas's employment is expected to increase by 2.12 percent during the 2012-2014 projection period. About 4,560 annual job openings are anticipated in this Area. Growth and expansion is estimated to account for 1,622 of those jobs, while 2,938 would be for replacement. The **Food Preparation and Serving Related Occupations** major group is predicted to add the most jobs, increasing employment by 450 jobs. At 5.13 percent, **Personal Care and Service Occupations** is projected to be the fastest growing major group in the Area. *Farmers, Ranchers, and Other Agricultural Managers* is forecast to be the top growing occupation with a gain of 207 jobs, while *Aircraft Mechanics and Service Technicians*, of the **Installation, Maintenance, and Repair Occupations** major group, could increase employment by 44.44 percent, making it the fastest growing occupation in West Central Arkansas. On the negative side of the economy, *Office Machine Operators, Except Computer*, of the **Office and Administrative Support Occupations** major group, is estimated to be the top and fastest declining occupation, losing 25 jobs, 18.12 percent of its workforce.

West Central Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	8,458	8,931	473	5.59%
561000	Administrative and Support Services	4,488	4,947	459	10.23%
624000	Social Assistance	3,748	4,102	354	9.45%
621000	Ambulatory Health Care Services	4,832	5,039	207	4.28%
611000	Educational Services	13,324	13,513	189	1.42%
524000	Insurance Carriers and Related Activities	1,121	1,264	143	12.76%
423000	Merchant Wholesalers, Durable Goods	1,173	1,295	122	10.40%
311000	Food Manufacturing	6,565	6,683	118	1.80%
623000	Nursing and Residential Care Facilities	3,271	3,387	116	3.55%
238000	Specialty Trade Contractors	2,821	2,925	104	3.69%
Top 10 Fastest Growth					
488000	Support Activities for Transportation	296	360	64	21.62%
451000	Sporting Goods, Hobby, Book, and Music Stores	354	409	55	15.54%
524000	Insurance Carriers and Related Activities	1,121	1,264	143	12.76%
423000	Merchant Wholesalers, Durable Goods	1,173	1,295	122	10.40%
561000	Administrative and Support Services	4,488	4,947	459	10.23%
331000	Primary Metal Manufacturing	732	806	74	10.11%
624000	Social Assistance	3,748	4,102	354	9.45%
324000	Petroleum and Coal Products Manufacturing	88	96	8	9.09%
115000	Support Activities for Agriculture and Forestry	641	698	57	8.89%
453000	Miscellaneous Store Retailers	764	826	62	8.12%
Top 10 Decline					
334000	Computer and Electronic Product Manufacturing	303	166	-137	-45.21%
999300	Local Government, Excluding Education and Hospitals	3,723	3,592	-131	-3.52%
333000	Machinery Manufacturing	718	613	-105	-14.62%
335000	Electrical Equipment, Appliance, and Component Manufacturing	403	332	-71	-17.62%
336000	Transportation Equipment Manufacturing	1,061	995	-66	-6.22%
445000	Food and Beverage Stores	1,875	1,816	-59	-3.15%
443000	Electronics and Appliance Stores	347	289	-58	-16.71%
721000	Accommodation	1,411	1,368	-43	-3.05%
491100	Postal Service	554	531	-23	-4.15%
326000	Plastics and Rubber Products Manufacturing	1,187	1,166	-21	-1.77%
Top 10 Fastest Decline					
334000	Computer and Electronic Product Manufacturing	303	166	-137	-45.21%
335000	Electrical Equipment, Appliance, and Component Manufacturing	403	332	-71	-17.62%
443000	Electronics and Appliance Stores	347	289	-58	-16.71%
333000	Machinery Manufacturing	718	613	-105	-14.62%
323000	Printing and Related Support Activities	198	180	-18	-9.09%
814000	Private Households	80	73	-7	-8.75%
454000	Nonstore Retailers	163	149	-14	-8.59%
339000	Miscellaneous Manufacturing	111	102	-9	-8.11%
532000	Rental and Leasing Services	274	254	-20	-7.30%
517000	Telecommunications	279	261	-18	-6.45%

Source: Arkansas Department of Workforce Services, Projections Suite Software

West Central Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,726	7,933	207	2.68%	104	143	247
43-4051	Customer Service Representatives	1,587	1,752	165	10.40%	82	44	126
39-9021	Personal Care Aides	1,214	1,345	131	10.79%	66	8	74
35-3031	Waiters and Waitresses	2,283	2,404	121	5.30%	60	121	181
35-2011	Cooks, Fast Food	1,214	1,291	77	6.34%	38	28	66
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,509	1,585	76	5.04%	38	50	88
43-9061	Office Clerks, General	2,712	2,781	69	2.54%	34	46	80
35-2014	Cooks, Restaurant	1,102	1,166	64	5.81%	32	25	57
29-1111	Registered Nurses	2,167	2,226	59	2.72%	30	33	63
31-1012	Nursing Aides, Orderlies, and Attendants	2,076	2,133	57	2.75%	28	24	52
Top 10 Fastest Growth								
49-3011	Aircraft Mechanics and Service Technicians	36	52	16	44.44%	8	1	9
49-3041	Farm Equipment Mechanics and Service Technicians	58	71	13	22.41%	6	2	8
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	31	37	6	19.35%	3	0	3
41-3021	Insurance Sales Agents	366	422	56	15.30%	28	8	36
39-9021	Personal Care Aides	1,214	1,345	131	10.79%	66	8	74
43-4051	Customer Service Representatives	1,587	1,752	165	10.40%	82	44	126
37-2021	Pest Control Workers	86	94	8	9.30%	4	4	8
47-2081	Drywall and Ceiling Tile Installers	97	105	8	8.25%	4	2	6
51-9122	Painters, Transportation Equipment	91	98	7	7.69%	4	2	6
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	245	263	18	7.35%	9	28	37
Top 10 Decline								
43-9071	Office Machine Operators, Except Computer	138	113	-25	-18.12%	0	4	4
43-5081	Stock Clerks and Order Fillers	1,614	1,594	-20	-1.24%	0	41	41
51-7011	Cabinetmakers and Bench Carpenters	154	137	-17	-11.04%	0	4	4
51-6031	Sewing Machine Operators	225	209	-16	-7.11%	0	2	2
11-2022	Sales Managers	208	196	-12	-5.77%	0	6	6
43-5071	Shipping, Receiving, and Traffic Clerks	446	434	-12	-2.69%	0	11	11
37-2012	Maids and Housekeeping Cleaners	925	914	-11	-1.19%	0	14	14
43-4081	Hotel, Motel, and Resort Desk Clerks	342	331	-11	-3.22%	0	14	14
43-4151	Order Clerks	69	60	-9	-13.04%	0	2	2
43-5051	Postal Service Clerks	77	68	-9	-11.69%	0	2	2
Top 10 Fastest Decline								
43-9071	Office Machine Operators, Except Computer	138	113	-25	-18.12%	0	4	4
43-4151	Order Clerks	69	60	-9	-13.04%	0	2	2
43-5051	Postal Service Clerks	77	68	-9	-11.69%	0	2	2
51-7011	Cabinetmakers and Bench Carpenters	154	137	-17	-11.04%	0	4	4
51-5112	Printing Press Operators	57	51	-6	-10.53%	0	1	1
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	67	60	-7	-10.45%	0	0	0
17-2112	Industrial Engineers	96	89	-7	-7.29%	0	2	2
51-6031	Sewing Machine Operators	225	209	-16	-7.11%	0	2	2
11-2022	Sales Managers	208	196	-12	-5.77%	0	6	6
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	149	142	-7	-4.70%	0	4	4

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas WIA

The Western Arkansas Workforce Investment Area lost 531 residents between 2011 and 2012, bringing the total population to 260,759. The Western Arkansas WIA consists of six counties: Crawford, Franklin, Logan, Polk, Scott, and Sebastian; and is bordered to the west by the state of Oklahoma. The Arkansas portion of the Fort Smith Metropolitan Statistical Area is located in the Western Arkansas WIA.

The labor force saw a decrease in 2012, while employment increased. The labor force decreased by 475 to 118,450, while employment increased by 400 in 2012. Unemployment decreased by 875 to 8,650, while the unemployment rate dropped to 7.3 percent. But the Area saw a spike in the unemployment rate beginning in 2013, but decreased to 7.3 percent in June.

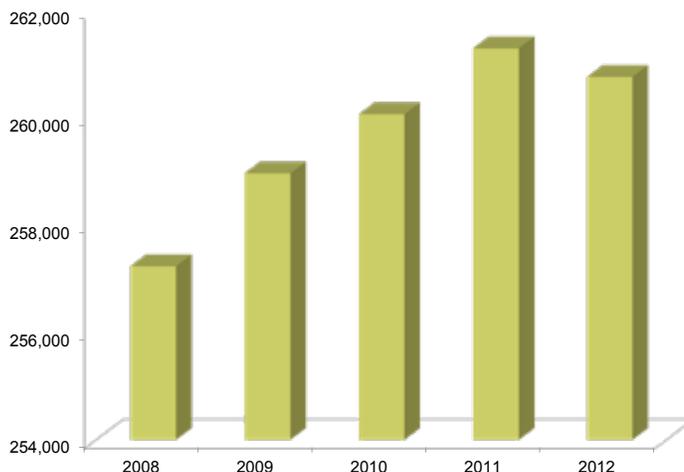
Job creation, the number of new hires, the number of separations, and the turnover rates all increased between the second quarter 2011 and the second quarter 2012. During this period, the number of jobs created increased by 835 to 4,700, and the number of new hires increased by 2,127 to 18,186. There were 1,505 more separations in the second quarter of 2012 than in the same quarter of 2011, and the turnover rate increased to 8.9 percent in the second quarter of 2012.

Population

Western Arkansas WIA Population 2008 - 2012

2008	2009	2010	2011	2012
257,238	258,965	260,065	261,290	260,759

Source: U.S. Census Bureau



Quarterly Workforce Indicators

Western Arkansas WIA Quarterly Workforce Indicators (All Ownerships)

QWI Quickfacts	2008_2	2009_2	2010_2	2011_2	2012_2
Job Creation	5,914	4,964	5,210	3,865	4,700
New Hires	23,027	15,433	18,697	16,059	18,186
Separations	26,873	18,602	19,792	18,517	20,022
Turnover	9.8%	8.2%	8.4%	8.4%	8.9%

Job Creation: The number of new jobs that are created by either new area businesses or the expansion of employment by existing firms.

New Hires: Total number of accessions that were also not employed by that employer during the previous four quarters.

Separations: Total number of workers who were employed by a business in the current quarter, but not in the subsequent quarter.

Turnover Rate=(1/2)(full-quarter accessions + full-quarter separations)/employment stable jobs*

Source: U.S. Census Bureau, Local Employment Dynamics

As of 9/10/2013

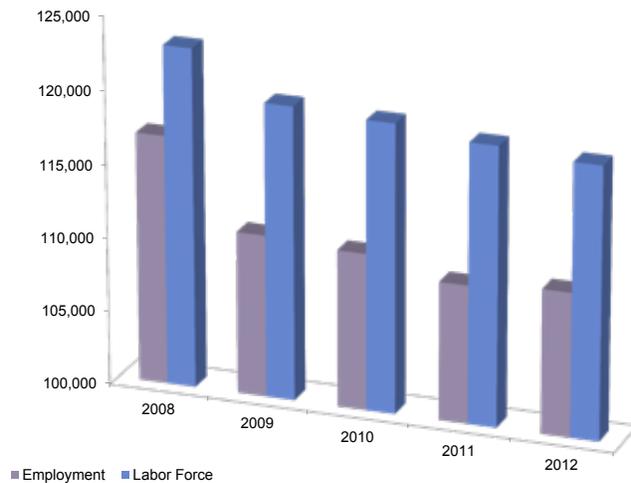
Western Arkansas WIA

Labor Force/Employment

Western Arkansas WIA 2008-2012 Labor Force/Employment

Year	2008	2009	2010	2011	2012
Labor Force	123,000	119,925	119,600	118,925	118,450
Employment	116,925	111,025	110,650	109,400	109,800
Unemployment	6,075	8,900	8,950	9,525	8,650
Unemployment Rate	4.9	7.4	7.5	8.0	7.3

Source: Arkansas Department of Workforce Services

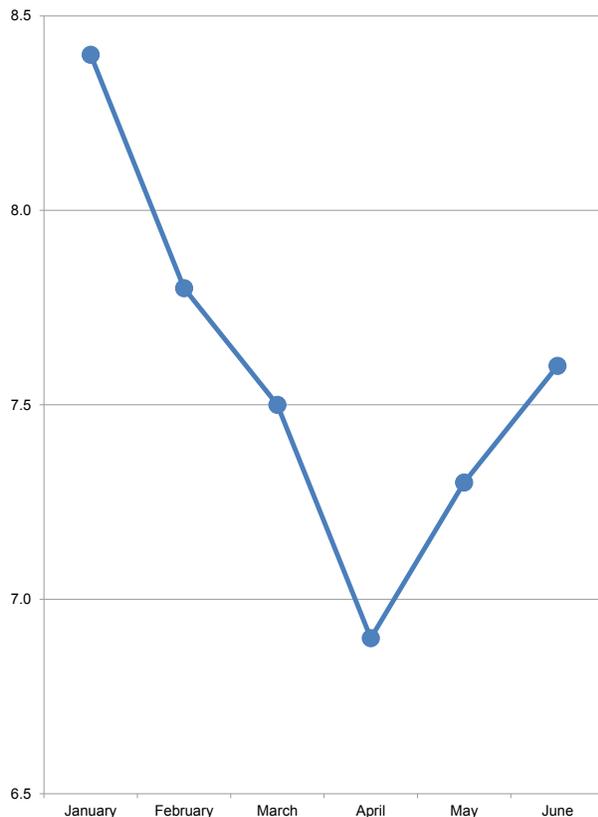


Monthly Unemployment Rate

Western Arkansas WIA 2013 Monthly Unemployment Rate*

Year	Period	Unemployment Rate
2013	January	8.4
2013	February	7.8
2013	March	7.5
2013	April	6.9
2013	May	7.3
2013	June	7.6

*Not Seasonally Adjusted, Not Preliminary
Source: Arkansas Department of Workforce Services



Western Arkansas WIA

Wages

Retail Salespersons was the largest occupation in the Area in 2012 with an estimated employment of 3,380, earning \$23,124 in annual average wages. *Registered Nurses*, with an estimated employment of 1,980, had the highest annual wage of the 10 largest occupations, earning \$51,341 annually.

The Area's mean wage estimates for all sizes of employment was \$35,432 in 2012. Employers with 500 or more employees had an estimated mean wage of \$39,058. Estimated entry wages for all sizes of employers in the Area all fell under \$20,000.

The total number of employees by hourly wage rates for Western Arkansas was 105,642. Of that total, 31,116 fell into the hourly wage rate of \$7.50 to \$9.99. Employees making less than \$7.50 an hour totaled 1,356 in 2012.

Western Arkansas WIA Wages of 10 Largest Occupations

Occupation	Estimated Employment	Average Wage	Entry Wage	Experienced Wage
Retail Salespersons	3,380	\$23,124	\$16,962	\$26,205
Laborers and Freight, Stock, and Material Movers, Hand	2,760	\$22,915	\$16,906	\$25,919
Cashiers	2,570	\$18,040	\$16,963	\$18,578
Office Clerks, General	2,440	\$24,583	\$16,873	\$28,438
Registered Nurses	1,980	\$51,341	\$40,096	\$56,963
Waiters and Waitresses	1,950	\$16,940	\$16,642	\$17,089
Helpers--Production Workers	1,940	\$22,889	\$16,742	\$25,962
Nursing Assistants	1,920	\$20,158	\$16,709	\$21,882
Stock Clerks and Order Fillers	1,820	\$21,132	\$16,882	\$23,257
Combined Food Preparation and Serving Workers, Including Fast Food	1,730	\$16,903	\$16,723	\$16,993

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

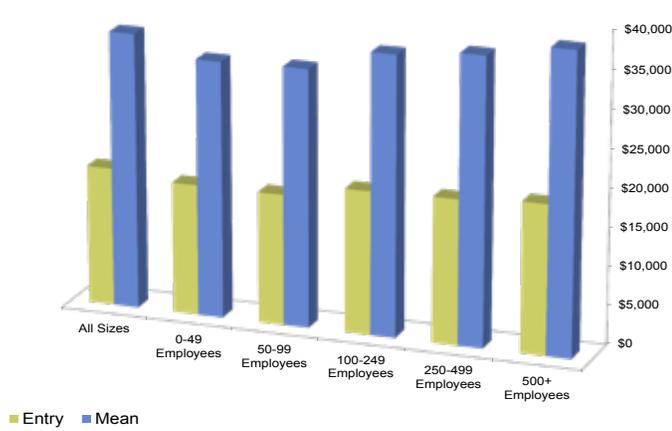
Western Arkansas WIA Occupations Paying the Most

Occupation	Average Annual Salary
Surgeons	\$255,116
Family and General Practitioners	\$243,220
Obstetricians and Gynecologists	\$222,768
Chief Executives	\$152,539
Dentists, General	\$135,864
Pediatricians, General	\$119,646
Purchasing Managers	\$117,374
Pharmacists	\$115,527
Compensation and Benefits Managers	\$111,475
Petroleum Engineers	\$107,598

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Western Arkansas WIA

Wage Estimates by Employer Size

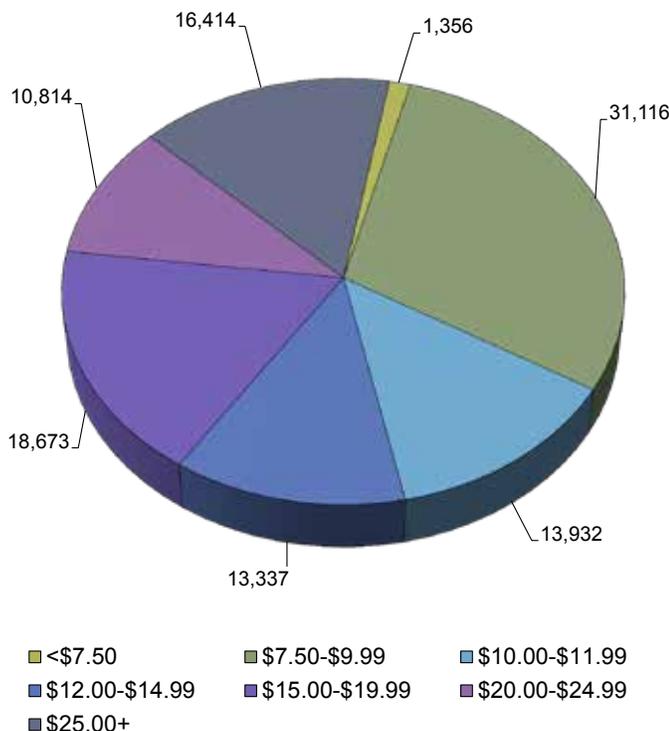


Western Arkansas WIA Wage Estimates by Employer Size

Type of Wage	Mean	Median	Entry	Experienced
All Sizes	\$35,432	\$27,952	\$17,809	\$44,244
0-49 Employees	\$33,015	\$24,338	\$16,874	\$41,086
50-99 Employees	\$33,246	\$24,303	\$16,889	\$41,425
100-249 Employees	\$36,201	\$30,031	\$18,567	\$45,018
250-499 Employees	\$37,236	\$31,575	\$18,788	\$46,460
500+ Employees	\$39,058	\$33,878	\$19,430	\$48,872

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Number of Employees by Hourly Wage Rate



Western Arkansas WIA Number of Employees by Hourly Wage Rate

Total	105,642
<\$7.50	1,356
\$7.50-\$9.99	31,116
\$10.00-\$11.99	13,932
\$12.00-\$14.99	13,337
\$15.00-\$19.99	18,673
\$20.00-\$24.99	10,814
\$25.00+	16,414

Source: Arkansas Department of Workforce Services, May 2012 Wage Survey

Western Arkansas WIA

Industry

Western Arkansas is expected to experience a net loss of 785 jobs during the 2012-2014 projection period. Goods-Producing industries are projected to have a net loss of 1,464 jobs, while the Services-Providing industries are estimated to add 1,374. Self-Employed and Unpaid Family Workers could take a huge hit with a loss of 695 jobs.

Education and Health Services is expected to be the top growing supersector with a gain of 506 jobs during the 2012-2014 projection period. At 5.57 percent, **Leisure and Hospitality** is predicted to be the fastest growing supersector, adding 457 jobs to the local economy. *Food Services and Drinking Places* is estimated to be the top growing industry in Western Arkansas with 442 new jobs anticipated. *Sporting Goods, Hobby, Book, and Music Stores*, of the **Trade Transportation, and Utilities** supersector, is forecast to be the fastest growing industry with a 16.39 percent rise in employment. **Manufacturing** is likely to experience a significant loss of jobs with 1,576 expected to be cut from the labor market, equivalent to a 7.35 percent decline. Driving this loss is likely to be *Electrical Equipment, Appliance, and Component Manufacturing*, which is projected to lose 1,202 net jobs, or 34.14 percent of its total workforce.

Occupations

The Western Arkansas WIA is projected to lose 0.67 percent of its workforce between 2012 and 2014. Still, around 3,648 annual job openings are expected to be available during the projection period with 2,721 for replacement and 927 for growth and expansion. **Food Preparation and Serving Related Occupations** is projected to be the top major group in both net and percent growth gaining 418 new jobs, or a 5.03 percent rise in employment. *Customer Service Representatives*, of the **Office and Administrative Support Occupations** major group, is estimated to be the top growing occupation in Western Arkansas with a gain of 175, while *Training and Development Specialists*, of the **Business and Financial Operations Occupations** major group, is forecast to be the fastest growing occupation, growing at a rate of 16.22 percent. *Farmers, Ranchers, and Other Agricultural Managers* is estimated to be the top declining occupation with a loss of 335 jobs, while *Upholsterers*, of the **Production Occupations** major group, could lose 18.75 percent of its workforce, making it the fastest declining occupation in the Area.

Western Arkansas WIA Industry

NAICS Code	NAICS Title	Employment		Net Growth	Percent Growth
		2012 Estimated	2014 Projected		
Top 10 Growth					
722000	Food Services and Drinking Places	7,174	7,616	442	6.16%
624000	Social Assistance	2,638	2,830	192	7.28%
611000	Educational Services	8,781	8,953	172	1.96%
551000	Management of Companies and Enterprises	1,991	2,115	124	6.23%
623000	Nursing and Residential Care Facilities	3,183	3,282	99	3.11%
621000	Ambulatory Health Care Services	4,365	4,453	88	2.02%
451000	Sporting Goods, Hobby, Book, and Music Stores	482	561	79	16.39%
524000	Insurance Carriers and Related Activities	592	670	78	13.18%
423000	Merchant Wholesalers, Durable Goods	2,405	2,473	68	2.83%
332000	Fabricated Metal Product Manufacturing	1,531	1,591	60	3.92%
Top 10 Fastest Growth					
451000	Sporting Goods, Hobby, Book, and Music Stores	482	561	79	16.39%
425000	Wholesale Electronic Markets and Agents and Brokers	335	384	49	14.63%
524000	Insurance Carriers and Related Activities	592	670	78	13.18%
212000	Mining (except Oil and Gas)	254	280	26	10.24%
325000	Chemical Manufacturing	145	159	14	9.66%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	188	204	16	8.51%
562000	Waste Management and Remediation Service	132	142	10	7.58%
624000	Social Assistance	2,638	2,830	192	7.28%
115000	Support Activities for Agriculture and Forestry	74	79	5	6.76%
326000	Plastics and Rubber Products Manufacturing	381	405	24	6.30%
Top 10 Decline					
335000	Electrical Equipment, Appliance, and Component Manufacturing	3,521	2,319	-1,202	-34.14%
333000	Machinery Manufacturing	1,762	1,459	-303	-17.20%
337000	Furniture and Related Product Manufacturing	533	448	-85	-15.95%
445000	Food and Beverage Stores	1,316	1,233	-83	-6.31%
999300	Local Government, Excluding Education and Hospitals	2,760	2,681	-79	-2.86%
322000	Paper Manufacturing	1,074	1,014	-60	-5.59%
484000	Truck Transportation	4,439	4,380	-59	-1.33%
999200	State Government, Excluding Education and Hospitals	1,735	1,681	-54	-3.11%
323000	Printing and Related Support Activities	533	483	-50	-9.38%
622000	Hospitals	4,495	4,450	-45	-1.00%
Top 10 Fastest Decline					
335000	Electrical Equipment, Appliance, and Component Manufacturing	3,521	2,319	-1,202	-34.14%
333000	Machinery Manufacturing	1,762	1,459	-303	-17.20%
337000	Furniture and Related Product Manufacturing	533	448	-85	-15.95%
113000	Forestry and Logging	86	73	-13	-15.12%
323000	Printing and Related Support Activities	533	483	-50	-9.38%
339000	Miscellaneous Manufacturing	222	202	-20	-9.01%
443000	Electronics and Appliance Stores	495	454	-41	-8.28%
814000	Private Households	61	56	-5	-8.20%
517000	Telecommunications	264	245	-19	-7.20%
445000	Food and Beverage Stores	1,316	1,233	-83	-6.31%

Source: Arkansas Department of Workforce Services, Projections Suite Software

Western Arkansas WIA Occupations

SOC Code	SOC Title	Employment		Growth		Annual Openings		
		2012 Estimated	2014 Projected	Net	Percent	Growth	Replacement	Total
Top 10 Growth								
43-4051	Customer Service Representatives	1,477	1,652	175	11.85%	88	40	128
39-9021	Personal Care Aides	1,052	1,173	121	11.50%	60	6	66
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,798	1,901	103	5.73%	52	59	111
35-3031	Waiters and Waitresses	1,602	1,698	96	5.99%	48	85	133
35-2011	Cooks, Fast Food	960	1,019	59	6.15%	30	22	52
41-3021	Insurance Sales Agents	330	374	44	13.33%	22	8	30
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,534	1,578	44	2.87%	22	44	66
31-1012	Nursing Aides, Orderlies, and Attendants	2,056	2,099	43	2.09%	22	23	45
43-9061	Office Clerks, General	2,437	2,474	37	1.52%	18	41	59
35-2014	Cooks, Restaurant	509	539	30	5.89%	15	12	27
Top 10 Fastest Growth								
13-1151	Training and Development Specialists	148	172	24	16.22%	12	2	14
41-3021	Insurance Sales Agents	330	374	44	13.33%	22	8	30
43-4051	Customer Service Representatives	1,477	1,652	175	11.85%	88	40	128
39-4021	Funeral Attendants	43	48	5	11.63%	2	2	4
39-9021	Personal Care Aides	1,052	1,173	121	11.50%	60	6	66
49-3093	Tire Repairers and Changers	96	106	10	10.42%	5	2	7
13-1161	Market Research Analysts and Marketing Specialists	106	116	10	9.43%	5	3	8
21-1798	Community and Social Service Specialists, All Other	92	99	7	7.61%	4	2	6
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	277	295	18	6.50%	9	28	37
35-2011	Cooks, Fast Food	960	1,019	59	6.15%	30	22	52
Top 10 Decline								
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,000	5,665	-335	-5.58%	0	111	111
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,584	2,260	-324	-12.54%	0	84	84
53-7051	Industrial Truck and Tractor Operators	1,276	1,166	-110	-8.62%	0	34	34
51-1011	First-Line Supervisors of Production and Operating Workers	942	889	-53	-5.63%	0	12	12
49-9071	Maintenance and Repair Workers, General	1,540	1,488	-52	-3.38%	0	26	26
43-5081	Stock Clerks and Order Fillers	1,657	1,613	-44	-2.66%	0	42	42
53-7064	Packers and Packagers, Hand	679	635	-44	-6.48%	0	20	20
51-9198	Helpers--Production Workers	1,937	1,897	-40	-2.07%	0	38	38
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	647	621	-26	-4.02%	0	14	14
39-9011	Childcare Workers	670	645	-25	-3.73%	0	22	22
Top 10 Fastest Decline								
51-6093	Upholsterers	64	52	-12	-18.75%	0	2	2
45-4022	Logging Equipment Operators	72	61	-11	-15.28%	0	2	2
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,584	2,260	-324	-12.54%	0	84	84
51-6031	Sewing Machine Operators	114	101	-13	-11.40%	0	0	0
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	47	42	-5	-10.64%	0	1	1
17-3013	Mechanical Drafters	66	59	-7	-10.61%	0	1	1
29-1011	Chiropractors	48	43	-5	-10.42%	0	1	1
51-5111	Prepress Technicians and Workers	107	96	-11	-10.28%	0	2	2
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	72	65	-7	-9.72%	0	0	0
27-3011	Radio and Television Announcers	54	49	-5	-9.26%	0	2	2

Source: Arkansas Department of Workforce Services, Projections Suite Software

