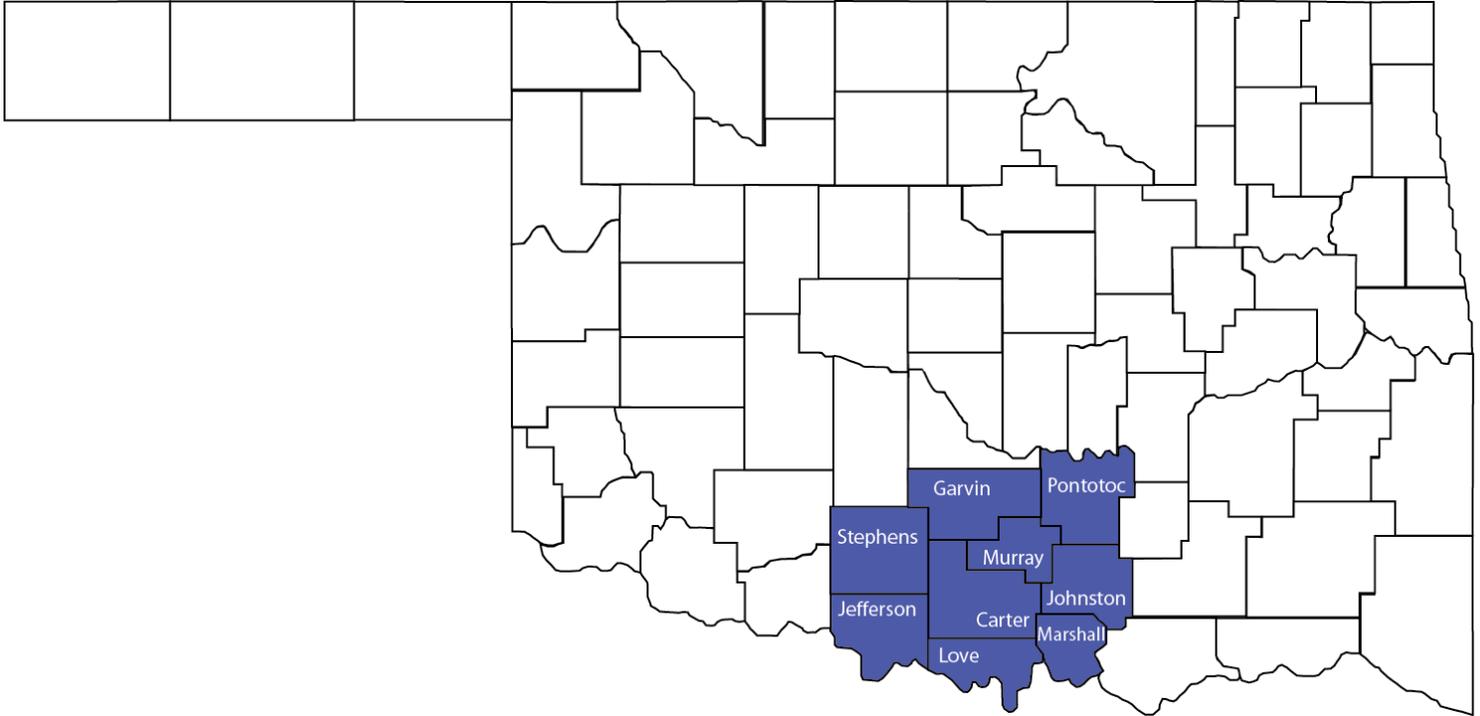


Southern Oklahoma Ecosystem Briefing

October 2014

Overview

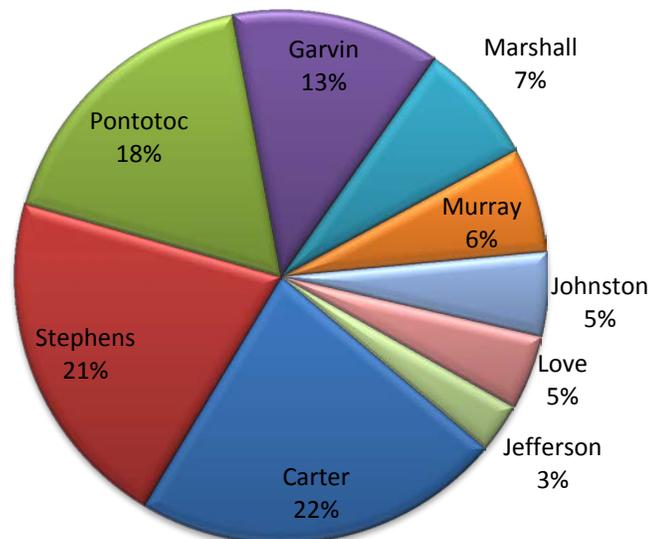
The Southern Oklahoma Ecosystem is comprised of nine counties: Carter, Garvin, Jefferson, Johnston, Love, Marshall, Murray, Pontotoc, and Stephens.



Population of Southern Oklahoma

Carter, Garvin, Jefferson, Johnston, Love, Marshall, Murray, Pontotoc, and Stephens counties combine for an estimated population of 215,600. Southern Oklahoma is home to approximately 6% of the population in the state. Ardmore is the largest city in the region with an estimated population of 24,950.

Southern Oklahoma Percentage of Population by County

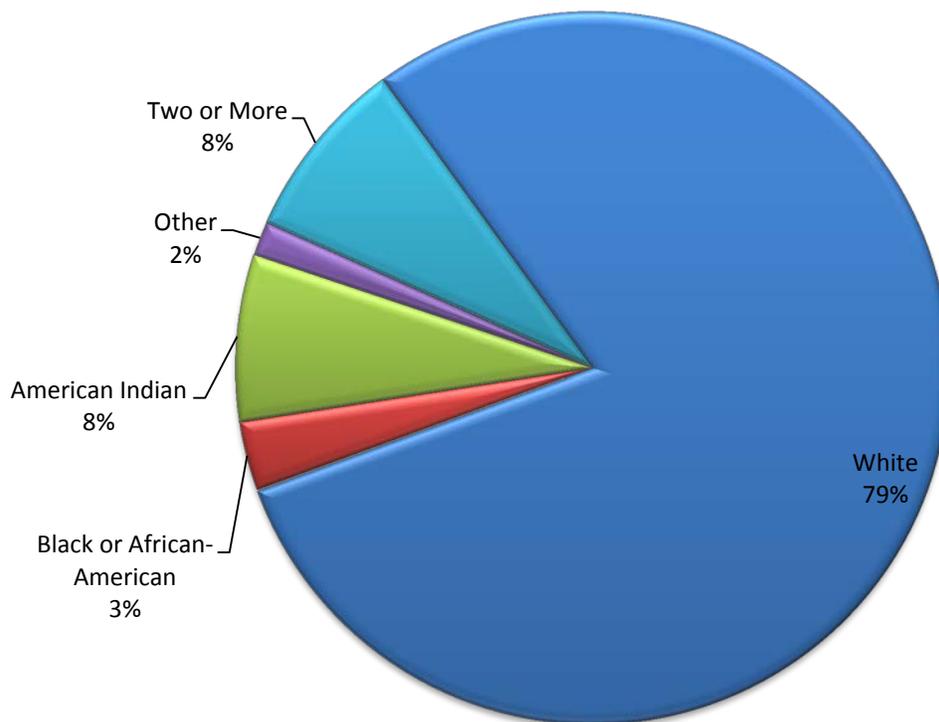


Source: ACS 2008-2012

- According to the 2013 Census Bureau estimate, Carter County is the most populated county in the region with an estimated population of 48,500. Stephens County is a close second with 44,900 people.
- Jefferson County is the least populated county in the region, with an estimated population of 6,440
- Since 2010, three of the counties in the region have experienced population decline. Garvin County at -0.9%; Jefferson County at -0.6%; and Stephens County at -0.3%
- Love County experienced the highest growth at 3.4%

Southern Oklahoma Population Breakdown by Race:

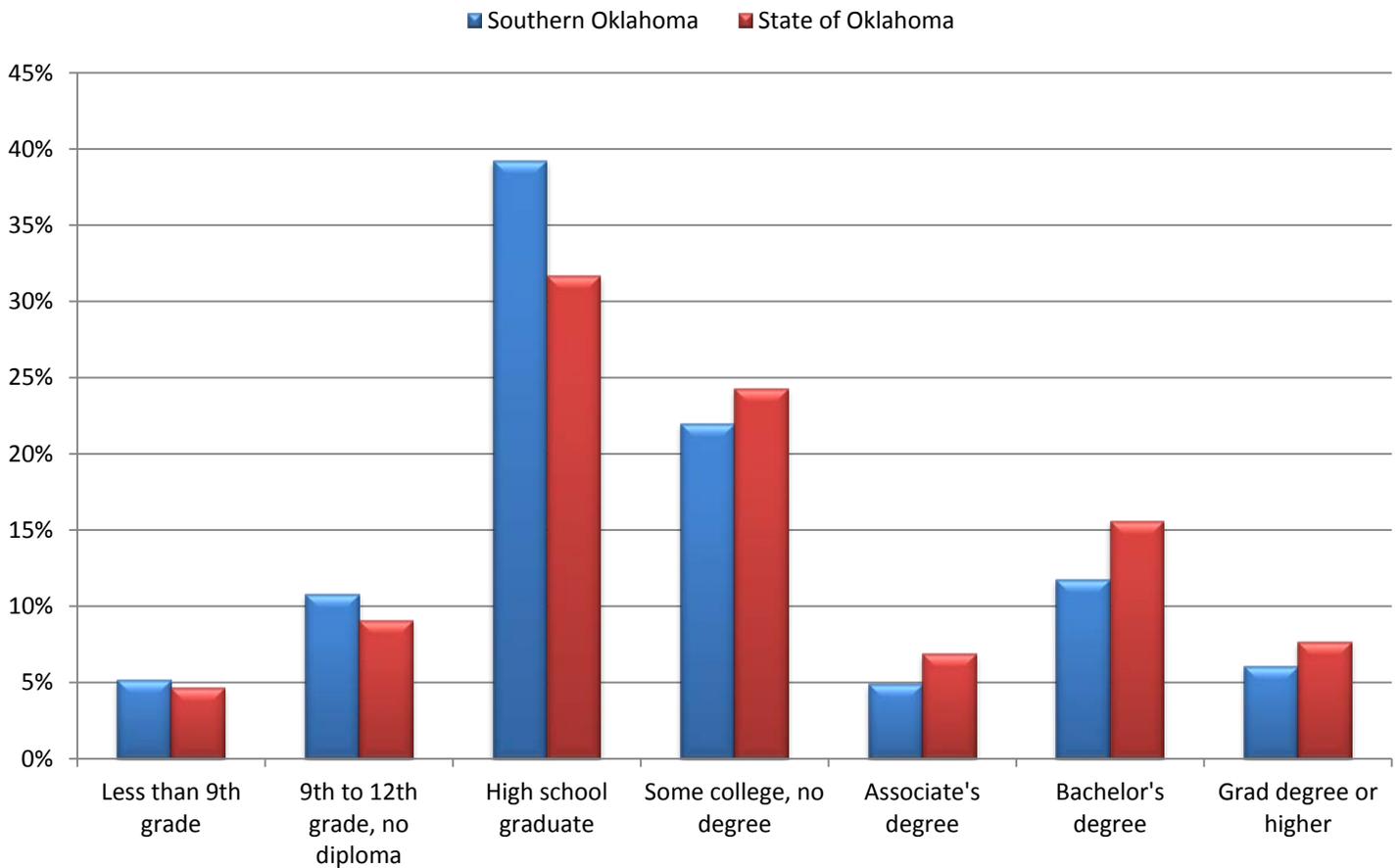
- 79% of residents in Southern Oklahoma identify themselves as White. This is above the statewide average of 75.5%.
- With 17,650 people, Two or More Races is the second most populous group in Southern Oklahoma. They account for 8.3% of the population.
- American Indian makes up 7.5% of the population, while Black or African-American consists of 3.1%. Native Hawaiian or Pacific Islander and Asian accounts for a negligible percentage of the population.
- Hispanics, which are categorized as an ethnicity by the Census Bureau, make up 5.8% of the total population in Southern Oklahoma, below the statewide average of 9.6%.



Source: ACS 2008-2012

Educational Attainment in Southern Oklahoma:

- 84% of people residing in Southern Oklahoma have attained at least a high school diploma.
- Southern Oklahoma lags behind the state averages in each category of post-secondary educational attainment.
- In terms of the furthest level of educational attainment, Southern Oklahoma has a higher level of “Less than 9th grade”, “9th to 12th grade”, and “High school graduate” than state averages.
- “Grad degree or higher” is the category of post-secondary educational attainment that is closest with state averages. In Southern Oklahoma, 6% of adults have a graduate degree or more, while the state average is 7.7%.

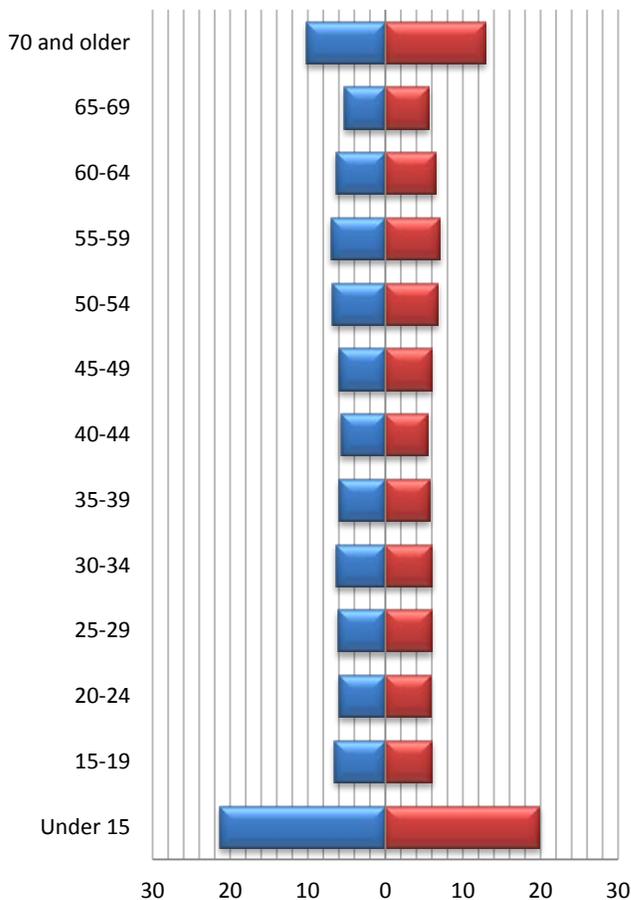


Source: ACS 2008-2012

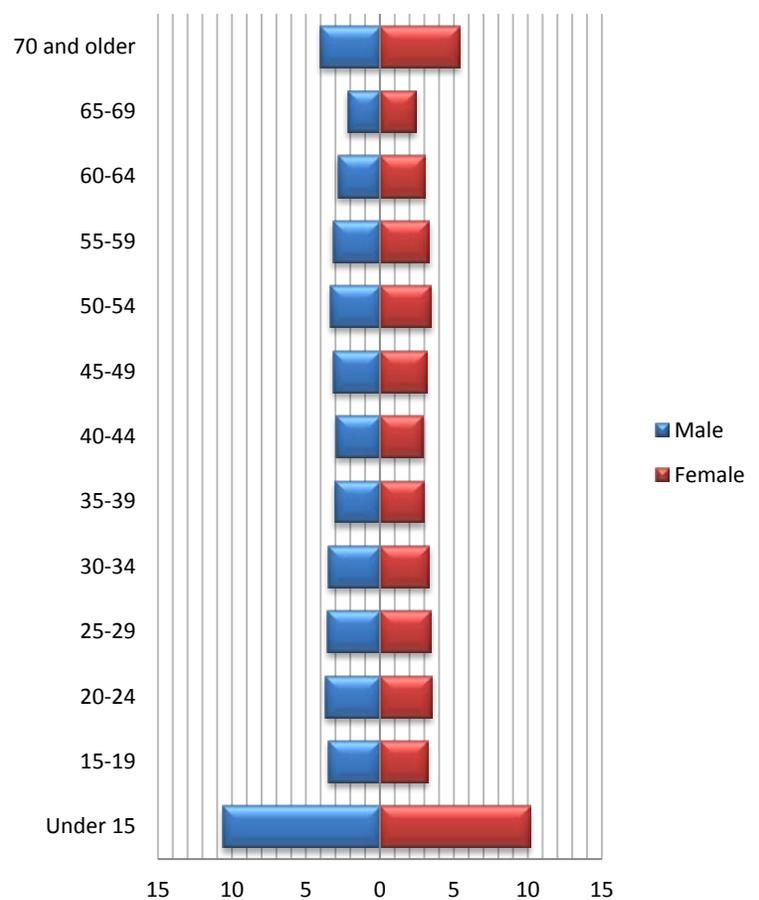
Age and Sex Data in Southern Oklahoma:

- According to EMSI’s second quarter of 2014 population estimate, there are 219,430 people living in Southern Oklahoma. Of that, there are 107,700 men and 111,730 women. 49.1% of the population in Southern Oklahoma is male and 50.9% is female.
- Statewide, EMSI calculates Oklahoma has a population of 3,867,960. Of that, men make up 50.4% of the population, while women make up 49.6%. In real numbers that comes out to 1,950,115 men and 1,917,845 women.
- The general trend in population figures is fairly consistent when comparing the Southern Oklahoma to the rest of the state. The population pyramids show similar bulge areas, specifically amongst youth and baby boomer age ranges, with both charts showing smaller percentages of individuals aged 35-49.
- Southern Oklahoma’s hourglass shape is a little more pronounced than the state average. The region has a higher percentage of individuals Under 15 than the state average.
- The largest age cohort in Southern Oklahoma is Under 15.

Southern Oklahoma Age/Sex Data by Percentage of Population



Oklahoma Age/Sex Data by Percentage of Population



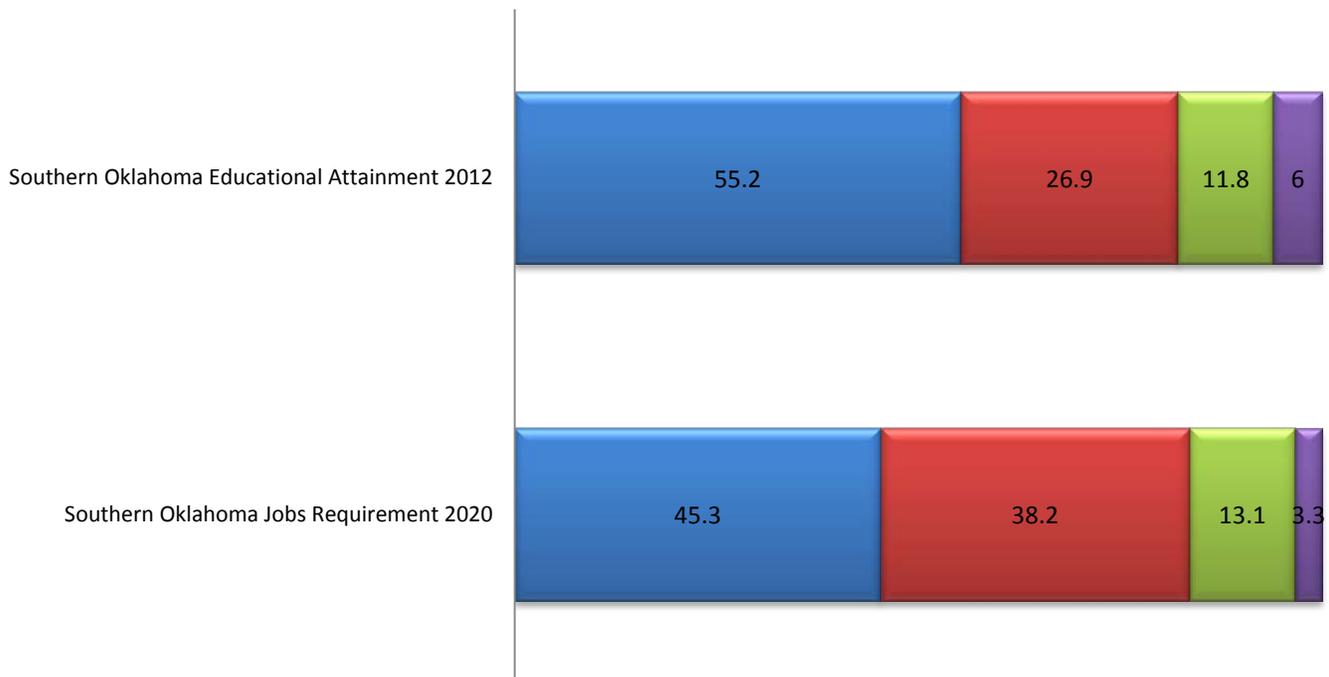
Source: EMSI 2014.2

Southern Oklahoma Education Gap

- Based on projected demand, Southern Oklahoma will continue to have a large percentage of jobs that require a high school degree or less. However, by 2020 there will be a gap for jobs that require post-secondary training or an Associate’s Degree. Fortunately, there are colleges and universities in the region to provide necessary skills to residents and help alleviate the training gap.
- There is a gap in three of the four sectors listed below. The largest gap comes in jobs requiring post-secondary training or an Associate’s Degree by 2020. This indicates there will be more jobs that require some sort of post-secondary training, or an Associate’s Degree than individuals who have attained the necessary post-secondary training.
- There is a slight surplus of individuals in the Grad Degree or Higher category compared with job requirements for that sector in 2020.

Southern Oklahoma Educational Gap for Jobs by 2020

■ High School or Less
 ■ Post-Secondary Training, Associate's Degree
 ■ Bachelor's Degree
 ■ Grad Degree or Higher



Source: EMSI 2014.2 Class of Worker; US Census Quick Facts

Southern Oklahoma Educational Assets

CareerTechs, colleges and universities in Southern Oklahoma are instrumental in developing the regions workforce. They are assets that allow the region and the rest of the state to supply organizations and companies with the labor and skills necessary to keep them operational and competitive in a global economy.

CareerTechs

Pontotoc Technology Center

- (Ada)

Red River Technology Center

- (Duncan)

Southern Oklahoma Technology Center

- (Ardmore)

Colleges and Universities

In addition to the Career Techs in the region, there are three colleges and universities.

East Central University

- (Ada)

Cameron University

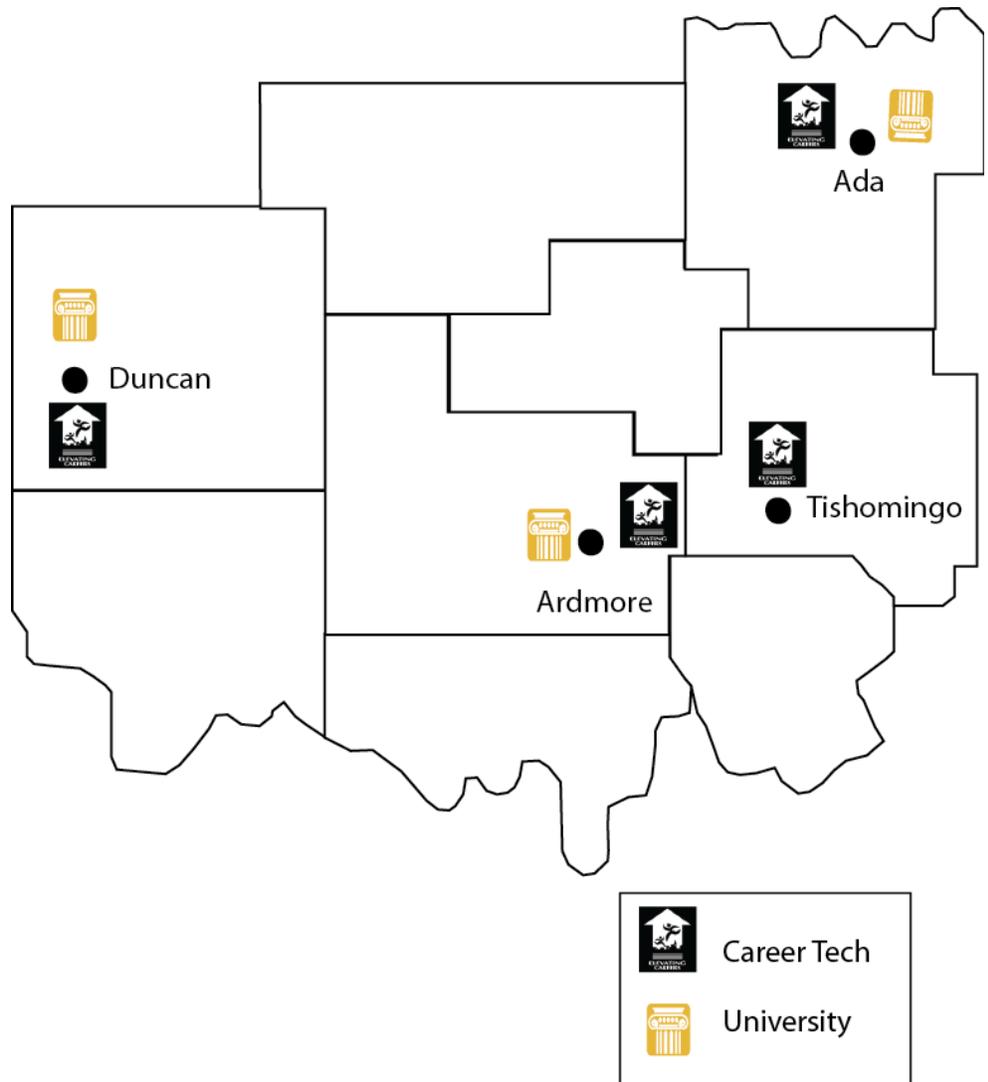
- (Duncan)

Murray State College

- (Tishomingo)

University Center of Southern Oklahoma

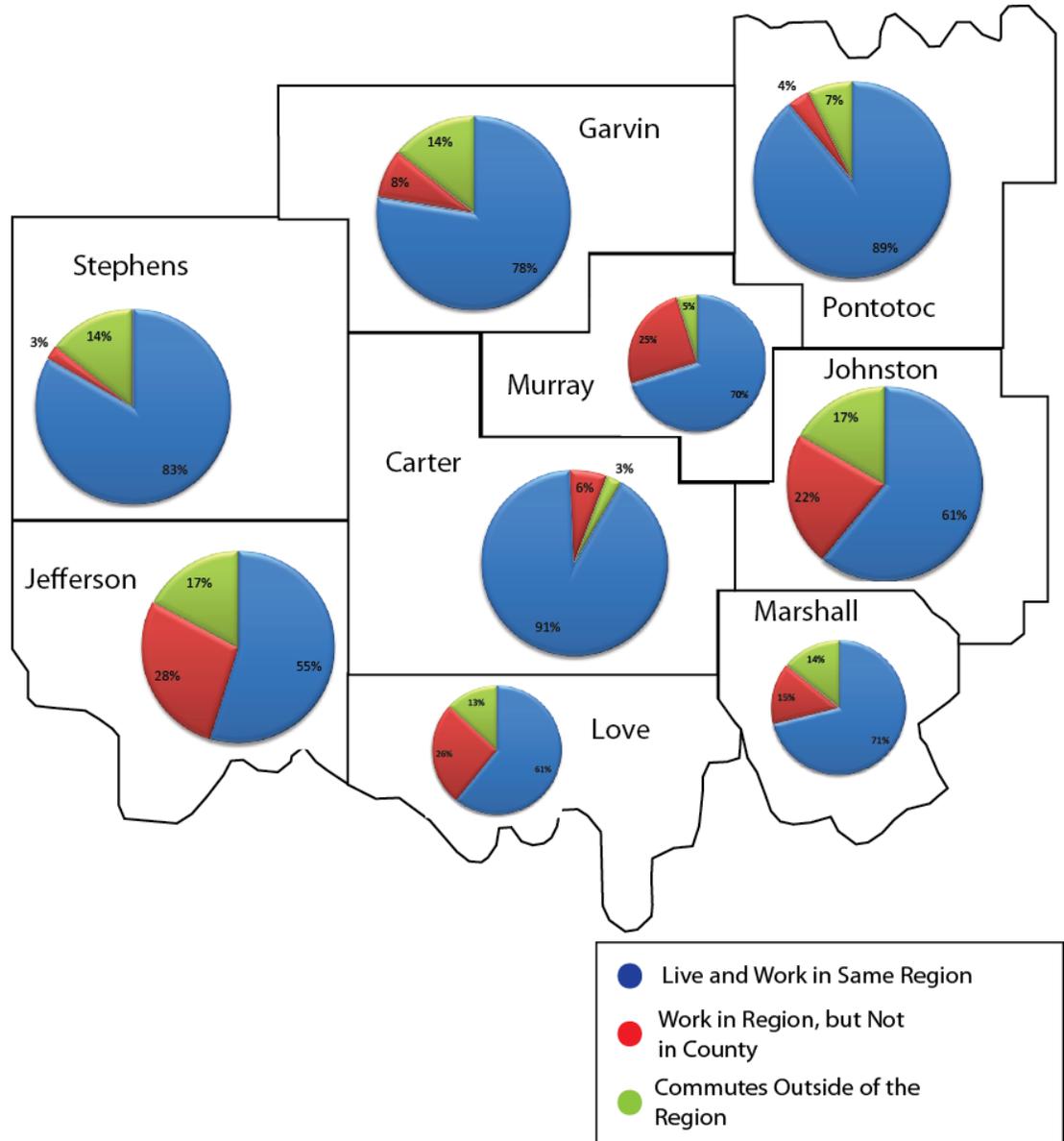
- (Ardmore)



Source: OK CareerTech; Oklahoma State Regents for Higher Education

Commuter Data

- According to the commuting data, 80.9% of the people in Southern Oklahoma work in the county they live, 9.2% stay within the region, but travel outside their county, and 9.9% commute outside the region for work.
- Six of the nine counties have at least 70% of workers live and work in the same region.
- Carter County is home to the largest city in the region (Ardmore) and has the greatest percentage of people who live and work in the same region.
- Murray, Johnston, Jefferson, and Love counties all have more than 20% of their workforce work in the region but outside of the county they live. Each of these counties border Carter County, indicating that many workers may travel to Carter County for work.
- The commuter data shows that as a whole, the majority of people in Southern Oklahoma live and work in the same region. This illustrates that residents in the region would prefer to stay within close distance to their homes when commuting to their workplaces.



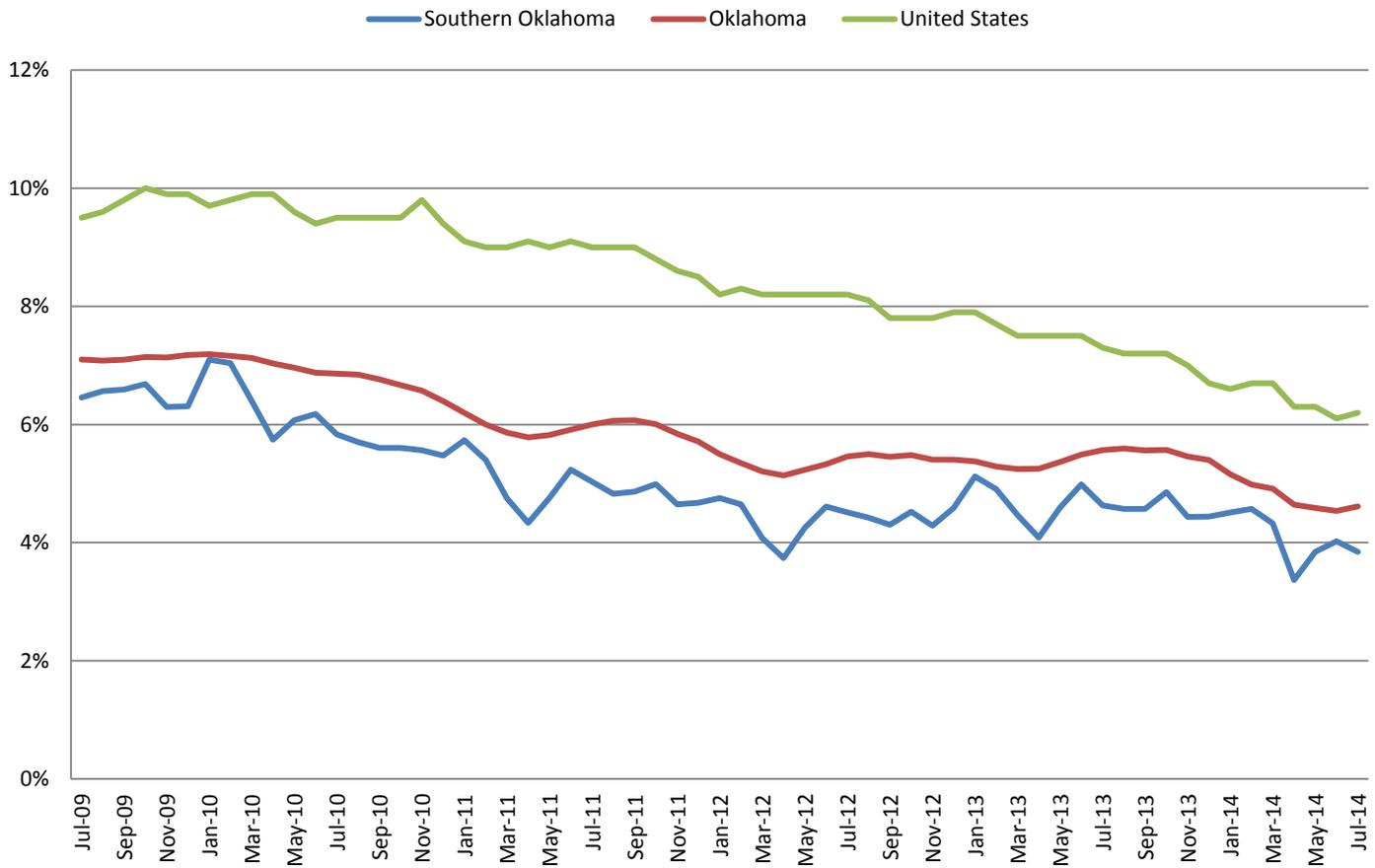
Source: ACS Residence County to Workplace County Flows for the United States and Puerto Rico

Economic Data

Unemployment Rate:

- From July 2009 to July 2010, Southern Oklahoma’s unemployment rate stayed below the state average unemployment rate. Over the five year period, the difference between Southern Oklahoma and the state average has generally stayed between .5% and 1%.
- Both Southern Oklahoma and the state average unemployment rate have stayed below the national average over the five year period.
- Both Southern Oklahoma and the State of Oklahoma have maintained a gradual declining trend in unemployment rates since peaking in February 2010.

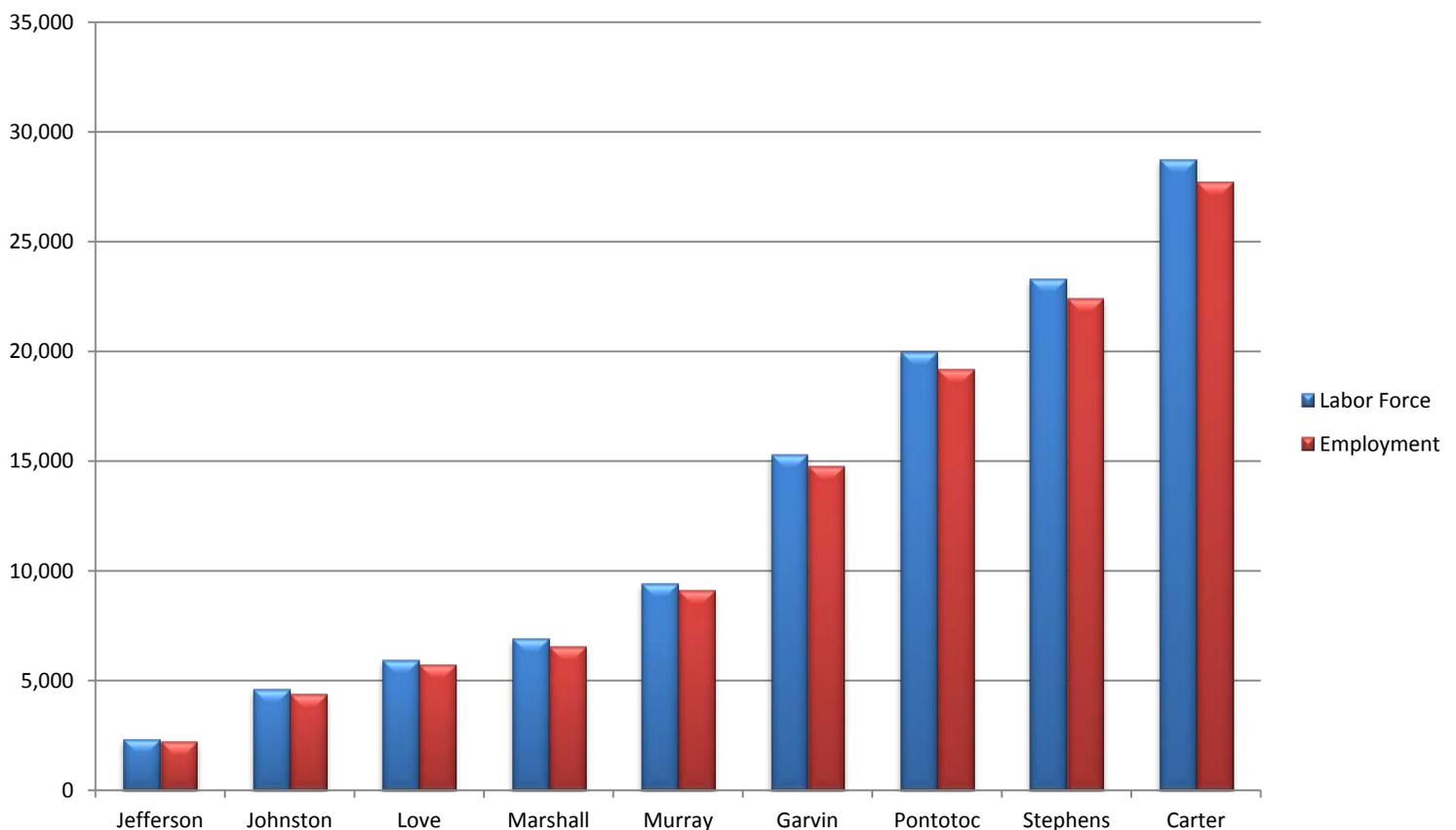
Five Year Unemployment Rate- Southern Oklahoma, State, and Nationally



Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Total Employment:

- In real numbers, 116,620 people in Southern Oklahoma are in the labor force, and 112,140 are employed. That equates to 96.2% of the labor force in the region is employed.
- Carter County possesses the largest population, largest labor force and largest number of people employed in the region.
- Jefferson and Johnston counties have the smallest labor force in the region, but also have the highest unemployment rate at 5.2% and 5.4% respectively.



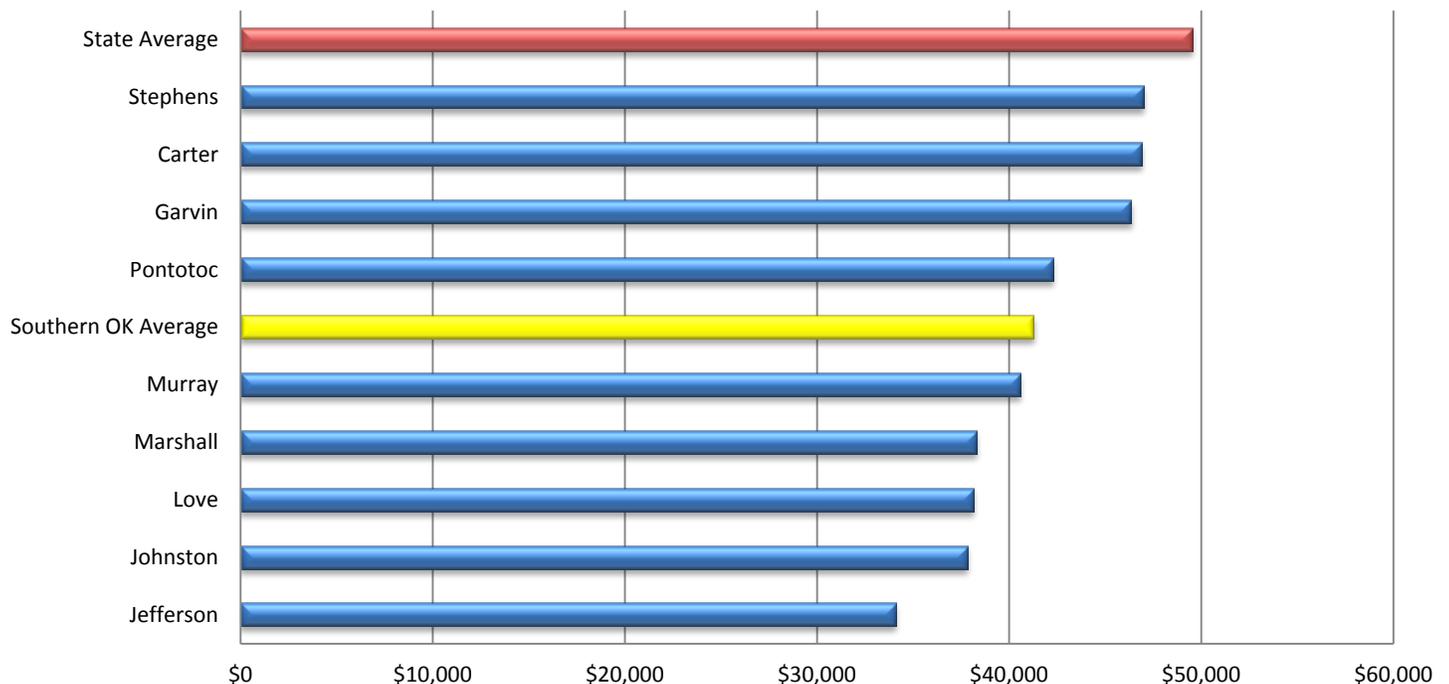
Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Top Industries in Southern Oklahoma

| Industry |
|--|
| Health Care and Social Assistance |
| Manufacturing |
| Accommodation and Food Services |
| Mining, Quarrying, and Oil and Gas Extraction |
| Construction |
| Transportation and Warehousing |
| Professional, Scientific, and Technical Services |
| Wholesale Trade |
| Finance and Insurance |
| Real Estate and Rental and Leasing |

Wages by County:

- The Southern Oklahoma average wage is \$41,280; this is less than the state average of \$49,550 by \$8,270. The gap between the Southern Oklahoma counties and the state average ranges from \$2,550 less in Stephens County to \$15,450 less in Jefferson County.
- As a region, the average wages are below the state average.
- Stephens and Carter counties are the most populous counties in the region, and have the highest average wage.
- Jefferson County is the least populous county in the region, and has the lowest average wage.

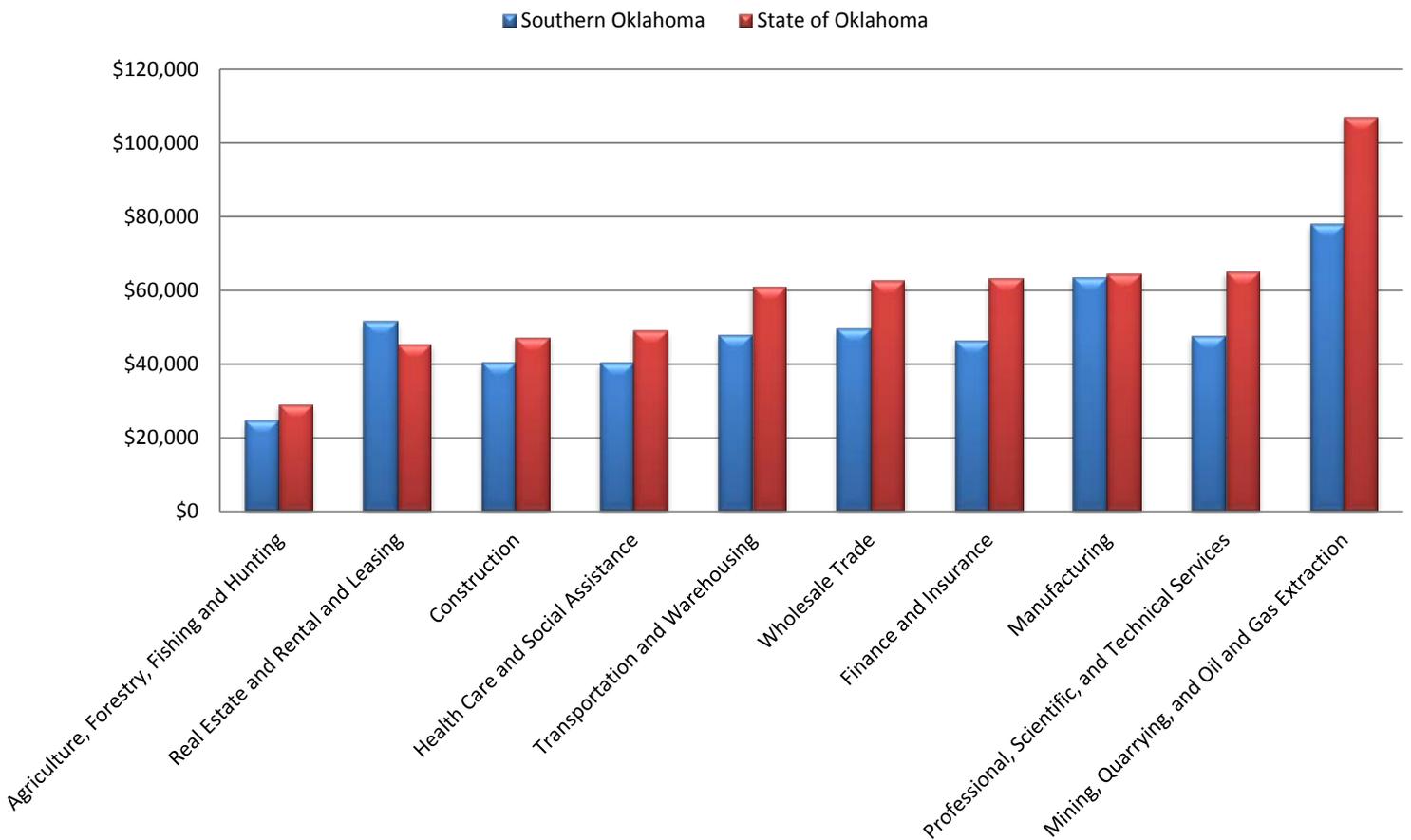


Source: EMSI 2014.2

Wages by Industry:

- All industry earnings in Southern Oklahoma except “Real Estate and Leasing” lag behind state averages. The largest wage difference occurs in the “Mining, Quarrying, and Oil and Gas” industry. Statewide this position earns \$28,900 more than in Southern Oklahoma.
- The industries in Southern Oklahoma that compare closest to state averages are, “Manufacturing”, and “Agriculture, Forestry, Fishing and Hunting”.
- “Mining Quarrying, and Oil and Gas Extraction,” “Manufacturing,” “Real Estate and Leasing,” and “Wholesale Trade” are the top industries in Southern Oklahoma that are above the state’s yearly average earnings of \$49,550.

Average Earnings by Industry in Southern Oklahoma and State of Oklahoma



Source: ESMI 2014.2

Major Employers in Southern Oklahoma

Listed below are some of the more significant employers in the region. Commerce in Southern Oklahoma is not primarily concentrated in any one area; however there are a significant number of entertainment, education, and health and social service employers in the area.

| Employer | City | Industry |
|-------------------------------------|------------------------------------|--|
| Chickasaw Nation | Ada | American Indian Tribal Governments |
| Halliburton Energy Services | Duncan | Oil and Gas Field Machinery Manufacturing |
| Chickasaw Enterprises | Marietta; Sulphur; Ada | Gambling Industries |
| Michelin North America | Ardmore | Tire Manufacturing |
| Chickasaw Nation Tribal Government | Ada | American Indian Tribal Governments |
| Chickasaw Nation Division Of Health | Ada | Physician's Office |
| Mercy Hospital Ardmore | Ardmore | General Medical Hospitals |
| Duncan Regional Hospital | Duncan | General Medical Hospitals |
| Prepaid Legal Services | Ada | Law Offices |
| Dollar General | Ardmore | General Warehousing |
| East Central University | Ada | Colleges, Universities, and Professional Schools |
| Duncan Public Schools | Duncan | Elementary and Secondary Schools |
| Mercy Hospital Ada | Ada | General Medical Hospitals |
| Wal-Mart | Pauls Valley; Ardmore; Ada; Duncan | Warehouse Clubs and Supercenters |
| E-Z Mart Stores | Roff | Gasoline Stations with Convenience Stores |
| Ardmore Public Schools | Ardmore | Elementary and Secondary Schools |
| Ada Public Schools | Ada | Elementary and Secondary Schools |
| Willbros Construction | Pauls Valley | Commercial Construction |
| CM Trailers | Madill | Truck Trailer Manufacturing |
| Adecco USA | Ardmore | Temporary Help Services |
| Oklahoma Steel & Wire, Inc. | Madill | Fabricated Wire Manufacturing |

Source: EMSI 2014.2, OneSource

Ecosystems Impact in Southern Oklahoma on Occupations and Salaries

The Oklahoma Department of Commerce identified five ecosystems in Oklahoma important to the economy to generate wealth, have employment growth potential, or where the state has a competitive advantage (Aerospace and Defense, Energy, Agriculture and Bioscience, Information and Financial Services, and Transportation and Distribution). In each ecosystem, there are critical occupations necessary for future growth and advancement. In addition to the five statewide ecosystems, there are ecosystems at the regional level important for regional economies.

Aerospace & Defense

Based on 2014 job numbers there are 2,000 jobs in the Aerospace & Defense Ecosystem in Southern Oklahoma with average earnings of approximately \$48,800

As a projection of demand by 2020, total employment in the Aerospace and Defense ecosystem will increase to 2,150 jobs in Southern Oklahoma, an increase of 150 for the region.

The list below encompasses some of the critical occupations for the Aerospace and Defense ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Aerospace and Defense ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 55-9999 | Military occupations | \$14.97 | N/A |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$13.63 | Moderate-term on-the-job training |
| 49-9041 | Industrial Machinery Mechanics | \$23.42 | Long-term on-the-job training |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | \$12.90 | Moderate-term on-the-job training |
| 51-4041 | Machinists | \$15.22 | Long-term on-the-job training |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$17.08 | Moderate-term on-the-job training |
| 15-1151 | Computer User Support Specialists | \$15.56 | Some college, no degree |
| 15-1132 | Software Developers, Applications | \$30.42 | Bachelor's degree |
| 49-3011 | Aircraft Mechanics and Service Technicians | \$20.95 | Postsecondary non-degree award |
| 17-2011 | Aerospace Engineers | \$58.07 | Bachelor's degree |
| 15-1131 | Computer Programmers | \$28.32 | Bachelor's degree |
| 51-2092 | Team Assemblers | \$13.00 | Moderate-term on-the-job training |
| 15-1121 | Computer Systems Analysts | \$28.77 | Bachelor's degree |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | \$24.39 | Moderate-term on-the-job training |

Source: EMSI 2014.2

As previously mentioned, the critical occupations above are necessary for the Aerospace & Defense ecosystem to thrive. Just as important, these critical occupations are necessary for other industries as well. Other industries that demand these occupations include oil and gas field manufacturing, support activities for oil and gas, trailer manufacturing, and general manufacturing, among others in Southern Oklahoma.

Energy

Based on 2014 job numbers there are 10,000 jobs in the Energy Ecosystem in Southern Oklahoma with average earnings of \$80,000.

As a projection of demand, by 2020 total employment in the Energy ecosystem will grow to 10,900 jobs in Southern Oklahoma, an addition of 900 jobs for the region.

The list below encompasses some of the critical occupations for the Energy ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Energy ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 47-5071 | Roustabouts, Oil and Gas | \$16.40 | Moderate-term on-the-job training |
| 47-5013 | Service Unit Operators, Oil, Gas, and Mining | \$19.79 | Moderate-term on-the-job training |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers | \$25.61 | Long-term on-the-job training |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | \$17.05 | Postsecondary non-degree award |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$13.63 | Moderate-term on-the-job training |
| 51-4041 | Machinists | \$15.22 | Long-term on-the-job training |
| 49-9041 | Industrial Machinery Mechanics | \$23.42 | Long-term on-the-job training |
| 47-5081 | Helpers--Extraction Workers | \$16.94 | Moderate-term on-the-job training |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | \$12.90 | Moderate-term on-the-job training |
| 47-5012 | Rotary Drill Operators, Oil and Gas | \$20.95 | Moderate-term on-the-job training |
| 17-2171 | Petroleum Engineers | \$60.84 | Bachelor's degree |
| 47-5021 | Earth Drillers, Except Oil and Gas | \$22.93 | Moderate-term on-the-job training |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Energy ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include oil and gas equipment manufacturing, general freight trucking, trailer manufacturing, and general warehousing and storage, among others.

Agriculture & Bioscience

Based on 2014 job numbers there are 3,000 jobs in the Agriculture & Bioscience ecosystem in Southern Oklahoma with average earnings of \$40,500.

As a projection of demand, by 2020 total employment in the Agriculture and Bioscience ecosystem will remain at 3,000 jobs.

The list below encompasses some of the critical occupations for the Agriculture and Bioscience ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Agriculture and Bioscience ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|---|------------------------|-----------------------------------|
| 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | \$9.94 | Short-term on-the-job training |
| 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals | \$9.28 | Short-term on-the-job training |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$10.26 | Short-term on-the-job training |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | \$17.05 | Short-term on-the-job training |
| 53-7064 | Packers and Packagers, Hand | \$13.06 | Short-term on-the-job training |
| 45-2091 | Agricultural Equipment Operators | \$10.68 | Short-term on-the-job training |
| 49-9071 | Maintenance and Repair Workers, General | \$15.91 | Long-term on-the-job training |
| 29-2056 | Veterinary Technologists and Technicians | \$12.87 | Associate's degree |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$17.08 | Moderate-term on-the-job training |
| 45-2041 | Graders and Sorters, Agricultural Products | \$8.82 | Short-term on-the-job training |
| 49-3041 | Farm Equipment Mechanics and Service Technicians | \$14.63 | Long-term on-the-job training |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Agriculture & Bioscience ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include general warehousing and storage, general freight and trucking, support activities for oil and gas, and general manufacturing, among others in Southern Oklahoma.

Information & Financial Services

Based on 2014 job numbers there are 3,200 jobs in the Information & Financial Services ecosystem in Southern Oklahoma with average wages of \$48,800

As a projection of demand, by 2020 total employment in the Information and Financial Services ecosystem will increase to 3,450 jobs in Southern Oklahoma, an increase of 250 jobs for the region.

The list below encompasses some of the critical occupations for the Information and Financial Services ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Information and Financial Services ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 43-3071 | Tellers | \$10.13 | Short-term on-the-job training |
| 13-2072 | Loan Officers | \$22.50 | Bachelor's degree |
| 13-2011 | Accountants and Auditors | \$21.61 | Bachelor's degree |
| 43-4131 | Loan Interviewers and Clerks | \$12.35 | Short-term on-the-job training |
| 11-3031 | Financial Managers | \$31.00 | Bachelor's degree |
| 43-9061 | Office Clerks, General | \$10.72 | Short-term on-the-job training |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | \$28.45 | Bachelor's degree |
| 43-3011 | Bill and Account Collectors | \$12.86 | Moderate-term on-the-job training |
| 15-1151 | Computer User Support Specialists | \$15.56 | Some college, no degree |
| 43-3099 | Financial Clerks, All Other | \$11.78 | Short-term on-the-job training |
| 15-1121 | Computer Systems Analysts | \$28.77 | Bachelor's degree |
| 15-1132 | Software Developers, Applications | \$30.42 | Bachelor's degree |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Information & Financial Services ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include commercial banking, colleges, universities, and professional offices, among others.

Transportation & Distribution

Based on 2014 job numbers there are 9,950 jobs in the Transportation & Distribution ecosystem in Southern Oklahoma with average earnings of \$52,000.

As a projection of demand, by 2020 total employment in the Transportation and Distribution ecosystem will increase to 10,700, a gain of 750 jobs for the region.

The list below encompasses some of the critical occupations for the Transportation and Distribution ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Transportation and Distribution ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | \$17.05 | Postsecondary non-degree award |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$10.26 | Short-term on-the-job training |
| 51-9197 | Tire Builders | \$20.72 | Moderate-term on-the-job training |
| 53-7051 | Industrial Truck and Tractor Operators | \$15.80 | Short-term on-the-job training |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | \$24.39 | Moderate-term on-the-job training |
| 51-2092 | Team Assemblers | \$13.00 | Moderate-term on-the-job training |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$13.63 | Moderate-term on-the-job training |
| 53-3033 | Light Truck or Delivery Services Drivers | \$11.06 | Short-term on-the-job training |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers | \$25.61 | Long-term on-the-job training |
| 43-5071 | Shipping, Receiving, and Traffic Clerks | \$12.43 | Short-term on-the-job training |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$17.08 | Moderate-term on-the-job training |
| 49-9071 | Maintenance and Repair Workers, General | \$15.91 | Long-term on-the-job training |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Transportation & Distribution ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include General Freight Trucking, Manufacturing, and support activities for Oil and Gas, among others.

Health Care (Regional Complementary)

Based on 2014 job numbers there are 9,000 jobs in the Health Care ecosystem in Southern Oklahoma with average wages of \$45,100.

As a projection of demand, by 2020 total employment in the Health Care ecosystem will grow to 10,750 jobs in Southern Oklahoma, an addition of 1,750 jobs for the region.

The list below encompasses some of the critical occupations for the Health Care ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Health Care ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|---|------------------------|-----------------------------------|
| 29-1141 | Registered Nurses | \$26.31 | Associate's degree |
| 31-1014 | Nursing Assistants | \$9.86 | Postsecondary non-degree award |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | \$17.23 | Postsecondary non-degree award |
| 39-9021 | Personal Care Aides | \$9.10 | Short-term on-the-job training |
| 37-2012 | Maids and Housekeeping Cleaners | \$8.84 | Short-term on-the-job training |
| 31-1011 | Home Health Aides | \$9.80 | Short-term on-the-job training |
| 31-9092 | Medical Assistants | \$11.54 | Postsecondary non-degree award |
| 43-6013 | Medical Secretaries | \$11.27 | Moderate-term on-the-job training |
| 31-9091 | Dental Assistants | \$14.27 | Postsecondary non-degree award |
| 29-2021 | Dental Hygienists | \$34.53 | Associate's degree |
| 11-9111 | Medical and Health Services Managers | \$33.26 | Bachelor's degree |
| 29-1021 | Dentists, General | \$63.62 | Doctoral or professional degree |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Health Care ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include Nursing Care Facilities, Home Health Care Services, Hospitals, and Physicians' offices, among others.

Construction (Regional Complementary)

Based on 2014 job numbers there are 9,730 jobs in the Construction ecosystem in Southern Oklahoma with average wages of \$45,350.

As a projection of demand, by 2020 total employment in the Construction ecosystem will grow to 11,170 jobs in Southern Oklahoma, an addition of 1,440 jobs for the region.

The list below encompasses some of the critical occupations for the Construction ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Construction ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 47-2061 | Construction Laborers | \$12.15 | Short-term on-the-job training |
| 47-2031 | Carpenters | \$13.04 | Apprenticeship |
| 47-2111 | Electricians | \$20.82 | Apprenticeship |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | \$17.05 | Postsecondary non-degree award |
| 51-4041 | Machinists | \$15.22 | Long-term on-the-job training |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | \$18.19 | Apprenticeship |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$13.63 | Moderate-term on-the-job training |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$10.26 | Short-term on-the-job training |
| 47-2051 | Cement Masons and Concrete Finishers | \$14.90 | Moderate-term on-the-job training |
| 47-2141 | Painters, Construction and Maintenance | \$12.38 | Moderate-term on-the-job training |
| 51-2092 | Team Assemblers | \$13.00 | Moderate-term on-the-job training |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Construction ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include general warehousing and storage, general freight trucking, support activities for oil and gas, among others in Southern Oklahoma.

Manufacturing (Regional Complementary)

Based on 2013 job numbers there are 10,390 jobs in the Manufacturing ecosystem in Southern Oklahoma with average wages of \$63,570.

As a projection of demand, by 2020 total employment in the Manufacturing ecosystem will increase to 11,000 jobs in Southern Oklahoma, a gain of 610 jobs for the region.

The list below encompasses some of the critical occupations for the Manufacturing ecosystem in Southern Oklahoma. However, these occupations are not solely intended to serve the Manufacturing ecosystem, they are driven by demand and individuals with these work backgrounds will have transferable skills to other ecosystems.

| SOC | Occupation | Median Hourly Earnings | Education Level |
|---------|--|------------------------|-----------------------------------|
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$13.63 | Moderate-term on-the-job training |
| 51-4041 | Machinists | \$15.22 | Long-term on-the-job training |
| 51-2092 | Team Assemblers | \$13.00 | Moderate-term on-the-job training |
| 51-9197 | Tire Builders | \$20.72 | Moderate-term on-the-job training |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$17.08 | Moderate-term on-the-job training |
| 49-9041 | Industrial Machinery Mechanics | \$23.42 | Long-term on-the-job training |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers | \$25.61 | Long-term on-the-job training |
| 51-9198 | Helpers--Production Workers | \$12.35 | Short-term on-the-job training |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$10.26 | Short-term on-the-job training |
| 49-9071 | Maintenance and Repair Workers, General | \$15.91 | Long-term on-the-job training |
| 11-1021 | General and Operations Managers | \$34.20 | Bachelor's degree |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | \$17.05 | Postsecondary non-degree award |

Source: EMSI 2014.2

As previously mentioned, these occupations are necessary for the Manufacturing ecosystem to thrive. Just as important, they are necessary for other industries as well. Other industries that demand these occupations include Oil and Gas machine manufacturing, tire manufacturing, support for oil and gas industries, and general manufacturing, among others.