



The Labor Market Report

Overtime Rules Change in December 2016

May
2016

Bill Haslam,
Governor

TENNESSEE

Department of Labor and Workforce Development

The Fair Labor Standards Act of 1940 (FLSA) insures most hourly and salaried workers the right to a minimum wage and overtime pay protections. There were some workers excluded from this act. These include bona fide executive, administrative, and professional (EAP) employees and highly compensated employees (HCE). EAP employees are defined as workers paid a fixed salary that doesn't vary based on quality or quantity of work; a salary that must meet the "salary level test"; and job duties that primarily involve executive, administrative, and professional duties. Highly compensated employees were excluded because they had better benefits, job security, and opportunities for advancement.

Salary Parameters

The new changes to the FLSA have all workers making under \$47,476 eligible to earn overtime pay. This number was calculated using the standard salary level at the 40th percentile of earnings of full-time salaried employees in the lowest-wage Census Region (currently the South Region). It also changed the minimum income exclusion for HCE workers to \$134,004. This is equivalent to the 90th percentile of earnings of full-time salaried workers in the nation. The update also established a mechanism to automatically update these salary levels every three years to match the above percentiles.

Since its passage in 1940, there have been other income updates to the FLSA, but only one since the

mid-1970s. These new updates will expand the universe of employees eligible for overtime payment.

The 2004 update included all employees earning under \$23,660 and all HCE employees earning more than \$100,000. This amount covered only seven percent of all employees. After the 1975 updates, it covered 62 percent of employees. The 2016 wage changes will reflect wage increases since 2004. These new wage level increases are expected to include employees who were eligible for overtime in 1975 but aren't today. The new updates go into effect on December 1, 2016.

Ineligible for Overtime

There are also specific occupational groups that have historically been excluded from FLSA overtime rules. They include self-employed workers, unpaid workers, religious workers, agricultural workers, fishing occupations, and most federal employees. Also excluded are teachers, academic administrative personnel, physicians, and lawyers. Additional occupations excluded from the overtime rules (but not the minimum wage rules) include independent artists, performing artists, spectator sports occupations, home health aides, truck drivers, aircraft pilots, and most salespeople.

After these exclusions the U.S. Department of Labor (DOL) estimates that approximately 4.2 million workers could be affected by the new overtime rules. The Department of Labor expects about 65,000 HCE employees will be eligible for overtime because

Additional Workers Affected by New Overtime Rules

State	Overtime Eligible	Rank	2015 AnnAvg Labor Force	Percent of Labor Force
Alabama	60,000	25	2,146,000	2.80 %
Alaska	6,000	50	364,000	1.65
Arizona	90,000	14	3,153,000	2.85
Arkansas	52,000	27	1,330,000	3.91
California	392,000	1	18,982,000	2.07
Colorado	73,000	21	2,829,000	2.58
Connecticut	46,000	29	1,888,000	2.44
Delaware	15,000	45	467,000	3.21
Florida	331,000	3	9,675,000	3.42
Georgia	158,000	7	4,771,000	3.31
Hawaii	16,000	43	677,000	2.36 %
Idaho	20,000	38	797,000	2.51
Illinois	194,000	5	6,512,000	2.98
Indiana	87,000	15	3,266,000	2.66
Iowa	44,000	31	1,701,000	2.59
Kansas	40,000	32	1,499,000	2.67
Kentucky	55,000	26	1,953,000	2.82
Louisiana	61,000	24	2,160,000	2.82
Maine	16,000	44	680,000	2.35
Maryland	80,000	18	3,152,000	2.54
Massachusetts	84,000	17	3,570,000	2.35 %
Michigan	101,000	12	4,751,000	2.13
Minnesota	79,000	19	3,010,000	2.62
Mississippi	40,000	33	1,273,000	3.14
Missouri	85,000	16	3,114,000	2.73
Montana	11,000	48	523,000	2.10
Nebraska	28,000	36	1,014,000	2.76
Nevada	31,000	35	1,426,000	2.17
New Hampshire	22,000	37	741,000	2.97
New Jersey	132,000	10	4,544,000	2.90
New Mexico	20,000	39	920,000	2.17 %
New York	278,000	4	9,679,000	2.87
North Carolina	156,000	8	4,769,000	3.27
North Dakota	12,000	47	414,000	2.90
Ohio	134,000	9	5,700,000	2.35
Oklahoma	48,000	28	1,842,000	2.61
Oregon	46,000	30	1,969,000	2.34
Pennsylvania	185,000	6	6,424,000	2.88
Rhode Island	13,000	46	555,000	2.34
South Carolina	67,000	23	2,257,000	2.97
South Dakota	9,000	49	452,000	1.99 %
Tennessee	100,000	13	3,063,000	3.26
Texas	370,000	2	13,078,000	2.83
Utah	36,000	34	1,464,000	2.46
Vermont	19,000	41	344,000	5.52
Virginia	119,000	11	4,240,000	2.81
Washington	76,000	20	3,544,000	2.14
West Virginia	17,000	42	785,000	2.17
Wisconsin	69,000	22	3,095,000	2.23
Wyoming	20,000	40	306,000	6.54
TOTALS	4,243,000		156,868,000	2.70 %

of the increase in the minimum salary level.

The DOL estimates that 56 percent of affected workers will be women and 61 percent will be greater than 35 years old. There will be 2.5 million children who will have at least one parent that will gain overtime protections or get a salary raise. Among those receiving additional overtime protection, 82 percent will have some college education while 53 percent will have a college degree.

Information by State

The data on this page shows the employees that will be newly eligible for overtime in each state. These estimates are from the U.S. Department of Labor. The additional percent of the labor force eligible for overtime (on December 1) is calculated by dividing the 2015 civilian labor force annual averages by those newly eligible workers. The largest percent increase is in Wyoming (up 6.64 percent) followed by Vermont (up 5.52 percent). The smallest increases are in Alaska (up 1.65 percent) and South Dakota (up 1.99 percent). The five states with the smallest labor force include these four states. On December 1, 2016, only 13 states expect to see over 100,000 newly eligible overtime workers. Tennessee is one of those states.

Visit the U.S. Department of Labor Web site at www.dol.gov/overtime for additional changes in the minimum wage and overtime rules.

TENNESSEE CIVILIAN LABOR FORCE 1986 to present

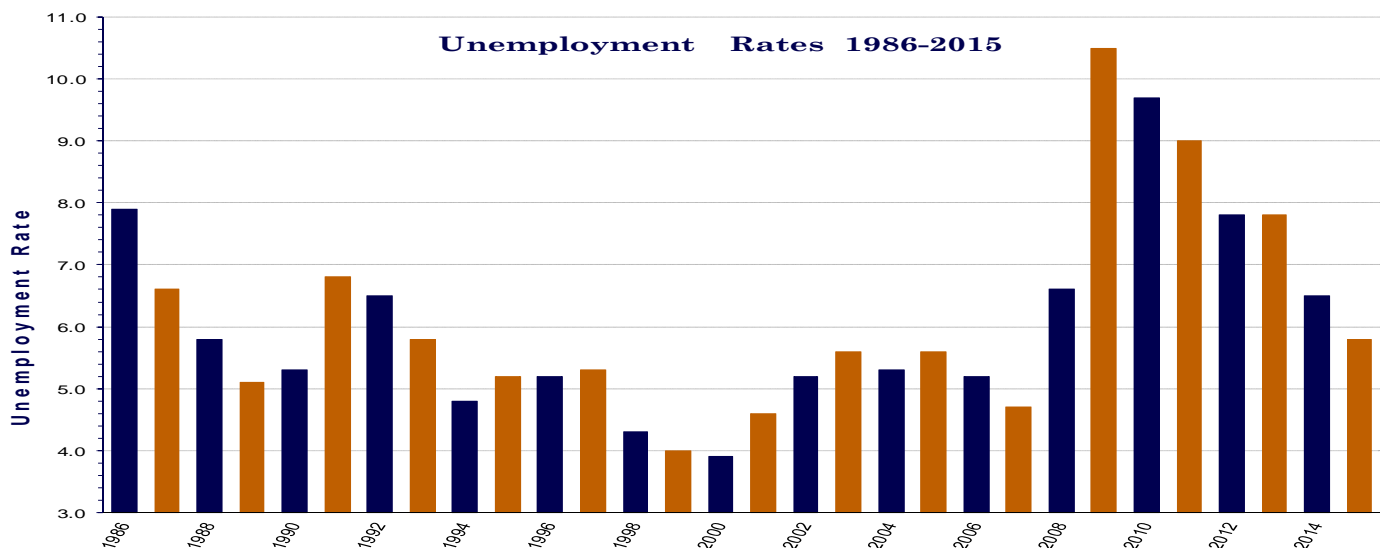
COUNTY UNEMPLOYMENT RATES

Year and Month	Civilian Labor Force						Unemployed	
	Total	Employment	Employed			Number	Rate (%)	
			Total	**Manu- facturing	**Trade			**Services
1986	2,300.1	2,118.4	1,929.8	490.5	452.1	384.7	181.7	7.9 %
1987	2,334.8	2,180.7	2,011.6	497.4	477.2	408.9	154.1	6.6
1988	2,345.2	2,208.6	2,092.1	511.9	495.6	440.3	136.6	5.8
1989	2,367.3	2,247.2	2,167.2	524.5	508.4	467.2	120.2	5.1
1990	2,394.7	2,266.8	2,193.2	493.4	379.1	611.0	128.0	5.3
1991	2,413.7	2,250.6	2,183.6	480.3	373.0	626.7	163.1	6.8
1992	2,457.2	2,297.4	2,245.0	492.8	374.1	664.8	159.8	6.5
1993	2,526.9	2,380.5	2,328.5	502.8	382.5	709.8	146.4	5.8
1994	2,659.9	2,531.1	2,423.0	513.8	398.4	751.4	128.8	4.8
1995	2,732.2	2,591.5	2,498.9	518.0	412.6	795.0	140.7	5.2
1996	2,767.0	2,623.8	2,533.3	501.5	420.9	814.3	143.2	5.2
1997	2,786.1	2,639.2	2,584.0	498.0	430.5	849.7	146.9	5.3
1998	2,812.4	2,691.5	2,638.4	498.6	437.1	875.7	120.9	4.3
1999	2,852.4	2,739.2	2,685.3	494.7	443.6	900.8	113.3	4.0
2000	2,843.1	2,733.3	2,728.9	488.1	447.5	930.9	109.8	3.9
2001	2,861.3	2,731.0	2,688.3	454.2	446.6	921.5	130.4	4.6
2002	2,906.6	2,756.1	2,664.4	428.5	438.7	938.0	150.5	5.2
2003	2,912.2	2,748.1	2,667.5	414.1	440.8	950.3	164.0	5.6
2004	2,878.7	2,725.1	2,706.1	411.8	447.5	978.7	153.6	5.3
2005	2,904.8	2,743.4	2,743.1	408.8	454.6	1,005.6	161.4	5.6
2006	3,036.0	2,878.5	2,783.1	400.1	460.6	1,030.4	157.6	5.2
2007	3,063.7	2,920.4	2,797.4	380.0	463.5	1,052.8	143.3	4.7
2008	3,054.8	2,853.7	2,774.8	361.0	457.0	1,058.2	201.0	6.6
2009	3,052.7	2,733.1	2,619.8	309.2	427.8	1,025.3	319.6	10.5
2010	3,090.8	2,792.1	2,615.4	298.9	423.5	1,041.2	298.7	9.7
2011	3,125.3	2,844.7	2,661.4	304.4	427.1	1,076.8	280.6	9.0
2012	3,103.0	2,860.4	2,714.0	313.4	433.3	1,112.2	242.7	7.8
2013	3,077.0	2,837.9	2,749.7	318.8	437.2	1,139.2	239.2	7.8
2014	3,046.6	2,847.8	2,822.2	324.9	441.1	1,184.4	198.9	6.5
2015	3,062.8	2,886.0	2,891.9	332.7	447.0	1,222.7	176.8	5.8
2016								
January	3,070.8	2,920.1	2,910.0	338.5	451.6	1,222.0	150.7	4.9 %
February	3,111.7	2,973.0	2,924.0	339.4	453.0	1,227.2	138.7	4.5
March	3,114.0	2,985.2	2,938.1	340.4	455.4	1,236.9	128.8	4.1
April (r)	3,120.5	3,000.0	2,958.3	341.2	457.2	1,253.6	120.4	3.9
May (p)	3,131.5	3,012.4	2,954.6	341.9	456.5	1,255.0	119.1	3.8
June								
July								
August								
September								
October								
November								
December								

(r)=revised
 (p)=preliminary
 Trade = Wholesale and Retail Trade
 **These industries not comparable to industry employment data before 1990 because of changes to NAICS coding system.
 Services = Professional/Business Services, Educational/Health Services, Leisure/Hospitality, and Other Services.

County	May	May	County	May	May
	2015	2016		2015	2016
Anderson	6.1	3.9	Lauderdale	8.8	6.3
Bedford	6.7	4.0	Lawrence	6.5	4.7
Benton	7.8	5.8	Lewis	7.1	4.9
Bledsoe	8.0	5.3	Lincoln	4.9	3.3
Blount	5.3	3.4	Loudon	6.0	3.7
Bradley	5.5	3.6	Macon	5.3	3.4
Campbell	8.1	5.4	Madison	6.2	4.0
Cannon	5.8	3.7	Marion	7.0	4.9
Carroll	8.9	5.4	Marshall	5.7	3.8
Carter	6.7	4.4	Maury	5.3	3.3
Cheatham	5.0	3.1	McMinn	6.5	4.3
Chester	6.3	4.3	McNairy	8.8	5.7
Claiborne	7.4	4.9	Meigs	7.6	6.0
Clay	8.8	5.2	Monroe	6.3	4.2
Cocke	7.4	4.8	Montgomery	5.9	4.0
Coffee	5.7	3.7	Moore	4.6	3.0
Crockett	6.4	4.1	Morgan	7.6	5.2
Cumberland	7.0	4.5	Obion	9.1	5.6
Davidson	4.6	2.9	Overton	7.8	4.2
Decatur	8.2	5.3	Perry	6.8	5.3
DeKalb	7.1	4.5	Pickett	6.9	4.9
Dickson	5.7	3.6	Polk	6.8	4.4
Dyer	7.4	5.0	Putnam	6.2	4.0
Fayette	6.2	4.0	Rhea	7.5	5.9
Fentress	7.2	5.1	Roane	6.8	4.4
Franklin	5.3	3.9	Robertson	5.1	3.4
Gibson	7.7	4.8	Rutherford	4.7	3.1
Giles	5.2	3.3	Scott	9.2	5.9
Grainger	6.7	4.2	Sequatchie	6.8	4.8
Greene	6.3	4.1	Sevier	5.5	3.4
Grundy	7.7	4.8	Shelby	6.7	4.4
Hamblen	6.4	4.0	Smith	5.6	3.6
Hamilton	5.6	3.7	Stewart	7.5	5.4
Hancock	9.9	5.8	Sullivan	5.9	4.2
Hardeman	7.6	4.9	Sumner	4.8	3.1
Hardin	7.4	4.8	Tipton	7.4	4.7
Hawkins	6.7	4.3	Trousdale	6.0	3.9
Haywood	8.9	5.3	Unicoi	7.9	5.8
Henderson	8.3	5.5	Union	6.8	4.6
Henry	6.6	4.5	Van Buren	8.1	4.7
Hickman	5.8	3.6	Warren	5.7	3.7
Houston	8.8	6.6	Washington	5.9	3.9
Humphreys	6.8	4.9	Wayne	7.5	4.8
Jackson	8.0	5.7	Weakley	7.4	4.6
Jefferson	6.6	4.2	White	6.3	4.1
Johnson	5.6	3.6	Williamson	4.2	2.7
Knox	4.9	3.2	Wilson	4.8	3.1
Lake	8.2	5.9			

*Data Not Seasonally Adjusted



Statewide

ESTIMATED NONFARM EMPLOYMENT (in thousands)

Industry	Revised		Preliminary	Net Change	
	May 2015	April 2016	May 2016	May 2015 May 2016	Apr. 2016 May 2016
Total Nonfarm	2,889.1	2,958.3	2,954.6	65.5	-3.7
Total Private	2,463.0	2,524.3	2,527.6	64.6	3.3
Goods-Producing	449.1	462.2	462.7	13.6	0.5
Mining, Logging, & Construction	117.8	121.0	120.8	3.0	-0.2
Mining and Logging	4.5	4.4	4.4	-0.1	0.0
Construction	113.3	116.6	116.4	3.1	-0.2
Construction of Buildings	27.2	27.2	26.9	-0.3	-0.3
Heavy and Civil Engineering Construction	14.8	16.2	16.5	1.7	0.3
Specialty Trade Contractors	71.3	73.2	73.0	1.7	-0.2
Manufacturing	331.3	341.2	341.9	10.6	0.7
Durable Goods Manufacturing	209.9	216.7	215.8	5.9	-0.9
Wood Product Manufacturing	11.5	11.6	11.6	0.1	0.0
Nonmetallic Mineral Product Manufacturing	12.6	12.8	12.8	0.2	0.0
Primary Metal Manufacturing	10.3	10.6	10.6	0.3	0.0
Fabricated Metal Product Manufacturing	34.7	34.7	34.4	-0.3	-0.3
Machinery Manufacturing	25.7	25.7	25.6	-0.1	-0.1
Computer & Electronic Product Manufacturing	5.0	4.9	4.8	-0.2	-0.1
Electrical Equipment & Appliance Manufacturing	19.7	20.5	20.5	0.8	0.0
Transportation Equipment Manufacturing	66.1	71.0	70.7	4.6	-0.3
Furniture & Related Product Manufacturing	8.9	9.3	9.2	0.3	-0.1
Miscellaneous Manufacturing - Durable Goods	15.4	15.6	15.6	0.2	0.0
Nondurable Goods Manufacturing	121.4	124.5	126.1	4.7	1.6
Textile Mills, Products, & Apparel	10.1	10.0	10.3	0.2	0.3
Food Manufacturing	33.1	33.2	33.6	0.5	0.4
Beverage & Tobacco Product Manufacturing	5.5	6.1	6.2	0.7	0.1
Paper Manufacturing	14.6	14.5	14.6	0.0	0.1
Printing & Related Support Activities	9.2	9.1	9.2	0.0	0.1
Chemical Manufacturing	25.5	25.5	25.8	0.3	0.3
Plastics & Rubber Products Manufacturing	21.6	22.3	22.5	0.9	0.2
Plastics Product Manufacturing	12.9	13.5	13.7	0.8	0.2
Rubber Product Manufacturing	8.7	8.8	8.8	0.1	0.0
Service-Providing	2,440.0	2,496.1	2,491.9	51.9	-4.2
Trade, Transportation, & Utilities	598.4	613.8	614.4	16.0	0.6
Wholesale Trade	120.6	124.8	124.5	3.9	-0.3
Merchant Wholesalers, Durable Goods	62.6	63.6	63.8	1.2	0.2
Merchant Wholesalers, Nondurable Goods	40.7	42.2	42.2	1.5	0.0
Wholesale Electronic Markets	17.3	19.0	18.5	1.2	-0.5
Retail Trade	324.1	332.4	332.0	7.9	-0.4
Motor Vehicle & Parts Dealers	44.0	46.2	45.9	1.9	-0.3
Furniture & Home Furnishings Stores	9.1	9.1	9.1	0.0	0.0
Building Material, Garden Equipment, & Supplies	29.0	29.9	30.0	1.0	0.1
Food & Beverage Stores	53.1	55.3	55.2	2.1	-0.1
Health & Personal Care Stores	23.1	22.9	22.9	-0.2	0.0
Gasoline Stations	22.0	21.3	21.0	-1.0	-0.3
Clothing & Clothing Accessories Stores	23.5	23.4	23.0	-0.5	-0.4
Sporting Goods, Hobby, Book, & Music Stores	12.1	12.2	12.3	0.2	0.1
General Merchandise Stores	70.4	70.6	70.8	0.4	0.2
Miscellaneous Store Retailers	17.6	17.7	18.1	0.5	0.4
Nonstore Retailers	9.0	9.4	9.4	0.4	0.0
Transportation, Warehousing, & Utilities	153.7	156.6	157.9	4.2	1.3
Utilities	3.4	3.4	3.4	0.0	0.0
Transportation & Warehousing	150.3	153.2	154.5	4.2	1.3
Truck Transportation	58.0	57.4	58.0	0.0	0.6
Information	44.0	44.4	45.0	1.0	0.6
Financial Activities	147.3	150.3	150.5	3.2	0.2
Finance & Insurance	110.8	113.5	113.8	3.0	0.3
Real Estate, Rental, & Leasing	36.5	36.8	36.7	0.2	-0.1
Professional & Business Services	389.7	400.1	398.4	8.7	-1.7
Professional, Scientific, & Technical Services	126.2	129.8	126.6	0.4	-3.2
Management of Companies & Enterprises	41.5	44.3	44.4	2.9	0.1
Administrative, Support, & Waste Management	222.0	226.0	227.4	5.4	1.4
Educational & Health Services	411.6	430.6	429.2	17.6	-1.4
Educational Services	55.1	62.4	59.8	4.7	-2.6
Health Care & Social Assistance	356.5	368.2	369.4	12.9	1.2
Ambulatory Health Care Services	143.0	149.9	150.3	7.3	0.4
Hospitals	103.8	108.6	108.6	4.8	0.0
Nursing & Residential Care Facilities	61.8	61.9	62.4	0.6	0.5
Social Assistance	47.9	47.8	48.1	0.2	0.3
Leisure & Hospitality	314.8	313.2	317.1	2.3	3.9
Arts, Entertainment, & Recreation	37.2	33.7	35.7	-1.5	2.0
Accommodation & Food Services	277.6	279.5	281.4	3.8	1.9
Accommodation	35.5	33.9	34.4	-1.1	0.5
Food Services & Drinking Places	242.1	245.6	247.0	4.9	1.4
Other Services	108.1	109.7	110.3	2.2	0.6
Government	426.1	434.0	427.0	0.9	-7.0
Federal Government	49.1	49.1	49.3	0.2	0.2
State Government	93.7	99.8	93.4	-0.3	-6.4
State Government Educational Services	52.3	59.6	53.2	0.9	-6.4
Local Government	283.3	285.1	284.3	1.0	-0.8
Local Government Educational Services	144.6	143.2	143.7	-0.9	0.5

NONFARM EMPLOYMENT & LABOR FORCE NARRATIVE

Total nonfarm employment increased by 65,500 jobs from May 2015 to May 2016. There were large increases in health care/social assistance (up 12,900 jobs), which includes increases of 7,300 jobs in ambulatory health care services and 4,800 jobs in hospitals; professional/business services (up 8,700 jobs), which includes increases of 5,400 jobs in administrative/support/waste management and 2,900 jobs in management of companies/enterprises; and retail trade (up 7,900 jobs), which includes increases of 2,100 jobs in food/beverage stores and 1,900 jobs in motor vehicle/parts dealers.

Smaller increases occurred in food services/drinking places (up 4,900 jobs); educational services (up 4,700 jobs); transportation equipment manufacturing (up 4,600 jobs); transportation/warehousing (up 4,200 jobs); wholesale trade (up 3,900 jobs), which includes increases of 1,500 jobs in nondurable goods wholesalers and 1,200 jobs in both durable goods wholesalers and wholesale electronic markets; construction (up 3,100 jobs), which includes increases of 1,700 jobs in both specialty trade contractors and heavy/civil engineering construction; and finance/insurance (up 3,000 jobs). This was partially offset by declines in arts/entertainment/recreation (down 1,500 jobs), accommodation (down 1,100 jobs), and gasoline stations (down 1,000 jobs).

During May 2016, nonfarm employment decreased by 3,700 jobs. There were declines in state government educational services (down 6,400 jobs), professional/scientific/technical services (down 3,200 jobs), and educational services (down 2,600 jobs). This was partially offset by a increases in arts/entertainment/recreation (up 2,000 jobs); accommodation/food services (up 1,900 jobs), which includes an increase of 1,400 jobs in food services/drinking places; transportation/warehousing (up 1,300 jobs); and health care/social assistance (up 1,200 jobs).

Tennessee's seasonally adjusted estimated unemployment rate for May 2016 was 4.1 percent, down 0.2 percentage point from the revised April 2016 rate. The United States unemployment rate in May was 4.7 percent, down 0.3 percentage point from the revised April 2016 rate.

In May 2015, the U.S. seasonally adjusted unemployment rate was 5.5 percent while the state rate was 5.8 percent.

Across Tennessee, the unemployment rate decreased in 58 counties, increased in 11 counties, and remained the same in 26 counties. Thirty-six counties had a rate equal or lower than 4 percent while only three counties were 6 percent or higher. In May 2016, the lowest rate was in Williamson County at 2.7 percent, unchanged from the previous month, while the highest rate was in Houston County at 6.6 percent, down from 6.8 percent in April.

The data from all the nonfarm employment estimates tables include all full- and part-time nonfarm wage and salary employees who worked during or received pay for any part of the pay period that includes the 12th of the month. This is a count of jobs by place of work. Agricultural workers, proprietors, self-employed persons, workers in private households, and unpaid family workers are excluded. These numbers may not add due to rounding. Data are based on the 2015 benchmark.

CIVILIAN LABOR FORCE

CIVILIAN LABOR FORCE SUMMARY

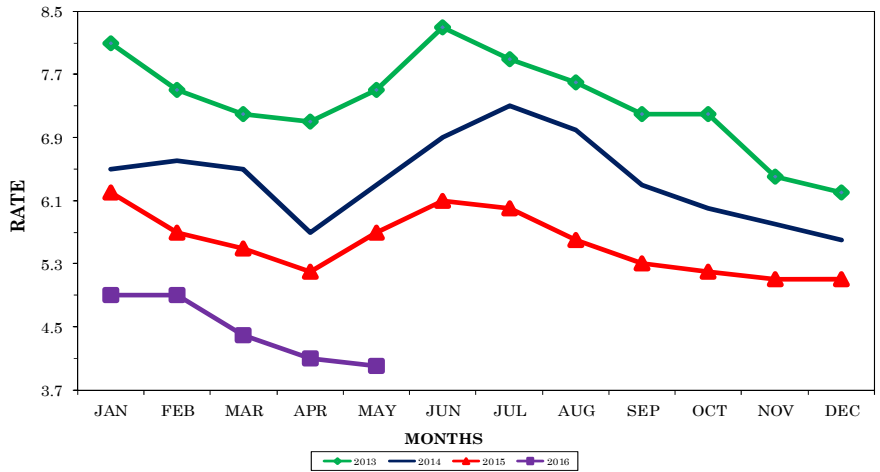
	May 2015				April 2016				May 2016			
	Labor Force	Employment	Unemployed	Rate	Labor Force	Employment	Unemployed	Rate	Labor Force	Employment	Unemployed	Rate
Seasonally Adjusted												
U.S.	157,367,000	148,748,000	8,619,000	5.5	158,924,000	151,004,000	7,920,000	5.0	158,466,000	151,030,000	7,436,000	4.7
TENNESSEE	3,055,500	2,878,500	176,900	5.8	3,147,700	3,013,200	134,400	4.3	3,144,800	3,016,500	128,200	4.1
Not Seasonally Adjusted												
U.S.	157,719,000	149,349,000	8,370,000	5.3	158,488,000	151,075,000	7,413,000	4.7	158,800,000	151,594,000	7,207,000	4.5
TENNESSEE	3,079,600	2,899,900	179,700	5.8	3,120,500	3,000,000	120,400	3.9	3,131,500	3,012,400	119,100	3.8
Metropolitan Statistical Areas												
Chattanooga	254,060	239,510	14,550	5.7	257,600	246,990	10,610	4.1	257,560	247,310	10,260	4.0
Clarksville	109,630	102,890	6,740	6.1	111,390	106,480	4,910	4.4	111,850	106,820	5,030	4.5
Cleveland	56,140	52,950	3,190	5.7	57,480	55,350	2,140	3.7	58,170	56,000	2,160	3.7
Jackson	61,990	58,130	3,860	6.2	62,150	59,630	2,520	4.1	62,260	59,750	2,510	4.0
Johnson City	88,720	83,170	5,550	6.3	90,000	86,280	3,720	4.1	90,010	86,230	3,780	4.2
Kingsport	138,200	130,220	7,980	5.8	137,930	132,280	5,650	4.1	138,630	132,800	5,830	4.2
Knoxville	406,830	384,620	22,210	5.5	414,070	399,300	14,770	3.6	416,650	401,920	14,740	3.5
Memphis	614,590	573,880	40,700	6.6	618,500	591,190	27,310	4.4	620,750	592,550	28,210	4.5
Morristown	50,240	47,000	3,250	6.5	50,900	48,790	2,110	4.1	51,260	49,150	2,110	4.1
Nashville	938,950	894,430	44,510	4.7	961,120	931,740	29,390	3.1	963,690	934,370	29,320	3.0
Micropolitan Statistical Areas												
Athens	22,850	21,370	1,480	6.5	22,840	21,810	1,030	4.5	22,910	21,920	990	4.3
Cookeville	46,250	43,140	3,110	6.7	46,710	44,740	1,970	4.2	46,450	44,480	1,970	4.2
Crossville	23,250	21,620	1,630	7.0	23,330	22,230	1,100	4.7	23,460	22,400	1,060	4.5
*Dayton	13,350	12,350	1,000	7.5	13,280	12,480	790	6.0	13,380	12,590	790	5.9
Dyersburg	16,920	15,670	1,250	7.4	16,760	15,870	890	5.3	16,720	15,890	830	5.0
Greeneville	31,050	29,100	1,950	6.3	30,750	29,400	1,350	4.4	30,670	29,400	1,270	4.1
Lawrenceburg	17,860	16,700	1,160	6.5	17,820	16,950	860	4.8	17,920	17,070	850	4.7
Lewisburg	14,940	14,090	850	5.7	14,830	14,270	560	3.8	14,920	14,360	560	3.8
Martin	15,830	14,660	1,170	7.4	15,720	15,010	710	4.5	15,860	15,120	740	4.6
McMinnville	17,860	16,830	1,020	5.7	18,210	17,550	670	3.7	18,180	17,510	670	3.7
Newport	14,600	13,520	1,080	7.4	14,660	13,930	730	5.0	14,700	14,000	700	4.8
Paris	14,090	13,160	930	6.6	14,000	13,330	670	4.8	14,020	13,390	620	4.5
Sevierville	50,970	48,140	2,820	5.5	52,010	50,030	1,980	3.8	52,760	50,960	1,810	3.4
Shelbyville	19,680	18,360	1,320	6.7	19,660	18,880	780	3.9	19,850	19,060	790	4.0
Tullahoma	47,560	44,980	2,590	5.4	47,310	45,560	1,750	3.7	47,410	45,640	1,770	3.7
Union City	14,780	13,440	1,340	9.0	14,370	13,530	840	5.8	14,410	13,590	820	5.7
Cities												
Bartlett	29,740	28,140	1,600	5.4	30,090	29,050	1,040	3.5	30,200	29,130	1,070	3.5
Brentwood	20,210	19,320	890	4.4	20,730	20,120	610	2.9	20,780	20,160	630	3.0
Bristol	11,600	10,890	710	6.1	11,750	11,210	540	4.6	11,820	11,260	560	4.7
Chattanooga	79,250	74,380	4,870	6.2	80,360	77,090	3,270	4.1	80,480	77,210	3,260	4.1
Clarksville	58,780	55,180	3,600	6.1	59,730	57,260	2,480	4.2	60,010	57,560	2,460	4.1
Cleveland	19,950	18,800	1,150	5.8	20,440	19,650	790	3.9	20,690	19,880	800	3.9
Collierville	24,180	23,010	1,170	4.8	24,510	23,750	760	3.1	24,600	23,820	770	3.1
Columbia	16,370	15,410	960	5.9	16,710	16,050	670	4.0	16,770	16,100	670	4.0
Cookeville	13,000	12,130	870	6.7	13,270	12,700	570	4.3	13,210	12,600	610	4.6
Franklin	38,730	37,210	1,520	3.9	39,790	38,760	1,030	2.6	39,850	38,830	1,030	2.6
Gallatin	16,700	15,850	850	5.1	17,130	16,510	620	3.6	17,140	16,550	590	3.5
Germantown	19,310	18,380	930	4.8	19,600	18,970	630	3.2	19,630	19,030	600	3.1
Hendersonville	29,690	28,380	1,310	4.4	30,440	29,570	870	2.9	30,520	29,630	890	2.9
Jackson	31,010	28,940	2,070	6.7	31,020	29,720	1,300	4.2	31,060	29,740	1,320	4.2
Johnson City	30,670	28,750	1,920	6.3	31,010	29,830	1,180	3.8	31,060	29,810	1,250	4.0
Kingsport	22,550	21,130	1,420	6.3	22,720	21,740	980	4.3	22,840	21,850	990	4.3
Knoxville	93,480	88,330	5,150	5.5	95,200	91,740	3,460	3.6	95,780	92,310	3,470	3.6
LaVergne	17,740	16,840	900	5.1	18,140	17,540	590	3.3	18,180	17,610	570	3.1
Lebanon	13,450	12,690	760	5.7	13,720	13,210	510	3.7	13,780	13,260	520	3.8
Maryville	13,270	12,560	710	5.4	13,490	13,030	460	3.4	13,590	13,120	470	3.5
Memphis	287,880	266,560	21,330	7.4	289,330	275,160	14,170	4.9	289,880	275,970	13,910	4.8
Morristown	11,300	10,500	800	7.1	11,400	10,910	490	4.3	11,490	10,990	510	4.4
*Mount Juliet	15,290	14,590	700	4.6	15,680	15,190	490	3.1	15,730	15,250	480	3.0
Murfreesboro	65,520	62,360	3,170	4.8	67,090	64,980	2,110	3.1	67,350	65,200	2,150	3.2
Nashville	366,200	349,300	16,900	4.6	375,120	364,080	11,040	2.9	375,860	364,890	10,960	2.9
Oak Ridge	13,990	13,210	770	5.5	14,250	13,720	530	3.7	14,330	13,800	520	3.7
Smyrna	24,010	22,840	1,180	4.9	24,530	23,800	730	3.0	24,620	23,880	740	3.0
Spring Hill	17,980	17,190	790	4.4	18,380	17,900	480	2.6	18,430	17,940	480	2.6

*2010 Census changes: Micropolitan Areas-Dayton added and Brownsville, Columbia, Harriman, Humboldt, LaFollette deleted. Cities: Mount Juliet added.

Total nonfarm employment decreased by 100 jobs from April 2016 to May 2016. There were decreases in professional/business services (down 500 jobs), and educational/health services and state government (both down 300 jobs). This was partially offset by increases in leisure/hospitality (up 400 jobs), and local government and durable goods manufacturing (both up 200 jobs).

During the past 12 months, nonfarm employment increased by 4,700 jobs. During the year, goods-producing jobs increased by 1,100 while service-providing jobs increased by 3,600.

CHATTANOOGA MSA UNEMPLOYMENT RATES (NOT SEASONALLY ADJUSTED)



ESTIMATED NONFARM EMPLOYMENT (in thousands)

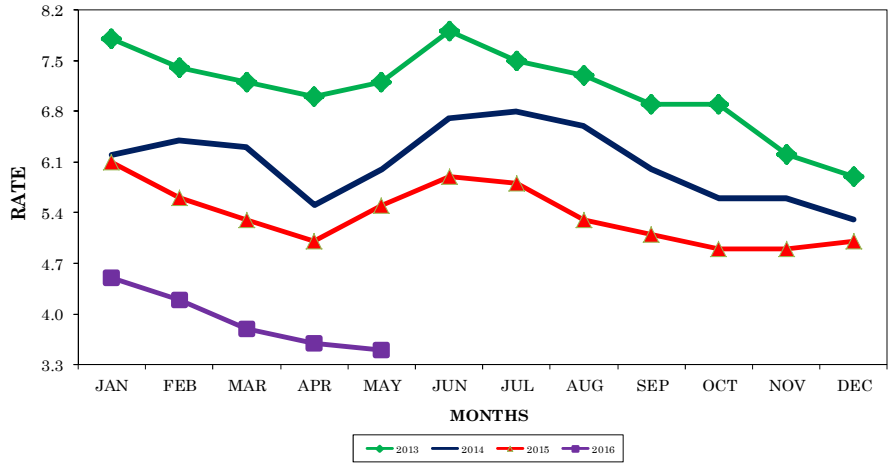
Industry	May	Revised	Preliminary	Net Change	
	2015	April 2016	May 2016	May 2015	Apr. 2016
Total Nonfarm	245.2	250.0	249.9	4.7	-0.1
Total Private	208.9	212.9	212.9	4.0	0.0
Goods-Producing	40.9	41.7	42.0	1.1	0.3
Mining, Logging, & Construction	9.8	10.0	10.0	0.2	0.0
Manufacturing	31.1	31.7	32.0	0.9	0.3
Durable Goods Manufacturing	16.4	16.8	17.0	0.6	0.2
Nondurable Goods Manufacturing	14.7	14.9	15.0	0.3	0.1
Service-Providing	204.3	208.3	207.9	3.6	-0.4
Trade, Transportation, & Utilities	50.3	50.8	50.9	0.6	0.1
Wholesale Trade	8.7	8.9	8.9	0.2	0.0
Retail Trade	25.7	25.8	25.8	0.1	0.0
Transportation, Warehousing, & Utilities	15.9	16.1	16.2	0.3	0.1
Information	3.1	3.1	3.1	0.0	0.0
Financial Activities	15.3	15.4	15.4	0.1	0.0
Professional & Business Services	28.2	28.5	28.0	-0.2	-0.5
Educational & Health Services	32.9	34.4	34.1	1.2	-0.3
Leisure & Hospitality	27.1	27.8	28.2	1.1	0.4
Other Services	11.1	11.2	11.2	0.1	0.0
Government	36.3	37.1	37.0	0.7	-0.1
Federal Government	5.6	5.6	5.6	0.0	0.0
State Government	6.6	7.0	6.7	0.1	-0.3
Local Government	24.1	24.5	24.7	0.6	0.2



Total nonfarm employment increased by 1,500 jobs from April 2016 to May 2016. There were increases in educational/health services (up 900 jobs); transportation/warehousing/utilities and leisure/hospitality (both up 400 jobs); and professional/business services and local government (both up 300 jobs). This was partially offset by decreases of 300 jobs in both durable goods manufacturing and wholesale trade.

Over the past 12 months, nonfarm employment increased by 10,100 jobs. During that time, goods-producing jobs increased by 2,800 jobs, while service-providing jobs increased by 7,300.

**KNOXVILLE MSA
UNEMPLOYMENT RATES**
(NOT SEASONALLY ADJUSTED)



ESTIMATED NONFARM EMPLOYMENT (in thousands)

Industry	May 2015	Revised	Preliminary	Net Change	
		April 2016	May 2016	May 2015	Apr. 2016
		2016	2016	May 2016	May 2016
Total Nonfarm	386.0	394.6	396.1	10.1	1.5
Total Private	324.4	333.0	334.3	9.9	1.3
Goods-Producing	52.3	55.5	55.1	2.8	-0.4
Mining, Logging, & Construction	17.3	18.3	18.3	1.0	0.0
Manufacturing	35.0	37.2	36.8	1.8	-0.4
Durable Goods Manufacturing	25.8	27.4	27.1	1.3	-0.3
Nondurable Goods Manufacturing	9.2	9.8	9.7	0.5	-0.1
Service-Providing	333.7	339.1	341.0	7.3	1.9
Trade, Transportation, & Utilities	77.2	80.1	80.1	2.9	0.0
Wholesale Trade	16.6	16.7	16.4	-0.2	-0.3
Retail Trade	46.0	48.2	48.1	2.1	-0.1
Transportation, Warehousing, & Utilities	14.6	15.2	15.6	1.0	0.4
Information	5.7	5.8	5.8	0.1	0.0
Financial Activities	18.6	18.7	18.8	0.2	0.1
Professional & Business Services	62.2	63.5	63.8	1.6	0.3
Educational & Health Services	52.2	52.0	52.9	0.7	0.9
Leisure & Hospitality	41.5	42.7	43.1	1.6	0.4
Other Services	14.7	14.7	14.7	0.0	0.0
Government	61.6	61.6	61.8	0.2	0.2
Federal Government	5.4	5.4	5.4	0.0	0.0
State Government	20.9	21.0	20.9	0.0	-0.1
Local Government	35.3	35.2	35.5	0.2	0.3



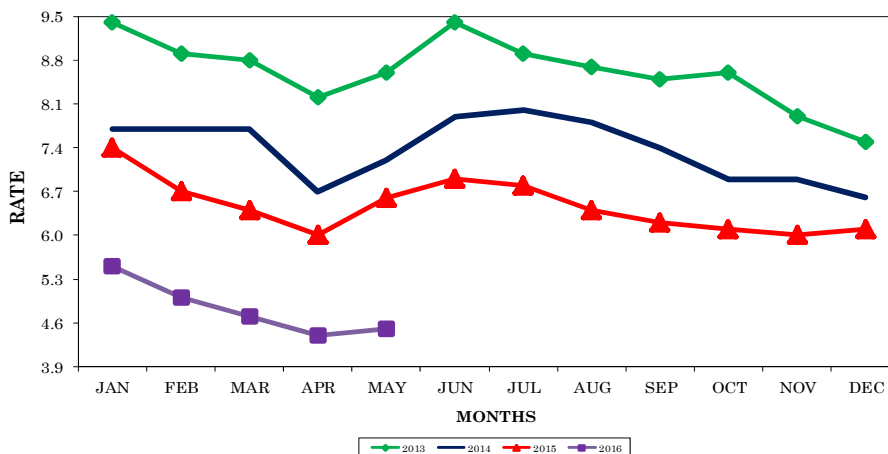
Memphis MSA - TN - Fayette, Shelby, Tipton AR - Crittenden

MS - Benton, DeSoto, Marshall, Tate, Tunica

Total nonfarm employment increased by 300 jobs from April 2016 to May 2016. There were increases in mining/logging/construction (up 700 jobs); leisure/hospitality (up 500 jobs); nondurable goods manufacturing and other services (both up 300 jobs); and wholesale trade (up 200 jobs). These increases were partially offset by decreases in state government (down 1,100 jobs); professional/business services (down 500 jobs), which includes declines of 300 jobs in administrative/support/waste management and 200 jobs in professional/scientific/technical services; and transportation/warehousing/utilities (down 400 jobs).

During the past 12 months, nonfarm employment increased by 10,200 jobs. During that time, goods-producing jobs increased by 1,100, while service-providing jobs increased by 9,100.

MEMPHIS MSA UNEMPLOYMENT RATES (NOT SEASONALLY ADJUSTED)



ESTIMATED NONFARM EMPLOYMENT (in thousands)

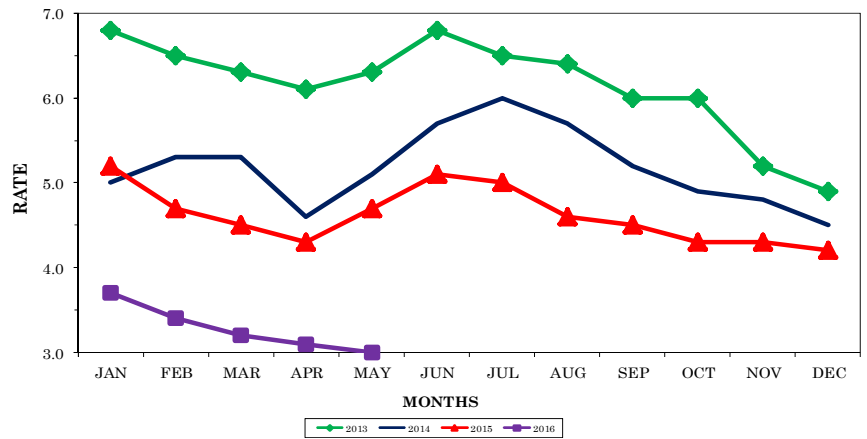
Industry	May	Revised	Preliminary	Net Change	
	2015	April 2016	May 2016	May 2015 May 2016	Apr. 2016 May 2016
Total Nonfarm	624.0	633.9	634.2	10.2	0.3
Total Private	543.3	552.6	553.9	10.6	1.3
Goods-Producing	67.0	67.0	68.1	1.1	1.1
Mining, Logging, & Construction	21.3	21.0	21.7	0.4	0.7
Manufacturing	45.7	46.0	46.4	0.7	0.4
Durable Goods Manufacturing	24.7	25.0	25.1	0.4	0.1
Nondurable Goods Manufacturing	21.0	21.0	21.3	0.3	0.3
Service-Providing	557.0	566.9	566.1	9.1	-0.8
Trade, Transportation, & Utilities	166.9	173.0	172.7	5.8	-0.3
Wholesale Trade	34.4	37.2	37.4	3.0	0.2
Retail Trade	66.0	66.9	66.8	0.8	-0.1
Transportation, Warehousing, & Utilities	66.5	68.9	68.5	2.0	-0.4
Information	5.9	5.7	5.8	-0.1	0.1
Financial Activities	27.3	27.2	27.3	0.0	0.1
Professional & Business Services	96.1	98.6	98.1	2.0	-0.5
Professional, Scientific, & Technical Services	22.9	24.5	24.3	1.4	-0.2
Management of Companies & Enterprises	6.8	7.0	7.0	0.2	0.0
Administrative, Support, & Waste Management	66.4	67.1	66.8	0.4	-0.3
Educational & Health Services	89.1	91.5	91.5	2.4	0.0
Leisure & Hospitality	66.7	64.6	65.1	-1.6	0.5
Other Services	24.3	25.0	25.3	1.0	0.3
Government	80.7	81.3	80.3	-0.4	-1.0
Federal Government	13.5	13.5	13.5	0.0	0.0
State Government	13.7	14.8	13.7	0.0	-1.1
Local Government	53.5	53.0	53.1	-0.4	0.1



Total nonfarm employment increased by 900 jobs from April 2016 to May 2016. There were increases in leisure/hospitality (up 1,100 jobs); administrative/support/waste management and health care/social assistance (both up 900 jobs); local government (up 600 jobs); mining/logging/construction (up 500 jobs); transportation/warehousing/utilities (up 400 jobs); and information and wholesale trade (both up 200 jobs). This was partially offset by declines in educational services (down 2,400 jobs) and professional/scientific/technical services (down 1,400 jobs).

During the past 12 months, nonfarm employment increased by 24,600 jobs. During that time, goods-producing jobs increased by 5,200, while service-providing increased by 19,400.

**NASHVILLE MSA
UNEMPLOYMENT RATES**
(NOT SEASONALLY ADJUSTED)



ESTIMATED NONFARM EMPLOYMENT (in thousands)

Industry	May	Revised	Preliminary	Net Change	
	2015	April 2016	May 2016	May 2015 May 2016	Apr. 2016 May 2016
Total Nonfarm	911.4	935.1	936.0	24.6	0.9
Total Private	798.0	818.0	818.3	20.3	0.3
Goods-Producing	118.6	123.3	123.8	5.2	0.5
Mining, Logging, & Construction	39.9	40.7	41.2	1.3	0.5
Manufacturing	78.7	82.6	82.6	3.9	0.0
Durable Goods Manufacturing	56.5	59.8	59.8	3.3	0.0
Nondurable Goods Manufacturing	22.2	22.8	22.8	0.6	0.0
Service-Providing	792.8	811.8	812.2	19.4	0.4
Trade, Transportation, & Utilities	175.3	175.9	176.5	1.2	0.6
Wholesale Trade	40.1	41.4	41.6	1.5	0.2
Retail Trade	95.3	94.5	94.5	-0.8	0.0
Transportation, Warehousing, & Utilities	39.9	40.0	40.4	0.5	0.4
Information	20.8	21.5	21.7	0.9	0.2
Financial Activities	59.3	60.7	60.8	1.5	0.1
Professional & Business Services	144.2	151.6	151.0	6.8	-0.6
Professional, Scientific, & Technical Services	56.0	57.6	56.2	0.2	-1.4
Management of Companies & Enterprises	19.2	20.7	20.6	1.4	-0.1
Administrative, Support, & Waste Management	69.0	73.3	74.2	5.2	0.9
Educational & Health Services	139.5	147.4	145.9	6.4	-1.5
Educational Services	26.0	29.1	26.7	0.7	-2.4
Health Care & Social Assistance	113.5	118.3	119.2	5.7	0.9
Leisure & Hospitality	102.5	100.3	101.4	-1.1	1.1
Other Services	37.8	37.3	37.2	-0.6	-0.1
Government	113.4	117.1	117.7	4.3	0.6
Federal Government	13.3	13.6	13.6	0.3	0.0
State Government	27.5	29.6	29.6	2.1	0.0
Local Government	72.6	73.9	74.5	1.9	0.6

Nonfarm Employment (Smaller MSAs)

	Clarksville, TN-KY MSA		Cleveland, TN MSA		Jackson, TN MSA	
	Apr. 2016 Revised	May 2016 Prelim.	Apr. 2016 Revised	May 2016 Prelim.	Apr. 2016 Revised	May 2016 Prelim.
Total Nonfarm	91,000	91,100	47,600	48,200	67,200	66,800
Total Private	71,100	71,500	41,600	42,200	53,400	53,000
Goods-Producing	13,300	13,500	11,700	11,900	12,700	12,600
Mining, Logging, & Construction	3,200	3,300	2,000	2,100	2,800	2,800
Manufacturing	10,100	10,200	9,700	9,800	9,900	9,800
Service-Providing	77,700	77,600	35,900	36,300	54,500	54,200
Trade, Transportation, & Utilities	17,200	17,300	9,600	9,500	12,100	11,700
Wholesale Trade	N.A.	N.A.	900	900	2,900	2,900
Retail Trade	12,800	13,000	5,800	5,700	7,500	7,100
Transportation, Warehousing, & Utilities	2,400	2,400	2,900	2,900	1,700	1,700
Information	1,400	1,400	300	300	500	500
Financial Activities	3,300	3,300	1,400	1,400	2,300	2,300
Professional & Business Services	9,300	9,300	5,000	5,100	6,900	7,300
Educational & Health Services	12,200	12,200	6,300	6,400	10,700	10,400
Leisure & Hospitality	11,300	11,400	5,200	5,400	6,500	6,500
Other Services	3,100	3,100	2,100	2,200	1,700	1,700
Government	19,900	19,600	6,000	6,000	13,800	13,800
Federal Government	5,700	5,700	300	300	500	500
State Government	3,500	3,200	800	800	1,900	1,900
Local Government	10,700	10,700	4,900	4,900	11,400	11,400

	Johnson City, TN MSA		Kingsport-Bristol, TN-VA MSA		Morristown, TN MSA	
	Apr. 2016 Revised	May 2016 Prelim.	Apr. 2016 Revised	May 2016 Prelim.	Apr. 2016 Revised	May 2016 Prelim.
Total Nonfarm	80,100	79,700	122,800	123,000	46,300	46,300
Total Private	62,900	63,300	106,500	106,500	39,200	39,400
Goods-Producing	10,100	10,100	28,000	28,000	13,000	13,100
Mining, Logging, & Construction	2,500	2,500	7,000	7,000	1,900	1,900
Manufacturing	7,600	7,600	21,000	21,000	11,100	11,200
Service-Providing	70,000	69,600	94,800	95,000	33,300	33,200
Trade, Transportation, & Utilities	13,600	13,600	25,900	26,000	10,600	10,600
Wholesale Trade	2,200	2,100	4,600	4,600	1,900	1,900
Retail Trade	10,700	10,800	16,300	16,400	6,300	6,300
Transportation, Warehousing, & Utilities	700	700	5,000	5,000	2,400	2,400
Information	1,400	1,400	1,600	1,600	400	400
Financial Activities	4,000	4,000	3,600	3,500	1,000	1,000
Professional & Business Services	8,300	8,500	10,100	10,000	3,500	3,500
Educational & Health Services	13,900	13,900	19,100	19,000	5,500	5,500
Leisure & Hospitality	9,200	9,400	12,900	13,100	4,100	4,200
Other Services	2,400	2,400	5,300	5,300	1,100	1,100
Government	17,200	16,400	16,300	16,500	7,100	6,900
Federal Government	2,900	2,900	900	900	300	300
State Government	5,600	4,900	2,600	2,600	1,900	1,700
Local Government	8,700	8,600	12,800	13,000	4,900	4,900

Clarksville MSA is Montgomery County, Christian County, KY, & Trigg County, KY. **Cleveland MSA** is Bradley & Polk counties. **Jackson MSA** is Chester, Crockett, & Madison counties. **Johnson City MSA** is Carter, Unicoi, & Washington counties. **Kingsport-Bristol MSA** is Hawkins County, Sullivan County, Scott County, VA, Washington County, VA, & Bristol City, VA. **Morristown MSA** is Hamblen, & Jefferson counties.

U.S. Consumer Price Index — May 2016

Group	All Urban Consumers			Wage & Clerical Earners		
	Index	Percent Change		Index	Percent Change	
		Yearly	Monthly		Yearly	Monthly
U.S. City Average						
All Items (1982-84=100)	240.236	1.0	0.4	234.444	0.7	0.4
Food and beverages	247.580	0.7	-0.2	246.766	0.6	-0.3
Housing	242.811	2.4	0.4	238.883	2.3	0.4
Apparel	127.758	0.5	0.0	127.315	0.4	-0.1
Transportation	198.613	-3.8	1.6	196.854	-4.3	1.7
Medical care	461.403	3.2	0.3	465.314	3.5	0.4
South						
All Items (1982-84=100)	231.975	0.9	0.4	227.955	0.6	0.5
Food and beverages	246.329	0.7	0.0	245.494	0.6	0.0
Housing	223.762	1.6	0.1	223.629	1.5	0.1
Apparel	136.869	-2.0	0.2	136.657	-1.8	0.0
Transportation	194.784	-2.2	2.1	191.450	-2.7	2.3
Medical care	437.480	3.6	0.2	444.255	3.8	0.1

HOURS AND EARNINGS OF PRODUCTION WORKERS

	AVERAGE WEEKLY EARNINGS			AVG. HOURLY EARNINGS			AVERAGE WEEKLY HOURS		
	May	Apr.	May	May	Apr.	May	May	Apr.	May
	2015	2016	2016	2015	2016	2016	2015	2016	2016
Manufacturing	\$723.50	\$749.89	\$785.71	\$17.35	\$17.77	\$18.23	41.7	42.2	43.1
Durable Goods Manufacturing	\$739.54	\$752.27	\$803.52	\$17.65	\$18.04	\$18.73	41.9	41.7	42.9
Non-Durable Goods Manufacturing	\$698.03	\$744.76	\$756.47	\$16.82	\$17.32	\$17.39	41.5	43.0	43.5

ALL EMPLOYEE HOURS AND EARNINGS

	AVERAGE WEEKLY EARNINGS			AVG. HOURLY EARNINGS			AVERAGE WEEKLY HOURS		
	May	Apr.	May	May	Apr.	May	May	Apr.	May
	2015	2016	2016	2015	2016	2016	2015	2016	2016
Total Private	\$724.11	\$756.85	\$777.22	\$20.63	\$21.38	\$21.71	35.1	35.4	35.8
Goods-Producing	\$884.98	\$946.52	\$981.93	\$21.48	\$22.59	\$23.05	41.2	41.9	42.6
Mining, Logging and Construction	\$884.80	\$908.11	\$951.26	\$22.01	\$22.99	\$23.43	40.2	39.5	40.6
Manufacturing	\$883.95	\$961.29	\$992.87	\$21.30	\$22.46	\$22.93	41.5	42.8	43.3
Private Service-Providing	\$687.48	\$713.60	\$731.96	\$20.40	\$21.05	\$21.34	33.7	33.9	34.3
Trade, Transportation, and Utilities	\$659.82	\$667.43	\$697.30	\$19.07	\$19.29	\$19.98	34.6	34.6	34.9
Information	\$955.94	\$1,035.09	\$1,057.63	\$26.19	\$27.90	\$28.74	36.5	37.1	36.8
Financial Activities	\$965.94	\$968.88	\$1,008.12	\$25.69	\$26.40	\$27.10	37.6	36.7	37.2
Professional and Business Services	\$846.21	\$909.79	\$930.51	\$23.77	\$24.79	\$24.88	35.6	36.7	37.4
Education and Health Services	\$745.89	\$780.40	\$783.30	\$21.62	\$22.49	\$22.38	34.5	34.7	35.0
Leisure and Hospitality	\$317.46	\$326.42	\$329.13	\$11.89	\$12.18	\$12.19	26.7	26.8	27.0
Other Services	\$642.18	\$639.94	\$650.42	\$19.46	\$19.57	\$19.83	33.0	32.7	32.8

TENNESSEE & UNITED STATES UNEMPLOYMENT RATES (Seasonally Adjusted/ TN Solid Line)

