



# Tennessee Labor Market Report

**Bill Lee**  
Governor

**Deniece Thomas**  
Commissioner

**December**  
2025

## Highlights

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## Tennessee Commuting Patterns

According to newly released the data from the Census Bureau's 2024 American Community Survey, 72.5 percent of Tennessee residents worked within their county of residence with 12.9 percent working from home. The working from home percentage is up from 8 percent in 2021. Only 3.3 percent of Tennessee workers worked outside of the state. Lincoln County had this highest share of its working residents working out of state at 24.9 percent. Johnson and Polk counties, both at 22.6 percent, were the only other counties with at least 20 percent of its employed residents working out of state. Trousdale County had 70.8 percent of its working residents working outside the county while only 1.2 percent of Shelby County workers worked outside the county. Williamson county had the highest share of its residents working from home at 28.3 percent, while Lake County had the lowest at 2.7 percent.

In terms of transportation, 84.2 percent of Tennessee workers took a car, truck, or van to work. This excludes public transportation or taxicabs. Only 8.4 percent carpooled as 75.8 percent drove alone. Meigs County had the highest carpool rate at 17.2 percent. Perry, Stewart, Macon, and Bledsoe were the only other counties with carpool rates higher than 15 percent. Benton County was the lowest at only 4.7 percent of workers carpooling. Seventy-one of Tennessee's 95 counties had carpool rates less than 10 percent.

The mean travel time to work for workers residing in Tennessee was 25.7 minutes. Dyer County's working residents experienced the quickest commute, on average, at 19.8 minutes, followed by Obion (20.2 minutes), Madison (20.3 minutes), and Weakley (20.9 minutes). Workers from Houston County experienced the longest mean travel time at 37.6 minutes. Thirty-four counties had meant travel times exceeding 30 minutes.

Stewart County had the highest share of its residents departing for work before 5 AM at 16.3 percent. Unicoi had the lowest at 2.3 percent. Statewide, 5.4 percent of workers departed for work before 5 AM, and 23.6 percent departed at 9 AM or later. Perry County had the lowest share of workers departing at 9 AM or later at 8.3 percent, considerably lower than the next lowest, Meigs County at 14.8 percent. The highest was Lake County at 31.1 percent and the only county above 30 percent.

Additional information is available from Table S0801 of the [2024 American Community Survey, 5-year estimates](#).

**TN**

Department of  
**Labor & Workforce  
Development**

## Commuting Characteristics

Area of Residence	Place of Work				Mode of Transportation			Travel and Departure Time		
	Within County of Residence	Outside County of Residence	Outside Tennessee	Work from Home	Car, Truck, or Van	Drove Alone	Carpooled	Mean Travel Time (minutes)	Before 5 AM	9 AM or later
Tennessee	72.5%	24.2%	3.3%	12.9%	84.2%	75.8%	8.4%	25.7	5.4%	23.6%
Anderson	60.7%	38.2%	1.1%	13.1%	85.3%	76.8%	8.4%	24.5	6.6%	23.0%
Bedford	58.0%	41.4%	0.6%	10.5%	88.0%	74.8%	13.3%	28.4	9.1%	20.3%
Benton	56.7%	40.8%	2.4%	5.9%	87.6%	82.9%	4.7%	26.5	7.7%	22.3%
Bledsoe	38.5%	61.2%	0.3%	4.1%	93.4%	78.2%	15.2%	35.1	9.3%	22.7%
Blount	66.1%	33.0%	0.9%	12.3%	86.0%	78.8%	7.3%	25.3	5.7%	22.7%
Bradley	71.4%	25.1%	3.5%	9.1%	89.5%	79.0%	10.4%	23.3	4.7%	25.9%
Campbell	59.5%	35.9%	4.5%	8.8%	89.4%	81.2%	8.2%	30.1	7.9%	22.2%
Cannon	31.1%	68.9%	0.0%	9.6%	89.0%	81.4%	7.5%	35.4	7.3%	24.8%
Carroll	53.1%	45.8%	1.1%	5.9%	88.4%	79.9%	8.5%	26.2	9.7%	23.2%
Carter	48.1%	46.7%	5.2%	7.2%	90.1%	82.7%	7.4%	24.3	5.7%	22.3%
Cheatham	38.6%	60.1%	1.3%	13.7%	84.1%	74.8%	9.2%	33.5	8.2%	16.1%
Chester	41.2%	57.8%	1.0%	9.4%	88.8%	83.9%	4.9%	28.2	5.8%	15.3%
Claiborne	68.9%	20.3%	10.8%	10.4%	87.0%	76.7%	10.3%	27.4	9.3%	20.1%
Clay	56.7%	42.4%	0.9%	6.3%	92.3%	85.0%	7.4%	27.6	6.2%	18.2%
Cocke	42.8%	56.1%	1.1%	3.9%	93.3%	80.6%	12.7%	32.8	8.1%	23.2%
Coffee	70.1%	28.9%	1.0%	9.3%	88.6%	78.7%	9.9%	25.5	5.7%	25.3%
Crockett	44.1%	54.7%	1.2%	6.1%	92.7%	87.5%	5.2%	24.0	4.5%	19.0%
Cumberland	83.5%	15.7%	0.8%	9.3%	88.2%	79.3%	8.9%	22.9	8.6%	22.6%
Davidson	84.6%	14.4%	1.0%	20.3%	74.7%	66.8%	8.0%	24.7	4.2%	25.5%
Decatur	57.6%	39.4%	3.0%	5.5%	92.9%	83.4%	9.5%	26.8	3.4%	17.2%
DeKalb	58.4%	41.2%	0.5%	6.6%	91.3%	81.7%	9.6%	29.3	8.9%	20.0%
Dickson	59.6%	39.7%	0.7%	11.5%	85.0%	77.4%	7.6%	32.7	6.9%	19.9%
Dyer	76.5%	19.3%	4.2%	4.9%	93.6%	88.6%	5.0%	19.8	7.8%	24.0%
Fayette	35.4%	61.4%	3.2%	12.0%	85.5%	77.5%	8.0%	34.1	5.2%	20.0%
Fentress	71.8%	26.5%	1.7%	7.4%	89.0%	79.8%	9.3%	27.5	7.1%	16.9%
Franklin	59.8%	38.4%	1.8%	8.3%	87.9%	81.3%	6.5%	25.1	8.1%	21.4%
Gibson	49.4%	50.1%	0.6%	5.3%	92.6%	83.2%	9.5%	26.1	8.6%	21.2%
Giles	55.2%	36.6%	8.2%	6.8%	91.2%	82.1%	9.1%	29.8	10.5%	23.7%
Grainger	30.4%	67.9%	1.7%	7.6%	90.2%	82.5%	7.7%	32.3	6.0%	19.1%
Greene	77.5%	20.9%	1.6%	7.8%	89.6%	80.6%	9.0%	26.0	7.3%	25.5%
Grundy	42.0%	56.4%	1.6%	5.8%	91.6%	79.3%	12.3%	35.1	11.0%	23.9%
Hamblen	72.0%	26.3%	1.7%	5.4%	92.1%	83.7%	8.4%	23.9	4.6%	25.8%
Hamilton	92.2%	3.9%	3.9%	14.3%	82.6%	74.2%	8.4%	22.1	3.7%	26.9%
Hancock	61.9%	36.5%	1.5%	4.3%	95.0%	87.7%	7.3%	30.8	6.1%	19.8%
Hardeman	57.1%	34.3%	8.6%	8.2%	89.0%	80.0%	9.0%	32.6	10.9%	25.4%
Hardin	69.3%	20.6%	10.1%	7.3%	91.0%	83.8%	7.1%	25.9	7.3%	19.0%
Hawkins	50.1%	46.7%	3.2%	11.3%	84.6%	79.7%	4.9%	27.7	5.3%	23.7%
Haywood	58.7%	40.6%	0.7%	5.5%	90.0%	80.9%	9.1%	26.7	6.8%	20.4%
Henderson	62.6%	36.0%	1.4%	9.8%	88.3%	83.0%	5.4%	26.9	8.5%	19.8%
Henry	78.8%	12.2%	9.0%	7.2%	88.1%	82.2%	5.9%	21.6	6.0%	19.5%
Hickman	42.1%	57.3%	0.5%	8.9%	90.1%	75.2%	14.9%	36.7	6.6%	17.8%
Houston	38.2%	56.3%	5.5%	5.2%	93.3%	80.6%	12.7%	37.6	8.8%	15.6%
Humphreys	60.4%	37.9%	1.7%	6.3%	91.5%	78.3%	13.2%	34.7	11.8%	15.8%
Jackson	33.4%	64.9%	1.7%	9.8%	88.5%	78.3%	10.2%	33.4	11.4%	22.3%
Jefferson	40.3%	59.0%	0.7%	6.9%	91.4%	83.8%	7.6%	28.9	5.6%	26.7%
Johnson	69.4%	8.0%	22.6%	9.7%	89.1%	78.4%	10.7%	25.6	4.3%	24.2%
Knox	84.6%	14.6%	0.8%	14.4%	82.5%	75.8%	6.7%	22.2	3.6%	25.8%

### Commuting Characteristics (continued)

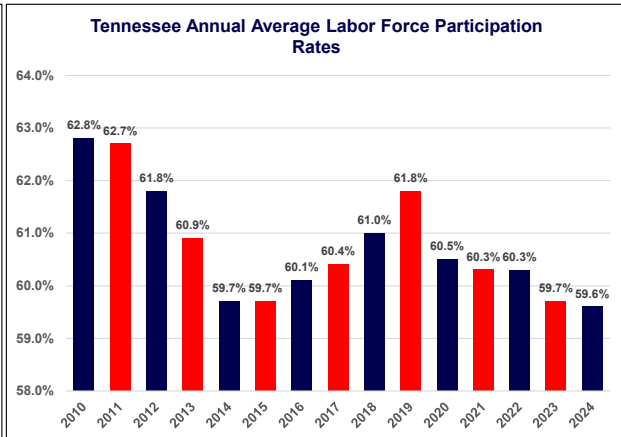
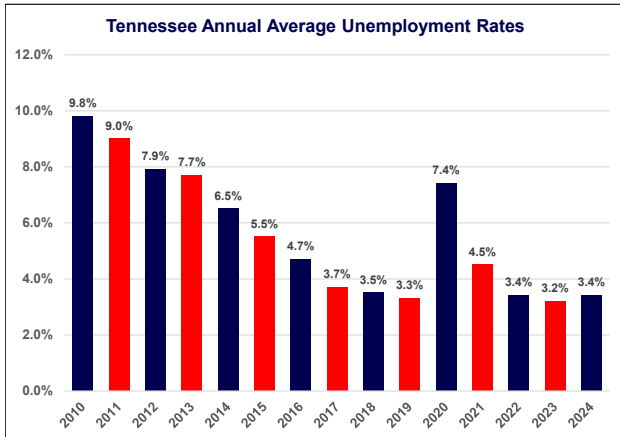
Area of Residence	Place of Work				Mode of Transportation			Travel and Departure Time		
	Within County of Residence	Outside County of Residence	Outside Tennessee	Work from Home	Car, Truck, or Van	Drove Alone	Carpooled	Mean Travel Time (minutes)	Before 5 AM	9 AM or later
Lake	55.3%	42.5%	2.2%	2.7%	93.2%	84.1%	9.1%	21.2	12.1%	31.1%
Lauderdale	58.0%	39.9%	2.2%	3.1%	94.3%	84.5%	9.8%	26.5	7.2%	25.7%
Lawrence	68.2%	26.4%	5.3%	10.6%	87.0%	78.7%	8.3%	25.6	8.1%	15.2%
Lewis	52.7%	47.1%	0.2%	6.4%	88.5%	81.6%	6.9%	33.6	10.9%	22.0%
Lincoln	53.4%	21.7%	24.9%	6.5%	90.8%	82.0%	8.8%	30.8	10.3%	20.4%
Loudon	55.5%	43.4%	1.0%	12.0%	86.8%	79.5%	7.2%	24.3	3.9%	17.1%
McMinn	59.7%	39.1%	1.2%	5.8%	91.9%	84.1%	7.9%	24.6	6.0%	29.4%
McNairy	50.9%	35.0%	14.1%	8.9%	90.3%	78.9%	11.4%	26.8	9.8%	15.7%
Macon	47.8%	49.9%	2.3%	5.7%	92.2%	76.4%	15.8%	34.8	12.0%	16.8%
Madison	89.7%	9.6%	0.8%	8.5%	85.8%	76.2%	9.6%	20.3	4.5%	23.6%
Marion	57.3%	37.8%	5.0%	13.1%	83.6%	74.5%	9.1%	33.9	11.4%	22.9%
Marshall	53.3%	46.1%	0.6%	14.3%	84.2%	77.6%	6.6%	29.9	7.5%	20.2%
Mauzy	63.2%	36.1%	0.7%	14.1%	84.2%	77.2%	7.0%	29.0	5.5%	20.1%
Meigs	30.2%	69.2%	0.6%	8.9%	89.7%	72.5%	17.2%	34.4	10.1%	14.8%
Monroe	61.3%	37.6%	1.1%	7.3%	90.4%	81.4%	9.0%	28.3	9.2%	19.5%
Montgomery	66.5%	15.6%	18.0%	8.5%	88.3%	79.6%	8.7%	27.8	7.1%	21.6%
Moore	39.0%	60.9%	0.0%	8.4%	90.5%	82.4%	8.1%	25.1	4.1%	19.6%
Morgan	38.3%	60.3%	1.4%	6.5%	91.9%	84.0%	7.9%	35.5	7.5%	15.5%
Obion	69.3%	22.8%	7.9%	3.2%	92.0%	81.7%	10.3%	20.2	6.3%	21.1%
Overton	55.0%	44.3%	0.7%	7.7%	91.2%	82.9%	8.2%	26.3	10.8%	17.1%
Perry	62.5%	35.8%	1.7%	10.3%	86.6%	70.0%	16.5%	32.8	8.4%	8.3%
Pickett	50.9%	32.7%	16.4%	8.4%	89.8%	79.4%	10.3%	31.2	10.9%	19.4%
Polk	27.1%	50.3%	22.6%	8.3%	89.3%	79.9%	9.4%	31.4	8.0%	21.2%
Putnam	84.6%	14.4%	1.0%	10.1%	87.3%	78.6%	8.7%	21.1	6.9%	24.1%
Rhea	65.1%	32.7%	2.3%	6.5%	91.5%	79.5%	12.0%	29.5	9.9%	24.4%
Roane	50.4%	49.0%	0.6%	8.9%	88.9%	81.2%	7.7%	28.4	7.4%	18.0%
Robertson	48.7%	49.1%	2.2%	12.2%	86.0%	79.2%	6.8%	30.7	6.0%	17.6%
Rutherford	69.8%	29.3%	0.9%	15.0%	82.8%	73.0%	9.8%	28.1	6.2%	25.1%
Scott	71.1%	24.0%	4.9%	3.7%	93.9%	82.9%	11.0%	30.1	9.0%	20.9%
Sequatchie	56.7%	39.4%	3.9%	15.9%	80.5%	74.4%	6.1%	31.7	13.6%	20.6%
Sevier	76.5%	22.4%	1.1%	6.9%	91.6%	79.1%	12.4%	26.6	3.1%	28.5%
Shelby	93.2%	1.2%	5.6%	10.8%	86.0%	76.6%	9.4%	22.3	4.6%	26.6%
Smith	56.4%	42.9%	0.7%	8.2%	89.6%	79.5%	10.1%	32.2	8.4%	19.2%
Stewart	47.7%	44.2%	8.1%	5.9%	91.5%	75.1%	16.3%	36.3	16.3%	18.4%
Sullivan	69.1%	19.1%	11.8%	10.6%	86.7%	79.5%	7.2%	21.9	3.5%	24.3%
Sumner	60.1%	37.6%	2.3%	16.2%	81.6%	74.0%	7.7%	29.0	5.1%	21.1%
Tipton	43.1%	55.9%	1.0%	10.7%	87.8%	78.9%	8.9%	32.9	6.1%	18.7%
Trousdale	29.2%	70.8%	0.0%	5.7%	94.0%	85.6%	8.3%	33.9	9.2%	19.2%
Unicoi	47.4%	48.3%	4.3%	6.0%	91.6%	82.8%	8.7%	25.9	2.3%	25.0%
Union	36.4%	61.2%	2.4%	11.5%	83.8%	74.1%	9.7%	34.6	3.9%	16.1%
Van Buren	44.5%	54.8%	0.7%	9.7%	84.8%	74.1%	10.7%	29.6	10.4%	18.1%
Warren	70.3%	29.3%	0.4%	6.4%	92.0%	78.5%	13.4%	26.9	6.7%	23.0%
Washington	75.1%	21.6%	3.2%	11.9%	84.7%	77.3%	7.4%	21.6	2.9%	26.3%
Wayne	62.3%	25.4%	12.3%	10.2%	88.7%	82.7%	6.0%	31.3	10.4%	20.7%
Weakley	68.2%	28.7%	3.1%	6.7%	86.5%	77.2%	9.3%	20.9	5.1%	21.4%
White	55.0%	44.2%	0.8%	10.5%	88.2%	81.7%	6.5%	23.7	3.8%	20.2%
Williamson	70.1%	28.7%	1.2%	28.3%	70.0%	64.9%	5.1%	27.9	2.3%	22.2%
Wilson	61.0%	38.0%	1.0%	16.8%	81.1%	74.3%	6.9%	30.1	5.7%	18.1%

Source: U.S. Census Bureau 2024 American Community Survey, 5-year Estimates (Table S0801)

## Tennessee Civilian Labor Force 1995-Present

Year and Month	Civilian noninstitutional population, Age 16+	Labor Force Participation		Employed		Unemployed	
		Total	Rate	Total	Rate	Total	Rate
1995	4,074.0	2,719.0	66.7%	2,579.8	63.3%	139.3	5.1%
1996	4,148.2	2,758.8	66.5%	2,615.2	63.0%	143.6	5.2%
1997	4,216.7	2,775.2	65.8%	2,630.3	62.4%	145.0	5.2%
1998	4,270.1	2,804.4	65.7%	2,683.0	62.8%	121.4	4.3%
1999	4,314.7	2,835.9	65.7%	2,723.6	63.1%	112.3	4.0%
2000	4,357.9	2,845.3	65.3%	2,736.0	62.8%	109.3	3.8%
2001	4,402.5	2,858.1	64.9%	2,726.6	61.9%	131.5	4.6%
2002	4,447.3	2,898.3	65.2%	2,748.6	61.8%	149.8	5.2%
2003	4,495.8	2,907.1	64.7%	2,746.0	61.1%	161.0	5.5%
2004	4,546.2	2,899.8	63.8%	2,745.2	60.4%	154.6	5.3%
2005	4,616.0	2,899.8	62.8%	2,740.4	59.4%	159.5	5.5%
2006	4,699.5	3,015.6	64.2%	2,858.7	60.8%	156.9	5.2%
2007	4,768.4	3,047.7	63.9%	2,906.1	60.9%	141.6	4.6%
2008	4,831.3	3,067.9	63.5%	2,869.5	59.4%	198.4	6.5%
2009	4,879.4	3,050.4	62.5%	2,733.2	56.0%	317.2	10.4%
2010	4,928.4	3,094.8	62.8%	2,791.6	56.6%	303.2	9.8%
2011	4,973.9	3,119.2	62.7%	2,837.1	57.0%	282.2	9.0%
2012	5,021.2	3,102.5	61.8%	2,856.5	56.9%	246.0	7.9%
2013	5,065.8	3,086.0	60.9%	2,849.5	56.3%	236.4	7.7%
2014	5,111.4	3,052.6	59.7%	2,852.7	55.8%	199.9	6.5%
2015	5,161.2	3,078.8	59.7%	2,908.0	56.3%	170.9	5.5%
2016	5,216.3	3,135.2	60.1%	2,987.2	57.3%	148.0	4.7%
2017	5,274.9	3,187.8	60.4%	3,068.3	58.2%	119.5	3.7%
2018	5,331.4	3,250.0	61.0%	3,137.0	58.8%	113.1	3.5%
2019	5,384.7	3,329.4	61.8%	3,218.1	59.8%	111.4	3.3%
2020	5,443.9	3,294.8	60.5%	3,049.5	56.0%	245.3	7.4%
2021	5,498.3	3,316.9	60.3%	3,168.6	57.6%	148.3	4.5%
2022	5,578.0	3,361.7	60.3%	3,248.3	58.2%	113.4	3.4%
2023	5,661.6	3,380.1	59.7%	3,270.6	57.8%	109.5	3.2%
2024	5,739.4	3,420.4	59.6%	3,303.0	57.5%	117.4	3.4%
2025							
January	5,777.8	3,430.5	59.4%	3,300.3	57.1%	130.2	3.8%
February	5,782.4	3,436.7	59.4%	3,317.6	57.4%	119.1	3.5%
March	5,787.5	3,464.9	59.9%	3,351.6	57.9%	113.3	3.3%
April	5,792.5	3,493.5	60.3%	3,393.5	58.6%	100.0	2.9%
May	5,797.9	3,487.1	60.1%	3,373.1	58.2%	114.0	3.3%
June	5,803.5	3,494.2	60.2%	3,353.3	57.8%	141.0	4.0%
July	5,809.1	3,515.0	60.5%	3,359.9	57.8%	155.1	4.4%
August	5,814.8	3,505.9	60.3%	3,381.3	58.1%	124.7	3.6%
September	5,820.7	3,523.8	60.5%	3,398.7	58.4%	125.1	3.5%
October	-	-	-	-	-	-	-
November	5,831.7	3,523.2	60.4%	3,394.9	58.2%	128.2	3.6%
December	5,836.8	3,527.9	60.4%	3,409.5	58.4%	118.3	3.4%

Data not seasonally adjusted. Numbers in thousands.



**Note:** Labor force estimates are not available for October. October household survey data, a primary input to these estimates, was not collected for October due to a lapse in federal appropriations.

## Labor Force Estimates

	December 2024				November 2025				December 2025			
	Labor Force	Employed	Unemployed	Rate	Labor Force	Employed	Unemployed	Rate	Labor Force	Employed	Unemployed	Rate
<b>Seasonally Adjusted</b>												
UNITED STATES	168,506,000	161,586,000	6,920,000	4.1%	171,541,000	163,760,000	7,781,000	4.5%	171,495,000	163,992,000	7,503,000	4.4%
TENNESSEE	3,436,660	3,308,533	128,127	3.7%	3,518,253	3,392,574	125,679	3.6%	3,527,884	3,402,179	125,705	3.6%
<b>Not Seasonally Adjusted</b>												
UNITED STATES	167,746,000	161,294,000	6,452,000	3.8%	171,467,000	164,066,000	7,401,000	4.3%	170,723,000	163,720,000	7,003,000	4.1%
TENNESSEE	3,435,489	3,313,718	121,771	3.5%	3,523,175	3,394,941	128,234	3.6%	3,527,850	3,409,536	118,314	3.4%
<b>Metropolitan Statistical Areas</b>												
Chattanooga	290,866	281,298	9,568	3.3%	296,775	286,076	10,699	3.6%	297,446	287,969	9,477	3.2%
Clarksville	140,416	134,557	5,859	4.2%	143,433	137,349	6,084	4.2%	143,096	137,749	5,347	3.7%
Cleveland	56,341	54,173	2,168	3.8%	57,529	55,268	2,261	3.9%	57,617	55,578	2,039	3.5%
Jackson	78,785	75,643	3,142	4.0%	79,896	76,682	3,214	4.0%	79,976	77,048	2,928	3.7%
Johnson City	97,246	93,546	3,700	3.8%	99,650	95,993	3,657	3.7%	99,548	96,282	3,266	3.3%
Kingsport-Bristol	132,913	128,207	4,706	3.5%	134,243	128,759	5,484	4.1%	134,413	129,587	4,826	3.6%
Knoxville	455,127	440,381	14,746	3.2%	469,142	453,525	15,617	3.3%	467,121	453,495	13,626	2.9%
Memphis	628,044	601,445	26,599	4.2%	632,773	604,860	27,913	4.4%	635,819	610,233	25,586	4.0%
Morristown	54,168	52,302	1,866	3.4%	55,287	53,225	2,062	3.7%	55,290	53,457	1,833	3.3%
Nashville-Murfreesboro	1,166,588	1,131,896	34,692	3.0%	1,200,271	1,163,436	36,835	3.1%	1,201,896	1,166,751	35,145	2.9%
<b>Micropolitan Statistical Areas</b>												
Athens	25,083	23,905	1,178	4.7%	25,490	24,286	1,204	4.7%	25,507	24,416	1,091	4.3%
Cookeville	64,355	62,048	2,307	3.6%	66,004	63,477	2,527	3.8%	65,963	63,726	2,237	3.4%
Crossville	23,494	22,353	1,141	4.9%	24,427	23,318	1,109	4.5%	24,536	23,529	1,007	4.1%
Dyersburg	18,044	17,401	643	3.6%	18,996	18,341	655	3.4%	19,129	18,528	601	3.1%
Fayetteville	16,832	16,237	595	3.5%	17,228	16,580	648	3.8%	17,306	16,730	576	3.3%
Greeneville	28,234	26,839	1,395	4.9%	28,737	27,356	1,381	4.8%	28,730	27,410	1,320	4.6%
Lawrenceburg	19,541	18,759	782	4.0%	19,954	19,155	799	4.0%	20,451	19,511	940	4.6%
Lewisburg	16,678	16,094	584	3.5%	16,955	16,333	622	3.7%	17,214	16,426	788	4.6%
Martin	14,070	13,507	563	4.0%	14,308	13,732	576	4.0%	14,406	13,877	529	3.7%
McMinnville	17,401	16,730	671	3.9%	17,480	16,737	743	4.3%	17,573	16,953	620	3.5%
Newport	14,888	14,141	747	5.0%	15,301	14,602	699	4.6%	15,341	14,698	643	4.2%
Paris	12,965	12,444	521	4.0%	13,236	12,682	554	4.2%	13,369	12,854	515	3.9%
Sevierville	51,988	50,446	1,542	3.0%	54,698	53,084	1,614	3.0%	54,593	53,135	1,458	2.7%
Shelbyville	25,530	24,714	816	3.2%	26,275	25,382	893	3.4%	26,492	25,679	813	3.1%
Tullahoma-Manchester	29,449	28,418	1,031	3.5%	30,181	28,913	1,268	4.2%	30,028	29,021	1,007	3.4%
Union City	13,636	13,134	502	3.7%	14,007	13,488	519	3.7%	14,076	13,612	464	3.3%
Winchester	18,241	17,529	712	3.9%	18,703	17,839	864	4.6%	18,544	17,860	684	3.7%
<b>Cities</b>												
Bartlett	27,463	26,417	1,046	3.8%	27,832	26,789	1,043	3.7%	27,937	26,981	956	3.4%
Brentwood	22,518	21,890	628	2.8%	23,179	22,515	664	2.9%	23,148	22,574	574	2.5%
Bristol	12,387	11,954	433	3.5%	12,642	12,172	470	3.7%	12,650	12,231	419	3.3%
Chattanooga	96,483	93,080	3,403	3.5%	98,780	95,060	3,720	3.8%	99,026	95,632	3,394	3.4%
Clarksville	76,875	73,885	2,990	3.9%	78,678	75,423	3,255	4.1%	78,635	75,669	2,966	3.8%
Cleveland	21,231	20,352	879	4.1%	21,663	20,768	895	4.1%	21,705	20,881	824	3.8%
Collierville	24,784	24,032	752	3.0%	25,189	24,370	819	3.3%	25,245	24,544	701	2.8%
Columbia	24,255	23,441	814	3.4%	25,009	24,095	914	3.7%	26,030	24,160	1,870	7.2%
Cookeville	16,493	15,921	572	3.5%	16,883	16,239	644	3.8%	16,861	16,286	575	3.4%
Farragut	12,860	12,517	343	2.7%	13,286	12,900	386	2.9%	13,224	12,891	333	2.5%
Franklin	49,313	47,961	1,352	2.7%	50,808	49,332	1,476	2.9%	50,868	49,461	1,407	2.8%
Gallatin	26,519	25,686	833	3.1%	27,329	26,395	934	3.4%	27,323	26,474	849	3.1%
Germantown	18,223	17,678	545	3.0%	18,531	17,927	604	3.3%	18,580	18,055	525	2.8%
Hendersonville	35,798	34,743	1,055	2.9%	36,795	35,702	1,093	3.0%	36,787	35,809	978	2.7%
Jackson	29,409	28,112	1,297	4.4%	29,786	28,532	1,254	4.2%	29,796	28,635	1,161	3.9%
Johnson City	35,945	34,746	1,199	3.3%	36,906	35,652	1,254	3.4%	36,846	35,759	1,087	3.0%
Kingsport	23,798	22,835	963	4.0%	24,261	23,249	1,012	4.2%	24,269	23,362	907	3.7%
Knoxville	101,510	98,238	3,272	3.2%	104,634	101,241	3,393	3.2%	104,152	101,177	2,975	2.9%
LaVergne	22,173	21,503	670	3.0%	22,806	22,092	714	3.1%	22,817	22,158	659	2.9%
Lebanon	25,004	24,242	762	3.0%	25,828	24,920	908	3.5%	25,771	24,983	788	3.1%
Maryville	15,862	15,356	506	3.2%	16,314	15,809	505	3.1%	16,249	15,812	437	2.7%
Memphis	283,511	269,394	14,117	5.0%	287,700	273,189	14,511	5.0%	288,939	275,142	13,797	4.8%
Morristown	12,753	12,286	467	3.7%	13,040	12,511	529	4.1%	13,043	12,558	485	3.7%
Mt. Juliet	23,470	22,814	656	2.8%	24,144	23,452	692	2.9%	24,129	23,511	618	2.6%
Murfreesboro	96,549	93,588	2,961	3.1%	99,171	96,153	3,018	3.0%	99,214	96,443	2,771	2.8%
Nashville	418,392	405,813	12,579	3.0%	430,867	417,434	13,433	3.1%	430,672	418,407	12,265	2.8%
Oak Ridge	14,682	14,162	520	3.5%	15,165	14,597	568	3.7%	15,071	14,588	483	3.2%
Shelbyville	12,569	12,168	401	3.2%	12,921	12,497	424	3.3%	13,033	12,643	390	3.0%
Smyrna	32,401	31,423	978	3.0%	33,287	32,285	1,002	3.0%	33,286	32,382	904	2.7%
Spring Hill	32,200	31,380	820	2.5%	33,162	32,269	893	2.7%	33,401	32,355	1,046	3.1%

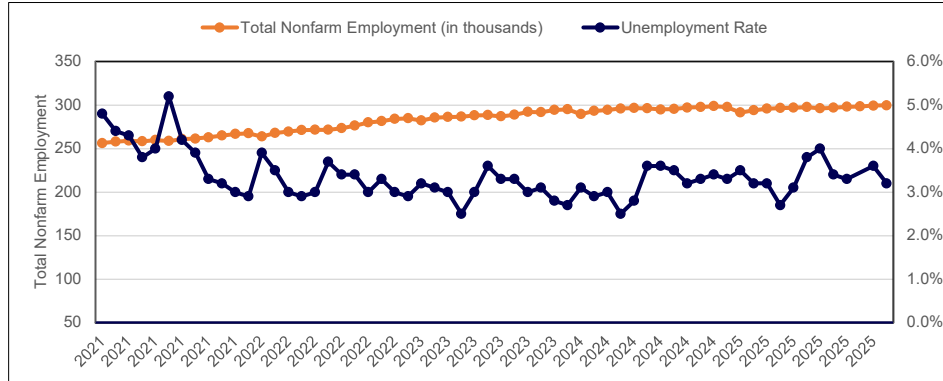
**Tennessee**

**Estimated Nonfarm Employment (in thousands)**

Industry	Revised		Preliminary	Net Change	
	December 2024	November 2025	December 2025	Over the Month	Over the Year
<b>Total Nonfarm</b>	<b>3415.0</b>	<b>3441.7</b>	<b>3439.6</b>	<b>-2.1</b>	<b>24.6</b>
<b>Total Private</b>	<b>2946.6</b>	<b>2965.7</b>	<b>2965.2</b>	<b>-0.5</b>	<b>18.6</b>
<b>Goods Producing</b>	<b>535.0</b>	<b>531.5</b>	<b>528.7</b>	<b>-2.8</b>	<b>-6.3</b>
Mining, Logging and Construction	169.5	169.5	167.2	-2.3	-2.3
Mining and Logging	4.5	4.6	4.6	0.0	0.1
Construction	165.0	164.9	162.6	-2.3	-2.4
Construction of Buildings	34.4	35.9	35.6	-0.3	1.2
Heavy and Civil Engineering Construction	23.9	24.6	23.8	-0.8	-0.1
Specialty Trade Contractors	106.7	104.4	103.2	-1.2	-3.5
Manufacturing	365.5	362.0	361.5	-0.5	-4.0
Durable Goods	236.8	238.0	237.6	-0.4	0.8
Wood Product Manufacturing	13.3	13.3	13.2	-0.1	-0.1
Nonmetallic Mineral Product Manufacturing	15.4	15.5	15.4	-0.1	0.0
Primary Metal Manufacturing	11.2	11.3	11.3	0.0	0.1
Fabricated Metal Product Manufacturing	42.8	43.5	43.4	-0.1	0.6
Machinery Manufacturing	25.1	25.4	25.3	-0.1	0.2
Computer and Electronic Product Manufacturing	7.8	8.0	8.0	0.0	0.2
Electrical Equipment, Appliance, and Component Manufacturing	22.2	22.5	22.5	0.0	0.3
Transportation Equipment Manufacturing	74.7	74.2	74.2	0.0	-0.5
Furniture and Related Product Manufacturing	9.1	9.1	9.1	0.0	0.0
Miscellaneous Manufacturing	15.2	15.2	15.2	0.0	0.0
Non-Durable Goods	128.7	124.0	123.9	-0.1	-4.8
Food Manufacturing	41.0	40.0	39.7	-0.3	-1.3
Beverage and Tobacco Product Manufacturing	6.9	6.7	6.6	-0.1	-0.3
Paper Manufacturing	12.4	12.1	12.1	0.0	-0.3
Printing and Related Support Activities	7.7	7.5	7.5	0.0	-0.2
Chemical Manufacturing	27.0	26.1	26.2	0.1	-0.8
Plastics and Rubber Products Manufacturing	24.0	22.3	22.1	-0.2	-1.9
Service-Providing	2880.0	2910.2	2910.9	0.7	30.9
Trade, Transportation, and Utilities	712.2	709.2	714.8	5.6	2.6
Wholesale Trade	138.2	138.8	139.3	0.5	1.1
Merchant Wholesalers, Durable Goods	81.4	82.6	83.0	0.4	1.6
Merchant Wholesalers, Nondurable Goods	49.8	49.4	49.5	0.1	-0.3
Wholesale Trade Agents and Brokers	7.0	6.8	6.8	0.0	-0.2
Retail Trade	353.7	354.9	357.9	3.0	4.2
Motor Vehicle and Parts Dealers	47.3	50.2	50.4	0.2	3.1
Building Material and Garden Equipment and Supplies Dealers	34.0	33.1	33.5	0.4	-0.5
Food and Beverage Retailers	61.7	62.1	62.1	0.0	0.4
Furniture, Home Furnishings, Electronics, and Appliance Retailers	18.9	18.7	19.0	0.3	0.1
General Merchandise Retailers	82.3	83.0	84.2	1.2	1.9
Health and Personal Care Retailers	24.1	23.3	23.6	0.3	-0.5
Gasoline Stations and Fuel Dealers	26.4	26.6	26.7	0.1	0.3
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	24.7	24.2	24.8	0.6	0.1
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	34.3	33.7	33.6	-0.1	-0.7
Transportation, Warehousing, and Utilities	220.3	215.5	217.6	2.1	-2.7
Utilities	4.5	4.5	4.5	0.0	0.0
Transportation and Warehousing	215.8	211.0	213.1	2.1	-2.7
Truck Transportation	57.0	55.5	55.9	0.4	-1.1
Information	55.2	54.0	54.8	0.8	-0.4
Financial Activities	193.8	191.8	192.0	0.2	-1.8
Finance and Insurance	149.3	148.2	148.2	0.0	-1.1
Real Estate and Rental and Leasing	44.5	43.6	43.8	0.2	-0.7
Professional and Business Services	451.3	461.7	459.4	-2.3	8.1
Professional, Scientific, and Technical Services	180.2	185.5	186.6	1.1	6.4
Management of Companies and Enterprises	58.3	57.8	57.6	-0.2	-0.7
Administrative and Support and Waste Management and Remediation Services	212.8	218.4	215.2	-3.2	2.4
Private Education and Health Services	500.4	505.0	506.1	1.1	5.7
Private Educational Services	70.1	73.4	71.7	-1.7	1.6
Health Care and Social Assistance	430.3	431.6	434.4	2.8	4.1
Ambulatory Health Care Services	178.6	175.7	176.4	0.7	-2.2
Hospitals	127.1	129.7	130.6	0.9	3.5
Nursing and Residential Care Facilities	64.0	66.5	66.9	0.4	2.9
Social Assistance	60.6	59.7	60.5	0.8	-0.1
Leisure and Hospitality	366.0	374.4	370.4	-4.0	4.4
Arts, Entertainment, and Recreation	47.9	50.5	49.5	-1.0	1.6
Accommodation and Food Services	318.1	323.9	320.9	-3.0	2.8
Accommodation	35.9	36.6	35.8	-0.8	-0.1
Food Services and Drinking Places	282.2	287.3	285.1	-2.2	2.9
Other Services	132.7	138.1	139.0	0.9	6.3
Government	468.4	476.0	474.4	-1.6	6.0
Federal Government	59.4	55.9	56.0	0.1	-3.4
State Government	104.8	113.2	111.4	-1.8	6.6
State Government Educational Services	62.0	69.4	67.4	-2.0	5.4
State Government Excluding Education	42.8	43.8	44.0	0.2	1.2
Local Government	304.2	306.9	307.0	0.1	2.8
Local Government Educational Services	154.3	155.2	155.8	0.6	1.5
Local Government Excluding Educational Services	149.9	151.7	151.2	-0.5	1.3

Nonfarm employment estimates 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 an estimate 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 not seasonally adjusted and based on the 2024 benchmark.

## Chattanooga MSA

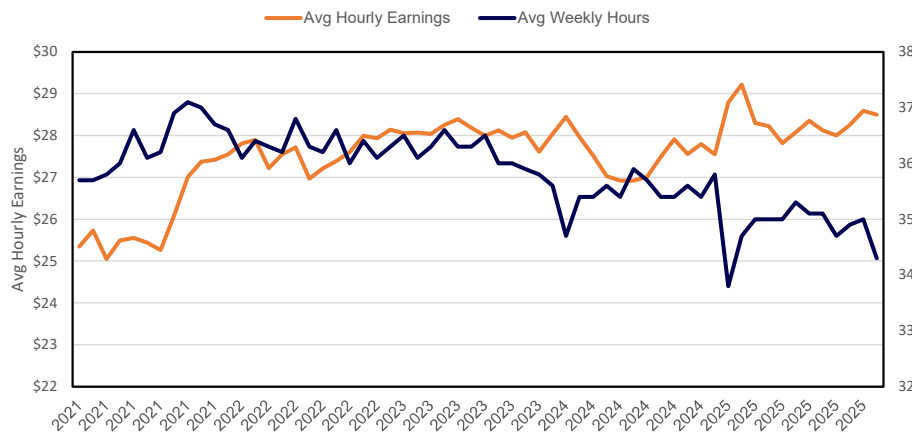


Unemployment Rates	
December 2024	3.3%
January 2024	3.5%
February 2025	3.2%
March 2025	3.2%
April 2025	2.7%
May 2025	3.1%
June 2025	3.8%
July 2025	4.0%
August 2025	3.4%
September 2025	3.3%
October 2025	-
November 2025	3.6%
<b>December 2025</b>	<b>3.2%</b>

## Estimated Nonfarm Employment (in thousands)

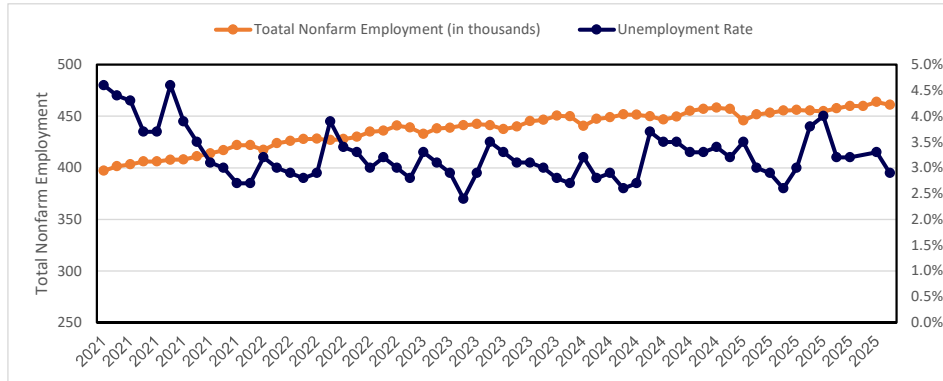
	December 2024	Revised November 2025	Preliminary December 2025	Net Change	
				Over the Month	Over the Year
Total Nonfarm	297.6	299.4	<b>299.6</b>	0.2	2.0
Total Private	264.7	265.8	<b>266.5</b>	0.7	1.8
Goods Producing	55.5	55.1	<b>55.0</b>	-0.1	-0.5
Mining, Logging and Construction	14.7	14.7	<b>14.6</b>	-0.1	-0.1
Manufacturing	40.8	40.4	<b>40.4</b>	0.0	-0.4
Durable Goods	26.5	26.5	<b>26.5</b>	0.0	0.0
Non-Durable Goods	14.3	13.9	<b>13.9</b>	0.0	-0.4
Service-Providing	242.1	244.3	<b>244.6</b>	0.3	2.5
Trade, Transportation, and Utilities	56.6	55.7	<b>56.4</b>	0.7	-0.2
Wholesale Trade	9.0	9.1	<b>9.1</b>	0.0	0.1
Retail Trade	30.0	29.8	<b>30.1</b>	0.3	0.1
Transportation, Warehousing, and Utilities	17.6	16.8	<b>17.2</b>	0.4	-0.4
Information	3.4	3.3	<b>3.3</b>	0.0	-0.1
Financial Activities	29.0	28.5	<b>28.3</b>	-0.2	-0.7
Professional and Business Services	30.7	31.6	<b>31.5</b>	-0.1	0.8
Private Education and Health Services	45.3	46.8	<b>46.9</b>	0.1	1.6
Leisure and Hospitality	30.9	31.0	<b>31.2</b>	0.2	0.3
Other Services	13.3	13.8	<b>13.9</b>	0.1	0.6
Government	32.9	33.6	<b>33.1</b>	-0.5	0.2
Federal Government	6.3	5.9	<b>5.9</b>	0.0	-0.4
State Government	6.8	8.2	<b>7.9</b>	-0.3	1.1
Local Government	19.8	19.5	<b>19.3</b>	-0.2	-0.5

Chattanooga MSA: Hamilton, Marion, Sequatchie, Dade (GA), Catoosa (GA), Walker (GA)



Average Hours and Earnings of Private Sector Employees	
December 2025	
<b>Weekly Hours</b>	<b>34.3</b>
<b>Hourly Earnings</b>	<b>\$28.50</b>
<b>Weekly Earnings</b>	<b>\$977.55</b>

## Knoxville MSA

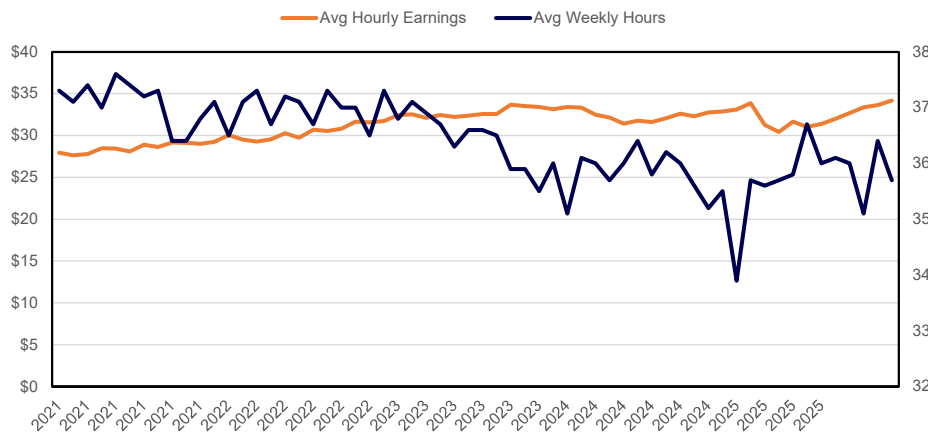


Unemployment Rates	
December 2024	3.2%
January 2025	3.5%
February 2025	3.0%
March 2025	2.9%
April 2025	2.6%
May 2025	3.0%
June 2025	3.8%
July 2025	4.0%
August 2025	3.2%
September 2025	3.2%
October 2025	-
November 2025	3.3%
<b>December 2025</b>	<b>2.9%</b>

## Estimated Nonfarm Employment (in thousands)

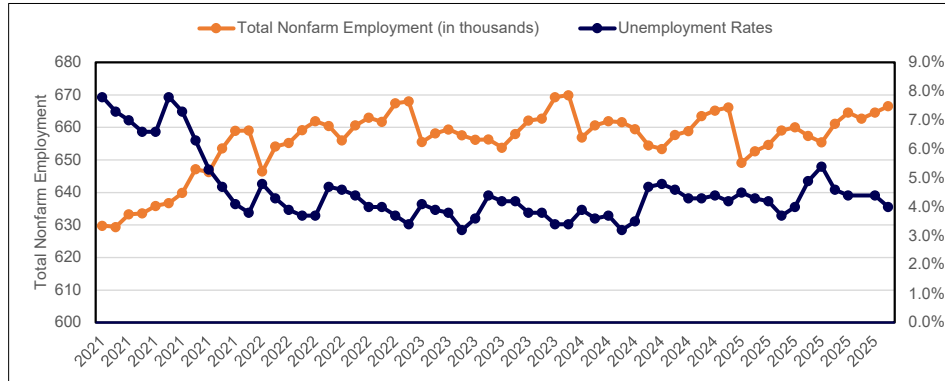
	December 2024	Revised November 2025	Preliminary December 2025	Net Change	
				Over the Month	Over the Year
Total Nonfarm	457.0	463.7	<b>461.1</b>	-2.6	4.1
Total Private	394.3	397.7	<b>396.1</b>	-1.6	1.8
Goods Producing	68.3	67.7	<b>67.3</b>	-0.4	-1.0
Mining, Logging and Construction	22.9	22.6	<b>22.5</b>	-0.1	-0.4
Manufacturing	45.4	45.1	<b>44.8</b>	-0.3	-0.6
Durable Goods	34.7	34.5	<b>34.2</b>	-0.3	-0.5
Non-Durable Goods	10.7	10.6	<b>10.6</b>	0.0	-0.1
Service-Providing	388.7	396.0	<b>393.8</b>	-2.2	5.1
Trade, Transportation, and Utilities	93.3	92.3	<b>93.1</b>	0.8	-0.2
Wholesale Trade	20.0	20.5	<b>20.5</b>	0.0	0.5
Retail Trade	52.8	52.7	<b>53.1</b>	0.4	0.3
Transportation, Warehousing, and Utilities	20.5	19.1	<b>19.5</b>	0.4	-1.0
Information	6.2	6.1	<b>6.2</b>	0.1	0.0
Financial Activities	24.2	24.1	<b>24.1</b>	0.0	-0.1
Professional and Business Services	72.0	72.1	<b>70.9</b>	-1.2	-1.1
Private Education and Health Services	64.7	68.0	<b>67.8</b>	-0.2	3.1
Leisure and Hospitality	48.2	49.3	<b>48.5</b>	-0.8	0.3
Other Services	17.4	18.1	<b>18.2</b>	0.1	0.8
Government	62.7	66.0	<b>65.0</b>	-1.0	2.3
Federal Government	5.8	5.5	<b>5.5</b>	0.0	-0.3
State Government	20.2	21.3	<b>20.5</b>	-0.8	0.3
Local Government	36.7	39.2	<b>39.0</b>	-0.2	2.3

Knoxville MSA: Anderson, Campbell, Blount, Grainger, Knox, Loudon, Morgan, Roane, Union



Average Hours and Earnings of Private Sector Employees	
December 2025	
Weekly Hours	35.7
Hourly Earnings	\$34.19
Weekly Earnings	\$1,220.58

# Memphis MSA

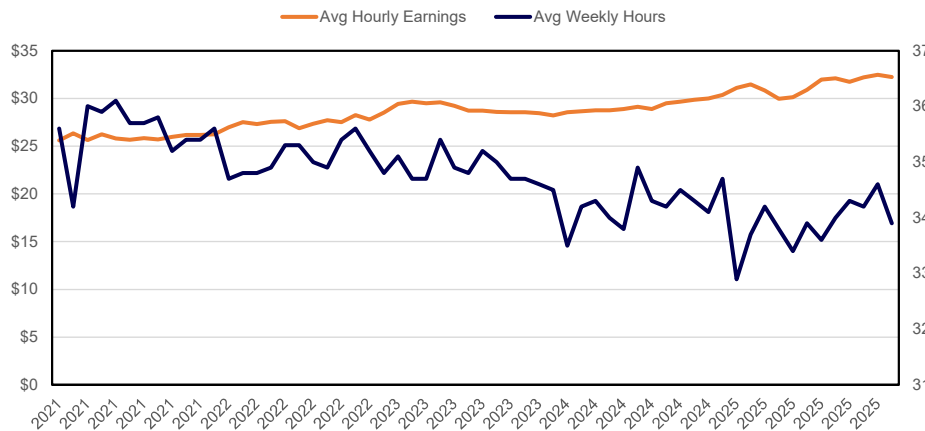


Unemployment Rates	
December 2024	4.2%
January 2025	4.5%
February 2025	4.3%
March 2025	4.2%
April 2025	3.7%
May 2025	4.0%
June 2025	4.9%
July 2025	5.4%
August 2025	4.6%
September 2025	4.4%
October 2025	-
November 2025	4.4%
<b>December 2025</b>	<b>4.0%</b>

## Estimated Nonfarm Employment (in thousands)

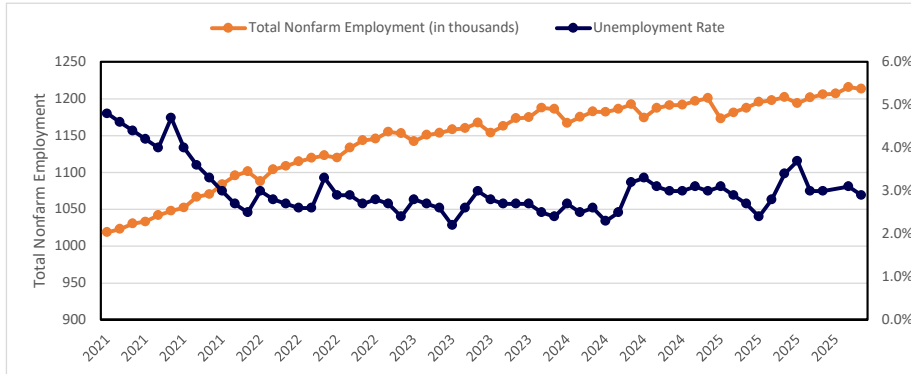
	December 2024	Revised November 2025	Preliminary December 2025	Net Change	
				Over the Month	Over the Year
Total Nonfarm	666.1	664.6	<b>666.5</b>	1.9	0.4
Total Private	578.3	574.4	<b>576.7</b>	2.3	-1.6
Goods Producing	66.0	65.2	<b>65.2</b>	0.0	-0.8
Mining, Logging and Construction	25.1	25.7	<b>25.8</b>	0.1	0.7
Manufacturing	40.9	39.5	<b>39.4</b>	-0.1	-1.5
Durable Goods	24.0	23.6	<b>23.4</b>	-0.2	-0.6
Non-Durable Goods	16.9	15.9	<b>16.0</b>	0.1	-0.9
Service-Providing	600.1	599.4	<b>601.3</b>	1.9	1.2
Trade, Transportation, and Utilities	195.1	193.6	<b>196.1</b>	2.5	1.0
Wholesale Trade	38.7	39.8	<b>40.1</b>	0.3	1.4
Retail Trade	62.4	62.6	<b>63.5</b>	0.9	1.1
Transportation, Warehousing, and Utilities	94.0	91.2	<b>92.5</b>	1.3	-1.5
Information	5.4	5.1	<b>5.2</b>	0.1	-0.2
Financial Activities	30.3	29.7	<b>29.7</b>	0.0	-0.6
Professional and Business Services	90.2	87.8	<b>87.6</b>	-0.2	-2.6
Professional, Scientific and Technical Svcs.	29.4	29.6	<b>29.9</b>	0.3	0.5
Managemnt of Companies	9.5	9.5	<b>9.5</b>	0.0	0.0
Admin and Support and Waste Mgmt Svcs.	51.3	48.7	<b>48.2</b>	-0.5	-3.1
Private Education and Health Services	101.4	99.9	<b>100.4</b>	0.5	-1.0
Leisure and Hospitality	61.9	64.0	<b>63.3</b>	-0.7	1.4
Other Services	28.0	29.1	<b>29.2</b>	0.1	1.2
Government	87.8	90.2	<b>89.8</b>	-0.4	2.0
Federal Government	16.8	15.7	<b>15.5</b>	-0.2	-1.3
State Government	15.9	17.7	<b>17.6</b>	-0.1	1.7
Local Government	55.1	56.8	<b>56.7</b>	-0.1	1.6

Memphis MSA: Fayette, Shelby, Tipton, Benton (MS), DeSoto (MS), Marshall (MS), Tate (MS), Tunica (MS), Crittenden (AR)



Average Hours and Earnings of Private Sector Employees	
December 2025	
Weekly Hours	33.9
Hourly Earnings	\$32.24
Weekly Earnings	\$1,092.94

## Nashville MSA

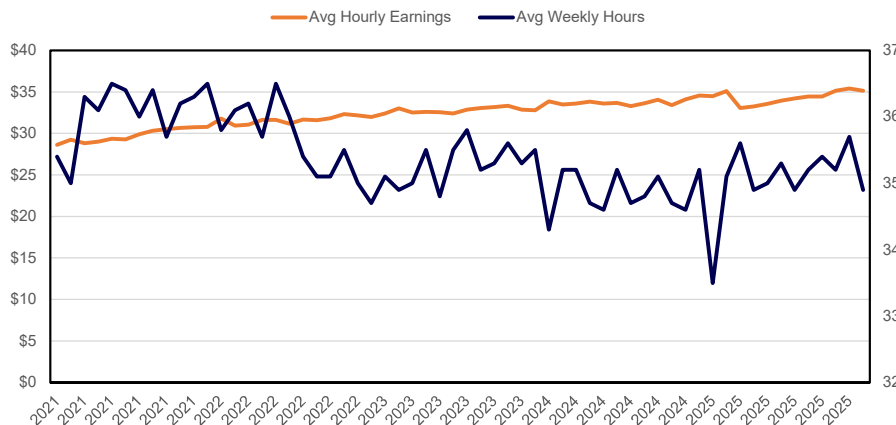


Unemployment Rates	
December 2024	3.0%
January 2025	3.1%
February 2025	2.9%
March 2025	2.7%
April 2025	2.4%
May 2025	2.8%
June 2025	3.4%
July 2025	3.7%
August 2025	3.0%
September 2025	3.0%
October 2025	-
November 2025	3.1%
<b>December 2025</b>	<b>2.9%</b>

## Estimated Nonfarm Employment (in thousands)

	December 2024	Revised November 2025	Preliminary December 2025	Net Change	
				Over the Month	Over the Year
Total Nonfarm	1200.8	1215.6	<b>1213.2</b>	-2.4	12.4
Total Private	1065.8	1079.4	<b>1076.8</b>	-2.6	11.0
Goods Producing	155.1	153.6	<b>152.2</b>	-1.4	-2.9
Mining, Logging and Construction	66.2	65.6	<b>63.7</b>	-1.9	-2.5
Manufacturing	88.9	88.0	<b>88.5</b>	0.5	-0.4
Durable Goods	64.0	65.0	<b>65.5</b>	0.5	1.5
Non-Durable Goods	24.9	23.0	<b>23.0</b>	0.0	-1.9
Service-Providing	1045.7	1062.0	<b>1061.0</b>	-1.0	15.3
Trade, Transportation, and Utilities	237.1	237.5	<b>238.7</b>	1.2	1.6
Wholesale Trade	50.6	50.9	<b>50.5</b>	-0.4	-0.1
Retail Trade	109.9	109.7	<b>111.1</b>	1.4	1.2
Transportation, Warehousing, and Utilities	76.6	76.9	<b>77.1</b>	0.2	0.5
Information	32.2	31.9	<b>32.4</b>	0.5	0.2
Financial Activities	81.4	81.4	<b>81.8</b>	0.4	0.4
Professional and Business Services	193.4	198.7	<b>196.4</b>	-2.3	3.0
Professional, Scientific and Technical Svcs.	84.3	88.3	<b>88.0</b>	-0.3	3.7
Managemnt of Companies	30.9	30.1	<b>29.8</b>	-0.3	-1.1
Admin and Support and Waste Mgmt Svcs.	78.2	80.3	<b>78.6</b>	-1.7	0.4
Private Education and Health Services	181.6	185.3	<b>185.5</b>	0.2	3.9
Private Educational Services	33.4	34.0	<b>33.3</b>	-0.7	-0.1
Health Care and Social Assistance	148.2	151.3	<b>152.2</b>	0.9	4.0
Leisure and Hospitality	134.7	138.0	<b>136.5</b>	-1.5	1.8
Other Services	50.3	53.0	<b>53.3</b>	0.3	3.0
Government	135.0	136.2	<b>136.4</b>	0.2	1.4
Federal Government	16.6	15.9	<b>15.9</b>	0.0	-0.7
State Government	32.2	31.8	<b>31.4</b>	-0.4	-0.8
Local Government	86.2	88.5	<b>89.1</b>	0.6	2.9

**Nashville MSA:** Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, Wilson



### Average Hours and Earnings of Private Sector Employees

December 2025

<b>Weekly Hours</b>	<b>34.9</b>
<b>Hourly Earnings</b>	<b>\$35.12</b>
<b>Weekly Earnings</b>	<b>\$1,225.69</b>

## Nonfarm Employment (Smaller MSAs)

	Clarksville, TN-KY MSA		Cleveland, TN MSA		Jackson, TN MSA	
	Nov. 2025 Revised	Dec. 2025 Prelim.	Nov. 2025 Revised	Dec. 2025 Prelim.	Nov. 2025 Revised	Dec. 2025 Prelim.
Total Nonfarm	109,800	<b>109,500</b>	47,400	<b>47,300</b>	89,300	<b>88,800</b>
Total Private	87,300	<b>87,200</b>	41,700	<b>41,600</b>	72,600	<b>72,200</b>
Goods Producing	18,900	<b>18,800</b>	10,000	<b>10,000</b>	19,300	<b>19,300</b>
Mining, Logging & Construction	5,000	<b>4,900</b>	2,200	<b>2,200</b>	4,400	<b>4,400</b>
Manufacturing	13,900	<b>13,900</b>	7,800	<b>7,800</b>	14,900	<b>14,900</b>
Service Providing	90,900	<b>90,700</b>	37,400	<b>37,300</b>	70,000	<b>69,500</b>
Trade, Transportation, & Utilities	21,800	<b>21,900</b>	10,200	<b>10,300</b>	17,200	<b>17,100</b>
Wholesale Trade	2,600	<b>2,600</b>	1,300	<b>1,300</b>	3,500	<b>3,500</b>
Retail Trade	14,500	<b>14,600</b>	5,800	<b>5,800</b>	10,100	<b>10,000</b>
Transportation, Warehousing, & Utilities	4,700	<b>4,700</b>	3,100	<b>3,200</b>	3,600	<b>3,600</b>
Information	1,400	<b>1,400</b>	400	<b>400</b>	700	<b>700</b>
Financial Activities	4,100	<b>4,100</b>	1,500	<b>1,500</b>	3,400	<b>3,400</b>
Professional & Business Services	9,300	<b>9,200</b>	4,200	<b>4,100</b>	7,300	<b>7,200</b>
Private Educational & Health Services	14,700	<b>14,800</b>	7,400	<b>7,400</b>	13,700	<b>13,700</b>
Leisure & Hospitality	13,300	<b>13,200</b>	5,300	<b>5,300</b>	8,100	<b>7,900</b>
Other Services	3,800	<b>3,800</b>	2,700	<b>2,600</b>	2,900	<b>2,900</b>
Government	22,500	<b>22,300</b>	5,700	<b>5,700</b>	16,700	<b>16,600</b>
Federal Government	5,200	<b>5,100</b>	400	<b>400</b>	600	<b>600</b>
State Government	3,700	<b>3,700</b>	700	<b>700</b>	1,700	<b>1,700</b>
Local Government	13,600	<b>13,500</b>	4,600	<b>4,600</b>	14,400	<b>14,300</b>

	Johnson City, TN MSA		Kingsport-Bristol, TN-VA MSA		Morristown, TN MSA	
	Nov. 2025 Revised	Dec. 2025 Prelim.	Nov. 2025 Revised	Dec. 2025 Prelim.	Nov. 2025 Revised	Dec. 2025 Prelim.
Total Nonfarm	88,900	<b>88,500</b>	127,000	<b>127,000</b>	51,600	<b>51,600</b>
Total Private	70,600	<b>70,300</b>	110,500	<b>110,500</b>	44,300	<b>44,200</b>
Goods Producing	11,800	<b>11,700</b>	27,600	<b>27,500</b>	14,900	<b>14,900</b>
Mining, Logging & Construction	3,300	<b>3,200</b>	6,900	<b>6,800</b>	2,400	<b>2,400</b>
Manufacturing	8,500	<b>8,500</b>	20,700	<b>20,700</b>	12,500	<b>12,500</b>
Service Providing	77,100	<b>76,800</b>	99,400	<b>99,500</b>	36,700	<b>36,700</b>
Trade, Transportation, & Utilities	15,200	<b>15,200</b>	24,400	<b>24,500</b>	10,100	<b>10,100</b>
Wholesale Trade	3,100	<b>3,100</b>	3,500	<b>3,500</b>	1,400	<b>1,400</b>
Retail Trade	11,000	<b>11,000</b>	15,900	<b>16,000</b>	6,100	<b>6,100</b>
Transportation, Warehousing, & Utilities	1,100	<b>1,100</b>	5,000	<b>5,000</b>	2,600	<b>2,600</b>
Information	800	<b>800</b>	1,300	<b>1,300</b>	300	<b>300</b>
Financial Activities	3,700	<b>3,700</b>	4,400	<b>4,400</b>	1,100	<b>1,100</b>
Professional & Business Services	9,800	<b>9,700</b>	13,500	<b>13,400</b>	5,100	<b>5,000</b>
Private Educational & Health Services	15,900	<b>15,900</b>	19,200	<b>19,300</b>	6,700	<b>6,700</b>
Leisure & Hospitality	10,400	<b>10,300</b>	14,000	<b>13,900</b>	4,500	<b>4,500</b>
Other Services	3,000	<b>3,000</b>	6,100	<b>6,200</b>	1,600	<b>1,600</b>
Government	18,300	<b>18,200</b>	16,500	<b>16,500</b>	7,300	<b>7,400</b>
Federal Government	3,300	<b>3,300</b>	900	<b>900</b>	300	<b>300</b>
State Government	6,700	<b>6,600</b>	2,700	<b>2,700</b>	1,500	<b>1,500</b>
Local Government	8,300	<b>8,300</b>	12,900	<b>12,900</b>	5,500	<b>5,600</b>

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

Average Hours & Earnings of Private Sector Employees - December 2025			
Area	Average Weekly Hours	Average Hourly Earnings	Average Weekly Earnings
Clarksville, TN-KY MSA	33.2	\$26.05	\$864.86
Cleveland, TN MSA	30.8	\$22.22	\$684.38
Jackson, TN MSA	35.8	\$24.62	\$881.40
Johnson City, TN MSA	33.2	\$29.64	\$984.05
Kingsport-Bristol, TN-VA MSA	34.8	\$24.81	\$863.39
Morristown, TN MSA	33.3	\$22.34	\$743.92

## Summary of Nonfarm Employment Changes by Industry Supersector

Tennessee Over the Month Changes		Tennessee Over the Year Changes	
<b>Total Nonfarm</b>	<b>-2,100</b>	<b>Total Nonfarm</b>	<b>24,600</b>
Leisure and Hospitality	-4,000	Professional and Business Services	8,100
Professional and Business Services	-2,300	Other Services	6,300
Construction	-2,300	Government	6,000
Government	-1,600	Private Education and Health Services	5,700
Manufacturing	-500	Leisure and Hospitality	4,400
Mining and Logging	0	Trade, Transportation, and Utilities	2,600
Financial Activities	200	Mining and Logging	100
Information	800	Information	-400
Other Services	900	Financial Activities	-1,800
Private Education and Health Services	1,100	Construction	-2,400
Trade, Transportation, and Utilities	5,600	Manufacturing	-4,000

Chattanooga MSA Over the Month Changes		Chattanooga MSA Over the Year Changes	
<b>Total Nonfarm</b>	<b>200</b>	<b>Total Nonfarm</b>	<b>2,000</b>
Trade, Transportation, and Utilities	700	Private Education and Health Services	1,600
Leisure and Hospitality	200	Professional and Business Services	800
Private Education and Health Services	100	Other Services	600
Other Services	100	Leisure and Hospitality	300
Manufacturing	0	Government	200
Information	0	Mining, Logging and Construction	-100
Mining, Logging and Construction	-100	Information	-100
Professional and Business Services	-100	Trade, Transportation, and Utilities	-200
Financial Activities	-200	Manufacturing	-400
Government	-500	Financial Activities	-700

Knoxville MSA Over the Month Changes		Knoxville MSA Over the Year Changes	
<b>Total Nonfarm</b>	<b>-2,600</b>	<b>Total Nonfarm</b>	<b>4,100</b>
Professional and Business Services	-1,200	Private Education and Health Services	3,100
Government	-1,000	Government	2,300
Leisure and Hospitality	-800	Other Services	800
Manufacturing	-300	Leisure and Hospitality	300
Private Education and Health Services	-200	Information	0
Mining, Logging and Construction	-100	Financial Activities	-100
Financial Activities	0	Trade, Transportation, and Utilities	-200
Other Services	100	Mining, Logging and Construction	-400
Information	100	Manufacturing	-600
Trade, Transportation, and Utilities	800	Professional and Business Services	-1,100

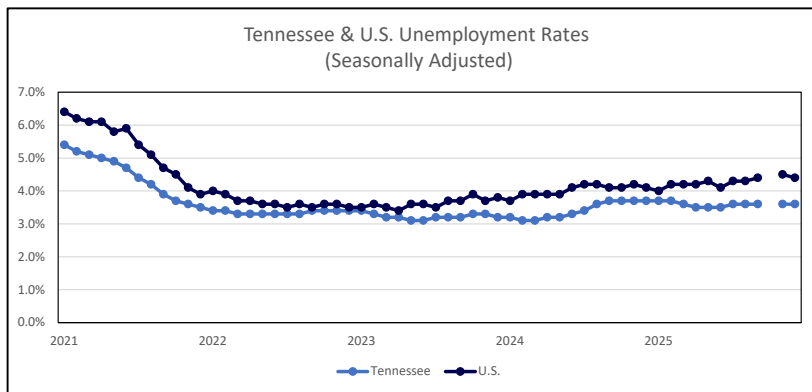
Memphis MSA Over the Month Changes		Memphis MSA Over the Year Changes	
<b>Total Nonfarm</b>	<b>1,900</b>	<b>Total Nonfarm</b>	<b>400</b>
Trade, Transportation, and Utilities	2,500	Government	2,000
Private Education and Health Services	500	Leisure and Hospitality	1,400
Other Services	100	Other Services	1,200
Information	100	Trade, Transportation, and Utilities	1,000
Mining, Logging and Construction	100	Mining, Logging and Construction	700
Financial Activities	0	Information	-200
Manufacturing	-100	Financial Activities	-600
Professional and Business Services	-200	Private Education and Health Services	-1,000
Government	-400	Manufacturing	-1,500
Leisure and Hospitality	-700	Professional and Business Services	-2,600

Nashville MSA Over the Month Changes		Nashville MSA Over the Year Changes	
<b>Total Nonfarm</b>	<b>-2,400</b>	<b>Total Nonfarm</b>	<b>12,400</b>
Professional and Business Services	-2,300	Private Education and Health Services	3,900
Mining, Logging and Construction	-1,900	Professional and Business Services	3,000
Leisure and Hospitality	-1,500	Other Services	3,000
Private Education and Health Services	200	Leisure and Hospitality	1,800
Government	200	Trade, Transportation, and Utilities	1,600
Other Services	300	Government	1,400
Financial Activities	400	Financial Activities	400
Manufacturing	500	Information	200
Information	500	Manufacturing	-400
Trade, Transportation, and Utilities	1,200	Mining, Logging and Construction	-2,500

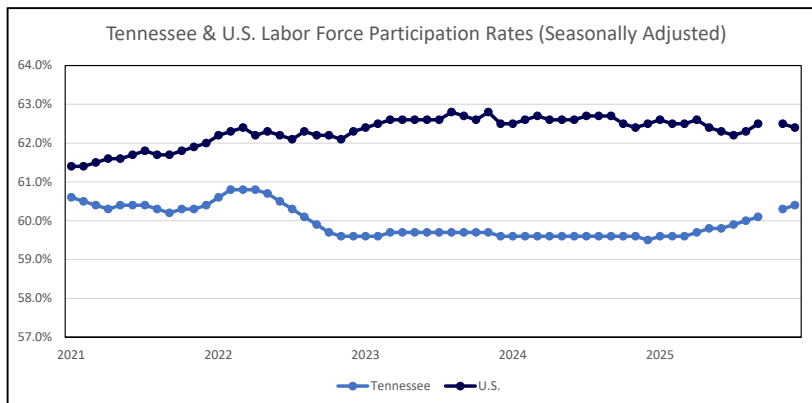
U.S. Consumer Price Index - December 2025						
Group	All Urban Consumers			Urban Wage & Clerical Workers		
	Index	Percent Change Monthly	Percent Change Yearly	Index	Percent Change Monthly	Percent Change Yearly
<b>U.S. City Average</b>						
All Items (1982-84=100)	324.054	0.0	2.7	317.014	-0.1	2.6
Food and beverage	340.780	0.6	3.0	340.141	0.5	2.9
Housing	351.072	0.3	3.6	347.027	0.3	3.6
Apparel	128.122	-1.3	0.6	128.303	-1.3	0.8
Transportation	268.630	-1.5	0.4	272.599	-1.6	0.5
Medical Care	587.144	0.3	3.2	596.082	0.3	3.2
<b>South</b>						
All Items (1982-84=100)	313.675	0.0	2.2	307.433	0.0	2.1
Food and beverage	335.808	0.6	3.0	334.965	0.7	3.0
Housing	327.911	0.3	3.3	328.805	0.3	3.2
Apparel	137.324	-0.9	-0.1	136.341	-1.1	-0.4
Transportation	267.121	-1.2	-0.3	265.117	-1.4	-0.1
Medical Care	548.027	0.4	1.7	563.670	0.3	1.6

Hours and Earnings of Production Workers									
	Average Weekly Earnings			Average Hourly Earnings			Average Weekly Hours		
	Dec. 2024	Nov. 2025	Dec. 2025	Dec. 2024	Nov. 2025	Dec. 2025	Dec. 2024	Nov. 2025	Dec. 2025
Manufacturing	\$1,017.06	\$1,025.82	<b>\$1,060.92</b>	\$24.39	\$24.60	<b>\$24.73</b>	41.7	41.7	<b>42.9</b>
Durable Goods Manufacturing	\$1,083.65	\$1,049.19	<b>\$1,099.96</b>	\$25.74	\$25.59	<b>\$25.70</b>	42.1	41.0	<b>42.8</b>
Non-Durable Goods Manufacturing	\$892.44	\$981.50	<b>\$987.98</b>	\$21.82	\$22.72	<b>\$22.87</b>	40.9	43.2	<b>43.2</b>

All Employee Hours and Earnings										
	Average Weekly Earnings			Average Hourly Earnings			Average Weekly Hours			
	Dec. 2024	Nov. 2025	Dec. 2025	Dec. 2024	Nov. 2025	Dec. 2025	Dec. 2024	Nov. 2025	Dec. 2025	
Total Private	\$1,071.08	\$1,102.14	<b>\$1,086.35</b>	\$30.69	\$31.58	<b>\$31.58</b>	34.9	34.9	<b>34.4</b>	
Goods Producing	\$1,266.44	\$1,286.60	<b>\$1,290.82</b>	\$31.82	\$32.49	<b>\$32.19</b>	39.8	39.6	<b>40.1</b>	
Mining, Logging and Construction	\$1,262.00	\$1,223.02	<b>\$1,245.78</b>	\$31.55	\$31.12	<b>\$30.76</b>	40.0	39.3	<b>40.5</b>	
Manufacturing	\$1,027.18	\$1,062.77	<b>\$1,043.14</b>	\$30.39	\$31.35	<b>\$31.42</b>	33.8	33.9	<b>33.2</b>	
Private Service Providing	\$1,277.35	\$1,427.74	<b>\$1,393.97</b>	\$32.42	\$35.34	<b>\$35.38</b>	39.4	40.4	<b>39.4</b>	
Trade, Transportation, and Utilities	\$879.37	\$932.64	<b>\$921.84</b>	\$26.81	\$27.84	<b>\$27.85</b>	32.8	33.5	<b>33.1</b>	
Information	\$1,645.06	\$1,811.71	<b>\$1,735.57</b>	\$42.84	\$47.18	<b>\$46.53</b>	38.4	38.4	<b>37.3</b>	
Financial Activities	\$1,503.81	\$1,540.94	<b>\$1,503.20</b>	\$39.47	\$41.76	<b>\$41.64</b>	38.1	36.9	<b>36.1</b>	
Professional and Business Services	\$1,396.50	\$1,410.75	<b>\$1,361.48</b>	\$37.24	\$37.62	<b>\$37.61</b>	37.5	37.5	<b>36.2</b>	
Private Education and Health Services	\$1,023.62	\$1,025.44	<b>\$1,002.60</b>	\$29.67	\$30.16	<b>\$30.29</b>	34.5	34.0	<b>33.1</b>	
Leisure and Hospitality	\$517.59	\$528.18	<b>\$541.50</b>	\$19.17	\$19.49	<b>\$20.13</b>	27.0	27.1	<b>26.9</b>	
Other Services	\$1,008.30	\$1,193.04	<b>\$1,173.46</b>	\$29.92	\$33.14	<b>\$33.72</b>	33.7	36.0	<b>34.8</b>	



	TN	U.S.
December 2024	3.7%	4.1%
January 2025	3.7%	4.0%
February 2025	3.7%	4.2%
March 2025	3.6%	4.2%
April 2025	3.5%	4.2%
May 2025	3.5%	4.3%
June 2025	3.5%	4.1%
July 2025	3.6%	4.3%
August 2025	3.6%	4.3%
September 2025	3.6%	4.4%
October 2025	-	-
November 2025	3.6%	4.5%
<b>December 2025</b>	<b>3.6%</b>	<b>4.4%</b>



	TN	U.S.
December 2024	59.5%	62.5%
January 2025	59.6%	62.6%
February 2025	59.6%	62.5%
March 2025	59.6%	62.5%
April 2025	59.7%	62.6%
May 2025	59.8%	62.4%
June 2025	59.8%	62.3%
July 2025	59.9%	62.2%
August 2025	60.0%	62.3%
September 2025	60.1%	62.5%
October 2025	-	-
November 2025	60.3%	62.5%
<b>December 2025</b>	<b>60.4%</b>	<b>62.4%</b>