



GAP ANALYSIS REGIONAL OVERVIEW

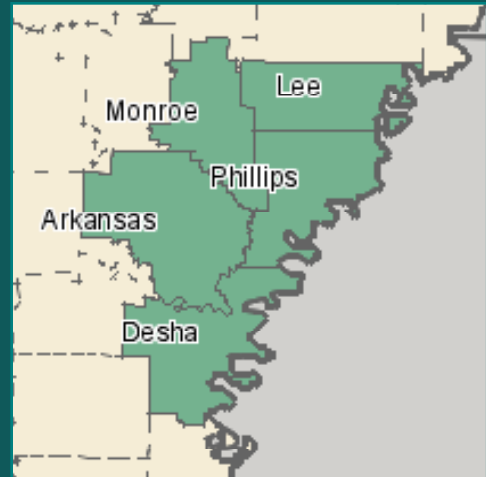
REGIONAL DEMOGRAPHICS,
EDUCATIONAL ATTAINMENT, AND
TOP INDUSTRY & OCCUPATION ANALYSIS



Prepared for:
**Phillips Community College of
UA Service Area**

*Arkansas, Desha, Lee, Monroe, and
Phillips Counties*

Data range: 2006–2011



INTRODUCTION

Contents

Demographics.....2
Educational Attainment.....3
Industry and Occupation Overview4
Health Care Occupations7
Government Occupations.....7
Manufacturing Occupations8
Declining Occupations.....9
About EMSI and the Data..... 10

Region

Phillips CC of UA Service Area:
Arkansas, Desha, Lee, Monroe and Phillips Counties

Projection period: 2006–2011

Region Definition

This analysis is comprised of a customized dataset with demographic, industry, and occupation data for identified counties provided by the Arkansas Department of Higher Education (ADHE) and the Arkansas Association of Two-Year Colleges (AATYC). EMSI has aggregated these statistics for this customized region.

Report Outline

Demographics

The first section will provide an overview of the region’s demographics. This section will simply highlight the regional breakdown with regard to age, gender and projected change over the next five years. In addition, the region’s demographics are benchmarked against the state.

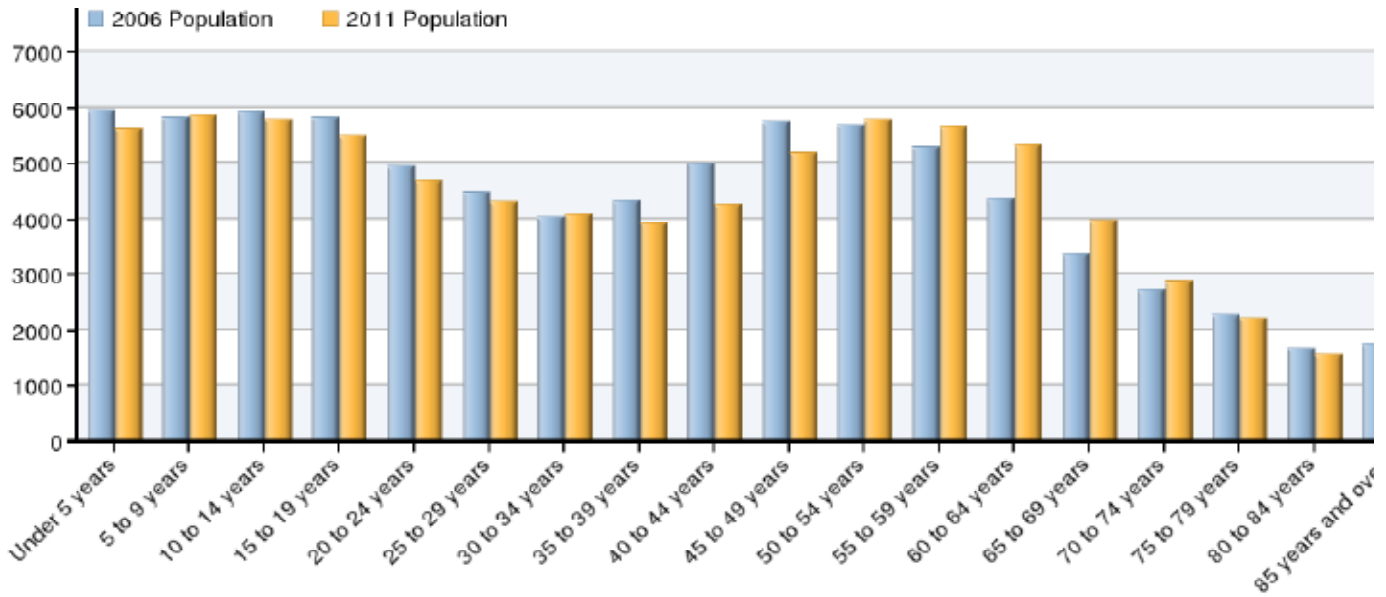
Regional Educational Attainment

The second section will provide an overview of the educational attainment within the region. Educational attainment is based on the level of education achieved by the population over the age of 25.

Industry and Occupation Overview

The third section will discuss the industries and occupations most critical to the economy. These industries will be selected based on standard metrics. This section will also (1) highlight occupations that are projected to experience the most growth within the critical industry sectors, (2) provide the education levels necessary to work in these occupations, and (3) indicate the major declining occupations for each industry sector.

DEMOGRAPHICS: 2006–2011



The current population of the region is **79,147**. Over the next five years the population is projected to decrease by roughly **1%**.

Accordingly, in five years **70%** of the population will be under the age of 55.

Region	2006 Total	2011 Total	Change	% Change
Region	79,147	78,473	-674	-1%
State	2,797,096	2,893,966	96,870	3%

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In five years, **30%** of the population is projected to be over the age of 55.

Region	2006 Total	2006 55+	% 55+	2011 Total	2011 55+	% 55+
Region	79,147	21,411	27.1%	78,473	23,476	29.9%
State	2,797,096	706,939	25.3%	2,893,966	788,514	27.2%

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Males and females will be evenly distributed.

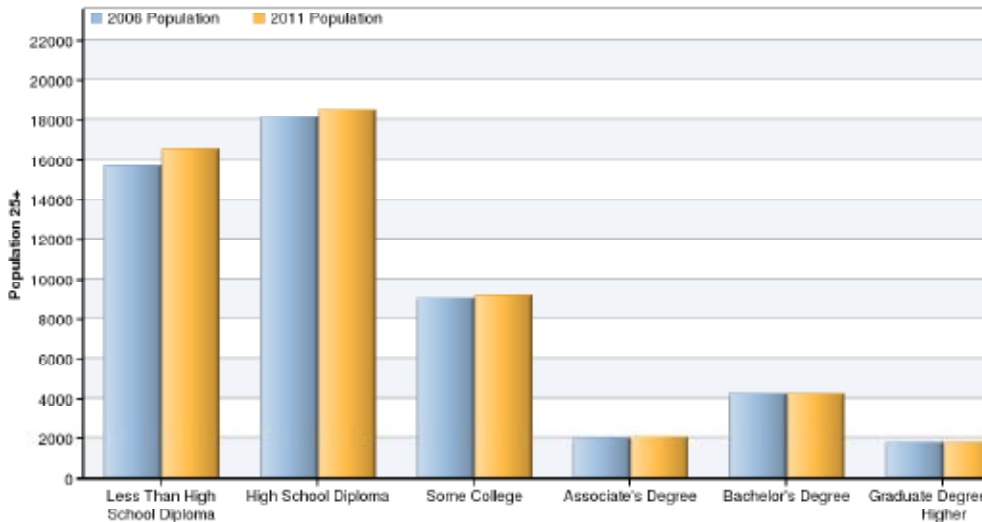
Gender	2006 Population	2011 Population	Change	% Change
Males	37,670	37,363	-308	-0.8%
Females	41,476	41,110	-366	-0.9%
Total	79,147	78,473	-674	-0.9%

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Age	2011 Population	% of Total Population
Under 5 years	5,616	7.2%
5 to 9 years	5,858	7.5%
10 to 14 years	5,792	7.4%
15 to 19 years	5,471	7.0%
20 to 24 years	4,688	6.0%
25 to 29 years	4,305	5.5%
30 to 34 years	4,102	5.2%
35 to 39 years	3,942	5.0%
40 to 44 years	4,258	5.4%
45 to 49 years	5,187	6.6%
50 to 54 years	5,778	7.4%
Total (Under 55)	54,997	70.1%

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REGIONAL EDUCATIONAL ATTAINMENT: 2006 - 2011



Note: Educational attainment is based on the education level of the population over the age of 25.

Current High School Completion (but not college):

- Regionally, 54% of the population has completed high school but not college.
- Statewide, 57% of the population has completed high school but not college.
- Nationally, 51% of the population has completed high school but not college.

Current College Completion:

- Regionally, 4% A.A., 8% B.S., and 4% Grad.
- Statewide, 4% A.A., 12% B.S., and 6% Grad.
- Nationally, 6% A.A., 18% B.S., and 10% Grad.

Projected High School Completion (but not college):

- Regionally, 53% of the population will have completed high school but not college.
- Statewide, 56% of the population will have completed high school but not college.
- Nationally, 50% of the population will have completed high school but not college.

Projected College Completion:

- Regionally, 4% A.A., 8% B.S., and 3% Grad.
- Statewide, 4% A.A., 12% B.S., and 6% Grad.
- Nationally, 6% A.A., 18% B.S., and 11% Grad.

Current Educational Attainment

Education Level	2006 Pop 25+	% of Pop 25+	State % Pop 25+	Nat. % Pop 25+
Less Than High School Diploma	15,722	31%	21%	15%
High School Diploma	18,143	36%	35%	29%
Some College	9,032	18%	22%	22%
Associate's Degree	1,992	4%	4%	6%
Bachelor's Degree	4,220	8%	12%	18%
Graduate Degree and Higher	1,807	4%	6%	10%
Total	50,916	100%	100%	100%

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Projected Educational Attainment

Education Level	2011 Pop 25+	% of Pop 25+	State % Pop 25+	Nat. % Pop 25+
Less Than High School Diploma	16,579	32%	21%	14%
High School Diploma	18,503	35%	34%	28%
Some College	9,209	18%	22%	22%
Associate's Degree	2,032	4%	4%	6%
Bachelor's Degree	4,230	8%	12%	18%
Graduate Degree and Higher	1,812	3%	6%	11%
Total	52,365	100%	100%	100%

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INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

Introduction

To provide the best estimation of which industries are most critical to the regional economy we have ranked industries at the 2-digit NAICS level by the following metrics:

- Industry size (in terms of jobs),
- Growth (jobs and % change),
- Earnings per worker (EPW),
- Shift share (or competitive effect), and
- Location quotient (or regional concentration).

For this analysis, we have weighted industry size, change, and competitive effect so the results should reflect area industries that are (1) larger, (2) growing, and (3) regionally competitive.

After the top industry sectors are selected we rank the top occupations within each industry. To rank the occupations we have simply selected those occupations that are larger, and are projected to growth or decline with some significance over the next five years. In addition, the analysis includes earnings and education level associated with each occupation.

As with the previous sections, this section is primarily data-driven, and knowledge of the local situation is usually required to interpret all the data correctly. This section is primarily meant as an overview of the economy that can be used as a point of departure for planning discussions.

Metrics Overview

Industry performance is a many-faceted concept that cannot be easily reduced to a single metric. Accordingly, EMSI uses five major metrics to evaluate industry performance: jobs, earnings, growth, shift share, and location quotient.

Jobs simply ranks industries by number of jobs. This metric certainly reveals important industries in the regional economy, but it does not tell a complete story. For example, a large industry may be in sharp decline, or may provide mostly low-wage jobs, or may be dependent on more basic export-oriented industries. EMSI's ranking of industries by jobs is thus balanced by using the perspectives of other metrics.

Growth can highlight regional industries that may be small or mid-sized but show strong performance and have high potential for future growth. Growth ranking is done in terms of number of jobs added.

Average yearly earnings per worker (EPW), which in EMSI's data includes salary and benefits, indicates the quality of jobs within each industry.

Shift share, or "regional competitiveness," is a way of balancing the growth figures by isolating growth that can be attributed to regional causes rather than simply to national economic or industry trends. Shift share provides the "Competitive Effect," which is based on (1) total regional job growth minus (2) the National Growth Effect (industry growth expected due to performance of national economy as a whole) and (3) Industrial Mix Effect (regional ind. growth expected due to national trends in that same industry).

Location quotient, or "industry concentration," is a way of quantifying how concentrated an industry is in a region. For example, if an industry is responsible for .5% of national jobs but 1.5% of regional jobs, then it has an LQ of 3 in the region. By showing regional "specialties," this metric highlights exporting sectors that bring money into the region (and thus form the base for other dependent industries).

INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

The table below is a top level view of the regional economy sorted by number of jobs.

Code	Description	Region					State			
		2006 Jobs	2011 Jobs	Change	% Change	EPW	State 2006	State 2011	State % Change	State EPW
90	Government*	5,941	6,171	230	4%	\$38,165	216,109	226,422	5%	\$45,277
31-33	Manufacturing*	5,810	5,666	(144)	(2%)	\$44,779	208,429	209,733	1%	\$46,469
11	Agriculture, forestry, fishing and hunting	4,769	4,604	(165)	(3%)	\$27,389	73,265	70,959	(3%)	\$21,366
62	Health care and social assistance*	4,101	4,616	515	13%	\$25,845	161,225	183,978	14%	\$37,824
44-45	Retail trade	3,894	3,885	(9)	(0%)	\$21,711	170,784	177,169	4%	\$22,524
81	Other services, except public administration	2,785	3,220	435	16%	\$10,231	86,648	95,269	10%	\$17,921
72	Accommodation and food services	1,748	1,863	115	7%	\$10,337	94,630	102,968	9%	\$13,542
42	Wholesale trade	1,489	1,409	(80)	(5%)	\$47,229	52,614	53,935	3%	\$53,069
48	Transportation and warehousing	1,481	1,400	(81)	(5%)	\$44,870	80,645	88,290	9%	\$43,577
23	Construction	1,435	1,550	115	8%	\$22,019	98,015	103,015	5%	\$31,874
52	Finance and insurance	884	872	(12)	(1%)	\$32,619	50,157	52,553	5%	\$41,303
56	Administrative and waste services	751	901	150	20%	\$14,260	82,269	97,654	19%	\$18,204
54	Professional and technical services	696	737	41	6%	\$28,922	60,007	66,485	11%	\$48,616
53	Real estate and rental and leasing	636	692	56	9%	\$13,222	44,120	49,305	12%	\$19,532
61	Educational services	342	391	49	14%	\$23,583	18,143	21,410	18%	\$20,462
51	Information	330	330	0	0%	\$36,095	22,545	23,437	4%	\$63,575
55	Management of companies and enterprises	326	374	48	15%	\$28,847	25,096	28,511	14%	\$76,968
71	Arts, entertainment, and recreation	207	222	15	7%	\$14,884	17,411	19,023	9%	\$15,530
21	Mining	76	98	22	29%	\$22,536	8,220	8,523	4%	\$49,376
22	Utilities	76	94	18	24%	\$128,492	7,192	7,456	4%	\$93,629
		37,777	39,095	1,318	3%	\$30,186	1,577,523	1,686,093	7%	

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* Focus Industry

INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

Critical Regional Industries

Industries most critical to this region's economy are:

- ♦ Manufacturing
- ♦ Government
- ♦ Health care and social assistance
- ♦ Agriculture, forestry, fishing and hunting
- ♦ Retail trade
- ♦ Other services, except public administration

Focus Industries

For this analysis we have selected three top level industries for a more detailed analysis. Again, these were selected based on strong performance in a combination of indicators: regional growth, earnings, number of jobs and "regional competitiveness." These industries are:

- ♦ Health care and social assistance
- ♦ Government
- ♦ Manufacturing

Highest Growth ('06 - '11):

- ♦ Health care and social assistance
(515 jobs)
- ♦ Other services, except public administration
(435 jobs)
- ♦ Government
(230 jobs)
- ♦ Administrative and waste services
(150 jobs)
- ♦ Other services, except public administration
(115 jobs)

Regional Growth (State Growth)

- | | |
|-------------------------------------|-----------|
| ♦ Manufacturing | -2% (1%) |
| ♦ Government | 4% (5%) |
| ♦ Retail trade | 0% (4%) |
| ♦ Health care and social assistance | 13% (14%) |
| ♦ Other services. | 16% (5%) |
| ♦ Agriculture. | -3% (-3%) |

Declining Industries ('06-'11):

- ♦ Agriculture, forestry, fishing and hunting
(-3%)
- ♦ Manufacturing
(-2%)
- ♦ Wholesale trade
(-5%)
- ♦ Transportation and warehousing
(-5%)
- ♦ Finance and insurance
(-1%)

INDUSTRY & OCCUPATION OVERVIEW: 2006-2011

Critical Health care and social assistance occupations:

The specific occupations within the health care sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

Health Care and Social Assistance

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
39-9021	Personal and home care aides	482	584	102	21%	36	29%	\$5.58	Short-term on-the-job training
31-1011	Home health aides	216	264	48	22%	13	28%	\$10.60	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	470	518	48	10%	30	17%	\$7.16	Postsecondary vocational award
29-1111	Registered nurses	421	457	36	9%	43	19%	\$19.66	Associate's degree
29-2061	Licensed practical and licensed vocational nurses	352	375	23	7%	38	17%	\$13.04	Postsecondary vocational award
21-1093	Social and human service assistants	171	194	23	13%	15	22%	\$9.74	Moderate-term on-the-job training
43-4171	Receptionists and information clerks	282	295	13	5%	34	17%	\$7.68	Short-term on-the-job training
31-9092	Medical assistants	53	63	10	19%	5	28%	\$8.93	Moderate-term on-the-job training
31-9091	Dental assistants	36	44	8	22%	5	35%	\$9.14	Moderate-term on-the-job training
		2,482	2,795	311	13%	219	21%	\$10.45	

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Critical Government occupations:

The specific occupations within the government sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

Government

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
25-2021	Elementary school teachers, except special education	342	372	30	9%	37	20%	\$15.28	Bachelor's degree
25-9041	Teacher assistants	256	284	28	11%	24	20%	\$6.17	Short-term on-the-job training
25-2031	Secondary school teachers, except special and vocational education	262	279	17	6%	36	20%	\$16.54	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	164	176	12	7%	18	18%	\$16.14	Bachelor's degree
25-3099	Teachers and instructors, all other	218	229	11	5%	13	11%	\$10.43	Bachelor's degree
33-3051	Police and sheriff's patrol officers	156	167	11	7%	20	20%	\$12.12	Long-term on-the-job training
33-2011	Fire fighters	62	69	7	11%	9	25%	\$11.33	Long-term on-the-job training
		1,461	1,575	116	8%	157	19%	\$12.79	

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INDUSTRY AND OCCUPATION OVERVIEW: 2006-2011

Critical Manufacturing occupations:

The specific occupations within the manufacturing sector that are projected to undergo the largest changes over the next five years. Regional projections, change, replacement jobs, average hourly earnings and education level are included.

Manufacturing

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	Replacement Jobs	% New & Rep.	EPW	Education Level
51-2092	Team assemblers	544	558	14	3%	70	15%	\$9.60	Moderate-term on-the-job training
51-9198	Helpers--Production workers	384	371	(13)	(3%)	54	11%	\$11.19	Short-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	308	296	(12)	(4%)	44	10%	\$12.40	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	455	463	8	2%	43	11%	\$13.47	Moderate-term on-the-job training
51-6031	Sewing machine operators	148	161	13	9%	37	34%	\$6.97	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	223	222	(1)	(0%)	23	10%	\$19.92	Work experience in a related field
49-3023	Automotive service technicians and mechanics	150	149	(1)	(1%)	20	13%	\$10.75	Postsecondary vocational award
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	132	136	4	3%	16	15%	\$20.26	Work experience in a related field
51-9196	Paper goods machine setters, operators, and tenders	77	76	(1)	(1%)	8	9%	\$13.69	Moderate-term on-the-job training
51-4041	Machinists	65	62	(3)	(5%)	8	7%	\$13.53	Long-term on-the-job training
51-6041	Shoe and leather workers and repairers	21	28	7	33%	5	55%	\$7.68	Long-term on-the-job training
51-8091	Chemical plant and system operators	20	22	2	10%	5	33%	\$18.24	Long-term on-the-job training
51-5021	Job printers	32	37	5	16%	3	26%	\$11.04	Long-term on-the-job training
17-2112	Industrial engineers	25	26	1	4%	3	16%	\$25.68	Bachelor's degree
51-2022	Electrical and electronic equipment assemblers	21	21	0	0%	3	15%	\$10.71	Short-term on-the-job training
51-2031	Engine and other machine assemblers	12	<10	--	--	--	--	--	Short-term on-the-job training
		2,616	2,637	19	1%	344	14%	\$12.62	

Source: Economic Modeling Specialists, Inc. • 2/07

INDUSTRY AND OCCUPATION OVERVIEW: 2006-2011

Declining Occupations

These are the top declining occupations for the region. Included in this analysis are current and projected regional jobs, change, average hourly earnings, current and projected state jobs and education level.

Declining Occupations

SOC Code	Description	2006 Jobs	2011 Jobs	Change	% Change	EPW	State 2006	State 2011	State % Change	State EPW	Education Level
53-3032	Truck drivers, heavy and tractor-trailer	725	662	(63)	(9%)	\$12.57	41,099	44,578	8%	\$15.41	Moderate-term on-the-job training
43-5081	Stock clerks and order fillers	359	308	(51)	(14%)	\$7.81	17,561	16,304	(7%)	\$8.93	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	923	875	(48)	(5%)	\$8.76	28,955	30,004	4%	\$9.13	Short-term on-the-job training
41-2011	Cashiers, except gaming	919	876	(43)	(5%)	\$6.40	33,627	33,669	0%	\$7.01	Short-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	290	268	(22)	(8%)	\$11.76	6,686	6,736	1%	\$10.90	Short-term on-the-job training
43-6014	Secretaries, except legal, medical, and executive	414	397	(17)	(4%)	\$9.24	17,308	17,384	0%	\$10.26	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	371	355	(16)	(4%)	\$11.15	11,071	11,456	3%	\$11.90	Short-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	608	593	(15)	(2%)	\$10.92	23,151	24,064	4%	\$11.92	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	87	74	(13)	(15%)	\$11.27	3,719	3,444	(7%)	\$11.47	Moderate-term on-the-job training
51-9198	Helpers--Production workers	384	371	(13)	(3%)	\$11.19	18,272	19,266	5%	\$10.03	Short-term on-the-job training
		5,079	4,779	-301	3%	\$12.54	201,449	206,905	7%		

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ABOUT EMSI AND THE DATA

About EMSI

EMSI provides integrated data, web-based tools, and consulting services to analyze regional economies intelligently in terms of economic base, industry and employment trends, economic impact simulations, industry clusters, regional competitiveness, human capital, labor market supply and demand, and demographics. EMSI's integrated database is based on 70 government sources, making it much more comprehensive, accurate, and detailed than any single source available. In addition, EMSI's web-based suite of analysis tools makes the information easy to access and use. If you would like to learn more about EMSI or its products and services, please visit us online at www.economicmodeling.com, or call 1-866-999-3674.

EMSI Data

As a data provider, we gather and harmonize data from 70 state and federal sources, creating in-house a comprehensive and current database that is unsurpassed for its breadth and detail. Industry, workforce, and demographic data are available from state and county levels all the way down to individual ZIP codes, and users can build custom regions from county and ZIP code areas. In addition, by combining dozens of data sources, we can fill gaps in individual sources (such as suppressions and missing proprietors)—yielding a composite database that exploits the strengths of each source. Finally, our database is updated biannually, so our subscribers have access to the most complete *and* up-to-date information on the market.

EMSI's StrategicAdvantage™ (SA)

The report was created primarily using the Economic Forecaster, one of four modules within SA. Economic Forecaster is a powerful, labor market projection tool that will allow workforce and economic developers to create detailed industry, occupation and demographic analyses that can be used to better analyze the regional economy and workforce.

EMSI's **StrategicAdvantage™** web-based analysis suite capitalizes on the company's premium database to produce accessible analysis and reports. The suite includes four main modules—**Economic Forecaster**, **Economic Impact**, **Career Pathways** and **Educational Analyst**—which each include several analysis tools that allow users to create customizable tables, graphs, and maps with the click of a button.

With EMSI's **StrategicAdvantage™** workforce professionals and economic developers can:

- Perform instant analyses with an intuitive web-based interface,
- Understand current and future trends in a regional economy (industries, occupations, demographics) with 10-year projections,
- Create presentation-ready graphs, tables and maps,
- Draw the right businesses to a region and maximize return on investment,
- Run impact scenarios of businesses entering, leaving, growing, or shrinking in a region,
- Know the skills embedded in the workforce and required by specific occupations,
- Minimize unemployment and transition workers into high-demand, high-wage occupations, and
- Identify the businesses and workers a region needs to recruit and retain in order to make its economy thrive.

ABOUT EMSI AND THE DATA

Selected EMSI Data Sources

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About This Report

This Gap Analysis Regional Overview provided by EMSI, in partnership with the Arkansas Department of Higher Education (ADHE) and the Arkansas Association of Two-Year Colleges (AATYC) is designed to provide a top level view of regional demographics, educational attainment, top-ranking industries and associated occupations as defined by several standard metrics. The goal of this report is to assist regional planners in their understanding of the region's labor market. The report is primarily data-driven, with some basic interpretation included to help focus the attention of local stakeholders and policymakers. Knowledge of the local situation is also required to interpret all the data correctly.



EDUCATIONAL ATTAINMENT

GROWTH

JOBS

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