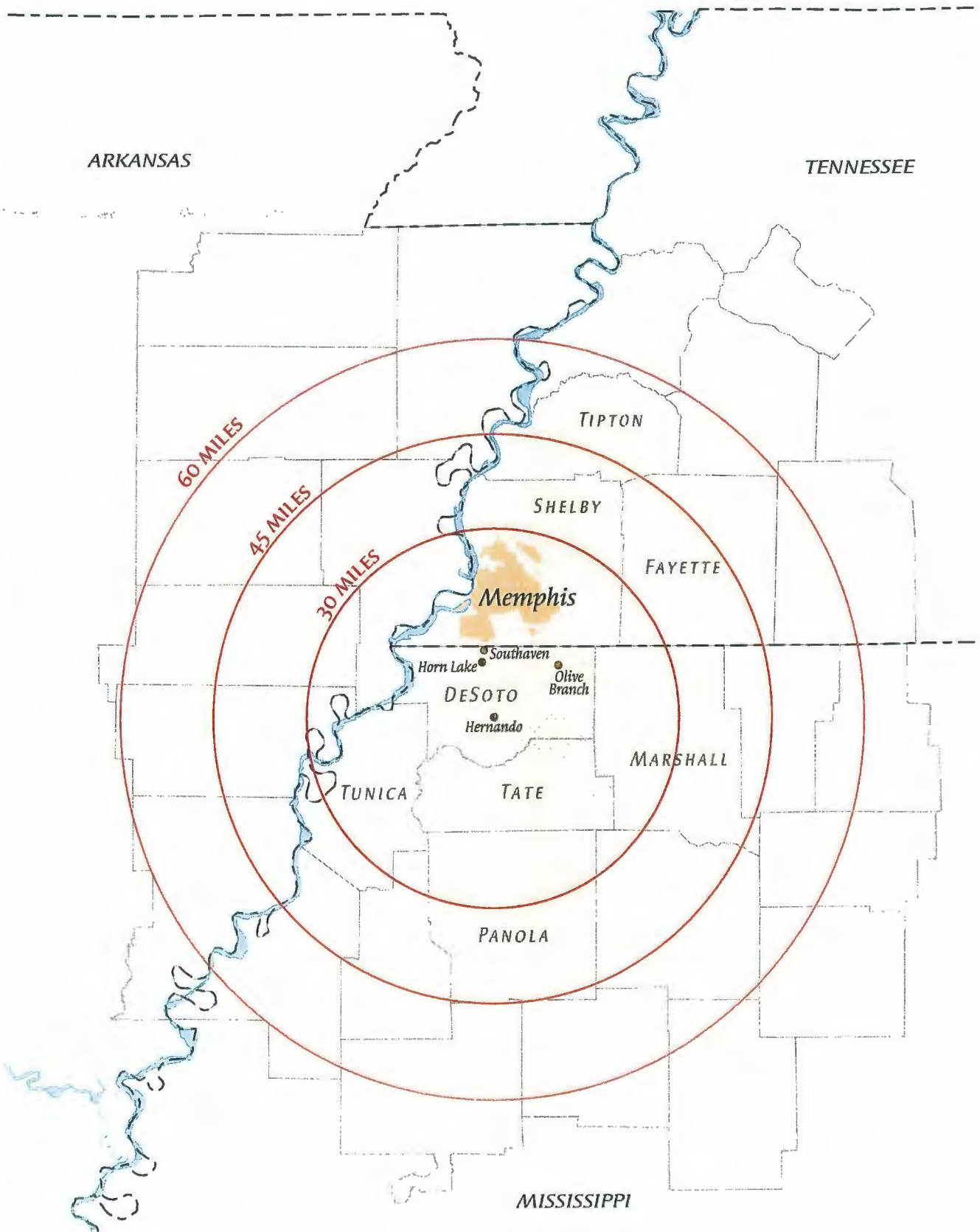


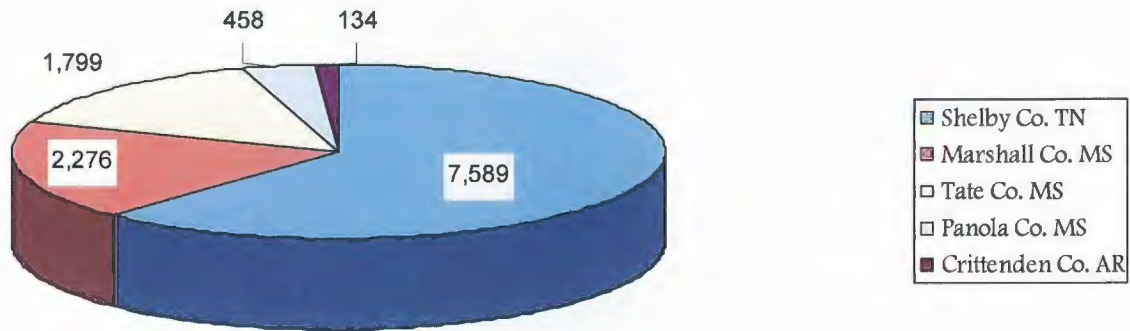
# Commuting Area



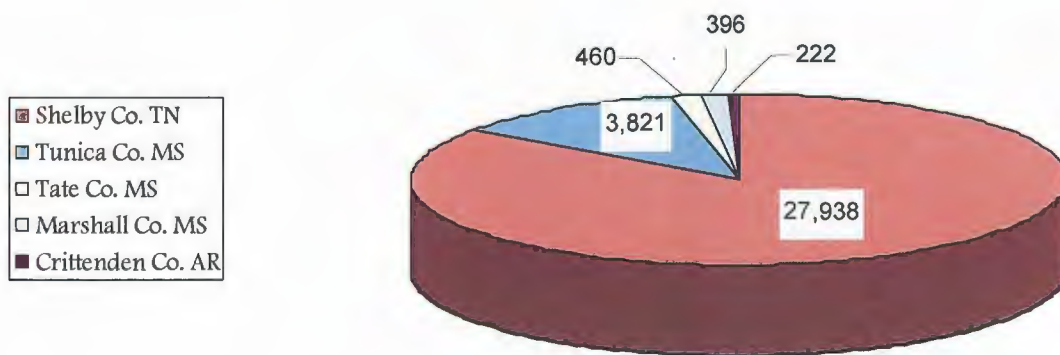


## Commuting Patterns

### Commuters to DeSoto County

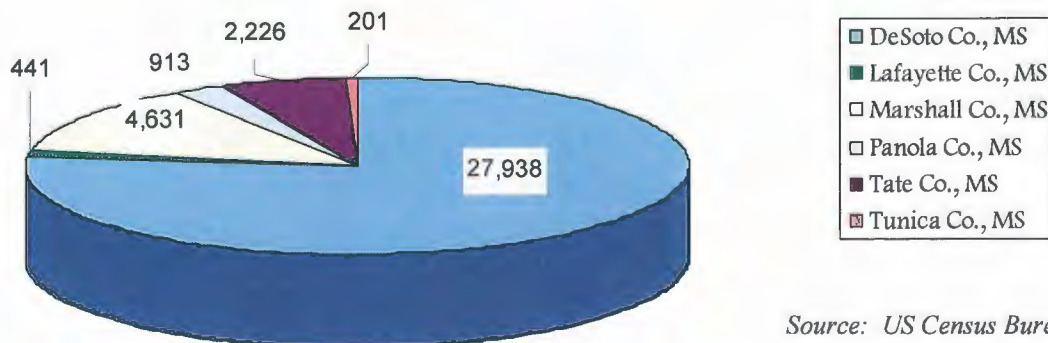


### Commuters From DeSoto County



*Please note: 18,913 DeSoto County residents work in DeSoto County*

### Commuters from Northwest Mississippi to Shelby County, Tennessee



*Source: US Census Bureau*



## Labor Force Statistics

*In July 2006, the Wadley-Donovan Group conducted a Labor Market Assessment of Sub-Region 2 (including DeSoto County, Crittenden County, AR; Marshall, Panola, Tate, and Tunica Counties, MS; and Fayette, Tipton, and Shelby Counties, TN). Their assessment showed many positive aspects of the area labor market:*

- Population of 1,327,844 with a labor force of 635,304
- Hidden labor supply of 269,521, consisting of underemployed residents, not employed residents interested in employment and recent graduates from area post-secondary institutions
- Civilian labor force growth of 10.5% between 2000 and 2005, with expected 9.9% increase in 20- to 34-year-old residents by 2010
- Close proximity to 43 post-secondary institutions graduating more than 14,500 students annually
- Employers are generally able to recruit managers and professional talent from outside the area
- Good quality of life evidenced by a low cost of living, short commute times and numerous recreational and cultural opportunities
- DeSoto County has the highest growth rate of its labor force (19.2%) in the 7-county area
- Surveyed employers report a satisfactory work ethic and a good-to-very-good level of productivity among employees
- Turnover and absenteeism are not problems for area employers
- Workers' Compensation rates are low in Mississippi - 87.1% of the national average

## January 2011 Average Labor Force Data

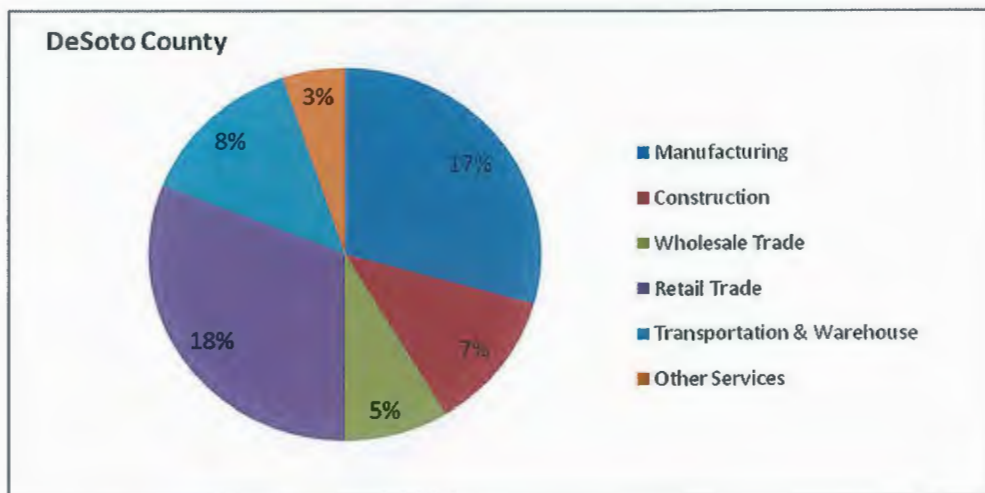
County	Labor Force	Employment	Unemployment	Unemployment Rate
Crittenden, AR	21,900	19,480	2,430	11.1%
DeSoto, MS	76,740	70,940	5,800	7.6%
Marshall, MS	14,780	12,980	1,800	12.2%
Panola, MS	14,980	12,990	1,990	13.3%
Tate, MS	11,560	10,230	1,330	11.5%
Tunica, MS	4,640	3,660	980	21.1%
Fayette, TN	18,160	16,210	1,960	10.8%
Shelby, TN	437,990	394,580	43,420	9.9%
Tipton, TN	28,560	25,500	3,060	10.7 %

### Area Total:

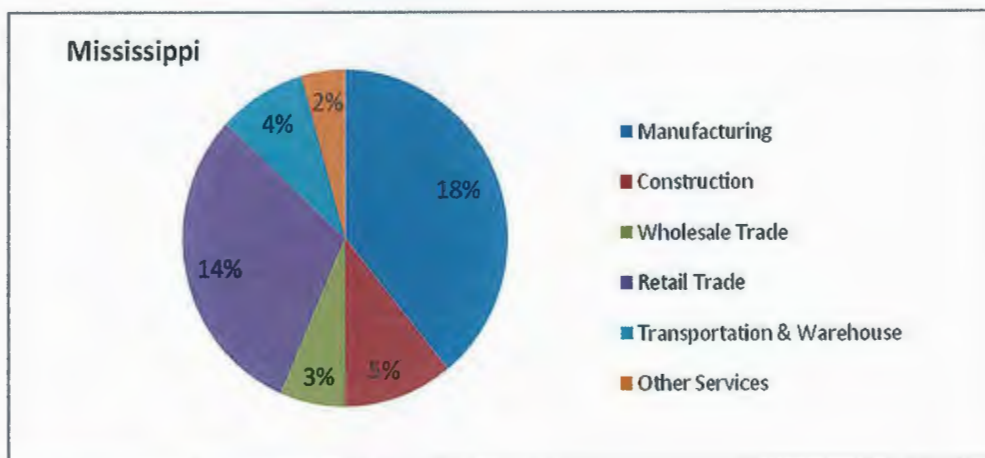
Source: U.S. Department of Labor, Bureau of Labor Statistics



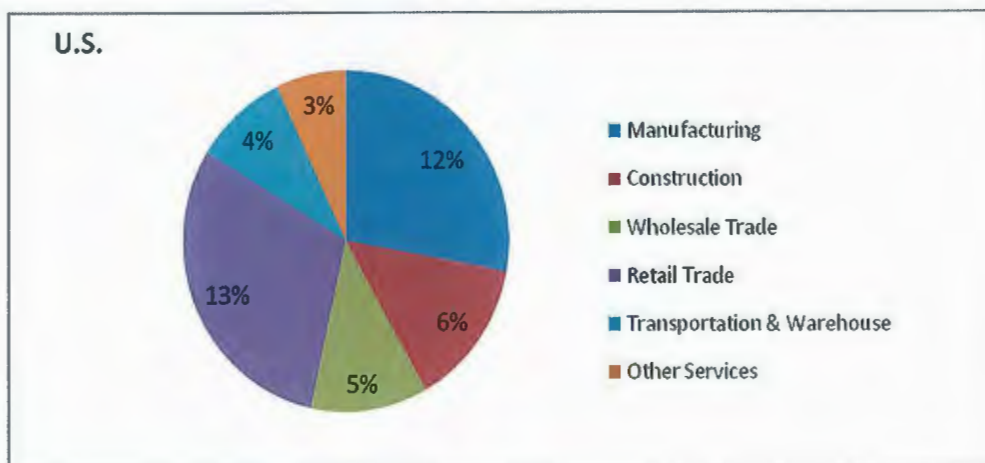
## Distribution of Labor



Source: MS Department of Employment Security (2009)



Source: MS Department of Employment Security (2009)



Source: US Bureau of Labor Statistics (2009)



## Major Employers

<u>Company</u>	<u># Employees</u>	<u>Product/Service</u>	<u>Union Affiliation</u>
DeSoto County Schools	3577	Public School System	
Baptist Memorial Hospital—DeSoto	1500	Healthcare	
Williams-Sonoma	500	Distribution of specialty cooking and kitchen-related products	
Fed Ex Ground	433	Package sorting hub	
Landau Uniforms	330	Uniforms	
Future Electronics	304	Distribution of electronic components	
Newly Wed Foods	282	Food ingredients, seasonings, blends, flavors	
Associated Wholesale Grocers Inc.	265	Third-party logistics	
Diamond Comics	232	Distributor of comic books, graphic novels and	
Terex Distribution Center	225	Heavy equipment replacement parts	
Scan Source Inc.	220	Distribution of specialty technology products	
J.T. Shannon Lumber Company	220	Hardwood lumber and plank flooring	
Stylecraft Home Collections	210	Distribution of lamps and decorative accessories	
Milwaukee Electric Tool	207	Distribution of portable electric tools	
Brentwood Originals	200	Decorative pillows	
Thomas & Betts	180	Metal framing and grounding products	
Marietta Corporation	175	Hospitality products for hotel/motel guest rooms	
Helen of Troy	163	Distribution of personal care products	
ICS International Cold Storage	160	Prefabricated commercial sectional coolers	
AFCO Millwork Products	150	Components used in hanging doors	

## NMIDA County Profile: DeSoto County

**Table 1: DeSoto County Manufacturing Sectors, 2010**

	Number of Jobs	Percent	Average Earnings per Worker	Number of Establishments
Fabricated Metal	579	14.3%	\$69,106	22
Chemical	519	12.8%	\$64,253	12
Machinery	374	9.2%	\$64,329	13
Printing and Related Support Activities	300	7.4%	\$35,955	10
Plastics and Rubber <sup>D</sup>	264	6.5%	\$60,094	6
Food	262	6.5%	\$47,638	5
Wood	240	5.9%	\$45,856	5
Furniture	231	5.7%	\$37,976	10
Paper	222	5.5%	\$43,908	6
Nonmetallic Mineral	182	4.5%	\$50,138	10
Miscellaneous	176	4.3%	\$48,258	11
Primary Metal	167	4.1%	\$61,209	1
Textile Product Mills	139	3.4%	\$39,361	2
Computer and Electronic <sup>G</sup>	123	3.0%	\$80,837	2
Transportation Equipment	105	2.6%	\$56,734	8
Apparel	83	2.0%	\$27,815	2
Electrical Equipment	54	1.3%	\$62,301	2
Petroleum and Coal	17	0.4%	\$83,950	1
Textile Mills	14	0.3%	\$68,738	1
Other Manufacturing	9	0.2%	--	--
<i>Totals</i>	<i>4,060</i>	<i>100%</i>	<i>\$55,059</i>	<i>129</i>

<sup>D</sup> Fastest declining sector; 331 jobs lost from 2005 to 2010.

<sup>G</sup> Fastest growing sector; 37 jobs gained from 2005 to 2010.

**Table 2: DeSoto County Occupations within the Manufacturing Industry,  
by Number of Jobs, 2010**

	<b>Number of Jobs</b>	<b>Percent</b>	<b>Median Hourly Earnings</b>	<b>Lowest 10%<sup>1</sup></b>	<b>Highest 10%<sup>1</sup></b>	<b>Job Zone</b>
Team assemblers	231	6%	\$9.10	\$7.25	\$18.02	2
Managers of production and operating workers	171	4%	\$16.50	\$8.60	\$27.78	3
Helpers—Production workers	161	4%	\$8.31	\$7.25	\$12.02	1
Industrial truck and tractor operators	135	3%	\$9.64	\$7.25	\$13.02	2
Laborers and freight, stock, and material movers	134	3%	\$7.38	\$7.25	\$11.04	2
Managers, all other <sup>G</sup>	117	3%	\$13.81	\$7.97	\$31.25	4
Packaging and filling machine operators	114	3%	\$9.22	\$7.25	\$13.72	2
Shipping, receiving, and traffic clerks	101	2%	\$8.81	\$7.25	\$12.19	2
Inspectors, testers, sorters, samplers, and weighers	97	2%	\$10.79	\$7.41	\$16.81	2
Mixing and blending machine operators	94	2%	\$9.05	\$7.25	\$14.13	2
Machinists	90	2%	\$18.86	\$11.59	\$26.38	3
Sales representatives	74	2%	\$19.59	\$10.31	\$42.16	3
Cutting, punching, and press machine operators	74	2%	\$12.39	\$9.34	\$16.39	2
Packers and packagers	74	2%	\$8.28	\$7.25	\$12.36	1
Printing machine operators	71	2%	\$13.24	\$8.52	\$18.16	2

<sup>1</sup> Lowest and Highest 10% indicates the 10<sup>th</sup> and 90<sup>th</sup> earnings percentile, respectively.

<sup>G</sup> Fastest Growing Occupation; 5 jobs gained from 2005 to 2010.

**Table 2 (cont.): DeSoto County Occupations within the Manufacturing Industry,  
by Number of Jobs, 2010**

	<b>Number of Jobs</b>	<b>Percent</b>	<b>Median Hourly Earnings</b>	<b>Lowest 10%</b>	<b>Highest 10%</b>	<b>Job Zone</b>
Sewing machine Operators <sup>D</sup>	71	2%	\$7.32	\$7.25	\$12.90	1
Production workers	70	2%	\$10.68	\$7.25	\$16.29	1
Maintenance and repair workers	67	2%	\$11.45	\$7.25	\$20.67	3
General and operations managers	62	2%	\$25.87	\$13.63	\$57.00	3
Customer service representatives	62	2%	\$9.39	\$7.25	\$15.80	2
Assemblers and fabricators	62	2%	\$9.20	\$7.25	\$12.85	2
Industrial machinery mechanics	60	1%	\$14.09	\$8.27	\$22.75	3
Welders, cutters, solderers, and brazers	58	1%	\$16.41	\$9.97	\$26.91	2
Industrial production managers	54	1%	\$24.38	\$13.66	\$43.42	3
Cabinetmakers and bench carpenters	49	1%	\$12.62	\$8.46	\$18.70	3
Truck drivers, heavy and tractor-trailer	46	1%	\$16.75	\$9.47	\$30.78	2
Cutting and slicing machine operators	41	1%	\$9.06	\$7.25	\$11.45	2
Machine feeders and offbearers	41	1%	\$9.39	\$7.25	\$11.59	2
Bookkeeping, accounting, and auditing clerks	40	1%	\$12.08	\$7.46	\$21.31	3
Office clerks	38	1%	\$9.31	\$7.25	\$14.89	2

<sup>D</sup> Fastest Declining Occupation; 106 jobs lost from 2005 to 2010.

**Table 2 (cont.): DeSoto County Occupations within the Manufacturing Industry,  
by Number of Jobs, 2010**

	<b>Number of Jobs</b>	<b>Percent</b>	<b>Median Hourly Earnings</b>	<b>Lowest 10%</b>	<b>Highest 10%</b>	<b>Job Zone</b>
Stock clerks and order fillers	36	1%	\$8.52	\$7.25	\$13.95	2
Paper goods machine operators	35	1%	\$7.25	\$7.25	\$7.32	2
Grinding, lapping, polishing, and buffing machine tool operators	34	1%	\$15.26	\$10.67	\$20.66	2
Chief executives	33	1%	\$32.41	\$15.36	\$82.70	5
Industrial engineers	32	1%	\$23.64	\$14.70	\$35.09	4
Production, planning, and expediting clerks	32	1%	\$13.65	\$9.22	\$21.72	2
Molding, coremaking, and casting machine operators	29	1%	\$13.17	\$7.45	\$17.32	2
Bindery workers	29	1%	\$10.15	\$7.25	\$15.28	2
Managers of office and administrative support workers	24	1%	\$14.15	\$8.65	\$24.95	3
Structural metal fabricators and fitters	24	1%	\$14.07	\$9.65	\$21.19	3
Purchasing agents	23	1%	\$16.47	\$10.48	\$29.24	3
Chemical equipment operators	21	1%	\$15.47	\$11.27	\$18.39	2
Grinding and polishing workers	21	1%	\$12.41	\$8.05	\$20.07	1
Extruding, forming, pressing, and compacting machine operators	21	1%	\$7.42	\$7.26	\$12.47	2
Secretaries	20	<1%	\$10.14	\$7.25	\$16.59	2

**Table 2 (cont.): DeSoto County Occupations within the Manufacturing Industry,  
by Number of Jobs, 2010**

	<b>Number of Jobs</b>	<b>Percent</b>	<b>Median Hourly Earnings</b>	<b>Lowest 10%</b>	<b>Highest 10%</b>	<b>Job Zone</b>
Accountants and auditors	19	<1%	\$12.83	\$8.85	\$27.41	4
Mechanical engineers	19	<1%	\$25.59	\$12.14	\$44.81	4
Graphic designers	19	<1%	\$12.64	\$7.39	\$31.91	4
Executive secretaries	19	<1%	\$11.49	\$8.18	\$19.29	3
Coating, painting, and spraying machine operators	19	<1%	\$10.49	\$7.34	\$19.09	2
Sales managers	18	<1%	\$27.48	\$13.50	\$53.33	4
Computer-controlled machine tool operators	18	<1%	\$19.65	\$12.52	\$28.08	2
Extruding and drawing machine operators	18	<1%	\$11.25	\$9.21	\$13.39	2
Janitors and cleaners	17	<1%	\$9.07	\$7.25	\$15.59	1
Food batchmakers	17	<1%	\$10.81	\$8.82	\$15.93	2
Multiple machine tool operators	17	<1%	\$11.22	\$7.28	\$18.50	2
Business operation specialists	16	<1%	\$22.31	\$13.15	\$33.33	3
Sheet metal workers	16	<1%	\$13.82	\$8.19	\$27.11	2
Managers of mechanics, installers, and repairers	16	<1%	\$21.07	\$13.63	\$34.23	3
Job printers	16	<1%	\$11.38	\$9.47	\$16.23	3

**Table 2 (cont.): DeSoto County Occupations within the Manufacturing Industry,  
by Number of Jobs, 2010**

	<b>Number of Jobs</b>	<b>Percent</b>	<b>Median Hourly Earnings</b>	<b>Lowest 10%</b>	<b>Highest 10%</b>	<b>Job Zone</b>
Financial managers	15	<1%	\$16.76	\$9.45	\$35.89	5
Chemical technicians	15	<1%	\$12.27	\$7.32	\$21.92	3
Rolling machine operators	15	<1%	\$14.00	\$11.75	\$19.85	2
Engineering managers	14	<1%	\$34.56	\$19.00	\$54.69	5
Sales representatives	14	<1%	\$23.81	\$12.72	\$52.63	4
Tool and die makers	14	<1%	\$15.95	\$11.74	\$23.92	3
Prepress technicians and workers	14	<1%	\$15.02	\$9.90	\$21.81	3
Sawing machine operators	14	<1%	\$8.24	\$7.25	\$12.35	2
Conveyor operators	14	<1%	\$7.26	\$7.25	\$8.29	2
Electricians	13	<1%	\$16.11	\$9.35	\$27.26	3
Woodworking machine operators	12	<1%	\$9.68	\$7.25	\$14.59	2
Cost estimators	11	<1%	\$20.19	\$11.88	\$32.60	4
Carpenters	11	<1%	\$15.25	\$7.38	\$36.11	2
Chemical plant and system operators	11	<1%	\$15.01	\$10.99	\$19.43	2
Managers of non-retail sales workers	10	<1%	\$21.35	\$8.52	\$53.56	4
Welding, soldering, and brazing machine operators	10	<1%	\$12.75	\$9.27	\$22.40	2
Molders, shapers, and casters	10	<1%	\$15.13	\$8.21	\$28.93	2
Other occupations	606	15%	--	--	--	--
<i>Totals</i>	<i>4,060</i>	<i>100%</i>	<i>\$14.18</i>	<i>\$9.20</i>	<i>\$24.21</i>	<i>--</i>

## Union Activity – DeSoto County

Company	# Employees	Date Established	# Employees in Union	Union Name
<u>Olive Branch</u> International Paper	123	1995	77	United Paper Workers of America
Sears Holdings	75	1999	50	Furniture Workers FWD/IUE

Notes: There have been no work stoppages in the past ten years.  
Any activity in the county in the past ten years has solely union decertification.  
Countywide there are approximately 14,000 people employed in manufacturing and distribution.  
The overall percentage of unionized workers is less than 1%

## 2009 UNION ELECTIONS IN MISSISSIPPI

Mississippi's union elections in 2009 indicate a shift in unionized labor away from manufacturing and toward services.

There were 14 petitions filed in Mississippi in 2009, with a total of nine elections being held. Four petitions were withdrawn, and one petition was blocked.

In the manufacturing sector, unions won one election. The remaining eight elections were held in the service industry, where unions won all eight.

Total union membership in Mississippi dropped from 5.3% in 2008 to 4.8% in 2009.

UNION PETITIONS FILED UNION NAME	---UNION---			---UNIONS WON---			---UNIONS LOST---		
	ELECTIONS HELD	BLOCKED	PETITIONS W/D	CONSTR. MFG	RETAIL SERVICE	RETAIL W'SALE	CONSTR. MFG	RETAIL SERVICE	RETAIL W'SALE
4 Machinist & Aerospace Workers (IAM)	2	0	2	0	2	0	0	0	0
2 United Government Security Officers of America	1	0	1	0	1	0	0	0	0
2 Teamsters (IBT)	2	0	0	0	2	0	0	0	0
United Food & Commercial Workers (UFCW)	1	0	1	1	0	0	0	0	0
1 Columbus AFB Instructors Association	1	0	0	0	1	0	0	0	0
1 Security, Police & Fire Professionals of America (SPFPA)	1	0	0	0	1	0	0	0	0
1 Electrical Workers (IBEW)	0	1	0	0	0	0	0	0	0
1 International Guards Union of America Region 10	1	0	0	0	1	0	0	0	0
<b>Total</b>	<b>9</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>14</b>									
UNIT SIZE # OF EMPLOYEES	ELECTIONS		UNIONS WON		UNIONS LOST		WITHDREW		BLOCKED
50 OR LESS	4		4		0		4		0
51- 100	4		4		0		0		1
101-200	1		1		0		0		0
201 - 500	0		0		0		0		0
501 - 1000	0		0		0		0		0
1000 - 1500	0		0		0		0		0
MONTH	COMPANY & CITY			UNION		WORKERS		DURATION	
10/22/09	First Student/Jackson-Hinds			Teamsters (Local 891)		38		2 Days	

### THE VOICE OF INDUSTRY