



Board Binder Open Session

August 3, 2026

Agenda



**MIDLAND DEVELOPMENT CORPORATION AS AUTHORIZED BY CHAPTER 504 OF THE TEXAS
LOCAL GOVERNMENT CODE**

NOTICE OF PUBLIC MEETING

In accordance with Chapter 551, Texas Government Code, as amended, notice is hereby given to the public that the Board of Directors of the Midland Development Corporation will meet in regular session, open to the public, in City Hall Council Chambers, 300 North Loraine Street, Midland, Texas, at 10:00 a.m. on August 3, 2026. A quorum of the Board of Directors of the Midland Development Corporation intends to be physically present at the aforementioned location.

Videoconference Information

Join from PC, Mac, iPad, or Android:

<https://us02web.zoom.us/j/81964866039?pwd=2Mcl1b1FTwlpJv0cGvw9GSaEZl59HI.1>

Passcode:068018

Phone one-tap:

+13462487799,,81964866039#,,,,*068018# US (Houston)

+12532158782,,81964866039#,,,,*068018# US (Tacoma)

Join via audio:

+1 346 248 7799 US (Houston) +1 253 215 8782 US (Tacoma) +1 669 444 9171 US +1 669 900 9128 US
(San Jose) +1 719 359 4580 US +1 253 205 0468 US +1 689 278 1000 US +1 301 715 8592 US (Washington
DC) +1 305 224 1968 US +1 309 205 3325 US +1 312 626 6799 US (Chicago) +1 360 209 5623 US
+1 386 347 5053 US +1 507 473 4847 US +1 564 217 2000 US +1 646 558 8656 US (New York)
+1 646 931 3860 US

Webinar ID: 819 6486 6039

Passcode: 068018

International numbers available: <https://us02web.zoom.us/u/kdCSnNJEVU>

At such meeting, the Board of Directors may discuss, consider, and take action on any of the following items:

1. Call meeting to order.
2. Motion approving the minutes of the July 6, 2026, meeting of the Midland Development Corporation.
3. Motion approving the minutes of the July 20, 2026, meeting of the Midland Development Corporation.
4. Presentation from Texas A&M Bush School of Government and Public Service on an economic development research plan briefing for Midland.
5. Presentation from the Permian Strategic Partnership on the Highway Economics Report project.

6. Resolution authorizing the execution of an agreement with the University of Texas of the Permian Basin to advertise and publicize the City of Midland for the purpose of developing new and expanded business enterprises.
7. Resolution authorizing the execution of a second amendment to that certain lease agreement with Loraine at Texas Office Tower Ltd., D/B/A Centennial Tower, LTD., regarding real property located at 200 North Loraine, Midland, Texas 79701.
8. Presentation on the June 2026 economic development activity report from the Midland Development Corporation Executive Director.
9. Pursuant to Texas Government Code §551.101, the Board of Directors will hold an Executive Session, which is closed to the public to discuss the following matters as permitted under the following Texas Government Code Sections:
 - a. Section 551.072, Deliberation Regarding Real Property
 - i. Discuss the purchase, exchange, lease, or value of real property.
 - b. Section 551.087, Deliberation Regarding Economic Development Negotiations
 - i. Discuss business prospects that the Midland Development Corporation seeks to have, locate, stay, or expand in or near the City of Midland, Texas, and discuss possible incentives, and discuss contract compliance on the part of businesses.

Posted this 28th day of July 2026.

Marcia Bentley German
City Governance Officer/City Secretary

July 6th Minutes

MIDLAND DEVELOPMENT CORPORATION

MINUTES

July 6, 2026

The Board of Directors of the Midland Development Corporation convened in regular session in the Council Chamber, City Hall 300 N. Loraine Street, Midland, Texas, at 10:00 a.m. on July 6, 2026.

Board Members present: Chairman Brad Bullock, Director Elvie Brown, Director Garrett Donnelly, Director Darpan Bhakta, Director Abraham Bejil, Director Hayden Boldrick and Director Denzil West

Board Members absent: None

City Staff Members present: City Attorney Nicholas Toulet-Crump, Assistant City Attorney Kevin Bailey, Chief of Staff Taylor Novak, City Secretary Marcia Bentley-German and Deputy City Secretary Jan Hamilton

Council Member(s) present: None

MDC Staff Members present: Executive Director Sara Harris, Business Development Coordinator Soraye Palmer and Marketing Coordinator Paige McCartney

1. Call meeting to order.

Chairman Bullock called the meeting to order at 10:01 a.m.

2. Motion approving the minutes of May 4, 2026, meeting of the Midland Development Corporation.

Director Boldrick moved to approve the minutes of May 4, 2026, meeting of the Midland Development Corporation, seconded by Board Member Donnelly

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bhakta, Bejil, West and Boldrick NAY: None ABSTAIN: None ABSENT: None

No Public Comments were made.

3. Presentation from University of Texas Permian Basin Office of Innovation and Commercialization on the Southeast Midland Entrepreneurship Center Proposal.

Brian Shedd, Executive Director for UTPB Office of Innovation and Commercialization of the Southeast Midland Entrepreneurship Center, provided a presentation to the board on the services to the area and what the community is looking for. Discussion ensued between the Midland Development Corporation board and Mr. Shedd.

No Public Comments were made.

4. ED – 524 - Resolution approving the budget for the Midland Development Corporation’s 2026-2027 Fiscal Year.

Midland Development Corporation Executive Director Sara Harris presented an overview of the Midland Development Corporation’s 2026-2027 fiscal year budget.

Board Member West moved to approve ED Resolution – 524, seconded by Board Member Brown

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bhakta, Bejil, West and Boldrick NAY: None ABSTAIN: None ABSENT: None

No Public Comments were made.

5. ED-525 - Resolution authorizing the execution of an economic development agreement with the City of Midland providing for the construction of certain road infrastructure improvements (generally located on and adjacent to Briarwood Avenue between Avalon Drive and Trobaugh Boulevard) as authorized by Texas Local Government Code § 501.103; and authorizing payment for said agreement.

Deputy City Manager Jose Ortiz provided a brief presentation of this item to the Board.

Board Member Bejil moved to approve ED Resolution – 525, seconded by Board Member Boldrick

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bhakta, Bejil, West and Boldrick NAY: None ABSTAIN: None ABSENT: None

No Public Comments were made.

6. ED-526 - Resolution authorizing the execution of a promotional agreement with Midland Hispanic Chamber of Commerce, Inc., to advertise or publicize the City of Midland for the purpose of developing new and expanded business enterprises.

Chairman Bullock provided a brief overview of this item to the Board stating this is something that has been done in previous years.

Board Member Boldrick reported he is not in favor of the way this item is utilized.

Board Member Brown moved to approve ED Resolution – 526, seconded by Board Member West

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bhakta, Bejil and West NAY: Boldrick ABSTAIN: None ABSENT: None

No Public Comments were made.

7. Presentation on the federal Opportunity Zones 2.0 Program from the Midland Development Corporation Executive Director.

Midland Development Corporation Executive Director Sara Harris provided a brief presentation regarding Federal Opportunity Zones 2.0 Program to the Board.

Board discussion with Mrs. Harris ensued.

8. ED- 527 Resolution of the Board of Directors of the Midland Development Corporation supporting the nomination of eligible census tracts within the City of Midland for designation as federal Opportunity Zones under the federal Opportunity Zones 2.0 Program.

Board Member West moved to approve ED Resolution – 527, seconded by Board Member Bejil

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bhakta, Bejil, West and Boldrick NAY: None ABSTAIN: None ABSENT: None

No Public Comments were made.

9. Presentation on the May 2026 economic development activity report from the Midland Development Corporation Executive Director.

Midland Development Corporation Executive Director Sara Harris provided an update to the Board on the economic development activity report.

Business Development Coordinator Soraye Palmer provided an update on community engagement and the collaboration between the City of Midland and the Space Force Association to put on a Midland Space Economy workshop.

The board recessed into executive session at 11:00 a.m.

10. Pursuant to Texas Government Code §551.101, the Board of Directors will hold an Executive Session, which is closed to the public to discuss the following matters as permitted under the following Texas Government Code Sections:

a. Section 551.072, Deliberation Regarding Real Property

- i. Discuss the purchase, exchange, lease, or value of real property.

b. Section 551.087, Deliberation Regarding Economic Development Negotiations

- i. Discuss business prospects that the Midland Development Corporation seeks to have, locate, stay, or expand in or near the City of Midland, Texas, and discuss possible incentives, and discuss contract compliance on the part of businesses.

All the business at hand having been completed, Chairman Bullock adjourned the meeting at 11:36.

Respectfully submitted,

Marcia Bentley-German, City Governance Officer/City Secretary

PASSED AND APPROVED on the 3rd Day of August 2026.

Garrett Donnelly, Secretary

July 20th Minutes

MIDLAND DEVELOPMENT CORPORATION

SPECIAL MEETING MINUTES

July 20, 2026

The Board of Directors of the Midland Development Corporation convened in special session in the Council Chamber, City Hall 300 N. Loraine Street, Midland, Texas, at 10:00 a.m. on July 20, 2026.

Board Members present: Chairman Brad Bullock, Director Elvie Brown, Director Garrett Donnelly, Director Darpan Bhakta, Director Abraham Bejil, Director Hayden Boldrick and Director Denzil West

Board Members absent: None

City Staff Members present: City Attorney Nicholas Toulet-Crump, Assistant City Attorney Kevin Bailey, City Manager Tommy Gonzalez, Chief of Staff Taylor Novak, Assistant City Secretary Rachel Guentensberger and Deputy City Secretary Kathy Rauda

Council Member(s) present: None

MDC Staff Members present: Executive Director Sara Harris, Business Development Coordinator Soraye Palmer, Operations Manager Ken Doyle and Marketing Coordinator Paige McCartney

1. Call meeting to order.

Chairman Bullock called the meeting to order at 10:00 a.m.

2. ED – 528 – Resolution authorizing the execution of an economic development agreement with AST & Science, LLC; and authorizing payment.

Sara Harris, MDC Executive Director, provided a presentation to the board on the proposed agreement. Discussion ensued between the Midland Development Corporation board and Ms. Harris.

Director Bhakta recused himself from the vote and left the meeting prior to discussion of the item.

Director Bullock opened the meeting to public comment:

Judd Campbell – citizen – made public comment in opposition of the agreement.

Jonny Heins – citizen – made public comment in support of the agreement.

Wes Gotcher – citizen – made public comment in support of AST and the agreement.

Board discussion ensued regarding the proposed agreement, job creation, and diversification of the local job market. Saikiran Chilukamari, Senior Director of Strategic Planning & Operations at AST SpaceMobile answered questions regarding the jobs and company information.

Director Bejil moved to approve ED – 528, seconded by Donnelly

The motion carried by the following vote: AYE: Bullock, Brown, Donnelly, Bejil, West and Boldrick NAY: None ABSTAIN: Bhakta ABSENT: None

All the business at hand having been completed, Chairman Bullock adjourned the meeting at 10:24 a.m.

Respectfully submitted,

Rachel Guentensberger, Assistant City Secretary

PASSED AND APPROVED on the 3rd Day of August 2026.

Garrett Donnelly, Secretary

UTPB – Midland Entrepreneurial Challenge

RESOLUTION NO. _____

**RESOLUTION AUTHORIZING THE EXECUTION OF
AN AGREEMENT WITH THE UNIVERSITY OF
TEXAS OF THE PERMIAN BASIN TO ADVERTISE
AND PUBLICIZE THE CITY OF MIDLAND FOR THE
PURPOSE OF DEVELOPING NEW AND EXPANDED
BUSINESS ENTERPRISES**

WHEREAS, The University of Texas of the Permian Basin (“*UTPB*”) has requested funding from the Midland Development Corporation (“*MDC*”), with said funds to be used for the management and administration of the Midland Entrepreneurial Challenge within the corporate limits of the City of Midland (“*City*”); and

WHEREAS, UTPB has agreed to advertise and publicize the City in conjunction with its management and administration of the Midland Entrepreneurial Challenge for the purpose of developing new and expanded business enterprises within the City; and

WHEREAS, the MDC Board of Directors finds that the Midland Entrepreneurial Challenge, through its development and cultivation of local business ventures and innovations, will greatly enhance and promote economic development within the City; and

WHEREAS, Section 504.105 of the Texas Local Government Code authorizes the MDC to make promotional expenditures that advertise or publicize the City for the purpose of developing new and expanded business enterprises; and

WHEREAS, the MDC Board of Directors finds that the expenditure of promotional funds for the management and administration of the Midland Entrepreneurial Challenge will advertise or publicize the City for the purpose of developing new and expanded business enterprises as authorized by the Act; and

WHEREAS, the MDC Board of Directors finds it to be in the public interest to authorize the execution of an agreement with UTPB to advertise and publicize the City for the purpose of developing new and expanded business enterprises;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MIDLAND DEVELOPMENT CORPORATION:

SECTION ONE. That the Chairman and Secretary are hereby authorized and directed to execute and attest, respectively, on behalf of the Midland Development

Corporation, an agreement with The University of Texas of the Permian Basin to advertise and publicize the City of Midland for the purpose of developing new and expanded business enterprises. Said agreement shall be in a form substantially similar to Exhibit A, which is attached hereto and incorporated herein for all purposes.

SECTION TWO. That the City Comptroller is hereby authorized and directed to pay The University of Texas of the Permian Basin, in accordance with the terms of said agreement, an amount not to exceed \$566,701.00 upon receipt of proper invoices or statements approved by the Executive Director of the Midland Development Corporation from funds available in the Midland Development Corporation Promotions Project (800705).

On motion of Director _____, seconded by Director _____, the above and foregoing resolution was adopted by the Board of Directors of the Midland Development Corporation at a regular meeting on the _____ day of _____, A.D., 2026, by the following vote:

Directors voting “AYE”:

Directors voting “NAY”:

BRAD BULLOCK,
Chairman of the Midland
Development Corporation

ATTEST:

GARRETT DONNELLY,
Secretary of the Midland
Development Corporation

APPROVED AS TO FORM ONLY:

NICHOLAS TOULET,
Attorney for the Midland
Development Corporation

AGREEMENT

BETWEEN

**THE UNIVERSITY OF TEXAS OF THE PERMIAN BASIN
AND
MIDLAND DEVELOPMENT CORPORATION**

This Agreement (the “***Agreement***”) is made and entered into this 11th day of August, 2026, between the University of Texas of the Permian Basin (“***UTPB***”), and the Midland Development Corporation (“***MDC***”), an economic development corporation existing under the authority of Chapter 504 of the Texas Local Government Code, regarding the Midland Entrepreneurial Challenge. UTPB and MDC are sometimes collectively referred to herein as the “***Parties***.”

WITNESSETH:

WHEREAS, MDC is a governmental entity of the state of Texas and is authorized by its governing body to enter into this Agreement; and

WHEREAS, MDC is authorized to expend promotional funds in order to advertise or publicize the City of Midland for the purpose of developing new and expanded business enterprises pursuant to Section 504.105 of the Texas Local Government Code; and

WHEREAS, UTPB is a governmental entity of the state of Texas and is authorized by its governing body to enter into this Agreement; and

WHEREAS, UTPB actively promotes business development and economic growth within the City of Midland and the surrounding region for the purposes of creating jobs and developing new and expanded business enterprises in the same; and

WHEREAS, MDC’s expenditure of promotional funds for the advertising and promotional services described herein will advertise and publicize the City of Midland for the purpose of developing new and expanded business enterprises, and will thereby enhance and promote economic development within the City of Midland; and

WHEREAS, it is the desire of the Parties hereto to combine their efforts for the purpose of developing new and expanded business enterprises within the City of Midland;

NOW, THEREFORE, in consideration of the covenants and conditions stated herein, and in consideration of the mutual benefits which will accrue to the Parties, as well as the general citizenry of the City of Midland, the Parties have agreed and do hereby agree as follows:

I. PURPOSE

The purpose of this Agreement is to state the terms and conditions under which UTPB shall perform advertising and promotional services for MDC for the purpose of developing new and expanded business enterprises in the City of Midland and thereby enhance and promote economic development within the City of Midland.

II. OBLIGATIONS OF THE PARTIES

A. MDC Payment. MDC agrees to provide to UTPB funds in an amount not to exceed FIVE HUNDRED THOUSAND and No/00 DOLLARS (\$500,000.00), in consideration for UTPB's services described herein (the "***Service Funds***"). In addition to the Service Funds, MDC agrees to pay UTPB an amount not to exceed SIXTY-SIX THOUSAND SEVEN HUNDRED ONE and No/00 DOLLARS (\$66,701.00) for any marketing and administrative costs associated with the operation and management of the Midland Entrepreneurial Challenge (the "***Administration Funds***"). MDC's payment of the Administration Funds shall not exceed a cumulative amount of FIVE HUNDRED SIXTY-SIX THOUSAND SEVEN HUNDRED ONE and No/00 DOLLARS (\$566,701.00) over the term of this Agreement. MDC agrees to provide the Service Funds and Administration Funds (cumulatively referred to as the "***Funds***") subject to all conditions and restrictions contained in this Agreement. The payment of the Funds shall be on a cost-reimbursement basis, and shall be provided by MDC to UTPB upon MDC's receipt of a written request by UTPB. In conjunction with its written request for the Funds, UTPB shall submit invoices or statements demonstrating UTPB's payment of funds in support of UTPB's performance of the services described herein (the "***Supporting Documentation***"). The approval of the Supporting Documentation is subject to the sole and absolute discretion of MDC's Chairman. Notwithstanding any provision of this Agreement to the contrary, the Parties agree that it shall be in the sole and absolute discretion of MDC to reimburse UTPB for the services to be performed described herein depending on the rendered quality of said services and the quality of the Supporting Documentation, as determined by MDC.

B. UTPB Services. UTPB shall use commercially reasonable efforts to provide those promotional services described in **Exhibit A**, which is attached hereto and incorporated herein for all purposes. UTPB shall coordinate with MDC's Executive Director regarding the design, nature, content, and implementation of said services to enable the advertising and promotional activities performed hereunder to be effective and efficient in achieving the purpose of this Agreement. UTPB shall require its vendors to provide detailed outlines for any marketing strategies to include dates, times, media platforms, and proofs. Additionally, UTPB agrees to oversee the operation and management of the Midland Entrepreneurial Challenge. Regarding the Midland Entrepreneurial Challenge, UTPB shall provide those services and duties described in **Exhibit B**, which is attached hereto and incorporated herein for all purposes.

C. UTPB Report. On or before September 30, 2027, UTPB shall provide MDC with a written report containing a detailed summary of 1) UTPB's efforts to promote new and expanded business enterprises within the City of Midland; and 2) the participants, qualifications, evaluation material, and results of the Midland Entrepreneurial Challenge.

III. INDEPENDENT CONTRACTOR

UTPB shall operate hereunder as an independent contractor and not as an officer, agent, servant, or employee of MDC. UTPB shall have exclusive control of, and the exclusive right to control, the details of the work to be performed hereunder and all personnel performing the same, and shall be solely responsible for the acts and omissions of its officers, members, agents, employees or contractors. In no event shall any person participating in or performing any of UTPB's duties or responsibilities hereunder be considered an officer, agent, or employee of MDC. Further, it is specifically understood and agreed that nothing in this Agreement is intended or shall be construed as creating a "Community of Pecuniary Interest" or "An Equal Right of Control" which would give rise to vicarious liability. UTPB shall be an independent contractor under this Agreement and shall assume all of the rights, obligations and liabilities, applicable to it as such independent contractor hereunder. MDC does not have the power to direct the order in which the work is done. MDC shall not have the right to control the means, methods or details of UTPB's work. UTPB shall assume exclusive responsibility for its work.

IV. TERM OF AGREEMENT

Upon execution by the Parties, this Agreement becomes effective August 11, 2026, and shall terminate on September 30, 2028, or when terminated by mutual agreement of the Parties, or when terminated as hereinafter provided.

V. INSURANCE

UTPB shall, at all times during the term of this Agreement, maintain and keep in full force and effect insurance in the following types and minimum amounts with companies authorized to do business in the State of Texas:

Commercial General Liability (including Contractual liability):

- | | |
|-------------------|-------------------------------|
| -Personal Injury: | \$1,000,000.00 per person |
| | \$1,000,000.00 per occurrence |
| -Property Damage: | \$100,000.00 per occurrence |

Workers' Compensation: Statutory limits

Employers' Liability: \$500,000.00 per accident or occurrence

The Commercial General Liability shall be on a per project aggregate, including completed operations, and shall be on a claims-occurred basis. This insurance shall name MDC as an additional insured and waive subrogation in favor of MDC.

The Workers' Compensation coverage provided by UTPB shall inure to the benefit of employees injured during the course and scope of their employment by UTPB pursuant to this Agreement. The Workers' Compensation shall waive all rights of subrogation in favor of MDC.

All insurance required pursuant to this Agreement shall provide for a waiver of subrogation in favor of MDC. All insurance required pursuant to this Agreement, except for Workers' Compensation Insurance, shall name MDC as an additional insured on an occurrence basis. MDC shall be provided the notice by UTPB's insurance provider not later than thirty (30) days prior to any reduction or termination of such coverage.

UTPB shall contractually require all contractors, subcontractors, and sub-subcontractors that work on any portion of the work that is the subject of this Agreement to obtain insurance coverage that meets or exceeds the policy requirements and minimum amounts specified herein. All contractors, subcontractors, and sub-subcontractors shall obtain insurance policies that provide blanket waivers of subrogation in favor of MDC and policies that name MDC as an additional insured on an occurrence basis (except workers' compensation).

The Parties agree that, prior to the execution of the Agreement, UTPB shall provide one or more certificates of insurance specifically stating that these requirements have been met and subject to the approval of MDC. The parties also agree that this Agreement shall not become effective until the City Attorney's Office of the City of Midland, Texas, reviews and approves of all certificates of insurance required under this Agreement. MDC shall not be required to provide any insurance whatsoever pursuant to this Agreement.

UTPB certifies that the certificate of insurance provided as required herein complies with the requirements of Chapter 1811 of the Texas Insurance Code. UTPB shall not use an unapproved certificate of insurance or insert inappropriate language on a certificate. Compliance with state law is the sole responsibility of UTPB.

VI. GENERAL TERMS

A. Entire Agreement. This Agreement embodies the complete agreement of the Parties, superseding all oral or written, previous and contemporary agreements between the Parties relating to matters in this Agreement; and except as otherwise provided herein, this Agreement cannot be modified or amended without a written agreement of the Parties.

B. Termination. MDC may terminate this Agreement at will for any or no reason upon giving at least ninety (90) days' written notice to UTPB. The parties to this Agreement understand and agree that it is in MDC's sole and absolute discretion to cancel the Agreement during the term of the Agreement without penalty to MDC. UTPB has no expectation and have received no guarantees that this Agreement will not be terminated before the end of the Agreement term. The Parties have bargained for the flexibility of terminating this Agreement upon tender of the requisite notice at any time during the term of the Agreement. All work and services under the Agreement shall be suspended upon termination of the Agreement becoming effective.

C. Multiple Counterparts. This Agreement may be executed in one or more counterparts, each of which will be deemed an original.

D. Payments from Current Revenues. The payment of funds made by MDC for the performance of UTPB's services shall be paid from current revenues available to MDC.

E. Legal Construction. In case one or more of the provisions contained in this Agreement shall for any reason be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions hereof and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

F. Defenses. It is agreed that, in the execution of this Agreement, neither Party waives any immunity or defense that would otherwise be available to it against third parties, or against claims arising from the exercise of governmental powers and function. This Agreement shall not be construed as a waiver regarding the issues of governmental immunity, sovereign immunity or qualified immunity.

G. Third-Party Beneficiary. MDC's approval of this Agreement does not create a third-party beneficiary. There is no third-party beneficiary to this Agreement. No person or entity who is not a Party to this Agreement shall have any third-party beneficiary or other rights hereunder.

H. Assignment. The Parties hereto shall not assign this Agreement, in whole or in part, any such assignment being void.

I. Governing Law and Venue. This Agreement shall be governed by the laws of the State of Texas. All performance and payment made pursuant to this Agreement shall be deemed to have occurred in Midland County, Texas. Exclusive, sole and mandatory venue for any claims, suits or any other action arising from or connected in any way to this Agreement or the performance of this Agreement shall be in Midland County, Texas. The obligations and undertakings of each of the Parties shall be deemed to have occurred in Midland County, Texas.

J. Release. NOTWITHSTANDING ANY OTHER PROVISION CONTAINED HEREIN, UTPB HEREBY RELEASES, ACQUITS, RELINQUISHES AND FOREVER DISCHARGES MDC, MDC'S EMPLOYEES AND OFFICERS, FROM ANY AND ALL DEMANDS CLAIMS, DAMAGES, OR CAUSES OF ACTION OF ANY KIND WHATSOEVER WHICH UTPB HAS OR MIGHT HAVE IN THE FUTURE, INCLUDING BUT NOT LIMITED TO BREACH OF CONTRACT, QUANTUM MERUIT, CLAIMS UNDER THE DUE PROCESS AND TAKINGS CLAUSES OF THE TEXAS AND UNITED STATES CONSTITUTIONS, TORT CLAIMS, OR MDC'S NEGLIGENCE.

K. Notices. All notices to either Party required under this Agreement shall be sent by certified U.S. mail, postage prepaid, addressed to such Party at its respective address shown below. All notices shall be deemed given on the date so deposited in the mail, unless otherwise provided herein. Either Party hereto may change the address below by sending written notice of such change to the other Party.

If to UTPB:

University of Texas of the
Permian Basin

If to MDC:

Midland Development Corporation
Attn: Executive Director
200 N. Loraine Street, Suite 610

Attn: Dr. Brian Shedd
4901 E. University Blvd
Odessa, Texas 79762

Midland Texas, 79701

L. Reimbursement Payments; Miscalculations. The Parties acknowledge that the Funds paid to UTPB pursuant to Section II.A above shall be made exclusively on a reimbursement basis. Notwithstanding the foregoing, the Parties also acknowledge that an overpayment of the Funds may occur due to good-faith errors, oversights, and unforeseen circumstances beyond the control of either Party. Accordingly, within ten (10) days of receiving any notice from one Party to the other that an overpayment of the Funds is alleged to have occurred, the Parties shall use good-faith efforts to identify and confirm the amount of the Funds that were overpaid by MDC to UTPB. Upon the Parties' confirmation that Funds are in fact overpaid and the amount thereof, UTPB shall either: (i) immediately submit a written request to apply such overpaid Funds to a subsequent renewal or extension of this Agreement, which Funds shall be subject to the same terms and conditions contained herein; or (ii) repay such remaining Funds to MDC within thirty (30) days following the termination or expiration of this Agreement. If UTPB elects to submit a request to apply such remaining Funds to a subsequent renewal or extension of this Agreement, MDC may consider such request and notify UTPB of its decision within thirty (30) days of MDC's receipt of UTPB's request. If MDC refuses the request or fails to render a decision within said 30-day period, then UTPB shall be required to repay the remaining Funds to MDC within thirty (30) days following the termination or expiration of this Agreement. This Section shall survive the termination of this Agreement.

[Signature Pages Follow]

MIDLAND DEVELOPMENT
CORPORATION

Brad Bullock, Chairman

ATTEST:

Garrett Donnelly, Secretary

UNIVERSITY OF TEXAS OF THE
PERMIAN BASIN

By: _____

Name: _____

Title: _____

THE STATE OF _____ §

§

COUNTY OF _____ §

BEFORE ME, the undersigned authority, on this ____ day of _____ 2026,
personally appeared _____ for the University of Texas of the Permian
Basin, known to me to be the person and official whose name is subscribed to the foregoing
instrument, and acknowledged to me that he executed the same as the act and deed of said entity,
for the purposes and consideration therein expressed, and in the capacity therein stated.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this the _____ day of
_____, 2026.

Notary Public, State of Texas

Promotional Services to be Provided by
The University of Texas Permian Basin

1. Branding the City of Midland for the purpose of developing new and expanded business enterprises in the new Midland Entrepreneurial Challenge website, brochure and media materials.
2. Promoting the Midland Entrepreneurial Challenge on the UTPB website.
3. Adding a link from the Midland Entrepreneurial Challenge website to the Midland Development Corporation's website.
4. Including a description and logo for the Midland Development Corporation in the Midland Entrepreneurial Challenge promotional materials, when feasible.
5. Including a reference to the Midland Entrepreneurial Challenge and the City of Midland's support of this new program in press releases and live or prerecorded media soundbites, when feasible.



MIDLAND
ENTREPRENEURIAL
CHALLENGE

BUILDING A DIVERSE MIDLAND



A Proposal for the Midland Development Corporation



From the UTPB College of Business

and the

UTPB Office of Innovation & Commercialization



THE UNIVERSITY OF TEXAS
PERMIAN BASIN™

COLLEGE OF BUSINESS



UT PERMIAN BASIN™

THE OFFICE OF INNOVATION
& COMMERCIALIZATION

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2017-2018	22

Introduction to the University of Texas Permian Basin

UT Permian Basin takes great pride in being part of The University of Texas System, known for its exceptional academic success, breakthrough research, and an international reputation for excellence and innovation. It includes 14 educational institutions throughout the state, including nine universities and five health institutions. Home to over 7,000 enrolled students, UT Permian Basin benefits from the vast resources and support of the world-renowned University of Texas System yet is lean enough to foster a connected, tight-knit community while remaining financially accessible to any student. With an unwavering commitment to students, a strategic approach to designing higher education, and the resources to ensure academic success, UTPB is set to nurture the leaders who will go on to shape the future of West Texas and the nation. Each year over 250 teaching faculty deliver a highly educated and savvy workforce back into the communities of the Permian Basin and across the nation. UTPB offers 36 baccalaureate degree programs and 20 master's degree programs in the arts and sciences, business, engineering, education, and health and human performance—and the University continues to grow. Recently added chemical and electrical engineering programs offer unique internship opportunities that are attracting new students. As a regional, comprehensive institution, The University of Texas Permian Basin serves a diverse community of students from the region, the state, and beyond. Through excellence in student-centered teaching, learning, research, and public service, the University cultivates engaged citizens and impacts lives while advancing technology and the public interests of West Texas.

Overview of the UTPB College of Business

The UT Permian Basin College of Business entrepreneurship programs have fully invested in the future of entrepreneurship in our community. The LaunchPad, a student-driven entrepreneurship network, has provided tools, mentorship, and entrepreneurship opportunities for UTPB students, regardless of their chosen major or college of study. The recently renovated state-of-the-art Roden Center for Entrepreneurship includes sound, and audio recording spaces, and meeting spaces for the student entrepreneurship organizations. With revamped and reintroduced Entrepreneurship Minor and Certificate options, UTPB College of Business is meeting the needs of today's aspiring entrepreneurs, with applicable knowledge-based materials.

Mission

The College of Business at The University of Texas Permian Basin provides responsive and innovative programs enhancing the quality of life for its students, graduates, and the community. We advance business and energy industry research, economic competitiveness and diversification, while connecting students to transformative opportunities. Through excellence in teaching, the college empowers student success and facilitates outstanding

career, personal, and community outcomes, developing next-generation leaders and entrepreneurs.

Overview of the UTPB Office of Innovation & Commercialization

The UTPB Office of Innovation & Commercialization (OIC) was developed in 2021 to unify all of the innovation and commercialization activities at the university to comprehensively support the campus and community. Through the office and its partners, a variety of resources are available to support innovation development at every point along the path to commercialization and broader societal benefit. OIC is housed at the 30,000 square foot Center for Energy and Economic Diversification (CEED) building on the Midland Campus of UTPB, which just recently completed substantial renovations to develop spaces to support innovation and entrepreneurship. The CEED contains office space, coworking space, wet lab space, a makerspace, conference/event space, and a café. OIC is also co-located at the CEED with the UTPB Small Business Development Center (SBDC) and two University research labs, the Texas Water and Energy Institute (TWEI) and the Advanced Manufacturing Center (AMC).

Mission

To unify and enrich all of the innovation and commercialization activities at UTPB through its education, research, and entrepreneurship programs and to serve as a focal point for more dynamic engagement with the community and industry.

Activity Sets

Technology Transfer, Industry Collaboration, Startup Support, Product Development

Meet the Midland Entrepreneurial Challenge Team



Dr. Brian Shedd, Executive Director for the Office of Innovation & Commercialization

Prior to coming to UTPB, Brian has worked in university technology transfer roles at the University of Houston (UH), Louisiana State University (LSU) and the University of California, Los Angeles (UCLA). At UH, he was the Director for the Office of Technology Transfer & Innovation housed at the Technology Bridge, a 75-acre research park focused on commercialization of new technologies. At LSU he was the Assistant Director of the Office of Innovation & Technology Commercialization (ITC) and responsible for intellectual property protection and commercialization of all the research that takes place on the LSU campus. At LSU, he served as the lead administrator of LSU's NSF I-Corps Site Program that prepares scientists and engineers to move beyond the lab and into the market. Brian also worked at UCLA in their technology transfer office, the Office of Intellectual Property, which is now known as the Technology Development Group. During his time at UCLA, he served as a Board Member to PortTech Los Angeles, a business incubator focused on developing technologies for the Port of Los Angeles, a Leadership Council Member for the Los Angeles Cleantech Incubator, and as a lecturer in the UCLA Anderson School of Management. He is also responsible for the creation and management of BRUINcubate, the UCLA Entrepreneur Support Network, involving more than 20 different entrepreneurial support organizations located on campus.



CC Serrato, Program Coordinator for the Office of Innovation & Commercialization

CC has served in various roles at UT Permian Basin for the past 13 years and has proven to be a vital part of the mission for the university. Her current role as the Program Coordinator in the Office of Innovation & Commercialization will be to assist the department in coordinating entrepreneurship programs with education and research, and to serve as a point of contact for dynamic engagement with the community and industry. The CEED

Building on the Midland campus is where you can find CC working hard to accomplish this vision!

The Midland Entrepreneurial Challenge

1.0 Introduction

The Midland Entrepreneurial Challenge continues to empower innovative ideas and strategies proven to be both community inspiring and financially lucrative. The value provided by the competition includes a detailed critique from the expertise of our judges, encapsulating the importance of developing the necessary objectives to achieve market strength. Throughout the competition entrepreneurs are forced to think critically about virtually every aspect of their business. Contestants are obligated to assess their level of detail that is often overlooked, while becoming open to new and valuable suggestions that defines both short/long-term outcomes.

1.1 Midland Economic Challenge funding

The Midland Entrepreneurial Challenge (MEC), which will be funded by the Midland Development Corporation (MDC) and partnered with the University of Texas Permian Basin (UTPB), is designed to assist entrepreneurs with expanding an existing business or starting a new one.

1.2 The Purpose

Each participant will gain a better understanding of how to develop and follow a realistic business plan and model to ensure a growing business. This undoubtedly will have a positive economic impact for Midland.

1.3 Orientations

Through several orientation seminars presented by UTPB, entrepreneurs and business owners who are interested in participating, will better understand the requirements of the competition.

1.4 The Benefits

Once qualified, all entrants will have access to business coaching, expertise, and other pertinent resources offered via UTPB. These one-on-one meetings will discuss strategy, assist with building financials, and finalize business plans before they are submitted.

1.5 Award Monies

This fiscal year, the plan includes Five Hundred Thousand Dollars (\$500,000) of total available award money to be distributed with up to One Hundred Fifty Thousand Dollars (\$150,000) to each of the selected winner(s) identified through the deliberation and decision of the judges.

2.0 About the Challenge

2.1 The Objective

The objective of this program is to provide another source of capital funding to business owners and entrepreneurs in Midland who might not be able to obtain the funding otherwise. The value participating in business plan process allows participants to gain a better understanding of how to develop, build and grow strong businesses that will even further strengthen Midland's economic condition and development.

2.2 Partnership

The funding will be provided by the Midland Development Corporation and the program administration, seminars, and business plan consultation will be provided by UTPB College of Business and the Office of Innovation & Commercialization.

2.3 Anticipated Local Economic Benefit

The competition is designed to foster community involvement and innovation by bringing local entrepreneurs and professionals together to continue the economic diversification of the City of Midland. The outcomes contribute to a community's identity that preserves the unique character created by a vibrant small business community. Other benefits are the increased employment while keeping tax dollars close to home and improving the city as a result.

3.0 Eligibility Requirements

These requirements must be met in order for any applicant to participate in the program and receive award money:

- ✓ The business must be headquartered in the City of Midland (within in the city limits).
- ✓ Winning businesses that receive money cannot sell or relocate the business outside of the city limits of Midland for a period of five years after receiving award money without first returning award money received through this program.
- ✓ Participants cannot be an immediate relative of administrative officials or judges or engaged in any other business partnerships with an administrative official or judge. All special circumstances will go under the review of the UTPB MEC Team, who will make the final decision.
- ✓ Participants must become a client of the UTPB SBDC by completing the 641 SBA form.
- ✓ Winning businesses must provide UTPB with economic impact data according to the Accountability section and within the deliverable deadlines outlined in the guidelines.
- ✓ Participants must have a credit score of at least 640 to participate. All special circumstances will be reviewed by the UTPB MEC Team, who will make the final decision.

- ✓ Attendance is mandatory for all seminars throughout the competition unless excused by a member of the UTPB MEC Team.
- ✓ Previous winners of the challenge cannot reenter the challenge for the same business; however, if the previous winner is in good standing with UTPB according to the Accountability section for a full three years, the winner may enter for a different business with approval from the UTPB MEC Team.
- ✓ Previous participants who were not awarded any monies may reenter the following year.
- ✓ A participant is not allowed to participate in the challenge if he or she was convicted of a felony. UTPB will conduct background checks on all participants, and the cost of the background check will be incorporated into the entry fee.
- ✓ The business owner(s) must participate in the program, not employees, consultants, or contractors.
- ✓ Businesses must have less than 15 full time equivalent (FTE) employees to participate in the program.
- ✓ Businesses must align with community priorities and enhance community relations.

4.0 Application Process

4.1 Orientation

Businesses interested in applying for the MEC program will be required to attend one of the orientation events as listed in section 6.0 Schedule of Events. Three separate orientation events will be held to ensure the maximum opportunity for participation.

4.2 Registration

After attending at least one orientation, businesses that wish to join the challenge must pay the non-refundable entry fee and return a signed confidentiality agreement through the online registration portal by the date listed in section 6.0 Schedule of Events.

4.3 Participant Limit & Priority Categories

The MEC is limited to 50 businesses who meet all the eligibility requirements as described in section 3.0. Priority registration will be given to businesses that are in any of the following industry sectors:

- Energy
- Water
- Space/Aerospace

4.4 Randomized Selection Process

Since the MEC is limited to 50 businesses, registrations will first be processed for any business that registers by the deadline and falls within any of the three priority categories (listed in Section 4.3), with the rest of the participants chosen by randomized selection until 50 total participants are reached.

4.5 Alternates

Roughly 10 additional registered companies (if available) will be chosen by randomized selection as alternates in case any of the initial 50 businesses fail to meet the eligibility criteria or drop out of the program prior to the first seminar.

5.0 Seminars

UTPB and its partners will provide a series of seminars to all of the admitted participants on a variety of topics essential to entrepreneurs and designed to increase performance and longevity. Attending these seminars will assist business owners to achieve success by providing new skills and methods of practice. The seminars selected for the MEC will include:

- Developing the Canvas
- Lending
- Business Plan Preparation
- Marketing
- Business Resources in the City of Midland
- Business Structure
- Intellectual Property
- Preparing a Presentation

These seminars are led by other successful business owners, skilled UTPB faculty and staff, and other professionals such as accountants and tax specialists. These educational offerings help small business owners tackle many of the issues associated with early-stage startups and prepare them for the rigors of the MEC competition.

6.0 Schedule of Events

Date	Time	Topic
9/8/2026	6 – 7:30 PM	Orientation
9/9/2026	6 – 7:30 PM	Orientation
9/10/2026	6 – 7:30 PM	Orientation
9/11/2026	9:00 AM	Registration Opens
9/11/2026	5:00 PM	Registration Deadline

9/14/2026	10:00 AM	Randomized Selection – 50 Businesses Notified via Email
9/22/2026	6 – 7:30 PM	SEMINAR: Developing the Canvas (SBDC)
10/1/2026		Target Deadline for Judge Recruitment
10/6/2026	6 – 7:30 PM	SEMINAR: Preparing a Business Plan, Part 1 (SBDC)
10/20/2026	6 – 7:30 PM	SEMINAR: Preparing a Business Plan, Part 2 (SBDC)
10/22/2026	9:00 PM	Deadline for Pitch Sheets
11/3/2026	6 – 7:30 PM	SEMINAR: Marketing (Armlic Systems) + Past Winner Panel
11/17/2026	6 – 7:30 PM	SEMINAR: City of Midland Resources (MDC) + MEC Mixer
11/18/2026		Pitch Score Cards received from Judges
11/20/2026		Advancing Businesses Notified
12/1/2026	6 – 7:30 PM	SEMINAR: Business Structure & Intellectual Property (SBDC & OIC)
12/8/2026	9:00 PM	Business Plans Due
1/5/2027	6 – 7:30 PM	SEMINAR: Lender Seminar (Bank TBD)
1/20/2027		Business Plan Score Cards received from Judges
1/22/2027		Final Round Businesses Notified
1/26/2027	6 – 7:30 PM	SEMINAR: Preparing for the Final Presentation (UTPB)
2/2/2027	10 AM – 4 PM	Final Presentation to Judges
2/3/2027		WINNERS NOTIFIED!
TBD	7 – 9 PM	Awards Presentation (Location: Rea Greathouse – WNPAC)

7.0 Judging of the MEC

7.1 Selection of Judges

In an effort to select the best judges for the competition, UTPB seeks individuals that have developed and owned a major business within the Midland community. Judges should be industry-related experts, someone with a specific market niche, a previous winner, someone with a prestigious reputation, or individuals with a high-level of experience.

At a minimum, a judge should possess a background of 10 or more years of experience in business and/or qualifications consisting of the following:

- Business Owner
- Local Bank Lender
- Community Leader

No person shall serve as a judge that has any interrelationships relevant to board members of the Midland Development Corporation and all staff involved in the production of the MEC program.

7.2 *Judging Criteria*

The process of judging incorporates a distinctive competence to recognize a disruptive or unique business concept. Participants will be required to demonstrate a clear market need and a viable method to supply the demand. Characteristically, participants are evaluated on their ability to develop the company and manage risks. Other assessments include the ability to have a realistic potential to succeed and fully understanding the financial requirements. In addition, employment growth is considered by determining the number of full-time employees (FTEs) within three years to five years. In the business plan, judges will validate funding, cash requirements, determine cost structures and revenue streams. In the final stage, participants are evaluated on how persuasive and logical their plan is.

Initial Canvas

Category	Points
Viability	15
Team and Partners	15
Financial	15
Growth	15
Strategy	15
Competition	15
Dynamism	10
Total	100

Business Plan

Category	Points
Business	15
Product/Service	15
Marketing	15
Management	15
New Job Creation	15
New Revenue for the City	15
Compelling Narrative	10
Total	100

Final Presentation to Judges

Category	Points
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Effective communication of the business plan, validation of funding request, and support for job creation	20
Judges' questions answered thoroughly and effectively	20
Knowledge, expertise, and ability of entrepreneur	20
Commercial viability of the venture	20
Overall effectiveness and quality of presentation	20
Total	100

7.3 *Participant Pitfalls*

These are common mistakes that participants should avoid at all costs!

- ⊗ Marketing activities with no strategic focus (ex. website development – launch and take orders with no particular strategy)
- ⊗ No competitive analysis
- ⊗ Unrealistic sales expectations
- ⊗ Financials that appear to be “pulled out of the air”
- ⊗ Lack of job creation details

7.4 *Structure of the Business Plan*

<u>The Business</u> • Legal structure and ownership • Industry, niche, or specialization • Key goals • Why does the business exist? • Prior entrepreneurship and management experience	<u>Product/Service</u> • Description of each product/service • What problem will it solve? • How does it benefit customers?
<u>Marketing</u> • Target market • Competitive environment • Distribution strategy • Pricing strategy • Promotion strategy • Positioning strategy	<u>Management</u> • Operation systems and process • Current employees • Job creation • Financials • Utilization of MDC funds



7.5 *Structure of the Final Presentations*

- ✓ Each finalist will receive a 30-minute slot in which to present. Each slot will consist of set up, presentation, question and answer with the judges, and clean up.
- ✓ The presentation order will be determined at random. All the finalists' names will be placed in order randomly and assigned a time slot.
- ✓ Only the business presenting, the judges, and the UTPB MEC Team are allowed in the room during the pitch.
- ✓ A one-hour break will be given to the judges halfway through the pitch presentations.
- ✓ After all the pitches have been presented, the judges will score each business. The scores will be averaged and ranked by the UTPB MEC Team and provided to the judges.
- ✓ The judges will determine how many of the top average scores will be declared winners and how much of the \$500,000 each winner will receive.
- ✓ Judges will not award more money than is requested by a business, however, less money can be awarded.
- ✓ The finalists will be informed of the results the next business day and the winners will be invited to the awards presentation.

8.0 Basics of Receiving the Award Money

8.1 *Payment method*

In the event you are a recipient of the award money, the total awarded amount will be given in installments that will be distributed shortly after the completion of the challenge by UTPB and be funded by Midland Development Corporation. The winning businesses must submit a W-9 form and UTPB New Vendor form to the program coordinator for funds to be dispersed. Checks will be mailed to the address listed. In addition, winners must:

- ✓ Be able to provide proof that the business headquarters is in the city of Midland to receive money.
- ✓ Show proof of a "business account" to deposit the monies. This must be kept in a separate bank account from any personal purchases.

8.2 *Award Monies*

Winners will receive their awarded monies from the challenge in installments. For a winner to receive an installment, they must provide invoices that are consistent with the strategy stated in the business plan. Those invoices will be approved or rejected by the UTPB MEC Program Coordinator. If approved, a check for the total amount of the approved invoices will be distributed by UTPB and mailed to the winner's address that was submitted on the UTPB New Vendor Form. If the winner changes his or her mailing address after submission

of the UTPB New Vendor Form, it is the responsibility of the winner to notify the UTPB MEC Program Coordinator of the change.

After an installment has been issued to a winner, they will not be able to request additional funds until that winner provides receipts for the past approved invoices to be audited by the UTPB MEC Program Coordinator. This process will be repeated until the total award money has been distributed.

If MEC winners wish to use the award money for equity in a loan, they must provide a copy of the loan agreement to the MEC Program Coordinator at UTPB along with payment receipts.

8.3 Installments

If a winner receives an installment and does not spend the money in a specific amount of time determined by the UTPB MEC Program Coordinator, they will be required to give the money back to UTPB for holding. If a winner spends the approved installment on anything other than the approved invoices without consent from the UTPB MEC Program Coordinator, that winner will be in violation of the terms and conditions of the challenge and all monies must be paid back to the Midland Development Corporation through UTPB, and the winner will be banned from any future business challenges in which UTPB is involved.

8.4 Financing

A challenge participant is allowed to acquire bank financing or other investor financing before the completion of the competition with the plan to pay off or make payments on those loans with the anticipated award monies from the challenge. These plans need to be addressed in the business plan and/or approved by the UTPB MEC Program Coordinator before the funds are obtained and UTPB must receive a copy of the loan documents to keep on record. University of Texas Permian Basin, Midland Development Corporation, the judges, or any other entity involved with the Midland Entrepreneurial Challenge are not responsible for repaying the loans in the event the business does not receive funds from the challenge.

8.5 Seek Accounting Advice

Award money “IS” counted as taxable income. Participants are advised to consult a CPA for accounting advice regarding the funds.

9.0 Accountability for the Winners

9.1 Annual Reporting Requirements

The award money received from the challenge must only be spent on the items articulated in the business plan. The Midland Development Corporation also wants to track the benefit to the community. So long as the winners are following these guidelines for receipt of the award monies, the MEC winners are only required to provide the following on an annual basis for five (5) years to the MEC Program Coordinator at UTPB:

- ✓ Income and balance statements (and loan payment receipts if applicable)
- ✓ Current number of employees
- ✓ Any business expansion or additional locations
- ✓ Any additional funding or financing

9.2 Reporting Requirement Deficiencies

If the winners fail to provide any of this information on an annual basis or are otherwise not following these guidelines for receiving award monies, UTPB may require the winner to submit the same information on a biannual basis in order to follow their progress more carefully.

9.3 Midland Presentation

At any time during the five (5) year period after receiving award monies from the Midland Entrepreneurial Challenge, the Midland Development Corporation Board of Directors may request a “State of your Business” presentation to the Midland Development Corporation Board of Directors monthly meeting. If a presentation is requested, the business owner(s) is highly encouraged to attend.

9.4 Violation of Terms

If the business fails to adhere to the requirements listed herein, the business will be in violation of the terms of the Midland Entrepreneurial Challenge and all monies received from the competition will have to be paid back to UTPB. If the business does not have the total amount available to reimburse at one time, a payment plan with interest will be arranged for the balance owed. The interest rate will be set at the SBA current loan rate plus prime. The length of the repayment plan will be determined by UTPB, but in no case will be longer than two years. In addition to paying back the awarded monies, all past winners that violate the terms and conditions of the competition will not be allowed to participate in any future competitions involving UTPB. Any monies recovered by UTPB under this section shall be returned to the Midland Development Corporation as soon as possible.

10.0 Marketing for the MEC

Marketing is a key piece of a successful program, which allows UTPB to promote the program broadly and recruit the best business opportunities from the City of Midland. UTPB's marketing efforts are focused on brand awareness and promotion of our community. The success of the marketing campaigns are influenced by a strong strategy outlining both short & long-term objectives, timelines, and specific channels to jumpstart awareness to increase participation.

10.1 Marketing Mediums

A variety of marketing mediums and platforms will be used including:

- Web via <https://midlandentrepreneurialchallenge.com/>
- Brochures
- Television
- Radio
- Newspaper
- News Releases
- Social Media
- Digital Ad Campaigns

10.2 Past Marketing Effort Engagement

Last year's program had 164 individuals signing up to attend one of the 3 orientation sessions which is the maximum number of registrations we can accommodate based on seating at the orientation venue, so the orientation sessions were completely full. This resulted in **56** registered businesses, with 50 businesses being admitted into the program and 6 making it onto the waiting list.

Below are some statistics on the marketing campaign from the previous year to demonstrate the reach that our efforts have yielded:

Social Advertising:

The social campaign targeted Midlanders interested in business planning, startups, small business ownership, and/or entrepreneurship.

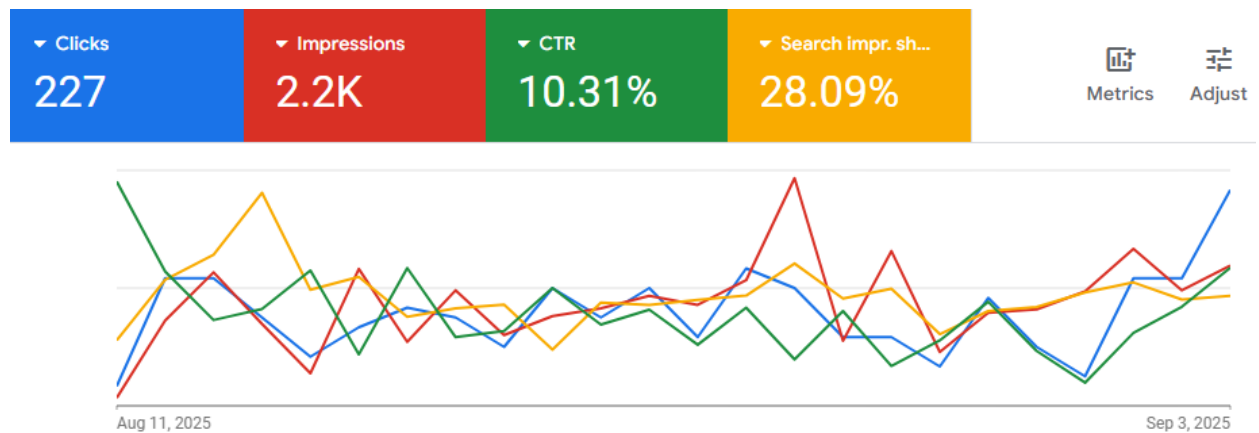
- Link Clicks: 5,407 (39.3% increase year-over-year)
- Impressions: 1,160,042 (74.1% increase)
- People Reached: 66,929 (16.5% decrease)
- Reactions: 228 (62.9% increase)
- Comments: 6 (no change)
- Shares: 26 (13.3% decrease)
- Overall Page Engagement: 23,204 (314.1% increase)



Google Ads Search

Targeted people searching for the MEC, tips for starting a business, business funding, small business grants, and entrepreneurship.

- Clicks: 227 *(20.9% decrease year-over-year)*
- Impressions Delivered: 2,202 *(3.3% increase)*
- Click-Through Rate: 10.31% *(23.4% decrease)*



A survey was conducted of the businesses that attended the orientation sessions to identify which marketing channels were successful in reaching potential participants, and the majority of registrants responded they heard about the MEC through Facebook and Instagram marketing (27 responses), followed closely by Word of Mouth (23 responses).

Midland Entrepreneurial Challenge Proposal for 2026-2027

UTPB is very excited for the opportunity to once again partner with the Midland Development Corporation to support our local entrepreneurs and help grow and diversify the economy here in Midland. The community has come to know this event, and it is a time filled with anticipation and excitement. We have had an excellent set of winners each year, and take great pride in watching those business grow and become standouts in the local community. We are grateful for MDC's support of this very important program and look forward to another successful year.

Budget Overview

Award Money:	\$500,000
Personnel:	\$33,000
Program Operations:	\$18,700
Marketing:	\$6,000
Indirect Costs:	\$9,001
TOTAL:	\$566,701

Note this amount does not include registration fees from the participants, which will vary based on the number of participants. Registration fees are used solely for Program Operations.

Budget Justification

Award Money

The most important category in the budget is the award money which is provided to the winning participants after completing the program and being selected by the judges. The prize purse ensures we have robust interest in the program and maintains competitiveness among the applicants to ensure a high quality of business entrants.

Award Money	\$500,000
TOTAL:	\$500,000

Personnel

The UTPB MEC Team will organize and execute the entire 6-month program and ensure that every aspect of this competition meets the expectations of the Midland Development Corporation. This compensation also covers the additional months of preparation and follow up with the participants for payments. This year's MEC Team: Dr. Brian Shedd and CC Serrato will provide frequent updates to the board through the Executive Director of

the MDC and be available for any questions during the challenge. In addition, the MEC team will be in constant communication with the Small Business Development Center to confirm the contestants are meeting with their staff on a regular basis. This year we are also engaging several of the faculty members from the UTPB College of Business to provide additional consulting to the MEC participants and assist in delivering the seminars.

Dr. Brian Shedd	\$10,000
CC Serrato	\$15,000
Various College of Business Faculty	\$8,000
TOTAL:	\$33,000

Program Operations

The second category of program operations relates to actual program costs associated with delivery of the program. This includes any food/drink, giveaways, and costs associated with the orientation sessions and seminars. Program Operations also covers in-depth Business Consulting Support services that the businesses receive throughout the program, but specifically pertain to development of the Pitch document and the Business Plans. Also included here are all of the costs associated with the final awards presentation. The awards presentation is the culmination of the program and is a celebration of all of the hard work put into the program by the award winners, judges, and UTPB MEC Team. The awards presentation provides a chance for celebration and reflection of the commitment among our contestants, recognition of the devotion of our community judges and appreciation of the opportunity provided by Midland Development Corporation.

The requested funds for the program operations will cover a wide variety of items, including but not limited to, food, drinks, award checks, plaques for the judges, decorations, and all other items deemed necessary for a successful program as determined by the UTPB MEC Team. A rough breakdown of this category is shown below, but please note that funds may be shifted as needed at the discretion of the UTPB MEC Team.

Miscellaneous Program Expenses	\$1,200
Business Consulting Support	\$12,000
Awards Presentation Event Coordinator	\$2,500
Awards Presentation Event Costs	\$3,000
TOTAL:	\$18,700

Marketing

We plan to utilize Armic Systems for the marketing campaign for the 2026-2027 MEC. Armic Systems has been our marketing partner for the MEC for the last 5 years. Based on the past work we have done with Armic Systems to conduct the marketing campaigns; we are realizing significant savings in the website management year to year. The estimate we received for the marketing campaign for this year is as follows:

Website Management	\$1,250
Social Advertising (FB & IG)	\$2,536
Google Ads	\$1,350
Targeted Display Ads	\$864
TOTAL:	\$6,000

Indirect Costs

Indirect costs are essential to supporting the university infrastructure required for the successful execution of the MEC program. Indirect costs support the operation and maintenance of facilities, including office and event spaces, utilities, building maintenance, environmental health and safety services, information technology infrastructure, administration, compliance, financial management, procurement, human resources, and other institutional services that enable program activities. These costs are calculated at UTPB's off-campus indirect rate of 15.6% of the direct costs of administering the program.

Indirect Costs	\$9,001
TOTAL:	\$9,001

Previous Midland Entrepreneurial Challenge Winners

2025-2026



CONTACT CO.

FLORIS
FLIGHT SERVICES

LOLA & TAE



TWELVE GATE
Coffee Company

- Contact Co.
- Floris Flight Services
- Lola & Tae
- Tall City Cyber
- Twelve Gate Coffee Company

2024-2025

- Flourish Speech Therapy
- Pearl Head Spa
- AnnGee's Barber Academy
- KidTown Daycare
- I'd Rather Bake

2023-2024

- MORPH Health Optimization Center
- Pachuco's
- Sable Controls
- Tall City Sneakers
- Tall City Speech

2022-2023

- Central Bites
- Midland Athletic Company
- The Tailgate
- Toya's Precious Jewels

2021-2022

- The Birth Center
- Magrym Consulting
- Midland AF
- TyPickle Pickles

2020-2021

No competition held this year

2019-2020

- Thermal Cam USA
- Topline Care Pharmacy
- Nothing Bundt Cakes
- Caprock Products DBA Kid Proof
- Four Hands Dental Academy

2018-2019

- Most Wanted Waste Disposal
- The Oilfield Photographer
- Piano Works Gallery & Clocks
- Tall City Brewing Co.
- Texland Collision

2017-2018

- Norman Elite
- Eccentric Brewery

Midland
Development
Corporation
Office Lease

RESOLUTION NO. _____

**RESOLUTION AUTHORIZING THE EXECUTION OF
A SECOND AMENDMENT TO THAT CERTAIN
LEASE AGREEMENT WITH LORAIN AT TEXAS
OFFICE TOWER LTD., D/B/A CENTENNIAL TOWER,
LTD., REGARDING REAL PROPERTY LOCATED AT
200 NORTH LORAIN, MIDLAND, TEXAS 79701**

WHEREAS, the Board of Directors finds it to be in the public interest to authorize the execution of a second amendment to that certain Lease Agreement with Loraine at Texas Office Tower Ltd., d/b/a Centennial Tower, Ltd., regarding real property located at 200 North Loraine, Midland, Texas 79701;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MIDLAND DEVELOPMENT CORPORATION:

SECTION ONE. That the Chairman and Secretary are hereby authorized and directed to execute and attest, respectively, on behalf of the Midland Development Corporation, a second amendment to that certain Lease Agreement with Loraine at Texas Office Tower Ltd., d/b/a Centennial Tower, Ltd., regarding real property located at 200 North Loraine, Midland, Texas 79701. Said amendment being of a form substantially similar to that of Exhibit A, which is attached hereto and incorporated herein for all purposes.

On motion of Director _____, seconded by Director _____, the above and foregoing resolution was adopted by the Board of Directors of the Midland Development Corporation at a regular meeting on the _____ day of _____, A.D., 2026, by the following vote:

Directors voting “AYE”:

Directors voting “NAY”:

BRAD BULLOCK
Chairman of the Midland
Development Corporation

ATTEST:

GARRETT DONNELLY,
Secretary of the Midland
Development Corporation

APPROVED AS TO FORM ONLY:

NICHOLAS TOULET,
Attorney for the Midland
Development Corporation

SECOND AMENDMENT TO LEASE

REFERENCE is hereby made to that certain Office Lease Agreement dated August 23rd, 2016 and that certain First Amendment To Lease dated August 4th, 2021 by and between Loraine at Texas Office Tower, Ltd. d/b/a Centennial Tower, Ltd. (hereinafter referred to as "Lessor"), and Midland Development Corporation (hereinafter referred to as "Lessee"). The referenced lease is hereafter referred to as the "Lease Agreement", for a total of 3,324 rentable square feet of office space commonly referred to as Suite 610 of the Centennial Tower, 200 N. Loraine, Midland, Texas, 79701, (hereinafter referred to as the "Leased Premises"), and

NOW THEREFORE, it is the mutual desire of Lessor and Lessee to expand and extend the term of the Lease for a term of five (5) years, and

WHEREAS Lessor and Lessee are entering into this Second Amendment to Lease as of the date preceding the signatures below, and

THE TERMS AND CONDITIONS FOR THE EXPANSION OF LEASED PREMISES ARE OUTLINED BELOW:

- Condition of Premises: Lessee accepts the Leased Premises in "as is" condition.
- Commencement Date: October 1, 2026
- Expiration Date: September 31, 2031
- Total Rent For Leased Premises (3,324 sf)

10/01/26 to 09/30/27	\$21.50 psf	\$5,955.50 monthly
10/01/27 to 09/30/28	\$22.00 psf	\$6,094.00 monthly
10/01/28 to 09/30/29	\$22.50 psf	\$6,232.50 monthly
10/01/29 to 09/30/30	\$23.00 psf	\$6,371.00 monthly
10/01/30 to 09/30/31	\$23.50 psf	\$6,509.50 monthly

- Base Year:
 The Base Year set forth in Paragraph 3.b. of Office Lease Agreement shall be changed to 2026 and the additional rental set forth therein (if any) shall commence October 1, 2027.

EXCEPT as stated above, all other covenants, terms and conditions of the Lease Agreement shall remain unchanged and in full force and effect.

EXECUTED on this date:_____

LESSOR: Loraine at Texas Office Tower, Ltd.
 Centennial Tower. Ltd.

By:_____
 Name: Jim Hightower
 Title: General Partner

LESSEE: Midland Development Corporation

By: _____
 Name: _____
 Title: _____

Income Statement

MIDLAND DEVELOPMENT CORPORATION
INCOME STATEMENT FOR THE 9 MONTHS ENDED
June 30, 2026

	Jun-26	YTD	Budgeted Amount
Revenue	\$2,058,104.55	\$12,569,657.84	\$16,195,908.00
40100 - State Sales Tax	\$1,906,650.66	\$11,108,033.48	\$15,000,000.00
40600 - Public ROW Use Fees	\$0.00	\$4,823.00	\$0.00
43000 - Interest	\$0.00	\$12,700.00	\$0.00
43010 - Interest - Nonpooled Invest	\$33,944.56	\$470,365.98	\$0.00
46190 - Miscellaneous Rentals	\$117,509.33	\$971,129.97	\$1,195,908.00
48480 - Reimbursement of Budget Expenses	\$0.00	\$2,605.41	\$0.00
4235150 - Midland Dvlpmt Corp Revenue	\$2,058,104.55	\$12,569,657.84	\$16,195,908.00

Expense	\$755,043.00	\$10,044,661.23	\$16,195,908.00
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51010 - Base Salary	\$34,937.89	\$318,029.18	\$509,886.00
51090 - Fica MDC Portion	\$2,672.77	\$23,972.12	\$41,810.00
51110 - Health Insurance	\$3,356.79	\$30,042.65	\$49,200.00
51135 - ACCE Profit Sharing	\$1,891.49	\$11,192.60	\$35,692.00
52010 - Office Supplies	\$811.86	\$5,239.75	\$9,940.00
52110 - Motor Vehicle Supplies	\$0.00	\$1,830.31	\$1,000.00
52115 - Minor Furniture & Fixtures	\$0.00	\$0.00	\$2,000.00
52155 - Minor Computer Hrdwre & Periph	\$0.00	\$155.51	\$5,000.00
52160 - Computer Software & Supplies	\$2,516.13	\$31,533.87	\$40,000.00
52620 - Postage	\$0.00	\$171.15	\$500.00
53010 - Communication	\$1,103.49	\$10,433.82	\$17,000.00
53030 - Light & Power	\$7.73	\$61.21	\$150.00
53110 - Insurance-External	\$0.00	\$123,836.40	\$150,000.00
53212 - Equipment Rental-External	\$334.98	\$3,305.45	\$5,000.00
53220 - Advertising	\$7,181.80	\$200,829.87	\$300,000.00
53370 - Grounds Maintenance	\$1,030.45	\$17,462.26	\$40,000.00
53405 - Software Maintenance	\$0.00	\$9,333.15	\$22,000.00
53440 - External Audit Fees	\$0.00	\$42,563.83	\$45,000.00
53450 - Consulting Fees	\$157.50	\$210,388.35	\$450,000.00
53510 - Travel & Entertainment	\$0.00	\$10,080.87	\$20,000.00
53520 - Dues & Subscriptions	\$637.98	\$12,800.42	\$20,000.00
53530 - Training,Registration Fees,Etc	\$792.00	\$4,970.49	\$10,000.00
53905 - Economic Development Incentive	\$235,880.00	\$780,035.00	\$905,101.00
53907 - Business Recruitment & Retentn	\$0.00	\$92,868.23	\$150,000.00
53909 - Prior Year Committed Incentives	\$346,676.48	\$7,148,261.05	\$11,061,187.00
53920 - Rent	\$6,771.34	\$63,146.37	\$73,128.00
54010 - Building Maintenance	\$3,632.94	\$33,285.16	\$50,000.00
55120 - Maint. - Instruments & Appara.	\$139.88	\$1,675.98	\$5,700.00
56188 - MOTRAN	\$0.00	\$142,500.00	\$142,500.00
56202 - General Fund Services	\$44,509.50	\$400,585.50	\$534,114.00
56995 - Project Non Capital - Promotions	\$60,000.00	\$314,070.68	\$1,500,000.00
235235 - Midland Development Corp	\$755,043.00	\$10,044,661.23	\$16,195,908.00

June 2026 Net Income: **\$1,303,061.55**

Year-to-Date Net Income: **\$2,524,996.61**

Balance Sheet

MIDLAND DEVELOPMENT CORPORATION
BALANCE SHEET FOR THE PERIOD ENDED
June 30, 2026
(Used for Internal Purposes Only)

ASSETS

Current Assets

Cash and cash equivalents	40,758,271	
Investments	9,694,191	
Sales tax receivable	-	
Prepaid expenses	134,721	
Accounts receivable	<u>132,200</u>	
		50,719,383

Non-Current Assets

Capital Assets, net	26,432,611	
Forgivable Loans		
Made to Primary Government	-	
Made to Other	<u>6,579</u>	
Total Forgivable Loans		<u>6,579</u>
		<u>26,439,190</u>

Total Assets \$ 77,158,574

LIABILITIES AND NET POSITION

Liabilities

Accounts payable	93,484	
Retainage Payable	-	
Capital Leases payable	1,250,866	
Commitments payable		
Due within one year	19,798,248	
Due in more than one year	<u>40,407,481</u>	
Total Commitments Payable		<u>60,205,729</u>
		61,550,080

Net Position

Net investment in capital assets	26,432,611	
Restricted for Forgivable Loans	6,579	
Restricted for Capital Leases	1,250,866	
Promotions	2,572,994	
Unrestricted	<u>(14,654,556)</u>	
		<u>15,608,495</u>

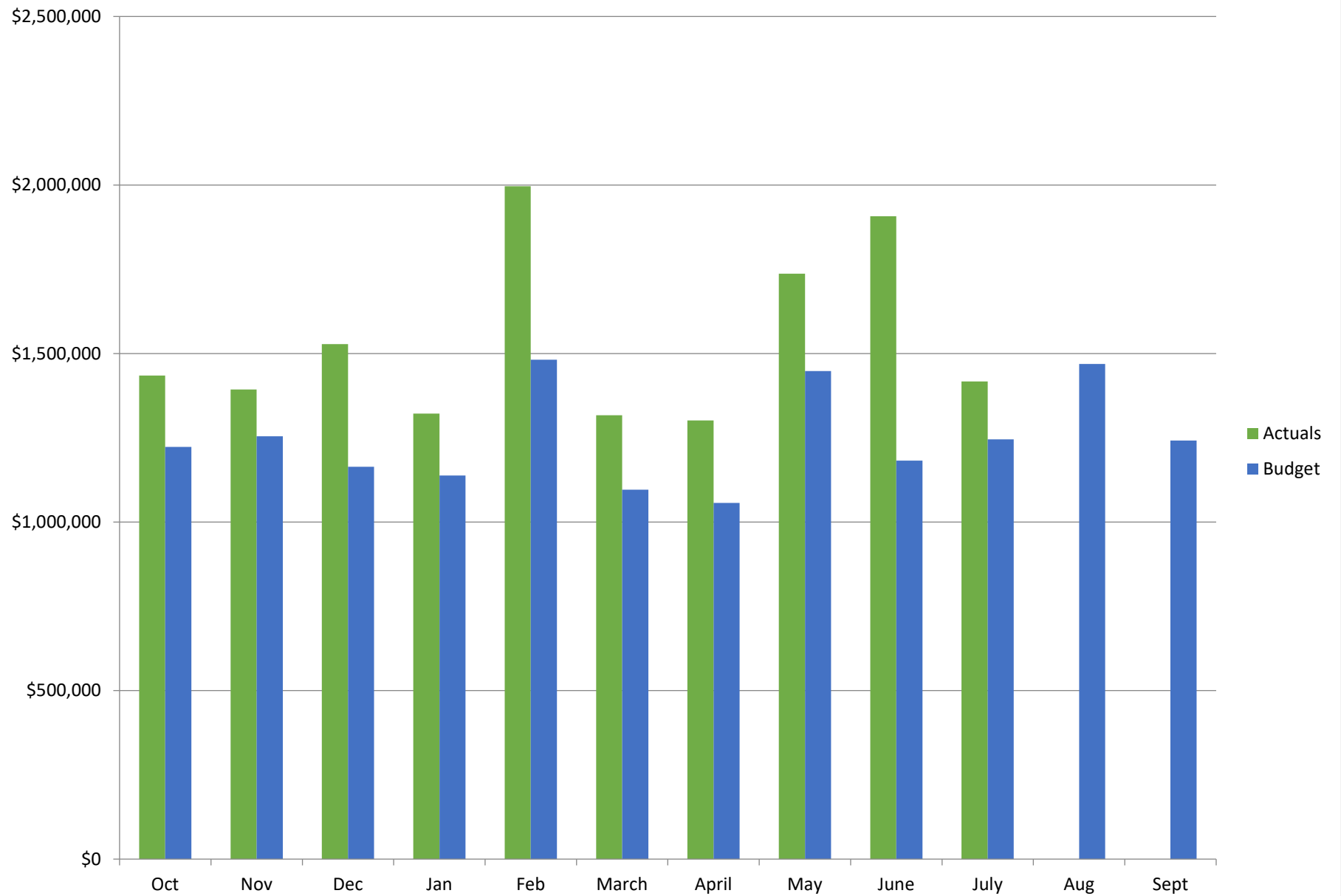
Total Liabilities and Net Position \$ 77,158,574

Sales Tax Revenue

Sales Tax Variance

	2023-2024	2024-2025	% Change	2024-2025	2025-2026	% Change	YTD Change
October	\$1,376,937.05	\$1,339,067.34	-2.75%	\$1,339,067.34	\$1,434,576.23	7.13%	7.13%
November	\$1,526,083.42	\$1,439,817.92	-5.65%	\$1,439,817.92	\$1,393,146.01	-3.24%	1.76%
December	\$1,363,408.12	\$1,405,626.04	3.10%	\$1,405,626.04	\$1,527,711.02	8.69%	4.08%
January	\$1,290,650.15	\$1,352,302.16	4.78%	\$1,352,302.16	\$1,321,769.47	-2.26%	2.54%
February	\$1,673,418.77	\$1,662,116.28	-0.68%	\$1,662,116.28	\$1,996,561.10	20.12%	6.60%
March	\$1,191,145.36	\$1,349,307.23	13.28%	\$1,349,307.23	\$1,317,076.14	-2.39%	5.18%
April	\$1,226,873.37	\$1,253,723.43	2.19%	\$1,253,723.43	\$1,301,162.01	3.78%	5.00%
May	\$1,474,708.24	\$1,711,737.58	16.07%	\$1,711,737.58	\$1,736,803.08	1.46%	4.47%
June	\$1,350,292.64	\$1,276,629.36	-5.46%	\$1,276,629.36	\$1,906,950.66	49.37%	8.96%
July	\$1,404,616.05	\$1,387,548.82	-1.22%	\$1,387,548.82	\$1,417,045.34	2.13%	8.29%
August	\$1,598,380.46	\$1,557,782.82	-2.54%	\$1,557,782.82			
September	\$1,298,093.07	\$1,496,146.41	15.26%	\$1,496,146.41			
Annual Total	\$16,774,606.70	\$17,231,805.39	2.73%	\$17,231,805.39	\$15,352,801.06		

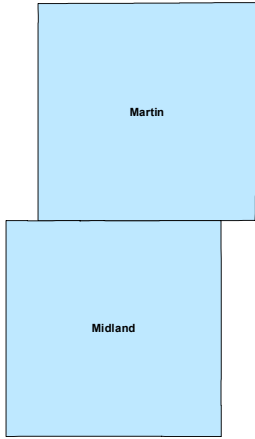
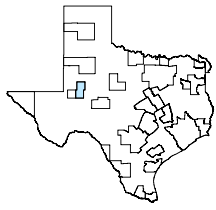
Sales Tax Actuals vs Budget Estimates



Activity Report

Midland MSA

June 2026



MSA Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	106,804	106,495	106,276	528
Employed	102,968	103,174	102,946	22
Unemployed	3,836	3,321	3,330	506
Unemployment Rate	3.6%	3.1%	3.1%	0.5%

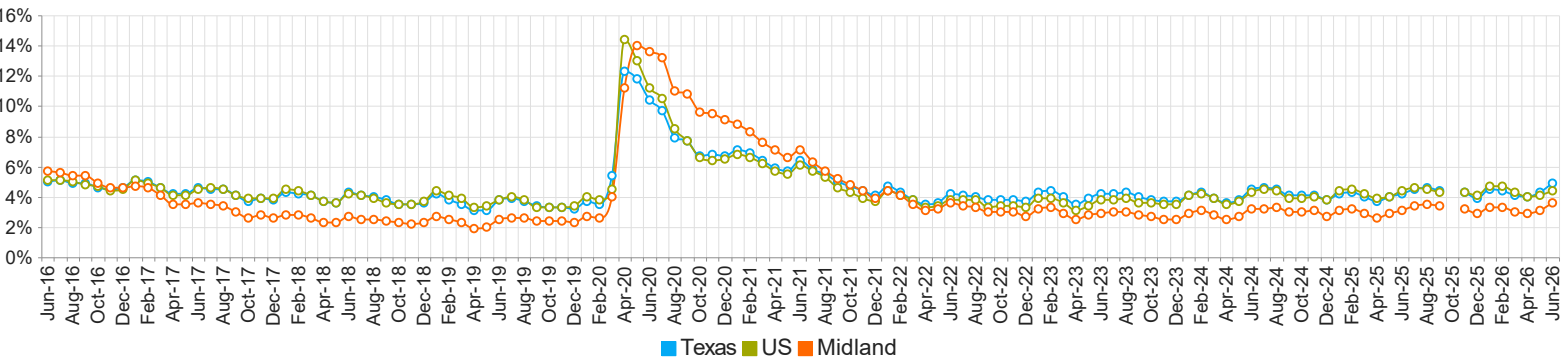
Texas Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	15,921,944	15,915,716	15,866,465	55,479
Employed	15,140,964	15,237,946	15,193,245	-52,281
Unemployed	780,980	677,770	673,220	107,760
Unemployment Rate	4.9%	4.3%	4.2%	0.7%

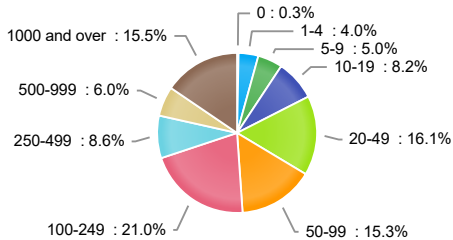
US Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	170,198,000	169,801,000	171,343,000	-1,145,000
Employed	162,722,000	162,897,000	163,883,000	-1,161,000
Unemployed	7,476,000	6,904,000	7,460,000	16,000
Unemployment Rate	4.4%	4.1%	4.4%	0.0%

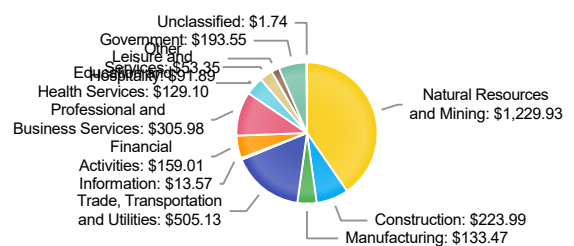
Historical Unemployment Rates



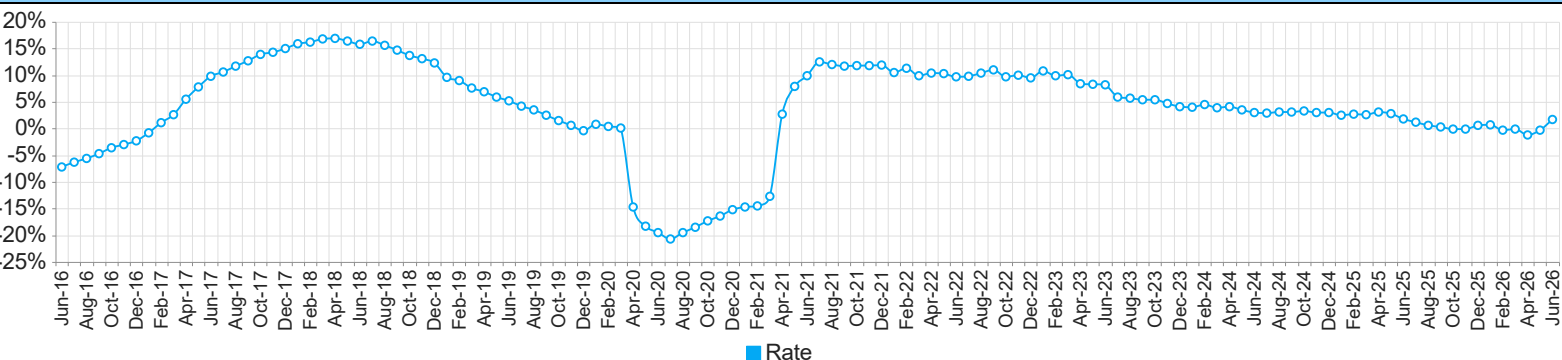
Employment by Size Class (4th Quarter 2025)



Wages by Industry (in millions) (4th Quarter 2025)



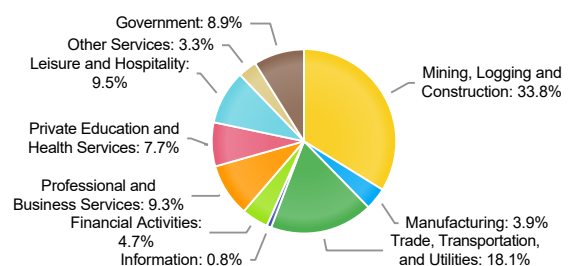
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (June 2026)

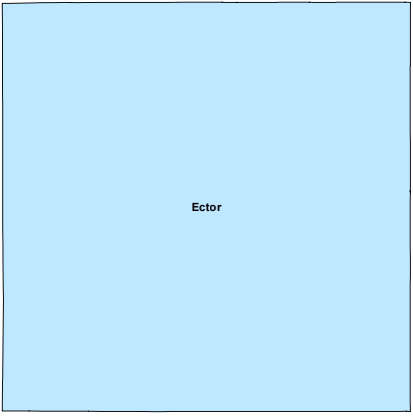
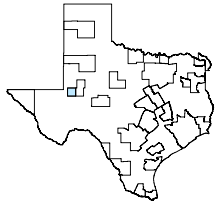
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	129,000	0.6%	1.7%
Mining, Logging and Construction	43,600	1.4%	0.9%
Manufacturing	5,000	2.0%	4.2%
Trade, Transportation, and Utilities	23,400	0.9%	0.0%
Information	1,000	0.0%	0.0%
Financial Activities	6,100	0.0%	-1.6%
Professional and Business Services	12,000	0.8%	-2.4%
Private Education and Health Services	9,900	-2.9%	16.5%
Leisure and Hospitality	12,200	1.7%	0.0%
Other Services	4,300	0.0%	2.4%
Government	11,500	-0.9%	3.6%

Employment by Industry (June 2026)



Odessa MSA

June 2026



Ector

MSA Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	87,821	87,752	88,069	-248
Employed	83,935	84,360	84,794	-859
Unemployed	3,886	3,392	3,275	611
Unemployment Rate	4.4%	3.9%	3.7%	0.7%

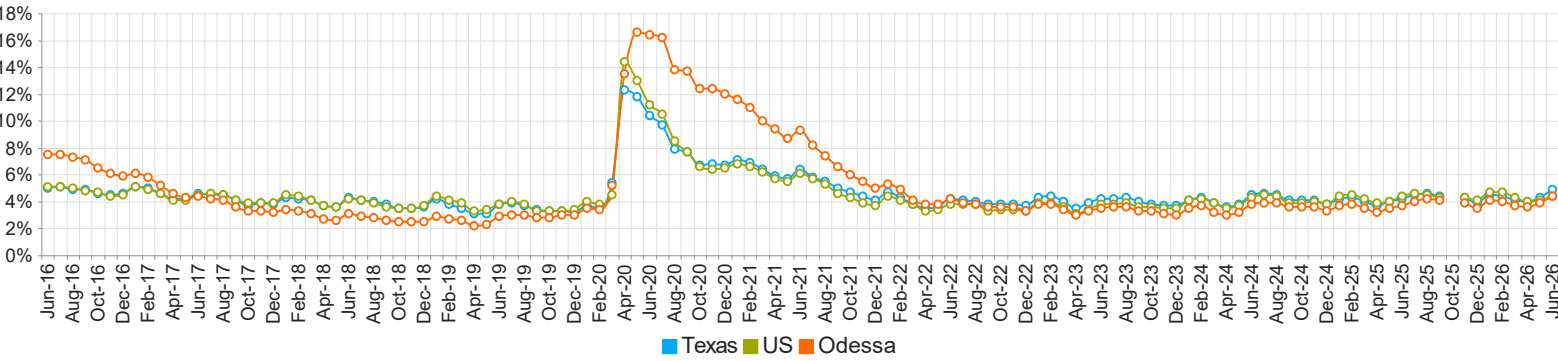
Texas Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	15,921,944	15,915,716	15,866,465	55,479
Employed	15,140,964	15,237,946	15,193,245	-52,281
Unemployed	780,980	677,770	673,220	107,760
Unemployment Rate	4.9%	4.3%	4.2%	0.7%

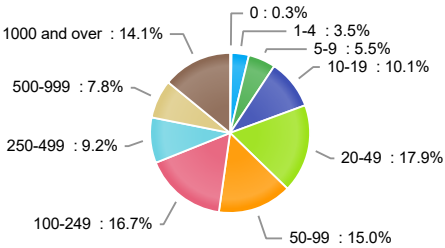
US Labor Force Statistics

	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	170,198,000	169,801,000	171,343,000	-1,145,000
Employed	162,722,000	162,897,000	163,883,000	-1,161,000
Unemployed	7,476,000	6,904,000	7,460,000	16,000
Unemployment Rate	4.4%	4.1%	4.4%	0.0%

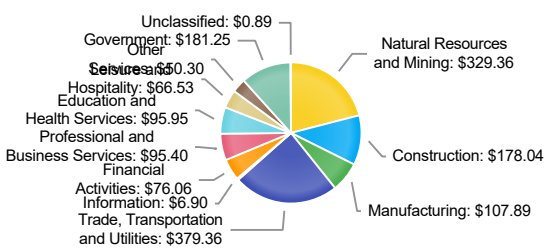
Historical Unemployment Rates



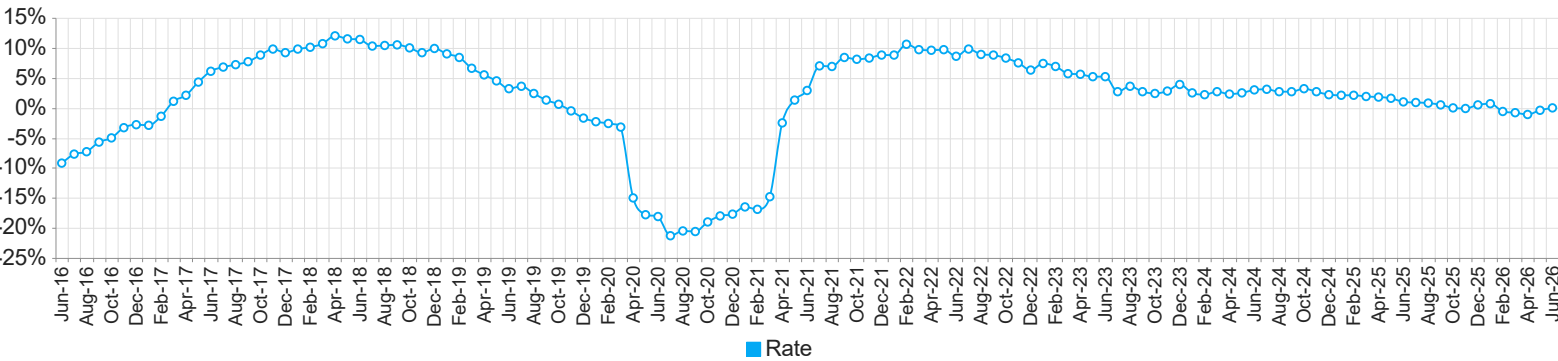
Employment by Size Class (4th Quarter 2025)



Wages by Industry (in millions) (4th Quarter 2025)



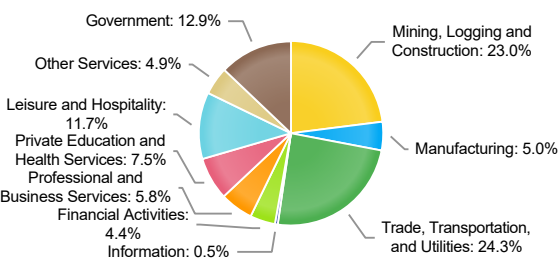
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (June 2026)

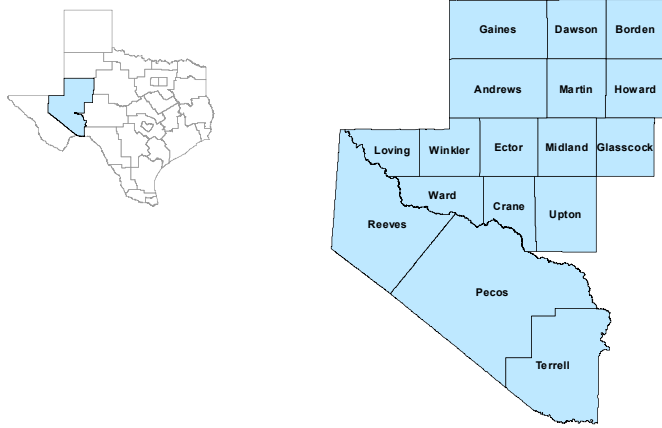
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,900	0.0%	0.0%
Mining, Logging and Construction	19,300	1.0%	1.0%
Manufacturing	4,200	0.0%	-4.5%
Trade, Transportation, and Utilities	20,400	0.0%	-1.0%
Information	400	0.0%	-20.0%
Financial Activities	3,700	0.0%	-2.6%
Professional and Business Services	4,900	0.0%	2.1%
Private Education and Health Services	6,300	0.0%	5.0%
Leisure and Hospitality	9,800	2.1%	2.1%
Other Services	4,100	0.0%	0.0%
Government	10,800	-3.6%	-1.8%

Employment by Industry (June 2026)



Permian Basin Workforce Development Area

June 2026



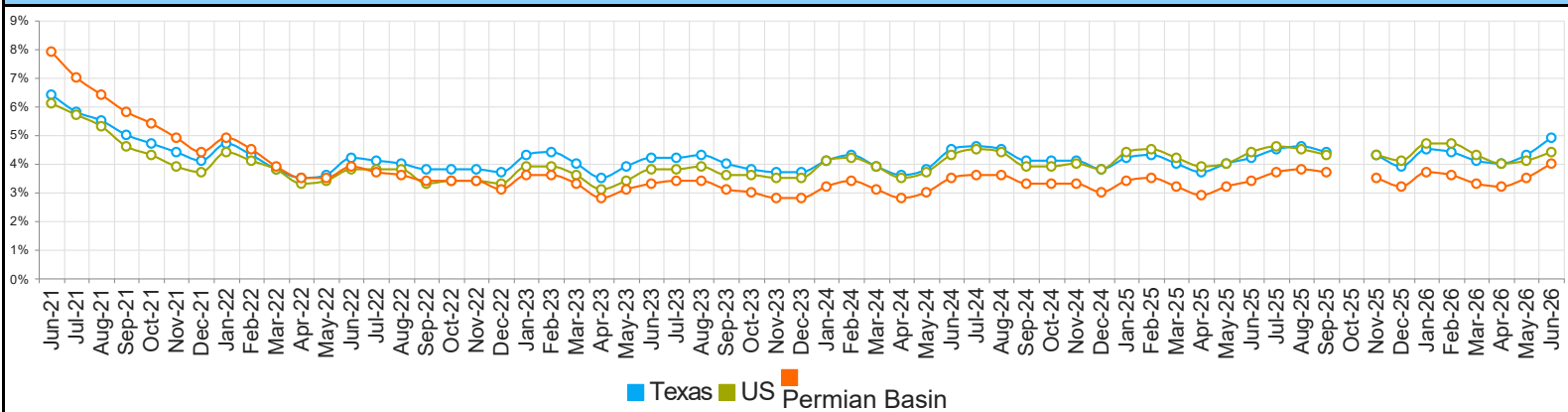
WDA Labor Force Statistics				
	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	263,176	262,561	261,415	1,761
Employed	252,596	253,409	252,461	135
Unemployed	10,580	9,152	8,954	1,626
Unemployment Rate	4.0%	3.5%	3.4%	0.6%

Texas Labor Force Statistics				
	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	15,921,944	15,915,716	15,866,465	55,479
Employed	15,140,964	15,237,946	15,193,245	-52,281
Unemployed	780,980	677,770	673,220	107,760
Unemployment Rate	4.9%	4.3%	4.2%	0.7%

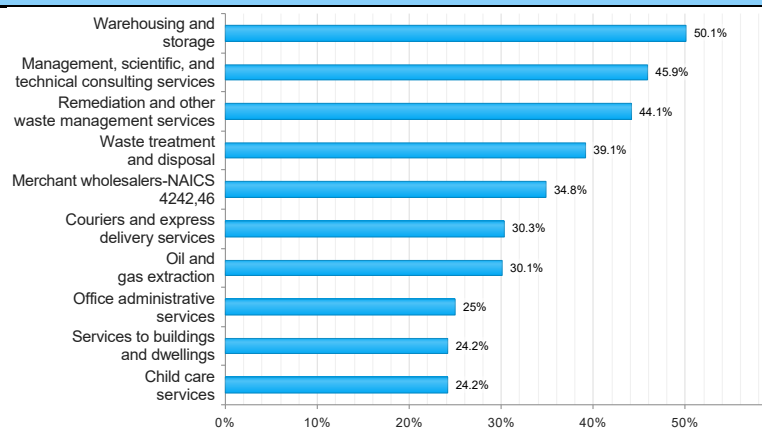
US Labor Force Statistics				
	Jun-26	May-26	Jun-25	Yearly Change
Civilian Labor Force	170,198,000	169,801,000	171,343,000	-1,145,000
Employed	162,722,000	162,897,000	163,883,000	-1,161,000
Unemployed	7,476,000	6,904,000	7,460,000	16,000
Unemployment Rate	4.4%	4.1%	4.4%	0.0%

Continued Claims for the Week of the 12th				
	Jun-26	May-26	Jun-25	Yearly Change
WDA	1,435	1,381	1,622	-187
Texas	126,835	121,354	144,987	-18,152

Historical Unemployment Rates



Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



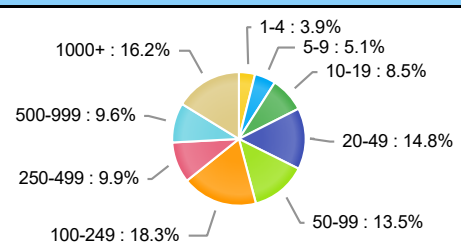
Average Weekly Wage (4th Quarter 2025)

	Q4 2025	Q3 2025	Q4 2024	Quarterly Change	Yearly Change
WDA	\$1,699	\$1,576	\$1,663	\$123	\$36
Texas	\$1,549	\$1,444	\$1,488	\$105	\$61
US	\$1,569	\$1,459	\$1,506	\$110	\$63

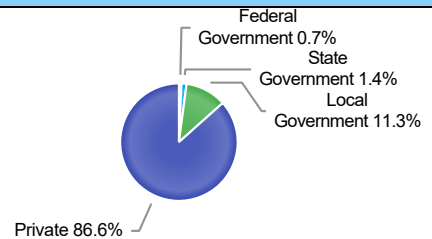
Employment by Industry (4th Quarter 2025, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	54,444	20.5%	-2.3%	-4.9%
Construction	26,394	9.9%	4.1%	7.5%
Manufacturing	10,698	4.0%	-0.3%	1.0%
Trade, Transportation and Utilities	56,647	21.3%	0.8%	0.5%
Information	1,995	0.8%	3.4%	6.3%
Financial Activities	11,751	4.4%	-1.1%	-2.1%
Professional and Business Services	18,809	7.1%	-0.8%	-2.8%
Education and Health Services	43,438	16.3%	5.2%	0.1%
Leisure and Hospitality	26,769	10.1%	-0.9%	1.9%
Other Services	7,488	2.8%	-1.7%	-2.3%
Public Administration	7,244	2.7%	-2.7%	1.5%

Employment by Size Class (4th Quarter 2025)



Employment by Ownership (4th Quarter 2025)



Employment by Industry (4th Quarter 2025)

