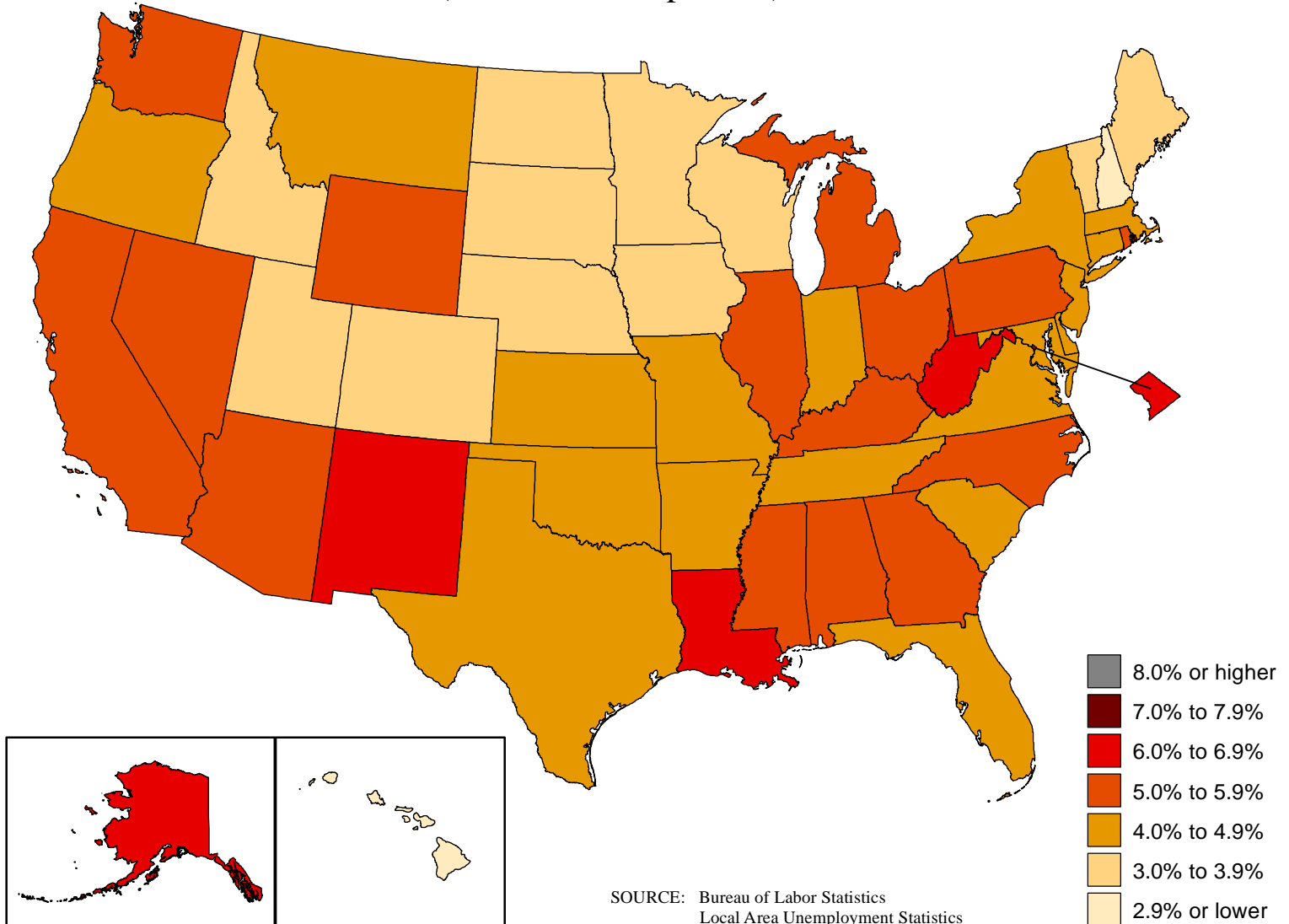


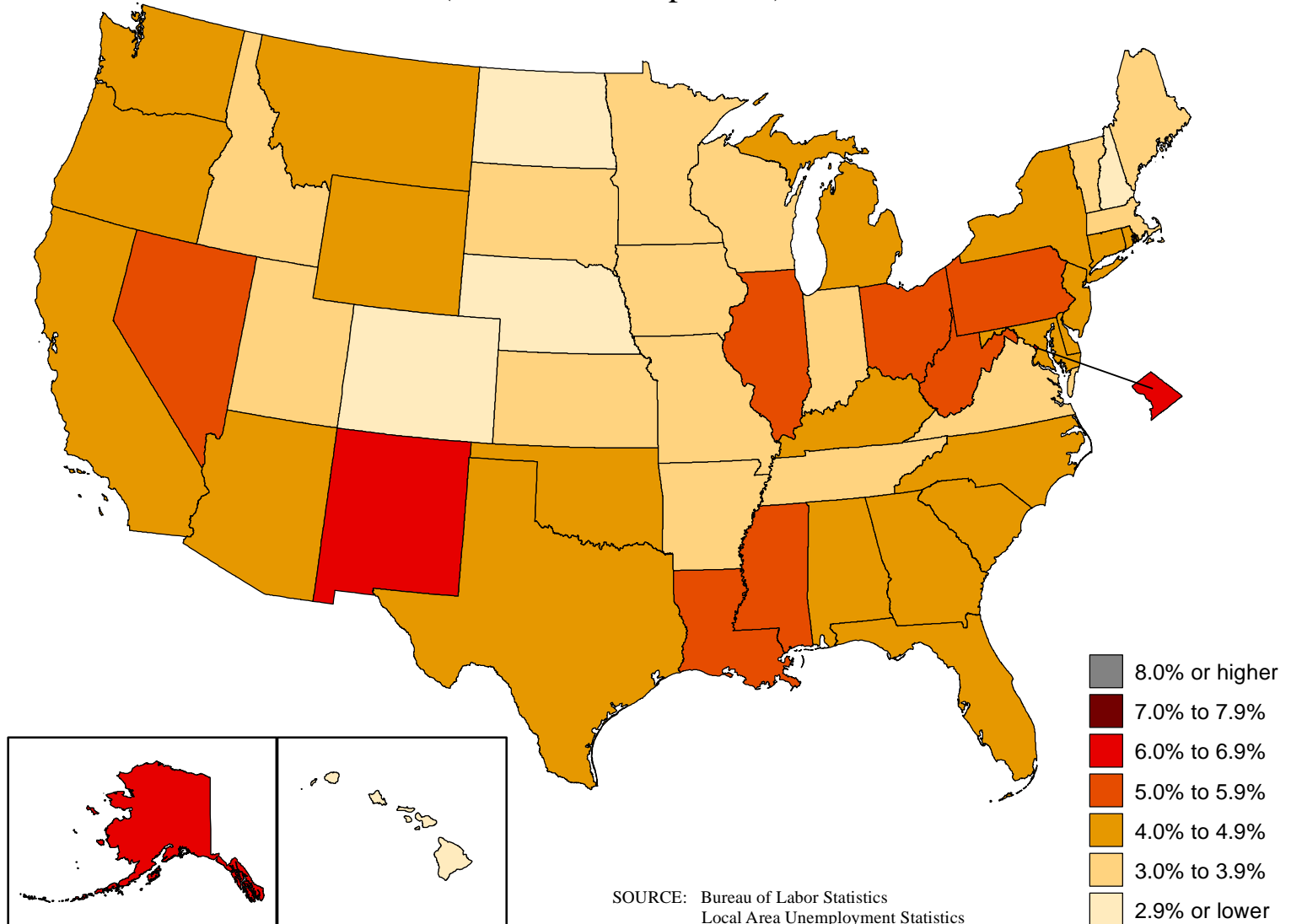
Unemployment rates by state, 2016 annual averages

(U.S. rate = 4.9 percent)



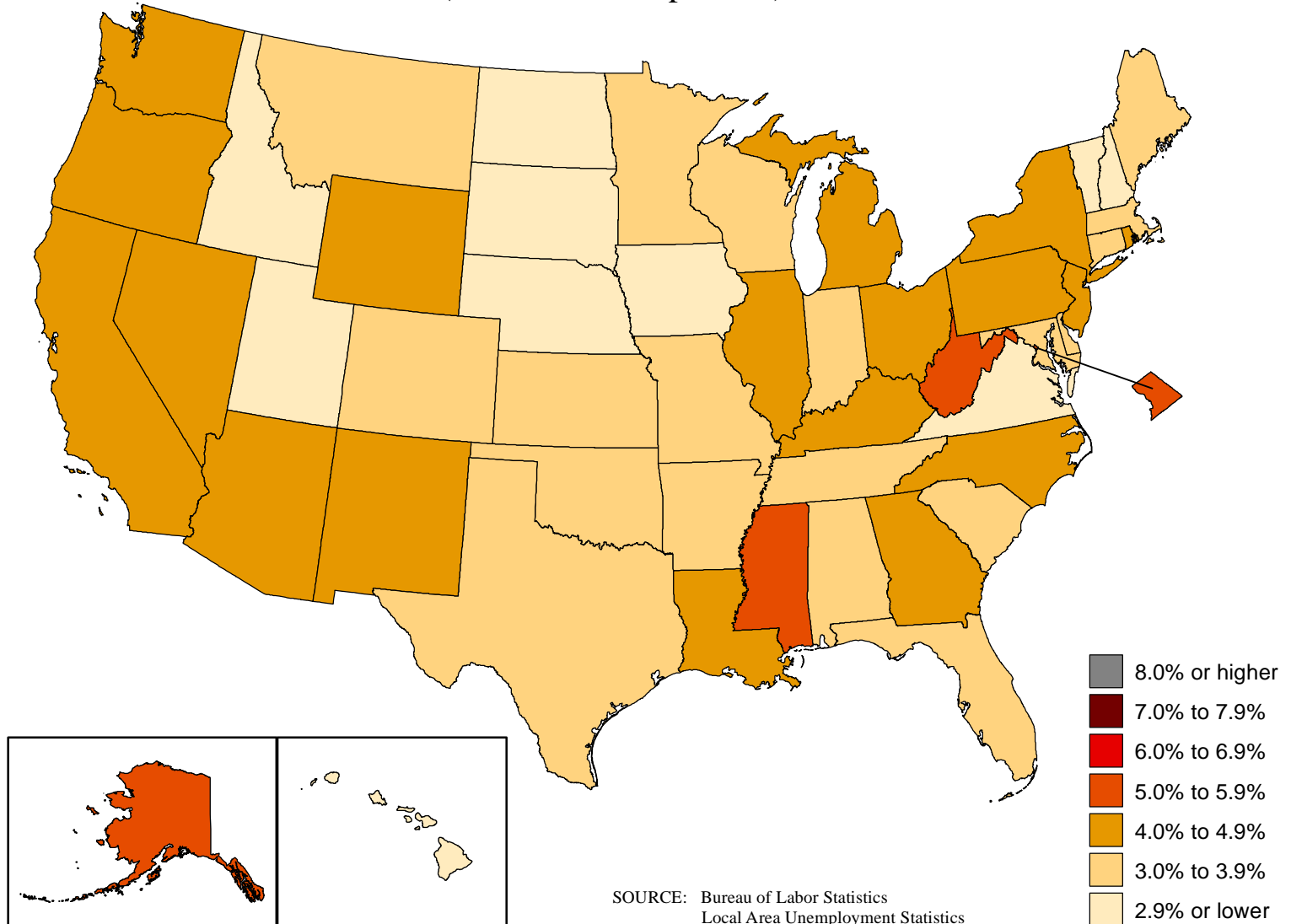
Unemployment rates by state, 2017 annual averages

(U.S. rate = 4.4 percent)



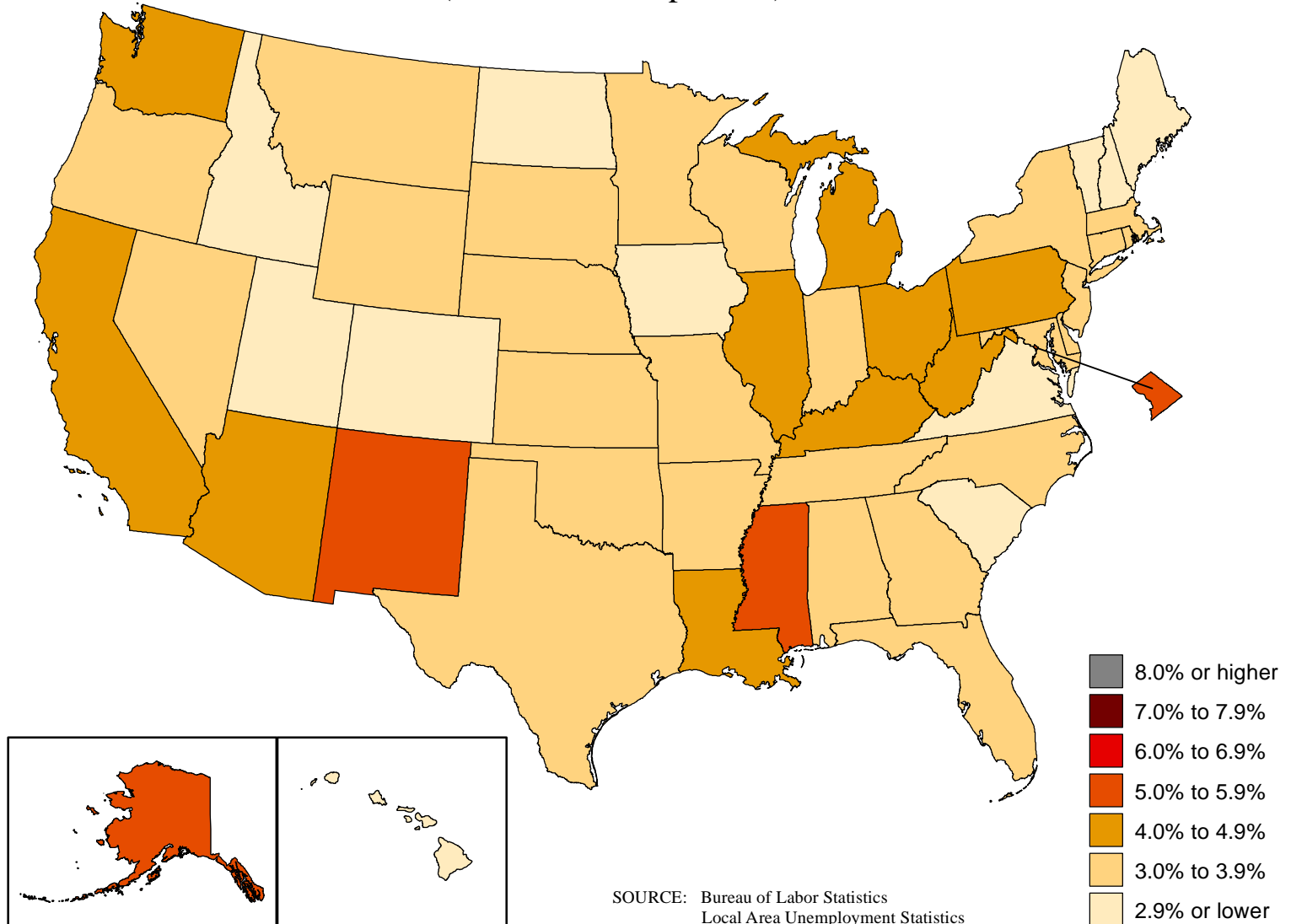
Unemployment rates by state, 2018 annual averages

(U.S. rate = 3.9 percent)



Unemployment rates by state, 2019 annual averages

(U.S. rate = 3.7 percent)



Unemployment rates by state, 2020 annual averages

(U.S. rate = 8.1 percent)

