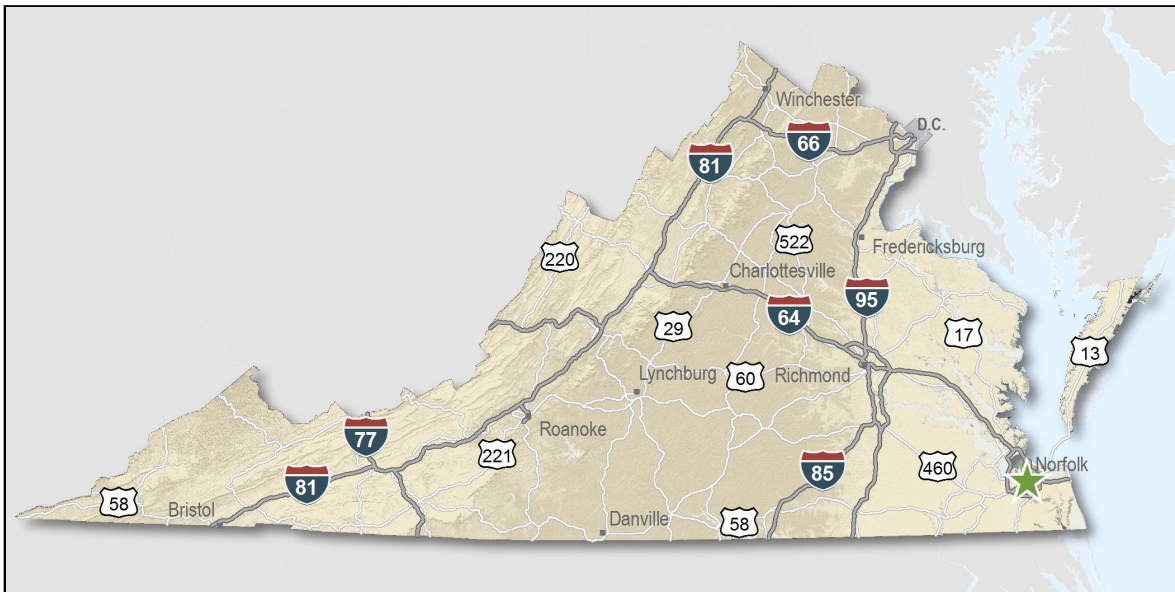

City of Norfolk, Virginia

Overview

Only a few locations can guarantee the right combination of resources that are crucial to your business's success. Virginia's premier location offers excellent domestic and international access. Centrally located on the U.S. East Coast, more than 47 percent of the U.S. population is within a day's drive, and our integrated transportation system of highways, railroads, airports and seaports ensures that you can reach every one of your markets efficiently. Close proximity to Washington, D.C. facilitates contact with policy makers and the federal government system.

Virginia continues to rank among America's leading states for business by CNBC and Forbes.com. Business-first values, easy access to markets, stable and competitive operating costs, and a talented workforce all drove Virginia to the top. This unique combination of assets has encouraged businesses to prosper here for more than 400 years. Like you, they searched the world over for that convergence of resources that would help ensure their prosperity. For them, their search ended here. Chances are yours will too.

- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37 Fortune 1000 firms.
- Headquarters to 56 firms each with annual revenue over \$1 billion.
- More than 21,400 high-tech establishments operate in Virginia.
- More than 700 internationally-owned businesses from 40 countries are located in Virginia.
- Ranks third among the 50 states as a recipient of federal R&D funds.
- Streamlined permitting process.
- Recruitment training programs to help new businesses become operational faster.
- Programs at little or no cost to help businesses increase international sales.

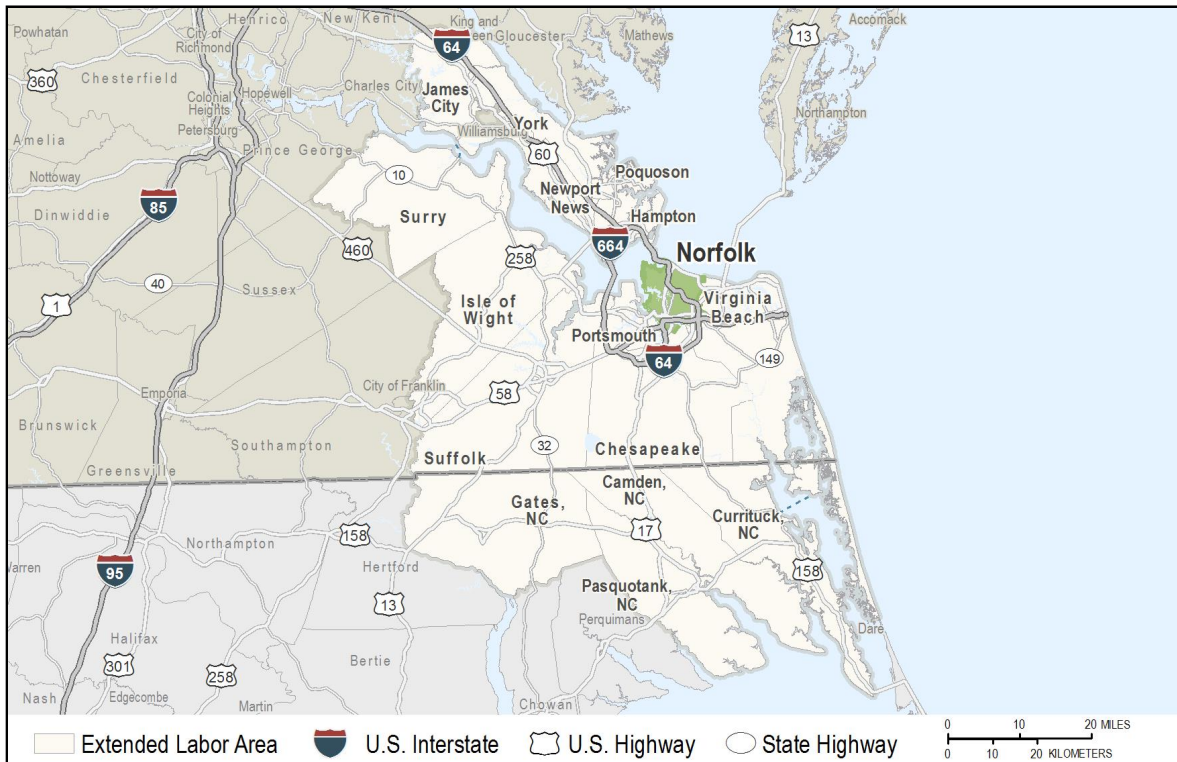


Location

The independent city of Norfolk is strategically located in southeastern Virginia at the mouth of one of the nation's fastest growing ports. This 66 square mile community is the business, financial, cultural, educational, and medical center of the Hampton Roads region.

Norfolk is 100 miles southeast of Richmond, the state capital, and 200 miles southeast of Washington, D.C.

The city is located within the Virginia Beach- Norfolk-Newport News Metropolitan Statistical Area (MSA).



City of Norfolk

More than \$1 Billion in Investment is underway in Norfolk

With one of the most beautifully vibrant downtown waterfronts on the East Coast, Norfolk is the business, cultural, educational, financial, & medical center of Hampton Roads. It is home to the world's largest naval base, 4 higher education institutions, a medical college, and a world-class medical center. Norfolk hosts the region's international airport and is one of the busiest international ports in the United States. Major transportation projects serving the region are under construction, including the \$1 billion Elizabeth River Tunnels project and I-564 connector.



One of the most beautifully vibrant waterfronts on the East Coast.

Labor Market

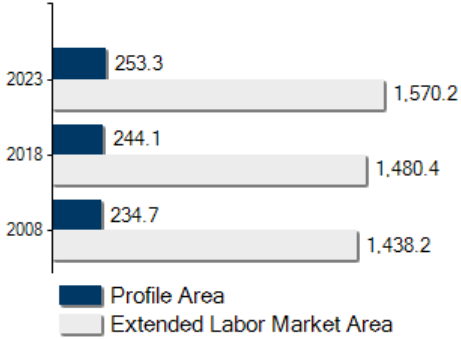
Population		
Gender Distribution (2018)		
City of Norfolk	Male	Female
	52.1%	47.9%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	120,025	900,941
Black	103,358	452,593
Asian	9,410	62,283
Two or More	9,139	54,840
American Indian or Alaska Native	1,581	7,358
Pacific Islander	563	2,418
Hispanic (may be of any race)	20,406	306,090
Median Age (2018)		31 years

Civilian Labor Force (2018)	
City of Norfolk	111,524
Extended Labor Market Area	733,278
Total	844,802

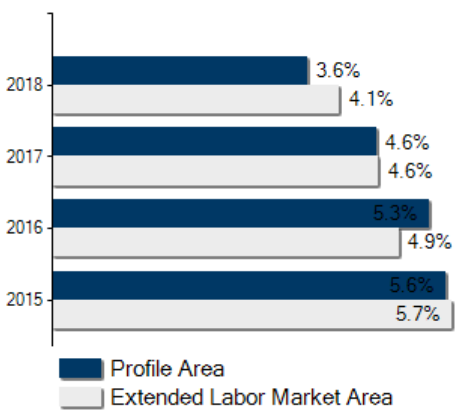
Labor Force Participation (2013-2017)	
City of Norfolk	56.6%
Extended Labor Market Area	62.4%

Unemployment	
Unemployment Rate (December 2019)	
City of Norfolk	3.1%
Extended Labor Market Area	2.8%
Statewide	2.5%
Unemployed (2018)	
City of Norfolk	4,028
Extended Labor Market Area	23,857
Total	27,885
Underemployed (4th Quarter 2019)	
City of Norfolk	12,867
Extended Labor Market Area	83,643
Total	96,510

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	3,799	3.0%
Under 15 minutes	36,112	29.4%
15-24 minutes	46,921	38.2%
25-34 minutes	24,812	20.2%
35-44 minutes	5,036	4.1%
45-59 minutes	5,036	4.1%
Over 60 minutes	4,790	3.9%
Mean Travel Time to Work (minutes)		21

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	209
Two-Year College Graduates (Spring 2018)	7,328
Two-Year College Enrollees (Fall 2018)	61,854
Other College and University Graduates (Spring 2018)	10,364
Total	79,755



Labor Market

Career Readiness Certificate (06/30/2017-06/30/2018)

Virginia's Career Readiness Certificate (CRC) assists employers by certifying that a recipient possesses core skills in applied math, reading for information, and locating information. The CRC certification is based on established Workeys® assessment tests. Virginia uses a three-tiered approach (bronze, silver, gold) to credentialing certificate holders that is based on the recipient's level of development skills.

City of Norfolk	36
Extended Labor Market Area	119
Total	155

Educational Attainment

On-Time Graduation Rate (Class of 2018)	82.3%
Percentage of City of Norfolk population age 25+ who are high school graduates (2013-2017)	87.5%
Percentage of City of Norfolk population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	27.3%



Labor Market

Employment by Sector* (4th Qtr. 2018)

Agriculture Forestry Fishing and Hunting	7	0.0%
Mining Quarrying and Oil and Gas Extraction	N.D.	N.D.
Utilities	N.D.	N.D.
Construction	4,462	3.1%
Manufacturing	6,288	4.4%
Wholesale Trade	3,226	2.2%
Retail Trade	11,009	7.7%
Transportation and Warehousing	7,523	5.2%
Information	2,398	1.7%
Finance and Insurance	5,294	3.7%
Real Estate and Rental and Leasing	2,402	1.7%
Professional Scientific and Technical Services	8,542	5.9%
Management of Companies and Enterprises	1,791	1.2%
Administrative and Support and Waste Management	9,417	6.6%
Educational Services	3,462	2.4%
Health Care and Social Assistance	21,513	15.0%
Arts Entertainment and Recreation	1,193	0.8%
Accommodation and Food Services	11,367	7.9%
Other Services	4,104	2.9%
Total Government	39,137	27.2%
Federal Government	20,418	14.2%
State Government	6,676	4.6%
Local Government	12,043	8.4%
Unclassified	192	0.1%
Total	143,626	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

Landmark Communications, Inc.
Norfolk Shipbuilding & Drydock Corp.

Product/Service

Newspaper publishing
Ship building & repair

NonManufacturing

Company

Bank of America
Bon Secours DePaul Medical Center
Children's Hospital of the King's Daughters
Dominion Enterprises
Medical College of Hampton Roads (EVMS)
Norfolk State University
Old Dominion University

Product/Service

Financial services
Health care
Health services
Media and Information Services
Education/health care
Higher education
Higher education

Labor Market

Union Activity (8/1/2015 - 8/1/2018)	
Petitions filed for representation	4
Elections won by union	2
Elections won by company	2

Labor Market

Estimated Earnings (May 2018)

Occupation	Median Wage (US\$)	Mean Wage (US\$)	Median Salary (US\$)	Mean Salary (US\$)
Laborers and Freight, Stock, and Material Movers, Hand	12.94	15.49	26,925	32,226
Heavy and Tractor-Trailer Truck Drivers	19.60	21.09	40,761	43,875
Welders, Cutters, Solderers, and Brazers	25.10	24.52	52,200	50,998
Machinists	25.88	25.49	53,836	53,018
First-Line Supervisors of Production and Operating Workers	32.27	33.66	67,131	70,010
Maintenance and Repair Workers, General	18.07	19.02	37,594	39,568
Office Clerks, General	14.85	15.94	30,893	33,150
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	17.41	17.67	36,211	36,751
Receptionists and Information Clerks	13.13	13.32	27,311	27,705
Customer Service Representatives	14.54	15.28	30,238	31,773
Bookkeeping, Accounting, and Auditing Clerks	18.73	19.59	38,955	40,753
First-Line Supervisors of Office and Administrative Support Workers	26.33	28.43	54,758	59,144
Engineering Technicians, Except Drafters, All Other	38.29	37.42	79,623	77,841
Computer Occupations, All Other	44.26	44.45	92,058	92,463
Computer User Support Specialists	25.53	25.84	53,094	53,761
Software Developers, Applications	42.74	48.85	88,901	101,603
Computer Systems Analysts	39.87	43.12	82,924	89,695
Accountants and Auditors	34.04	37.61	70,797	78,238
Management Analysts	43.15	47.01	89,762	97,796
Human Resources Specialists	31.03	32.32	64,550	67,235

Per Capita Personal Income (2017)

\$40,094

Median Family Income (2013-2017)

\$55,574



Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Preschool	3	487
Elementary	29	13,905
Combined	3	2,228
Middle	6	5,164
High School	5	7,541

Student Teacher Ratio (FY 2018)

Elementary	12:1
Secondary	12:1

Per Pupil Expenditure (FY 2018) (US\$)

11,853.00

On-Time Graduation Rate (Class of 2018)

82.3%

High School Graduates Continuing Education (2017-2018)

88.0%

Advanced Programs (2017-2018)

Governor's Schools	
Governor's School for the Arts	
Governor's School Enrollment	53
Senior International Baccalaureate (IB) Enrollment	58
Seniors Awarded IB Diplomas	38
Students taking 1 or more Advanced Placement (AP) Courses	1,760
Students taking 1 or more AP Exams	1,373
Students taking 1 or more Dual Enrollment Courses	96

Education

Workforce Development Facilities

Facility	Type
Norfolk Technical Center	Career and Technical Center
Opportunity, Inc. One Stop Workforce Center	Comprehensive Center
Suffolk Workforce Development Center	Satellite Center
Tidewater Tech	Career and Technical Center
Workforce Development Center - Paul D. Camp Community College	Satellite Center



Education

Higher Education Facilities – Fall

Facility	Enrollment
Old Dominion University	24,176
Tidewater Community College - Virginia Beach	10,811
Thomas Nelson Community College - Hampton Campus	6,788
Tidewater Community College - Chesapeake Campus	6,548
Tidewater Community College - Norfolk Campus	5,825
Tidewater Community College - Portsmouth Campus	5,441
Norfolk State University	5,204
Christopher Newport University	4,957
Eastern Virginia Medical School	1,383
Paul D. Camp Community College - Hobbs Suffolk Campus	897
National Institute of Aerospace	*
Old Dominion University - Peninsula Higher Education Center	*
Old Dominion University - Tri Cities Higher Education Center	*
Old Dominion University - Virginia Beach Higher Education Center	*
University of Virginia - Eastern Regional Center at Newport News	*
Virginia Tech - Hampton Roads Center	*
Virginia Tech - Hampton Roads Center, Newport News	*
George Washington University - Advanced Technology Center	†
Everest College - Chesapeake Campus	†
Everest College - Newport News Campus	†
University of Phoenix - Virginia Beach Learning Center	†
Paul D. Camp Community College - Smithfield Center	†§
George Washington University - Hampton Roads Center	†

* AAAA Enrollment figures are included in participating colleges and universities.

† Enrollment figures are not available.

‡ Enrollment figures are for all campuses.

§ Enrollment counted at a main campus.

◊ Fall Enrollment



Education

Higher Education Facilities – Fall 2018

Facility	Enrollment
Regent University - Virginia Beach Campus	10,859
Hampton University	4,321
Stratford University - Newport News Campus	2,282 [‡]
Stratford University - Virginia Beach Campus	2,282 [‡]
Virginia Wesleyan College	1,438
South University - Virginia Beach Campus	564 [◇]
Bryant & Stratton College - Virginia Beach Campus	484 [◇]
Advanced Technology Institute - Southern Boulevard	464 [◇]
Sentara College of Health Sciences	440 [◇]
Bryant & Stratton College - Hampton Campus	303 [◇]
Fortis College - Norfolk Campus	229 [◇]
Centura College - Norfolk Campus	193 [◇]
Centura College - Chesapeake Campus	190 [◇]
Aviation Institute of Maintenance - Chesapeake Campus	183 [◇]
Centura College - Newport News Campus	179 [◇]
Centura College - Virginia Beach Campus	150 [◇]
Embry-Riddle Aeronautical University	†
Florida Institute of Technology - Hampton Roads Campus	†
Advanced Technology Institute - Miller Store Campus	†
DeVry University - Chesapeake Campus	†
ECPI University - Newport News Campus	†
ECPI University - Virginia Beach Campus	†
National College - Bristol Campus	†

[†] Enrollment figures are not available.

[‡] Enrollment figures are for all campuses.

[◇] Fall 2017 Enrollment

Education

Higher Education Facilities – Fall 2018

Facility	Enrollment
Strayer University - Chesapeake Campus	5,894 [‡] [◊]
Strayer University - Newport News Campus	5,894 [‡] [◊]
Strayer University - Virginia Beach Campus	5,894 [‡] [◊]
Tidewater Tech	359 [◊]

[‡] Enrollment figures are for all campuses.

[◊] Fall 2017 Enrollment



Transportation

Interstates	
Name	Distance
I-264	0.0 miles (0.0 km.)
I-464	0.0 miles (0.0 km.)
I-564	0.0 miles (0.0 km.)
I-64	0.0 miles (0.0 km.)
I-664	3.1 miles (5.1 km.)

Note: Measured from border of locality/region.

Highways				
Highway 13	Highway 165	Highway 166	Highway 168	Highway 170
Highway 192	Highway 194	Highway 247	Highway 337	Highway 403
Highway 405	Highway 406	Highway 407	Highway 460	Highway 58
Highway 60				

Commercial Air Service		
Norfolk International Airport, Norfolk -- 4.4 miles (7.1 km.)		
American Airlines	American Eagle	Delta Air Lines
Frontier Airlines	Southwest Airlines	United Express
Allegiant Air		
Newport News-Williamsburg International Airport, Newport News -- 25.1 miles (40.5 km.)		
American Airlines	Delta Air Lines	

Note: Within a 75-mile drive of the center of the locality.



Transportation

General Aviation Service

Name	Runway Length
Hampton Roads Executive Airport, Norfolk	5,350 ft (1,631 m)

Freight Rail Service

Eastern Shore RR
Norfolk Portsmouth Beltline RR
Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia (Norfolk International Terminals)	6.0 miles (9.7 km)
Port of Virginia (Portsmouth Marine Terminal)	7.0 miles (11.3 km)
Port of Virginia (Virginia International Gateway)	8.0 miles (12.9 km)
Port of Virginia (Newport News Marine Terminals)	22.0 miles (35.4 km)
Port of Virginia (Richmond Marine Terminal)	85.0 miles (136.8 km)

Note: Driving distance from the center of the locality to Port of Virginia and any other seaports within 100 miles.

Other Ports of Entry

Name	Distance
Norfolk	4.4 miles (7.1 km)
Newport News	25.1 miles (40.5 km)
Richmond-Petersburg	81.2 miles (130.7 km)
Port of Washington - Dulles	195.7 miles (315.0 km)

Note: Driving distance from the center of the locality to Port of Washington - Dulles and any other port of entry within 100 miles.

Utilities

Utilities	
Electric	Dominion Energy
Natural Gas	Virginia Natural Gas
Telecommunications	Verizon-Virginia
Telecommunications	Cox Communications
Water	City of Norfolk
Waste Water Treatment	City of Norfolk
Waste Water Treatment	Hampton Roads Sanitation District
Solid Waste Disposal	Virginia Peninsulas Public Service Authority Regional Landfill
Solid Waste Disposal	BFI
Solid Waste Disposal	Waste Management

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets

Bank	Assets (US\$ Millions)
Bank of America, N.A.	1,782,639.0
Wells Fargo Bank, N.A.	1,689,351.0
PNC Bank, N.A.	370,500.9
Branch Banking and Trust Company	219,071.0
SunTrust Bank	209,720.5
Union Bank & Trust Co.	13,732.0
TowneBank	11,163.0
Dollar Bank, Federal Savings Bank	8,514.1
WoodForest National Bank	5,923.7
Southern Bank and Trust Company	2,624.1
Armed Forces Bank, N.A.	1,077.6
The Old Point National Bank of Phoebus	1,032.7



Government and Taxes

Government

The city of Norfolk has a City Manager and a eight-member City Council.

The city has a comprehensive plan and zoning and subdivision ordinances. A new general plan, plaNorfolk2030, was approved in 2013.

In 2011, Norfolk residents joined with City Council and the administration in an exciting process to identify their vision and priorities for Norfolk as a Well-Managed Government: Accessibility, Mobility and Connectivity; Economic Vitality and Workforce Development; Environmental Sustainability; Lifelong Learning; Safe, Healthy and Inclusive Communities.

Taxes

Localities in Virginia collect a 1% sales tax. They do not tax other items taxed at the State level.

Counties and cities in Virginia are separate taxing entities. Therefore, a company pays taxes to either a county or to a city.

If a company is located in a town, it pays town and county taxes except for utility taxes which are paid only to the town and the license tax which is paid only to the town unless town law permits the additional collection of a county tax.

Manufacturers pay real estate, machinery and tools, truck and automobile, utility, and sales taxes.

Nonmanufacturers pay real estate, tangible personal property, truck and automobile, utility, and sales taxes. They also may pay either a merchants' capital or a license tax.

[Manufacturer's Tax Profile \(Norfolk\) pdf](#)

[Non-Manufacturer's Tax Profile \(Norfolk\) pdf](#)



Community Facilities

Sentara Norfolk General Hospital is a 644-bed tertiary care facility that serves as the primary referral center for Southeastern Virginia and Northeastern North Carolina. It is the chief teaching hospital for Eastern Virginia Medical School. This acute care facility offers a full range of services that include a Level One Trauma Center, regional burn center, heart pavilion, women's health pavilion, a sleep disorders center, neuro-psychiatric center, comprehensive epilepsy program, the Lions Sight and Hearing Center, and a health information center.

Other acute care facilities in Norfolk include DePaul Medical Center, a 366-bed teaching hospital; Sentara Leigh Hospital, a 250-bed facility with all private rooms; Lake Taylor Hospital, a 104-bed long term care/chronic disease hospital; and Children's Hospital of the King's Daughters, a 186 facility which is the state's only freestanding hospital for children.

The Eastern Virginia Medical School, with its campus located in Norfolk, is a private medical school that does not own a hospital; EVMS remains a truly regional institution, reaching all corners of Hampton Roads through its partnerships with regional hospitals, clinics, institutions, and physicians. At the same time, some programs reach well beyond the region to attract both patients and physicians from around the world. Facilities include state of the art laboratories, a medical library, clinical offices, and special programs, such as the Jones Institute for Reproductive Medicine.



Community Facilities

(continued)

The Norfolk Public Health Center contains vibration sensitive laboratories, infectious disease clinics, the regional division of forensic science, the state medical examiner, shellfish sanitation lab, and secured maintenance facilities.

Over 1,600 physicians and 350 dentists practice in the South Hampton Roads area.

The Norfolk Public Library, with a 900,000-volume collection, operates an 11-branch system and a bookmobile service. Area colleges and universities also open their libraries to the public. .

Norfolk offers over 150 places of worship representing all faiths.

The Hampton Roads area, with nine regional malls, offers diverse and convenient shopping for residents. Two of these regional malls are located in Norfolk along with numerous neighborhood and community shopping facilities. Norfolk's revitalized waterfront includes the beautiful Half Moone Cruise and Celebration Center. A variety of new businesses can be found in the downtown area.

Cultural, historical, and recreational opportunities abound in the Norfolk area. Norfolk is home to the Chrysler Museum of Art, considered by the Wall Street Journal to be "one of the top twenty museums in the country." The museum houses masterworks from every major civilization, historical period, and culture of the past 5,000 years. The Chrysler Institute of Glass, with nearly 8,000 pieces, is one of the major glass collections in the world. Other museums include the Hampton Roads Naval Museum, which displays artifacts and memorabilia that portray regional naval history; the Hermitage Foundation Museum, a Tudor-style mansion overlooking the Lafayette River; and the Douglas MacArthur Memorial, the General's burial place and exhibition hall of numerous memorabilia. Hunter House Victorian Museum is an exquisite example of Victorian architecture which displays the Hunter family's Victorian furnishings, a nursery of children's playthings and a collection of early 20th century medical equipment. Moses Myers House was built by one of America's first millionaires and Norfolk's first permanent Jewish settler in 1792. The house displays furnishings original to the first generation of Myers and reflects the French influences prevalent during the period. The collection also boasts artwork by Gilbert Stuart, Thomas Sully, John Wesley Jarvis and many other noted American artists.

Chrysler Hall is Norfolk's downtown performing arts theater. Chrysler Hall is home to the Norfolk Forum lecture series, the Virginia Symphony, concerts, recitals, and touring Broadway shows. Seating 2,500 in the main level, balcony, and dress circle, Chrysler Hall is well suited for a multitude of events. The Virginia Opera is the official Opera Company of the Commonwealth of Virginia. Called "one of the nation's very best regional companies" by NBC Nightly News, Virginia Opera stages five productions annually at its Norfolk home. The company has earned national and international acclaim for the American and world premieres of four major operas.

(continued)

The Virginia Stage Company is the premier fully professional resident theatre in the region. The Virginia Stage company (VSC) produces six major productions each season in addition to smaller “second stage shows” and children’s theatre educational activities. The Virginia Symphony performs over 130 concerts annually, including Classical Masterworks Series, Norfolk Southern Pops series, and a Mozart & More series in Norfolk. For children, the Virginia Symphony offers Young People’s Concerts presented in conjunction with area schools and the Peanut Butter & Jam Series. The Norva, a downtown concert venue, offers concerts featuring national touring acts and well-known artists. The Little Theatre of Norfolk is one of the nation’s oldest community theaters; it features five shows each season. Other Hampton Roads attractions include the Virginia Maritime Museum in Virginia Beach, the Virginia Beach Arts Center, the Portsmouth Naval Shipyard Museum, and the Portsmouth Community Arts Center.

Norfolk is an outdoor enthusiast’s paradise. Hunting, fishing, swimming, boating, and sailing opportunities are endless on the Chesapeake Bay, the Atlantic Ocean, and numerous rivers and lakes located throughout the region. There are fishing tournaments, sailboat races, regattas, surfing championships, marathons, and golf tournaments. Luxury cruises along the waterfront are also available. For the baseball fan, Norfolk is home to the Norfolk Tides, professional Triple-A affiliate of the Baltimore Orioles, whose home games are played at the 12,000-seat Harbor Park Stadium. The USS Wisconsin, the world’s largest battleship is berthed at Nauticus, an interactive science and technology center that explores the naval, economic, and nautical power of the sea. Norfolk is home to 25 recreation centers, 5 parks, and numerous swimming pools, athletic field, tennis courts, amphitheaters, and picnic areas.

[VA Beach-Norfolk-Newport News MSA Profile](#)

[Hampton Roads Profile](#)

[The Hampton Roads Economic Development Alliance](#)

[City of Norfolk](#)