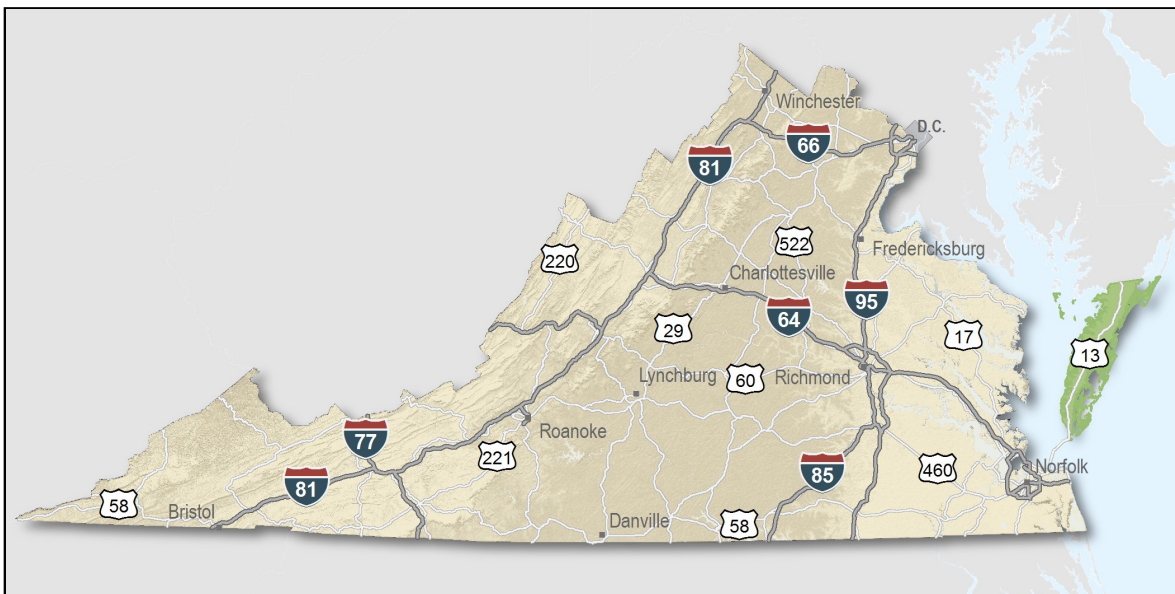

Eastern Shore, Virginia

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.

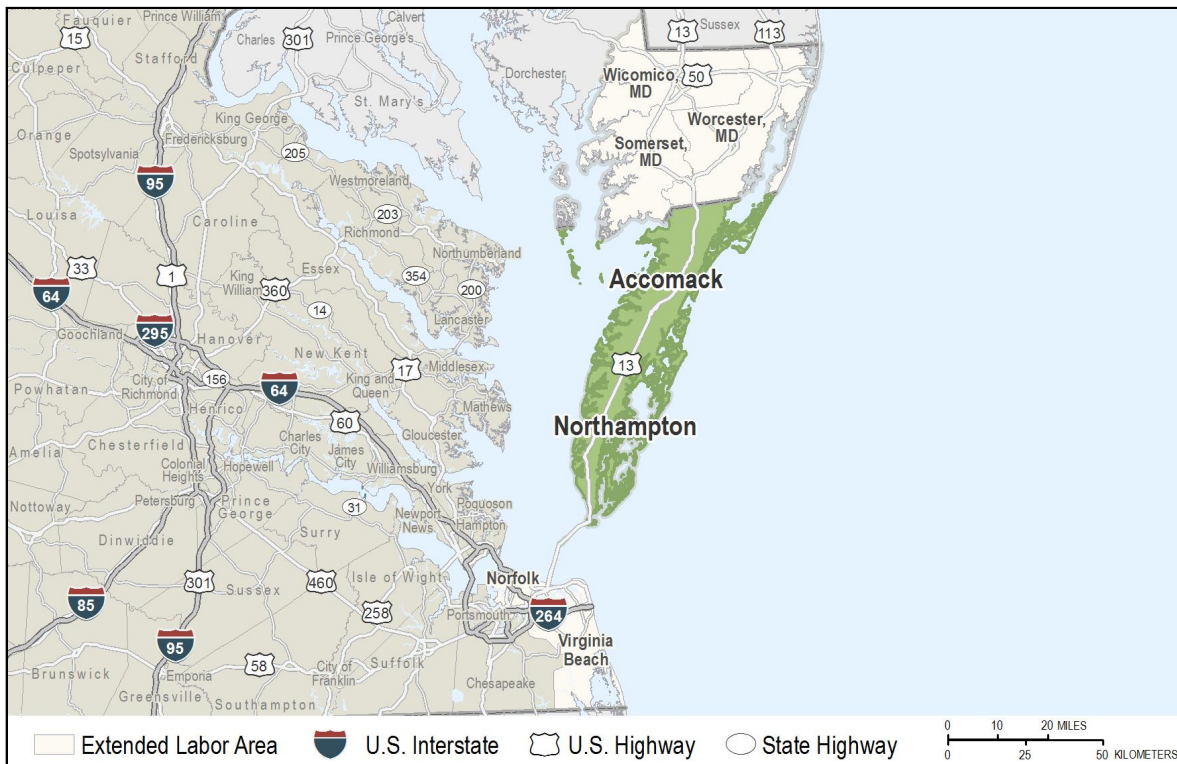


Location

The Eastern Shore is located at the southern tip of the Delmarva Peninsula. This 662-square mile region is bounded on the north by the Maryland state line, on the east by the Atlantic Ocean, and on the south and west by the Chesapeake Bay.

Traditionally known for its extensive agricultural and seafood production, the region is also home to the National Aeronautics and Space Administration's launch facility at Wallops Island. North-south rail service and a four-lane primary highway traversing the peninsula enhance the region's Eastern Seaboard location. The Chesapeake Bay Bridge-Tunnel places the community within easy reach of the Port of Hampton Roads.

The town of Accomac is located 77 miles north of Norfolk; 163 miles east of Richmond, the state capital; 189 miles southeast of Washington, D.C.; and 339 miles south of Philadelphia, Pennsylvania.



Eastern Shore

Virginia's Eastern Shore seeks to build its economy by attracting new manufacturing and service industries, diversifying its agriculture and aquaculture sectors, improving its tourism infrastructure, supporting its aerospace and military sector, and growing its entrepreneurial skills by encouraging small businesses. To accomplish these goals both of the Shore's counties support the Eastern Shore of Virginia Economic Development Commission, hold seats on the state-qualified Regional Partnership, and support individual industrial development authorities which manage respective industrial parks.

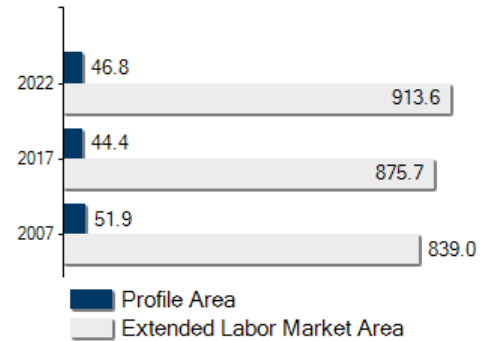


Credits: NASA/Terry Zapeach

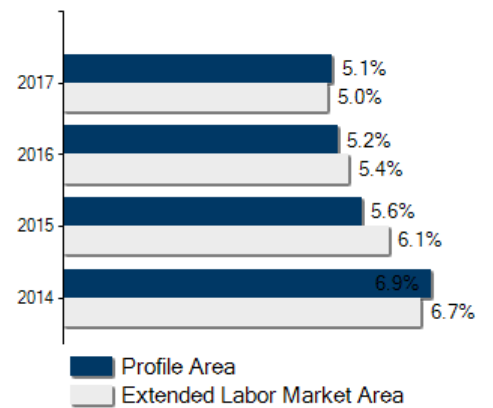
Labor Market

Population		
Gender Distribution (2017)		
Eastern Shore	Male 48.6%	Female 51.4%
Race/Ethnicity (2017)		
Classification	Profile Area	Extended Labor Area
White	29,472	551,129
Black	13,439	240,385
Two or More	792	32,054
Asian	352	46,218
American Indian or Alaska Native	255	4,387
Pacific Islander	81	1,496
Hispanic (may be of any race)	3,999	64,573
Median Age (2017)		
Accomack		47 years
Northampton		49 years

Population in Thousands



Unemployment Rates





Labor Market

Civilian Labor Force (2017)

Eastern Shore	21,351
Extended Labor Market Area	430,843
Total	452,194

Labor Force Participation (2013-2017)

Eastern Shore	53.9%
Extended Labor Market Area	61.4%

Unemployment

Unemployment Rate (September 2018)	
Eastern Shore	3.6%
Extended Labor Market Area	3.4%
Statewide	2.8%
Unemployed (2017)	
Eastern Shore	1,085
Extended Labor Market Area	19,320
Total	20,405
Underemployed (3rd Quarter 2018)	
Eastern Shore	2,227
Extended Labor Market Area	47,298
Total	49,525



Labor Market

Commute Time (2013-2017)

Worked from home	939	5.0%
Under 15 minutes	6,233	35.1%
15-24 minutes	6,058	34.1%
25-34 minutes	2,905	16.4%
35-44 minutes	894	5.0%
45-59 minutes	912	5.1%
Over 60 minutes	757	4.3%
Mean Travel Time to Work (minutes)		
Accomack		22
Northampton		20

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	81
Two-Year College Graduates (Spring 2017)	100
Two-Year College Enrollees (Fall 2017)	3,570
Total	3,751

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 Workkeys® 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.

Eastern Shore	4
Extended Labor Market Area	1,953
Total	1,957

Educational Attainment

On-Time Graduation Rate (Class of 2017)	87.5%
Percentage of Eastern Shore population age 25+ who are high school graduates (2013-2017)	81.9%
Percentage of Eastern Shore population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	20.6%



Labor Market

Employment by Sector* (2nd Qtr. 2018)

Agriculture Forestry Fishing and Hunting	880	4.9%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	N.D.	N.D.
Construction	504	2.8%
Manufacturing	3,651	20.3%
Wholesale Trade	301	1.7%
Retail Trade	1,760	9.8%
Transportation and Warehousing	138	0.8%
Information	83	0.5%
Finance and Insurance	242	1.3%
Real Estate and Rental and Leasing	129	0.7%
Professional Scientific and Technical Services	1,049	5.8%
Management of Companies and Enterprises	71	0.4%
Administrative and Support and Waste Management	274	1.5%
Educational Services	110	0.6%
Health Care and Social Assistance	1,961	10.9%
Arts Entertainment and Recreation	217	1.2%
Accommodation and Food Services	2,115	11.7%
Other Services	570	3.2%
Total Government	3,832	21.3%
Federal Government	677	3.8%
State Government	441	2.4%
Local Government	2,714	15.1%
Unclassified	N.D.	N.D.
Total	18,001	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

Bayshore Concrete Products Corp.
New Ravenna
Perdue Farms, Inc.
Tysons Farms Inc.

Product/Service

Prestressed structural components
Mosaic art tile
Poultry processing
Poultry processing

NonManufacturing

Company

Chesapeake Bay Bridge Tunnel Authority
Eastern Shore Community College
NASA - Wallops Flight Facility
Shore Memorial Hospital

Product/Service

Bridge tunnel operations
Higher education
Rocket launch & support services
Health care

Closings, Reductions, Layoffs (1/2015 to date)

Date	Type	Company	Product/Service	Employees Affected
10/1/2016	Reduction	Lockheed Martin	Engineering services	123
11/27/2017	Layoff	Bayshore Concrete*	Pre-cast concrete products	100

*Internationally-owned

Union Activity (8/1/2015 - 8/1/2018)

Petitions filed for decertification	0
Petitions filed for representation	0
Petitions filed for raid	0
Elections won by union	0
Elections won by company	0

Estimated Earnings (May 2017)

Occupation	Median Wage (US\$)	Mean Wage (US\$)	Median Salary (US\$)	Mean Salary (US\$)
Laborers and Freight, Stock, and Material Movers, Hand Industrial Truck and Tractor Operators	11.99	12.33	24,941	25,661
Heavy and Tractor-Trailer Truck Drivers	14.65	15.41	30,457	32,048
Inspectors, Testers, Sorters, Samplers, and Weighers	21.52	23.67	44,761	49,227
First-Line Supervisors of Production and Operating Workers	14.31	17.16	29,772	35,710
Maintenance and Repair Workers, General	25.44	26.37	52,913	54,841
Bus and Truck Mechanics and Diesel Engine Specialists	15.60	16.06	32,452	33,396
Office Clerks, General	15.73	15.77	32,723	32,807
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	13.71	14.60	28,506	30,363
Receptionists and Information Clerks	15.64	16.71	32,540	34,743
Customer Service Representatives	11.47	11.64	23,873	24,213
Bookkeeping, Accounting, and Auditing Clerks	11.79	12.64	24,528	26,286
First-Line Supervisors of Office and Administrative Support Workers	17.37	17.19	36,131	35,738
Electrical and Electronic Engineering Technicians	21.96	22.87	45,677	47,558
Mechanical Engineers	35.28	36.21	73,375	75,316
Computer Occupations, All Other	48.01	48.50	99,872	100,873
Computer Systems Analysts	45.80	43.22	95,262	89,903
Accountants and Auditors	37.21	37.06	77,390	77,084
Management Analysts	19.91	26.30	41,410	54,716
Human Resources Specialists	45.79	47.39	95,263	98,572
	26.43	28.67	54,972	59,628

Per Capita Personal Income (2016)

\$39,364

Median Family Income (2013-2017)

Accomack	\$53,152
Northampton	\$54,628



Education

Public School Enrollment (Fall 2017)

Level	Number	Enrollment
Elementary	7	3,396
Combined	2	346
Middle	3	1,287
High School	3	1,824

Student Teacher Ratio (FY 2017)

Elementary	12:1
Secondary	12:1

Per Pupil Expenditure (FY 2017) (US\$)

11,371.38

On-Time Graduation Rate (Class of 2017)

87.5%

High School Graduates Continuing Education (2017-2018)

82.4%

Advanced Programs (2017-2018)

Students taking 1 or more Advanced Placement (AP) Courses	105
Students taking 1 or more AP Exams	19
Students taking 1 or more Dual Enrollment Courses	219



Education

Workforce Development Facilities

Facility	Type
Badger Technical Center North	Career and Technical Center
Badger Technical Center South	Career and Technical Center
Eastern Shore Workforce Center	Satellite Center
ESCC Business Development & Workforce Training Center	Career and Technical Center
Fredericksburg Workforce Center	Comprehensive Center
Job Assistance Center	Satellite Center
Warsaw Workforce Center	Satellite Center

Higher Education Facilities – Fall 2017

Facility	Enrollment
Stratford University - Virginia Beach Campus	2,926 [‡]
Eastern Shore Community College	644

[‡] Enrollment figures are for all campuses.



Transportation

Interstates	
Name	Distance
I-264	16.4 miles (26.4 km.)
I-64	18.3 miles (29.4 km.)
I-564	19.9 miles (32.1 km.)
I-664	22.4 miles (36.0 km.)
I-464	24.5 miles (39.4 km.)

Note: Measured from border of locality/region.

Highways				
Highway 13	Highway 175	Highway 176	Highway 178	Highway 180
Highway 181	Highway 183	Highway 184	Highway 187	Highway 316

Commercial Air Service		
Norfolk International Airport, Norfolk -- 44.2 miles (71.1 km.)		
American Airlines	American Eagle	Delta Air Lines
Southwest Airlines	United Express	
Salisbury-Ocean City-Wicomico Regional Airport, Salisbury, MD -- 55.6 miles (89.4 km.)		
American Airlines	American Eagle	
Newport News-Williamsburg International Airport, Newport News -- 69.8 miles (112.3 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
Accomack County Airport, Melfa	5,000 ft (1,524 m)
Tangier Island Airport, Tangier	2,426 ft (739 m)

Freight Rail Service

Eastern Shore RR

Seaports

Name	Distance
Port of Virginia (Virginia International Gateway)	53.0 miles (85.3 km)
Port of Virginia (Norfolk International Terminals)	60.0 miles (96.6 km)
Port of Virginia (Portsmouth Marine Terminal)	61.0 miles (98.2 km)
Port of Virginia (Newport News Marine Terminals)	74.0 miles (119.1 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	44.2 miles (71.1 km)
Newport News	69.8 miles (112.3 km)
Port of Washington - Dulles	207.5 miles (333.9 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	
Electric	A & N Electric Cooperative
Natural Gas	Not Available
Telecommunications	Verizon-Virginia
Water	Town of Onancock
Water	Town of Cape Charles
Water	Town of Eastville
Water	Town of Melfa
Water	Accomack County Industrial Development Authority
Water	Town of Exmore
Water	Town of Parksley
Water	NASA-Wallops Flight Facility
Waste Water Treatment	Town of Onancock
Waste Water Treatment	Town of Cape Charles
Waste Water Treatment	Town of Exmore
Waste Water Treatment	Shore Health Services
Waste Water Treatment	NASA-Wallops Flight Facility

Financial Institutions

Financial Institutions – 1st Qtr 2018 Assets

Bank	Assets (US\$ Millions)
PNC Bank, N.A.	368,067.1
Branch Banking and Trust Company	215,012.0
SunTrust Bank	199,970.2
Union Bank & Trust Co.	13,118.0
Taylor Bank	509.2



Government and Taxes

Government

Accomack County has a County Administrator and a nine-member Board of Supervisors. Northampton County has a County Administrator and a six-member Board of Supervisors.

Both counties have a comprehensive plan and zoning and subdivision ordinances.

The town of Accomac is the county seat for Accomack County. Other incorporated towns include Belle Haven, Bloxom, Chincoteague, Hallwood, Keller, Melfa, Onancock, Onley, Painter, Parksley, Saxis, Tangier, and Wachapreague. Eastville is the county seat of Northampton County. Other incorporated towns are Cape Charles, Cheriton, Exmore, and Nassawadox.

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 (Accomack) [pdf](#)

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

Manufacturer's Tax Profile (Northampton) [pdf](#)

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



Community Facilities

Riverside Shore Memorial Hospital is a modern 143-bed full-service hospital. Services include a 24-hour emergency room, CAT scan, coronary care unit, ultrasound and mammography screening, and a staff of physicians encompassing most specialties. Public health centers and five private medical centers provide additional services throughout the region.

Forty physicians and 19 dentists practice on the Eastern Shore.

Four nursing homes are available in the community and provide extended care service for 280 residents.

The Eastern Shore has 110 Protestant and three Catholic churches. Jewish synagogues are located in both Norfolk and Salisbury, Maryland.

The Eastern Shore Public Library is based in the town of Accomac and has a collection of 129,966 volumes and circulates 153,230 items per year.

Area residents shopping needs are easily met at six shopping centers. The largest centers are located in the town of Onley and on U.S. Route 13 and are anchored by major department stores complemented by numerous specialty shops. Additionally, the community offers a number of small shops, which specialize in products indigenous to the Eastern Shore including crafts, decoys, original art-works, and locally produced wines and seafood.

The Chesapeake Bay and Atlantic Ocean surroundings contribute to a unique and pleasurable lifestyle. Outdoor recreation possibilities are numerous and varied. Activities enjoyed by natives and visitors alike include boating, swimming, hiking, biking, camping, crabbing, fishing, or simply observing wildlife in its natural setting. Miles of unspoiled ocean beaches are available on the barrier islands that line the coast. Both Accomack and Northampton Counties offer public parks and athletic facilities. Organized athletics and team sports for youth and adults are offered through the local public recreation and parks department. Collectively, the Eastern Shore has 16 tennis courts, 52 ball fields, two public beaches, and numerous playgrounds. Three private-membership golf courses are available within the community.

The 9,000-acre Chincoteague National Wildlife Refuge is in northern Accomack County. This refuge is administered by the U.S. Fish and Wildlife Service that permits swimming, hiking, fishing, bird watching, and provides narrated tours. The annual penning and auctioning of wild ponies in the area is a major event for the community. Typically, as many as 50,000 persons are drawn to the area for the week long celebration and carnival associated with the pony penning.

The Nature Conservatory and state and federal governments maintain a 45-mile stretch of oceanside barrier islands in their natural state. The public can access most of these islands. They are renowned for their expansive beaches, surrounding lush salt marshes, and great concentrations of shorebirds, seabirds, and migrating water fowl. The Virginia Coast Reserve, Long-Term Ecological Research (VCR/LTER) program maintains a laboratory facility in Oyster, Virginia. Administered through the University of Virginia, VCR/LTER aims to develop an understanding of the effects of long-term environmental changes and short-term disturbances on coastal barrier landscapes. The National Science Foundation established the LTER program in 1980 to support research on long-term ecological phenomena in the United States. There are currently 26 LTER sites nationwide representing diverse ecosystems.

(continued)

Residents can take advantage of a regular schedule of dramatic performances by local theater groups on the Eastern Shore. Norfolk, an hour's drive away, affords a tremendous variety of cultural and entertainment options including drama, concerts, museums, and sporting events.

Seasonal festivals and special events such as the Annual Seafood Festival, the Harvest Fest, and the Eastern Shore Birding Festival continue to attract thousands of patrons from surrounding areas to celebrate the amenities and lifestyle found on Virginia's Eastern Shore.