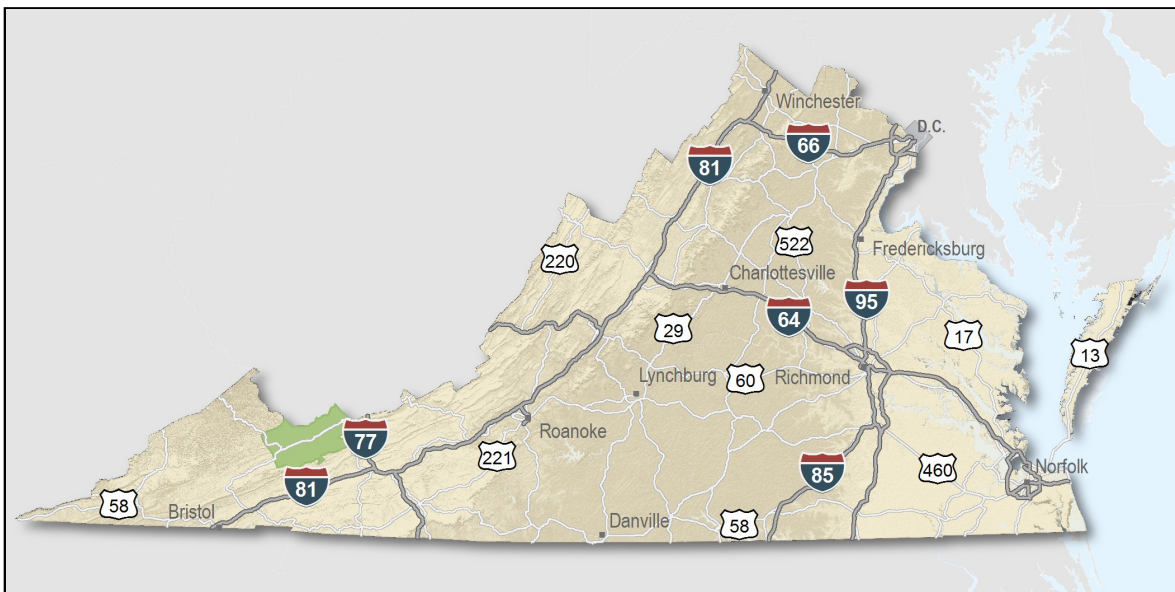

Bluefield MPSA, Virginia

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.

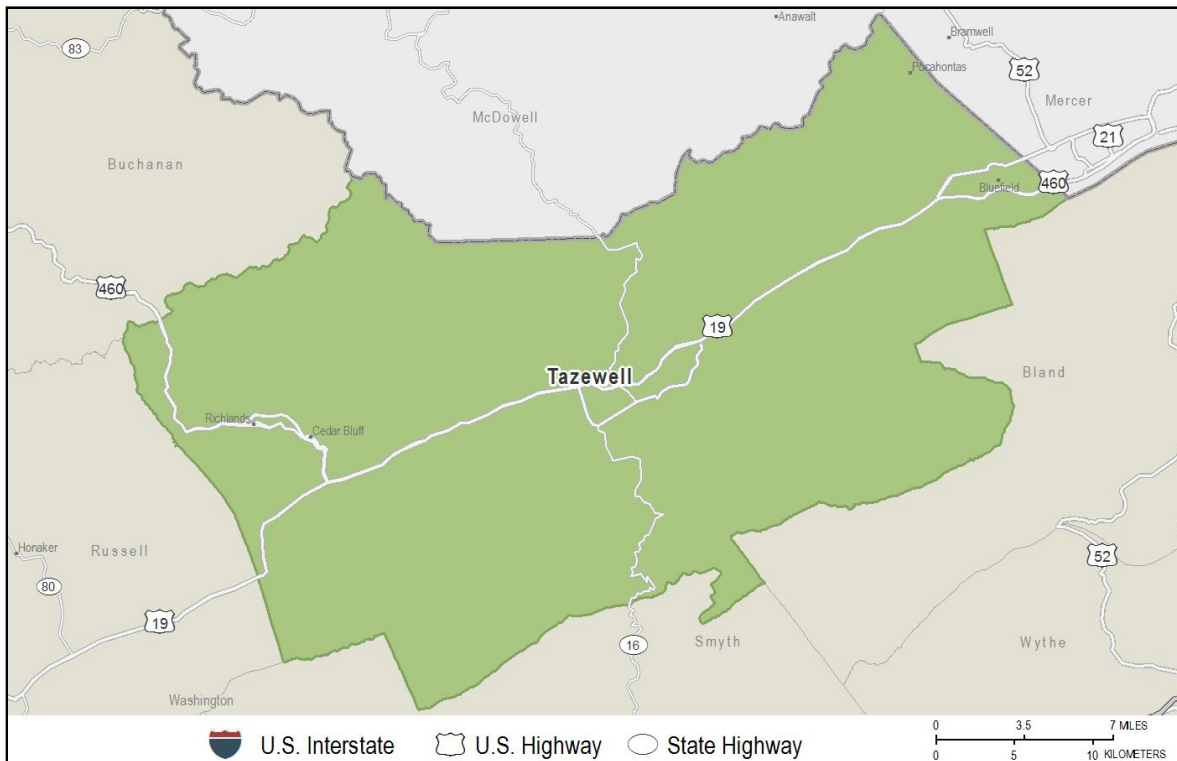
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37 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 Bluefield WV-VA Micropolitan Statistical Area (MPSA) is made up of Tazewell County in Virginia and Mercer County, West Virginia. The Virginia portion of the MSA is located in the southwestern portion of Virginia, on the border of West Virginia. It is a region of beautiful green mountains, rolling hills and wide-open valleys that covers 522 square miles. Tazewell county's accessibility to Interstates 77 and 81 makes it a convenient location for all markets east of the Mississippi and the Midwest.

Richmond, the state capital, is 281 miles northeast; Roanoke is 110 miles east; and Bristol is 70 miles southwest.



Bluefield MPSA

Virginia's Business and Technology Gateway

The Tazewell County Industrial Development Authority (IDA) is dedicated to aggressively pursuing opportunities that enhance the quality of life for area residents. The diversified existing industry base, outstanding skilled workforce, and business-friendly atmosphere provides an excellent location for business expansion.



Labor Market

Population		
Gender Distribution (2018)	Male	Female
Bluefield MPSA	49.5%	50.5%
Race/Ethnicity (2018)		Profile Area
Classification		
White		38,691
Black		1,319
Two or More		478
Asian		276
American Indian or Alaska Native		81
Pacific Islander		10
Hispanic (may be of any race)		434
Median Age (2018)		45 years

Civilian Labor Force (2018)	
Bluefield MPSA	15,905

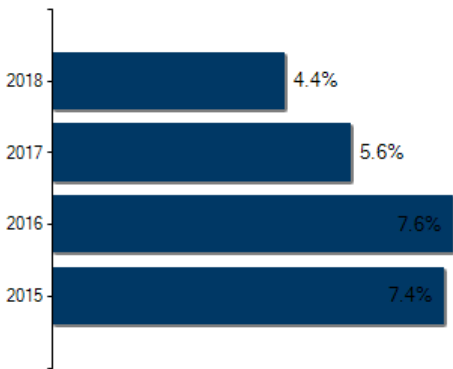
Labor Force Participation (2013-2017)	
Bluefield MPSA	49.8%

Unemployment	
Unemployment Rate (December 2019)	
Bluefield MPSA	4.3%
Statewide	2.5%
Unemployed (2018)	
Bluefield MPSA	698
Underemployed (4th Quarter 2019)	
Bluefield MPSA	1,365

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	581	3.7%
Under 15 minutes	5,668	37.5%
15-24 minutes	4,051	26.8%
25-34 minutes	2,479	16.4%
35-44 minutes	816	5.4%
45-59 minutes	831	5.5%
Over 60 minutes	1,285	8.5%
Mean Travel Time to Work (minutes)		24

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	68
Two-Year College Graduates (Spring 2018)	1,486
Two-Year College Enrollees (Fall 2018)	4,887
Other College and University Graduates (Spring 2018)	660
Total	7,101

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.

Bluefield MPSA

28

Educational Attainment

On-Time Graduation Rate (Class of 2018)	88.9%
Percentage of Bluefield MPSA population age 25+ who are high school graduates (2013-2017)	79.7%
Percentage of Bluefield MPSA population age 25+ who have earned a Bachelor’s Degree or higher (2013-2017)	15.2%



Labor Market

Employment by Sector* (4th Qtr. 2018)

Agriculture Forestry Fishing and Hunting	42	0.3%
Mining Quarrying and Oil and Gas Extraction	697	4.7%
Utilities	N.D.	N.D.
Construction	568	3.9%
Manufacturing	1,131	7.7%
Wholesale Trade	466	3.2%
Retail Trade	2,702	18.4%
Transportation and Warehousing	123	0.8%
Information	63	0.4%
Finance and Insurance	354	2.4%
Real Estate and Rental and Leasing	144	1.0%
Professional Scientific and Technical Services	397	2.7%
Management of Companies and Enterprises	264	1.8%
Administrative and Support and Waste Management	249	1.7%
Educational Services	N.D.	N.D.
Health Care and Social Assistance	2,064	14.0%
Arts Entertainment and Recreation	114	0.8%
Accommodation and Food Services	1,218	8.3%
Other Services	464	3.2%
Total Government	3,273	22.2%
Federal Government	70	0.5%
State Government	814	5.5%
Local Government	2,389	16.2%
Unclassified	43	0.3%
Total	14,723	100.0%

N.D. - Not Disclosed

*By Business Establishment

Employment by Occupation (2017)

Construction, Extraction & Maintenance	1,300	8.2%
Farming, Fishing & Forestry	30	0.2%
Managerial, Professional & Related	4,450	28.0%
Production, Transportation & Material	2,400	15.1%
Moving		
Sales & Office	4,670	29.4%
Service	3,030	19.1%
Total	15,880	100%

Labor Market

Major Employers

Manufacturing

Company

Joy Technologies
Pemco Corp.
Pyott-Boone Electronics, Inc.
Tadano Mantis Corporation

Product/Service

Mining machinery
Mining machinery
Electrical equipment
Overhead cranes

NonManufacturing

Company

Ammars Incorporated
Aramark Services, Inc.
Bluefield College
Clinch Valley Medical Center
Pounding Mill Quarry
Southwest Virginia Community College
Virginia Foods of Bluefield, Inc.

Product/Service

Retail distribution
Industrial launderer
Higher education
Health care
Limestone
Higher education
Wholesale grocery

Labor Market

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 2018)

Occupation	Median Wage (US\$)	Mean Wage (US\$)	Median Salary (US\$)	Mean Salary (US\$)
Laborers and Freight, Stock, and Material Movers, Hand	11.92	12.57	24,800	26,135
Heavy and Tractor-Trailer Truck Drivers	18.15	19.18	37,736	39,906
Inspectors, Testers, Sorters, Samplers, and Weighers	16.81	16.95	34,950	35,252
Welders, Cutters, Solderers, and Brazers	17.62	18.01	36,657	37,468
Machinists	19.07	19.99	39,650	41,569
First-Line Supervisors of Production and Operating Workers	25.44	28.36	52,912	58,985
Maintenance and Repair Workers, General	15.17	16.19	31,564	33,658
Industrial Machinery Mechanics	20.01	20.79	41,638	43,251
Bus and Truck Mechanics and Diesel Engine Specialists	17.71	18.15	36,826	37,748
Office Clerks, General	11.88	12.74	24,720	26,508
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	13.74	14.49	28,571	30,146
Receptionists and Information Clerks	11.10	11.80	23,094	24,554
Customer Service Representatives	11.25	12.23	23,410	25,431
Bookkeeping, Accounting, and Auditing Clerks	15.80	17.10	32,870	35,578
First-Line Supervisors of Office and Administrative Support Workers	19.38	21.75	40,317	45,249
Computer User Support Specialists	18.48	19.28	38,428	40,098
Software Developers, Applications	31.10	34.58	64,688	71,922
Computer Systems Analysts	28.60	30.43	59,480	63,298
Accountants and Auditors	26.74	28.78	55,609	59,861
Human Resources Specialists	20.14	23.65	41,902	49,182



Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Elementary	7	2,557
Middle	3	1,351
High School	3	1,745

Student Teacher Ratio (FY 2018)

Elementary	11:1
Secondary	11:1

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

10,059.44

On-Time Graduation Rate (Class of 2018)

88.9%

High School Graduates Continuing Education (2017-2018)

82.8%

Advanced Programs (2017-2018)

Governor's STEM Academies and Health Academies

STEM for LIFE (Science, Technology, Engineering, and Math for Life-Long Initiatives for Future Education)

Students taking 1 or more Advanced Placement (AP) Courses	230
Students taking 1 or more AP Exams	37
Students taking 1 or more Dual Enrollment Courses	218



Education

Workforce Development Facilities

Facility	Type
Appalachian Workforce Center and Business Incubator	Comprehensive Center
Bluestone Workforce Training Center	Satellite Center
Dickenson Center for Education and Research	Satellite Center
Pioneer Center for Business Opportunity	Satellite Center
Southwest Virginia Alliance for Manufacturing Center of Excellence	Center of Excellence
SWCC Booth Center	Satellite Center
Tazewell County Career & Technical Center	Career and Technical Center
The Castle Building	Satellite Center

Higher Education Facilities – Fall 2018

Facility	Enrollment
Wytheville Community College	2,514
Southwest Virginia Community College	2,373
Bluefield State College	1,379 ^o
Emory and Henry College	1,240
Bluefield College	1,190



Transportation

Interstates	
Name	Distance
I-77	6.0 miles (9.6 km.)
I-81	8.7 miles (13.9 km.)
I-64	28.6 miles (46.0 km.)
I-381	31.9 miles (51.3 km.)

Note: Measured from border of locality/region.

Highways				
Highway 102	Highway 16	Highway 19	Highway 460	Highway 61
Highway 67	Highway 91			

Commercial Air Service
Raleigh County Memorial Airport, Beckley, WV -- 73.6 miles (118.4 km.)
ViaAir

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



Transportation

General Aviation Service

Name	Runway Length
Tazewell County Airport, Richlands	4,299 ft (1,310 m)

Freight Rail Service

Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia	387.0 miles (622.8 km)

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

Other Ports of Entry

Name	Distance
New River Valley Airport (Virginia TradePort)	66.9 miles (107.7 km)
Tri Cities	85.8 miles (138.0 km)
Port of Washington - Dulles	335.9 miles (540.5 km)

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

Utilities

Electric

Town of Richlands

Appalachian Power

Natural Gas

Bluefield Gas Company

Virginia Natural Gas

Atmos Energy

Telecommunications

Verizon South

iGo Technology

Burke's Garden Telephone Company

Water

Floyd County Public Service Authority

Town of Richlands

Bluefield Water System

Tazewell County Public Service Authority

Town of Tazewell

Waste Water Treatment

Floyd County Public Service Authority

Town of Richlands

Bluefield Sanitary Board

Tazewell County Public Service Authority

Town of Tazewell

Solid Waste Disposal

Tazewell County Sanitary Landfill

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets

Bank	Assets (US\$ Millions)
Wells Fargo Bank, N.A.	1,689,351.0
Branch Banking and Trust Company	219,071.0
WoodForest National Bank	5,923.7
Carter Bank & Trust	4,039.6
First Community Bank, N.A.	2,236.7
Summit Community Bank, Inc.	2,192.9
The National Bank of Blacksburg	1,253.2
New Peoples Bank, Inc.	681.0
TruPoint Bank	435.4
Grundy National Bank	306.1
MCNB Bank and Trust Co.	294.2
First Sentinel Bank	262.1



Government and Taxes

Government

Tazewell County has a County Administrator and a five-member Board of Supervisors.

The county has a comprehensive plan and a subdivision ordinance.

Tazewell is the county seat. Other incorporated towns within the county are Bluefield, Cedar Bluff, Pocahontas and Richlands.

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.



Community Facilities

Clinch Valley Medical Center is a 200-bed facility located in the town of Richlands. This medical facility is staffed by 75 physicians and offers general medical services that include emergency care, surgery, coronary care, extensive diagnostic capabilities, pre-natal and obstetrical care. County residents can also utilize the Tazewell Community Hospital, which is a 56-bed facility offering limited general medical services.

Extended care needs for approximately 100 elderly residents can be met at the two nursing home facilities located in the county.

Forty-five physicians and 11 dentists practice in the county.

The county operates a three-branch library system with a circulation of 192,788. Branches are located in the towns of Bluefield; Richlands; and Tazewell, the main office. Library facilities are also open to the public at Southwest Virginia Community College.

Retail and service needs of area residents are met through two shopping centers and the downtown business districts in the towns of Bluefield, Richlands and Tazewell.

Approximately 125 churches representing most Protestant denominations and the Catholic faith are located in Tazewell County. A Jewish synagogue is located in Bluefield, West Virginia.

Numerous cultural and recreational opportunities are available year-round in Tazewell County. Residents can enjoy performing artist series and speaker series programs sponsored by area volunteer organizations and plays produced by the Tazewell Theater Group and Richlands area Citizens for the Arts (CART). The Appalachian Arts Center is a retail gallery and exhibition space featuring the work of local/regional artists, craftspeople, authors, and musicians. The Arts Center, a member and trail-site of 'Round the Mountain, Southwest Virginia's Artisan Network, offers educational workshops, demonstrations, professional development seminars as well as an assortment of evening craft classes.

The Appalachian Trail, Virginia Birding and Wildlife Trail, Virginia Coal Heritage Trail, Wilderness Road: Virginia's Heritage Migration Route, Lake Whitten recreational area, Jefferson National Forest and the Clinch Mountain Wildlife Management area offer scenic views, hiking, hunting, and fishing. Throughout the county streams and rivers are stocked with bass, muskie, and trout. Organized athletics are popular in Tazewell County where residents can participate in softball, baseball, football, and volleyball leagues. Public tennis courts and swimming pools are scattered around the county. Two private 18-hole golf courses and a public 9-hole course are located in the county. Spectators can enjoy minor league baseball with the Bluefield Orioles.

The Historic Crab Orchard Museum and Pioneer Park chronicles the history of the area from prehistoric to present times. The park highlights the lifestyle of the early pioneers with an exhibition of log and stone structures. The Pocahontas Exhibition Coal Mine, the only exhibition coal mine designated as a National Historic Landmark, is a part of the Original Pocahontas Mine. Visitors can walk through the mine with a tour guide and experience the methods of mining used in the 1880's to present day. The Town of Pocahontas is a reflection of its mining history where immigrants of Hungarian, Welsh, Russian, Polish, German, French English and Irish descent and more came to work in the coal industry. This cultural diversity is evident in the Pocahontas Cemetery, Saint Elizabeth's Catholic Church, Opera House, and other sites and structures.