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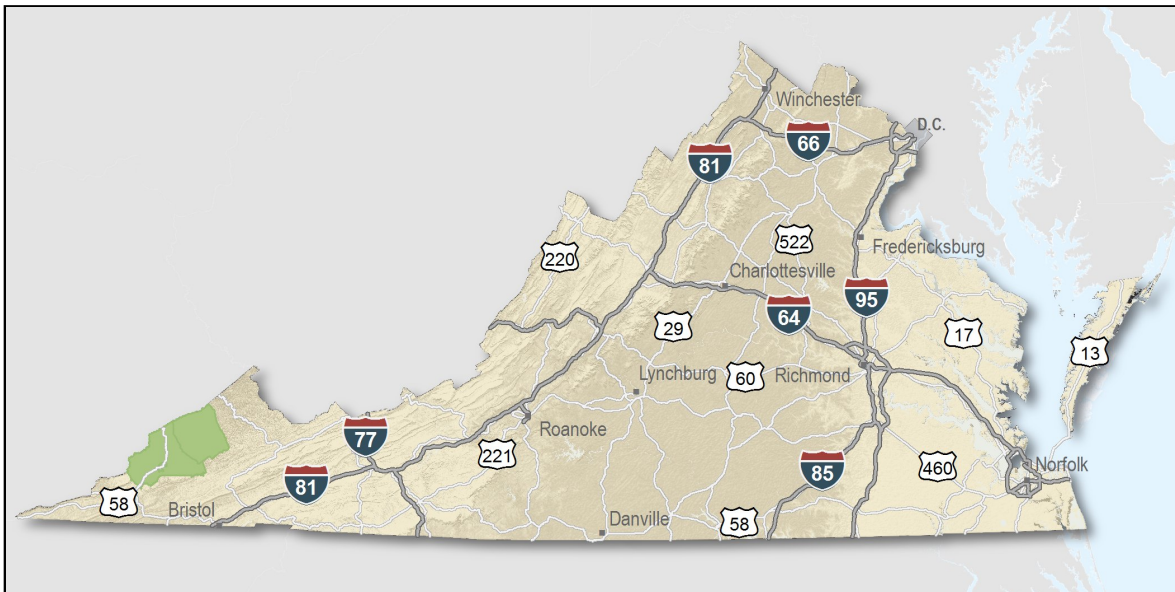
# Big Stone Gap MPSA, Virginia

# 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.

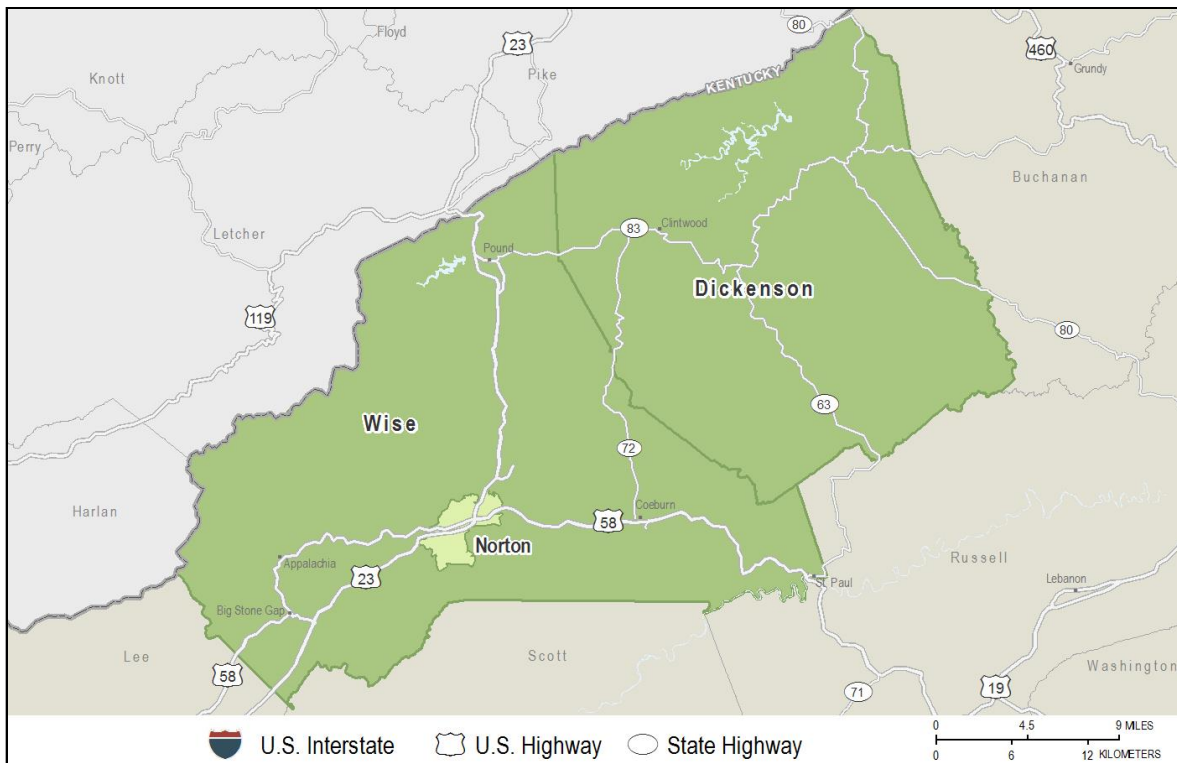
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37 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

Big Stone Gap Micropolitan Statistical Area is located in southwestern Virginia in the midst of the Appalachian Mountains and Plateau. The area is composed of Dickenson and Wise Counties and the city of Norton. The 741-square mile area is bordered on the northwest by the Kentucky state line. Close proximity to the interstate highway network allows easy access to both eastern and midwestern markets. Though the area is rich in natural resources consisting of natural gas, coal, timber, and mineral deposits, its economy is transitioning to technology.

The city of Norton is located 360 miles southwest of Richmond, the state capital, 410 miles southwest of Washington, D.C.; 183 miles southwest of Roanoke, 64 miles north of Bristol, Virginia; and 458 miles west of Norfolk.



# Big Stone Gap MPSA

The Big Stone Gap Micropolitan Statistical Area offers a business-friendly environment and outstanding quality of life. The region is an ideal location for manufacturing, call centers, and other IT-related industries. Parks such as the Lonesome Pine Regional Business and Technology Park and the Dickenson County Technology Park offer excellent locations for your business as they have for Verizon, AT&T Relay, EQT Corporation, Crutchfield, and others.



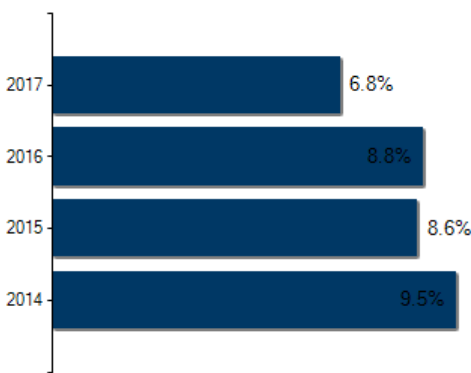
# Labor Market

| Population                        |       |                     |
|-----------------------------------|-------|---------------------|
| <b>Gender Distribution (2017)</b> |       |                     |
| Big Stone Gap MPSA                | Male  | Female              |
|                                   | 51.5% | 48.5%               |
| <b>Race/Ethnicity (2017)</b>      |       |                     |
| <b>Classification</b>             |       | <b>Profile Area</b> |
| White                             |       | 53,639              |
| Black                             |       | 2,598               |
| Two or More                       |       | 640                 |
| Asian                             |       | 306                 |
| American Indian or Alaska Native  |       | 115                 |
| Pacific Islander                  |       | 6                   |
| Hispanic (may be of any race)     |       | 800                 |
| <b>Median Age (2017)</b>          |       |                     |
| Dickenson                         |       | 45 years            |
| Norton                            |       | 40 years            |
| Wise                              |       | 41 years            |

Population in Thousands



Unemployment Rates



# Labor Market

## Civilian Labor Force (2017)

|                    |        |
|--------------------|--------|
| Big Stone Gap MPSA | 19,022 |
|--------------------|--------|

## Labor Force Participation (2013-2017)

|                    |       |
|--------------------|-------|
| Big Stone Gap MPSA | 44.5% |
|--------------------|-------|

## Unemployment

|   |       |
|---|-------|
| <b>Unemployment Rate (September 2018)</b> |       |
| Big Stone Gap MPSA                        | 4.7%  |
| Statewide                                 | 2.8%  |
| <b>Unemployed (2017)</b>                  |       |
| Big Stone Gap MPSA                        | 1,293 |
| <b>Underemployed (3rd Quarter 2018)</b>   |       |
| Big Stone Gap MPSA                        | 1,907 |



# Labor Market

## Commute Time (2013-2017)

|                                    |       |       |
|------------------------------------|-------|-------|
| Worked from home                   | 316   | 1.7%  |
| Under 15 minutes                   | 6,791 | 36.5% |
| 15-24 minutes                      | 5,078 | 27.3% |
| 25-34 minutes                      | 3,157 | 17.0% |
| 35-44 minutes                      | 746   | 4.0%  |
| 45-59 minutes                      | 1,268 | 6.8%  |
| Over 60 minutes                    | 1,564 | 8.4%  |
| Mean Travel Time to Work (minutes) |       |       |
| Dickenson                          |       | 30    |
| Norton                             |       | 14    |
| Wise                               |       | 22    |

## Additional Labor Resources

|  |       |
|--|-------|
| High School Graduates Not Continuing (2017-2018)     | 127   |
| Two-Year College Graduates (Spring 2017)             | 1,252 |
| Two-Year College Enrollees (Fall 2017)               | 4,988 |
| Other College and University Graduates (Spring 2017) | 701   |
| Total  | 7,068 |

**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.

Big Stone Gap MPSA

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**Educational Attainment**

|   |       |
|---|-------|
| On-Time Graduation Rate (Class of 2017)   | 93.7% |
| Percentage of Big Stone Gap MPSA population age 25+ who are high school graduates (2013-2017)                 | 75.8% |
| Percentage of Big Stone Gap MPSA population age 25+ who have earned a Bachelor’s Degree or higher (2013-2017) | 12.9% |





# Labor Market

## Employment by Sector\* (2nd Qtr. 2018)

|   |               |               |
|---|---------------|---------------|
| Agriculture Forestry Fishing and Hunting        | 22            | 0.1%          |
| Mining Quarrying and Oil and Gas Extraction     | 1,044         | 5.7%          |
| Utilities                                       | 185           | 1.0%          |
| Construction                                    | 481           | 2.6%          |
| Manufacturing                                   | 526           | 2.9%          |
| Wholesale Trade                                 | 382           | 2.1%          |
| Retail Trade                                    | 2,902         | 15.8%         |
| Transportation and Warehousing                  | 349           | 1.9%          |
| Information                                     | 228           | 1.2%          |
| Finance and Insurance                           | 358           | 1.9%          |
| Real Estate and Rental and Leasing              | 98            | 0.5%          |
| Professional Scientific and Technical Services  | 691           | 3.8%          |
| Management of Companies and Enterprises         | 61            | 0.3%          |
| Administrative and Support and Waste Management | 912           | 5.0%          |
| Educational Services                            | 11            | 0.1%          |
| Health Care and Social Assistance               | 3,008         | 16.4%         |
| Arts Entertainment and Recreation               | 36            | 0.2%          |
| Accommodation and Food Services                 | 1,583         | 8.6%          |
| Other Services                                  | 321           | 1.7%          |
| Total Government                                | 5,162         | 28.1%         |
| Federal Government                              | 249           | 1.4%          |
| State Government                                | 2,138         | 11.6%         |
| Local Government                                | 2,775         | 15.1%         |
| Unclassified                                    | 13            | 0.1%          |
| <b>Total</b>                                    | <b>18,375</b> | <b>100.0%</b> |

N.D. - Not Disclosed

\*By Business Establishment

## Employment by Occupation (2017)

|  |               |             |
|--|---------------|-------------|
| Construction, Extraction & Maintenance | 1,530         | 8.9%        |
| Managerial, Professional & Related     | 4,830         | 28.0%       |
| Production, Transportation & Material  | 1,550         | 9.0%        |
| Moving                                 |               |             |
| Sales & Office                         | 4,890         | 28.4%       |
| Service                                | 4,430         | 25.7%       |
| <b>Total</b>                           | <b>17,230</b> | <b>100%</b> |



# Labor Market

| Major Employers                       |                                |
|---------------------------------------|--------------------------------|
| <b>Manufacturing</b>                  |                                |
| <b>Company</b>                        | <b>Product/Service</b>         |
| Buchanan Pump Service & Supply Co.    | Custom pumps                   |
| EQT Corp.                             | Gas                            |
| Mullican Flooring                     | Hardwood flooring              |
| Pepsi Cola Bottling Company           | Soft drinks                    |
| <b>NonManufacturing</b>               |                                |
| <b>Company</b>                        | <b>Product/Service</b>         |
| A & G Coal Corporation                | Coal mining                    |
| AT&T Corp.                            | Telecommunications             |
| Crutchfield Corporation               | Customer service - electronics |
| Highlands Drilling                    | Gas industry                   |
| Mountain Empire Community College     | Higher education               |
| Mountain View Regional Medical Center | Health care                    |
| Norton Community Hospital             | Health care                    |
| Paramount Coal Company VA             | Coal mining                    |
| Sykes Enterprises, Inc.               | Customer service               |
| Telemed, Inc.                         | Medical profession information |
| UVA College at Wise                   | Higher education               |

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

| <b>Date</b> | <b>Type</b> | <b>Company</b>          | <b>Product/Service</b> | <b>Employees Affected</b> |
|-------------|-------------|-------------------------|------------------------|---------------------------|
| 9/6/2015    | Reduction   | Alpha Natural Resources | Coal mining            | 165                       |
| 11/20/2015  | Closing     | Alpha Natural Resources | Coal mining            | 527                       |

**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)**

| <b>Occupation</b>   | <b>Median Wage (US\$)</b> | <b>Mean Wage (US\$)</b> | <b>Median Salary (US\$)</b> | <b>Mean Salary (US\$)</b> |
|---|---------------------------|-------------------------|-----------------------------|---------------------------|
| Laborers and Freight, Stock, and Material Movers, Hand                          | 9.51                      | 11.64                   | 19,787                      | 24,223                    |
| Heavy and Tractor-Trailer Truck Drivers   | 19.45                     | 21.19                   | 40,468                      | 44,064                    |
| Welders, Cutters, Solderers, and Brazers  | 18.61                     | 19.28                   | 38,696                      | 40,109                    |
| Machinists  | 20.94                     | 21.39                   | 43,551                      | 44,496                    |
| First-Line Supervisors of Production and Operating Workers                      | 22.85                     | 24.40                   | 47,523                      | 50,744                    |
| Maintenance and Repair Workers, General   | 14.39                     | 15.52                   | 29,940                      | 32,271                    |
| Industrial Machinery Mechanics  | 18.20                     | 19.24                   | 37,847                      | 40,036                    |
| Bus and Truck Mechanics and Diesel Engine Specialists                           | 20.58                     | 20.52                   | 42,816                      | 42,686                    |
| Office Clerks, General  | 12.78                     | 13.56                   | 26,595                      | 28,204                    |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 13.97                     | 14.44                   | 29,069                      | 30,042                    |
| Receptionists and Information Clerks  | 11.53                     | 11.70                   | 23,975                      | 24,331                    |
| Customer Service Representatives  | 9.48                      | 9.98                    | 19,716                      | 20,766                    |
| Bookkeeping, Accounting, and Auditing Clerks                                    | 18.84                     | 18.26                   | 39,197                      | 37,987                    |
| First-Line Supervisors of Office and Administrative Support Workers             | 19.84                     | 21.02                   | 41,271                      | 43,741                    |
| Computer User Support Specialists   | 17.96                     | 18.08                   | 37,371                      | 37,597                    |
| Network and Computer Systems Administrators                                     | 23.67                     | 25.32                   | 49,235                      | 52,664                    |
| Accountants and Auditors  | 27.24                     | 31.41                   | 56,654                      | 65,333                    |
| Management Analysts   | 23.72                     | 26.08                   | 49,330                      | 54,249                    |
| Human Resources Specialists   | 19.67                     | 24.73                   | 40,916                      | 51,430                    |



# Education

## Public School Enrollment (Fall 2017)

| Level       | Number | Enrollment |
|-------------|--------|------------|
| Elementary  | 6      | 2,974      |
| Combined    | 3      | 1,181      |
| Middle      | 4      | 1,951      |
| High School | 5      | 2,648      |

## Student Teacher Ratio (FY 2017)

|            |      |
|------------|------|
| Elementary | 13:1 |
| Secondary  | 11:1 |

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

|          |
|----------|
| 9,900.99 |
|----------|

## On-Time Graduation Rate (Class of 2017)

|       |
|-------|
| 93.7% |
|-------|

## High School Graduates Continuing Education (2017-2018)

|       |
|-------|
| 81.0% |
|-------|

## 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)

|   |     |
|---|-----|
| Governor's School Enrollment                              | 92  |
| Students taking 1 or more Advanced Placement (AP) Courses | 60  |
| Students taking 1 or more AP Exams                        | 51  |
| Students taking 1 or more Dual Enrollment Courses         | 486 |

# 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            |
| Dickenson County Career Center                                     | Career and Technical Center |
| Pioneer Center for Business Opportunity                            | Satellite Center            |
| Southwest Virginia Alliance for Manufacturing Center of Excellence | Center of Excellence        |
| SWCC Booth Center  | Satellite Center            |
| The Castle Building  | Satellite Center            |
| Wise County Career-Technical Center                                | Career and Technical Center |

## Higher Education Facilities – Fall 2017

| Facility                                   | Enrollment         |
|--|--------------------|
| Mountain Empire Community College          | 2,684              |
| University of Pikeville                    | 2,365 <sup>◊</sup> |
| Southwest Virginia Community College       | 2,304              |
| University of Virginia's College at Wise   | 2,095              |
| Appalachian College of Pharmacy            | 205                |
| Appalachian School of Law                  | 95 <sup>◊</sup>    |
| Southwest Virginia Higher Education Center | *                  |

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

◊ Fall 2016 Enrollment



# Transportation

| Interstates |                       |
|-------------|-----------------------|
| Name        | Distance              |
| I-26        | 19.1 miles (30.7 km.) |
| I-381       | 19.6 miles (31.5 km.) |
| I-81        | 19.6 miles (31.5 km.) |

Note: Measured from border of locality/region.

| Highways   |             |             |            |             |
|------------|-------------|-------------|------------|-------------|
| ALT 58     | Highway 158 | Highway 160 | Highway 23 | Highway 283 |
| Highway 63 | Highway 72  | Highway 74  | Highway 80 | Highway 83  |

| Commercial Air Service  |
|---|
| <b>Tri-Cities Regional Airport, Blountville, TN -- 63.1 miles (101.5 km.)</b> |
| American Airlines   Delta Connection   Allegiant Air                          |

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



# Transportation

## General Aviation Service

| Name                        | Runway Length      |
|-----------------------------|--------------------|
| Lonesome Pine Airport, Wise | 5,280 ft (1,609 m) |

## Freight Rail Service

|  |
|--|
| CSX Transportation<br>Norfolk Southern Railway Company |
|--|

## Seaports

| Name             | Distance               |
|------------------|------------------------|
| Port of Virginia | 428.0 miles (688.8 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               |
|-----------------------------|------------------------|
| Tri Cities                  | 63.0 miles (101.5 km)  |
| Port of Washington - Dulles | 395.4 miles (636.4 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

Appalachian Power

Old Dominion Power Company

### Natural Gas

Appalachian Natural Gas Distribution Company

### Telecommunications

DCWIN

Verizon South

Bristol Virginia Utilities

Verizon Virginia

### Water

Town of Clintwood

Dickenson County Public Service Authority

Buchanan County Public Service Authority

City of Norton

Town of Big Stone Gap

Town of Coeburn

Town of St. Paul

Town of Wise

Wise County Public Service Authority

Town of Appalachia

Town of Pound

### Waste Water Treatment

Town of Clintwood

Dickenson County Public Service Authority

Coeburn-Norton-Wise Regional Wastewater Authority

Town of Big Stone Gap

Town of St. Paul

Town of Appalachia

### Solid Waste Disposal

Dickenson County Transfer Station

Wise County Landfill

# Financial Institutions

## Financial Institutions – 1st Qtr 2018 Assets

| <b>Bank</b>                      | <b>Assets<br/>(US\$ Millions)</b> |
|----------------------------------|-----------------------------------|
| Wells Fargo Bank, N.A.           | 1,716,532.0                       |
| Branch Banking and Trust Company | 215,012.0                         |
| WoodForest National Bank         | 5,699.6                           |
| Carter Bank & Trust              | 4,112.8                           |
| First Community Bank, N.A.       | 2,424.3                           |
| The First Bank and Trust Co.     | 1,740.1                           |
| New Peoples Bank, Inc.           | 670.6                             |
| TruPoint Bank                    | 426.0                             |
| Powell Valley National Bank      | 278.8                             |
| Farmers and Miners Bank          | 138.1                             |
| Miners Exchange Bank             | 94.9                              |



# Government and Taxes

## Government

Dickenson County has a County Administrator and five-member Board of Supervisors. Wise County has a County Administrator and eight-member Board of Supervisors. Norton has a City Manager and five-member City Council.

Wise County and the city of Norton have comprehensive plans and zoning and subdivision ordinances.

Clintwood is the county seat of Dickenson County. Haysi and Clincho are other incorporated towns. Wise is the county seat of Wise County. Appalachia, Big Stone Gap, Coeburn, Pound and St. Paul are other incorporated towns within Wise County.

## 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

Medical care in the Big Stone Gap Micropolitan Statistical Area is provided by two hospitals located in the city of Norton—Mountain View Regional Medical Center with 118 beds and the Norton Community Hospital with 129 beds. The Dickenson Community Hospital is also available to provide critical access care in Clintwood, Virginia. Heritage Hall Health Center located in Dickenson County provides long-term care for the elderly. The Southwest Virginia Regional Cancer Treatment Center located in Norton provides treatment for patients with cancer.

Library facilities are available through the Lonesome Pine Regional Library with nine local branches. In addition, the libraries at Clinch Valley College and Mountain Empire Community College are open to the public. Together these facilities maintain collections in excess of 478,000 volumes.

More than 100 churches representing the predominant Protestant denominations and the Catholic faith are located in the area. A Jewish synagogue is located in Bristol.

Retail activity in the Big Stone Gap area is strong and growing with eight shopping centers in the Norton/Wise area and over 150 retail establishments throughout Dickenson County. Regional shopping malls are located in nearby Kingsport and Bristol, Tennessee.

Residents of the Big Stone Gap Micropolitan Statistical Area have access to a wide assortment of recreational and cultural opportunities. The Jefferson National Forest encompasses more than 33,000 acres in the area and provides many locations for hiking, fishing, swimming, camping and picnicking. The 4,500-acre Breaks Interstate Park offers camping, boating, fishing, hiking, swimming, horseback riding and picnicking facilities. The park has a visitor's center that houses natural and historical geological and coal mining exhibits and an amphitheater where theater and musical performances are performed during spring, summer and fall. The park also offers dining and banquet facilities, motel units, and cabins for family and corporate retreats. The observation tower at High Knob Mountain, the peak of Stone Mountain, allows a panoramic view of Virginia, West Virginia, Tennessee, Kentucky, and North Carolina. Natural Tunnel Park offers a visitor's center, swimming pool, hiking, picnicking, and chair lift. The John W. Flannagan Reservoir, operated by the U.S. Corps of Engineers, is a multi-purpose dam open to the public. Located in the Pound River Valley, this facility has two amphitheaters, boat ramps, campsites, picnic shelters, hiking trails, tennis courts, and a playing field.

Each of the member localities has their own inventory of recreational facilities and programs. Organized athletics include baseball, swimming, basketball, dance, gymnastics, soccer, softball, tennis, and football. In addition, hunting and fishing clubs, skating rinks, bowling alleys, and fitness centers are all available. The Lonesome Pine Country Club, near Big Stone Gap, features an 18-hole golf course, tennis courts, swimming pools and clubhouse for members.

**(continued)**

The area also offers a full range of cultural amenities. The Pro-Art Association provides a series of concerts in the public schools. Past performances have included the Joffrey Ballet, Richmond Ballet, and the Pittsburgh Opera Theatre. Annual activities include the Ralph Stanley Music Festival held each May, Home Craft Days, highlighting traditional Appalachian music and crafts, the Lonesome Pine Arts/Crafts Show, the Doc Boggs Music Festival, Best Friend Festival, and the Wise Fall Fling. The Southwest Virginia Museum is notable for its displays of Appalachian life and heritage.