

---

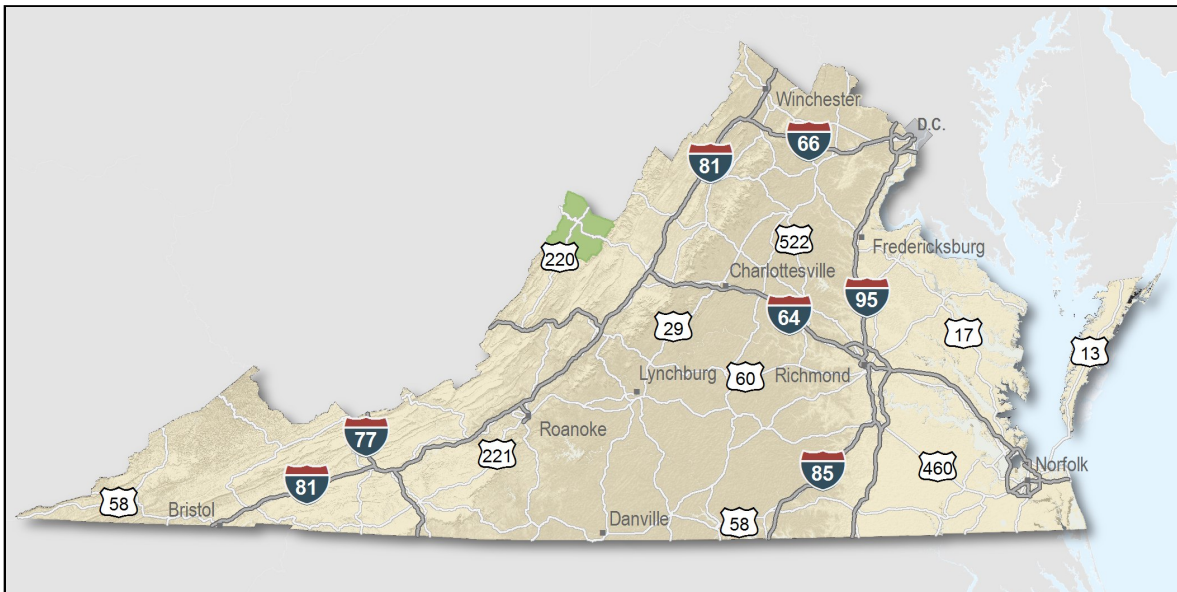
# Highland County, Virginia

# 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.

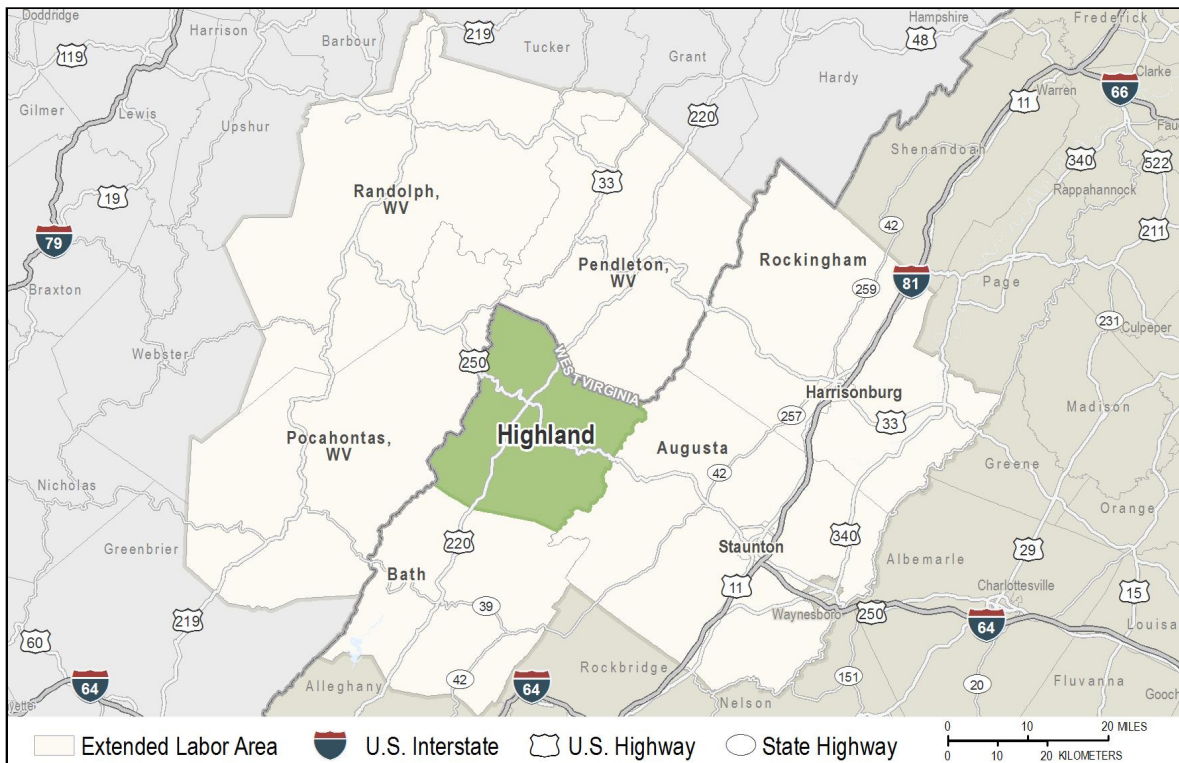
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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

Highland County is located in west-central Virginia in the Allegheny Mountains and is bounded on the west by the West Virginia state line. The county is a rural community that is known for its scenic beauty and vast forest and mineral resources.

Highland County is 132 miles north of Roanoke and 153 miles northwest of Richmond, the state capital.



# Labor Market

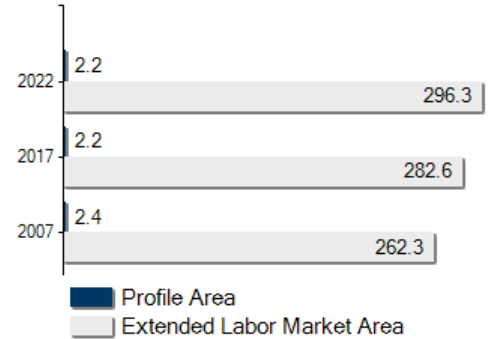
Population		
<b>Gender Distribution (2017)</b>		
Highland County	Male	Female
	49.6%	50.4%
<b>Race/Ethnicity (2017)</b>		
<b>Classification</b>	<b>Profile Area</b>	<b>Extended Labor Area</b>
White	2,163	258,425
Black	24	13,631
Asian	12	4,118
American Indian or Alaska Native	7	1,291
Two or More	6	4,933
Pacific Islander		250
Hispanic (may be of any race)	30	240
<b>Median Age (2017)</b>		57 years

Civilian Labor Force (2017)	
Highland County	1,244
Extended Labor Market Area	136,050
Total	137,294

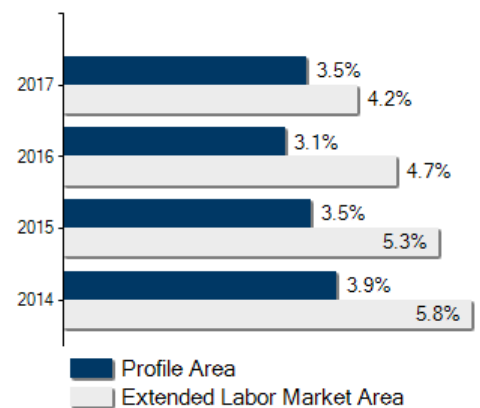
Labor Force Participation (2013-2017)	
Highland County	46.8%
Extended Labor Market Area	59.8%

Unemployment	
<b>Unemployment Rate (September 2018)</b>	
Highland County	2.3%
Extended Labor Market Area	2.8%
Statewide	2.8%
<b>Unemployed (2017)</b>	
Highland County	43
Extended Labor Market Area	5,221
Total	5,264
<b>Underemployed (3rd Quarter 2018)</b>	
Highland County	129
Extended Labor Market Area	14,313
Total	14,442

## Population in Thousands



## Unemployment Rates





# Labor Market

## Commute Time (2013-2017)

Worked from home	37	4.2%
Under 15 minutes	450	53.2%
15-24 minutes	115	13.6%
25-34 minutes	94	11.1%
35-44 minutes	27	3.2%
45-59 minutes	37	4.4%
Over 60 minutes	123	14.5%
Mean Travel Time to Work (minutes)		23

## Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	2
Two-Year College Graduates (Spring 2017)	979
Two-Year College Enrollees (Fall 2017)	4,200
Other College and University Graduates (Spring 2017)	735
Total	5,916

**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.

Highland County	
Extended Labor Market Area	39
<b>Total</b>	<b>39</b>

**Educational Attainment**

On-Time Graduation Rate (Class of 2017)	82.4%
Percentage of Highland County population age 25+ who are high school graduates (2013-2017)	84.5%
Percentage of Highland County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	25.0%



# Labor Market

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

Agriculture Forestry Fishing and Hunting	15	3.2%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	0	0
Construction	42	8.9%
Manufacturing	36	7.6%
Wholesale Trade	15	3.2%
Retail Trade	40	8.5%
Transportation and Warehousing	N.D.	N.D.
Information	15	3.2%
Finance and Insurance	25	5.3%
Real Estate and Rental and Leasing	N.D.	N.D.
Professional Scientific and Technical Services	8	1.7%
Management of Companies and Enterprises	0	0
Administrative and Support and Waste Management	N.D.	N.D.
Educational Services	N.D.	N.D.
Health Care and Social Assistance	N.D.	N.D.
Arts Entertainment and Recreation	0	0
Accommodation and Food Services	N.D.	N.D.
Other Services	17	3.6%
Total Government	170	35.9%
Federal Government	7	1.5%
State Government	39	8.2%
Local Government	124	26.2%
Unclassified	N.D.	N.D.
Total	473	100.0%

N.D. - Not Disclosed

\*By Business Establishment

# Labor Market

## Major Employers

### NonManufacturing

#### Company

Allen Lowry Logging

Highland County Public Schools

#### Product/Service

Logging

Public Education





# 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

# Labor Market

## 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	14.74	15.80	30,668	32,865
Heavy and Tractor-Trailer Truck Drivers	15.46	17.09	32,158	35,546
Inspectors, Testers, Sorters, Samplers, and Weighers	21.87	22.82	45,483	47,465
Welders, Cutters, Solderers, and Brazers	17.01	18.23	35,374	37,911
Machinists	21.47	21.22	44,670	44,132
First-Line Supervisors of Production and Operating Workers	22.16	23.03	46,088	47,894
Maintenance and Repair Workers, General	27.35	29.44	56,884	61,231
Industrial Machinery Mechanics	18.58	19.36	38,658	40,263
Bus and Truck Mechanics and Diesel Engine Specialists	25.81	25.94	53,685	53,943
Office Clerks, General	21.71	22.23	45,167	46,241
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14.57	15.18	30,298	31,567
Receptionists and Information Clerks	15.78	16.13	32,831	33,564
Customer Service Representatives	13.01	13.33	27,069	27,727
Bookkeeping, Accounting, and Auditing Clerks	14.40	15.44	29,960	32,105
First-Line Supervisors of Office and Administrative Support Workers	17.64	18.11	36,689	37,672
Computer User Support Specialists	23.72	24.39	49,321	50,745
Network and Computer Systems Administrators	20.47	21.28	42,588	44,265
Accountants and Auditors	33.89	34.72	70,473	72,224
Human Resources Specialists	32.98	40.47	68,583	84,162
	27.05	28.22	56,247	58,688

## Per Capita Personal Income (2016)

\$44,881

## Median Family Income (2013-2017)

\$58,333



# Education

## Public School Enrollment (Fall 2017)

Level	Number	Enrollment
Elementary	1	106
Combined	1	103

## Student Teacher Ratio (FY 2017)

Elementary	10:1
Secondary	5:1

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

19,422.00
-----------

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

82.4%
-------

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

81.8%
-------

## Advanced Programs (2017-2018)

Students taking 1 or more Advanced Placement (AP) Courses	11
Students taking 1 or more AP Exams	6
Students taking 1 or more Dual Enrollment Courses	4

# Education

## Workforce Development Facilities

Facility	Type
Valley Workforce Center - Harrisonburg	Comprehensive Center
Valley Workforce Center - Luray	Satellite Center
Valley Workforce Center - Rockbridge	Satellite Center
Valley Workforce Center - Staunton	Satellite Center
Valley Workforce Center - Winchester	Satellite Center

## Higher Education Facilities – Fall 2017

Facility	Enrollment
Blue Ridge Community College	4,200
Bridgewater College	1,889
Mary Baldwin College	1,654



# Transportation

## Interstates

Name	Distance
I-64	19.8 miles (31.9 km.)
I-81	20.5 miles (33.0 km.)

Note: Measured from border of locality/region.

## Highways

Highway 220	Highway 250	Highway 84		
-------------	-------------	------------	--	--

## Commercial Air Service

<b>Shenandoah Valley Regional Airport, Weyers Cave -- 54.1 miles (87.1 km.)</b>		
ViaAir		

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

# Transportation

## General Aviation Service

Name	Runway Length
Bridgewater Air Park, Bridgewater, VA	2,745 ft (837 m)

## Freight Rail Service

CSX Transportation
--------------------

## Seaports

Name	Distance
Port of Virginia	232.0 miles (373.4 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
Port of Washington - Dulles	171.3 miles (275.7 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	Bath-Alleghany-Rockbridge Cooperative
Natural Gas	Not Available
Telecommunications	Mountain Grove-Willamsville Telephone Company
Telecommunications	TDS Telecom/Virginia Telephone Company
Telecommunications	Highland Telephone Cooperative
Water	Town of Monterey
Water	McDowell Water System
Waste Water Treatment	Town of Monterey
Solid Waste Disposal	Contracts with Bath County for disposal outside the county

# Financial Institutions

## Financial Institutions – 1st Qtr 2018 Assets

<b>Bank</b>	<b>Assets (US\$ Millions)</b>
Summit Community Bank, Inc.	2,127.7
The Blue Grass Valley Bank	44.7



# Government and Taxes

## **Government**

Highland County has a three-member Board of Supervisors.

The county has a comprehensive plan, a zoning and a subdivision ordinance.

Monterey is the county seat. There are no other incorporated towns within the 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.

*Manufacturer's Tax Profile (Highland) [pdf](#)*

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



# Community Facilities

Family practice and some critical care is administered by Highland Medical Center in Montrey. Highland County residents utilize medical facilities in Bath County and the cities of Staunton and Waynesboro. The Bath County Community Hospital, located in Hot Springs, is a 25-bed full service medical facility offering 24-hour emergency care. King's Daughters' Hospital, located in Staunton, is a 243-bed facility that offers a full range of medical services which include 24-hour emergency care, surgery, home health program, sports medicine clinic and a wellness and fitness program. The Waynesboro Hospital is a 171-bed acute care facility staffed by 75 doctors and dentists.

Highland County Public Library in Monterey circulates 9,000 volumes per year.

More than 20 churches representing a variety of Protestant denominations are located in the county. There is a Catholic Church in Hot Springs, and both a Jewish synagogue and a Catholic Church in Staunton.

An assortment of retail and service businesses in Highland provide for the immediate needs of county residents. Easily accessible, Staunton offers a variety of shopping opportunities with over 250 stores in the retail community. Staunton Mall, a newly renovated and enclosed shopping facility, has approximately 50 stores.

Highland County offers many outdoor recreational activities. The 17,000-acre Highland Wildlife Management Area in the George Washington National Forest has excellent opportunities for hunting and trout fishing. The Jackson and Bullpasture Rivers have been stocked. Many areas suitable for mountain camping and fishing are located throughout the county.

Each year, Highland County holds two festivals. The Highland County Fall Foliage Festival in October promotes the natural beauty of the county during the height of the autumn foliage, as well as arts and crafts. Highland's Maple Festival in March has become a regional event that attracts 70,000 visitors. During the festival weekend the production of maple syrup is demonstrated, dance performances are held, and the area's handicrafts and foods are sold.

Area recreational attractions include the Shenandoah National Park, Blue Ridge Parkway, and Natural Chimneys Regional Park where scenic views, hiking, picnicking, camping, swimming, fishing and other outdoor activities are available.

Area historical and cultural attractions include Woodrow Wilson's Birthplace and the Museum of American Frontier Culture in Staunton; and the Shenandoah Valley Art Center, an affiliate of the Virginia Museum of Fine Arts and the P. Buckley Moss Museum in Waynesboro.

*Shenandoah Valley Profile*

*Highland County*