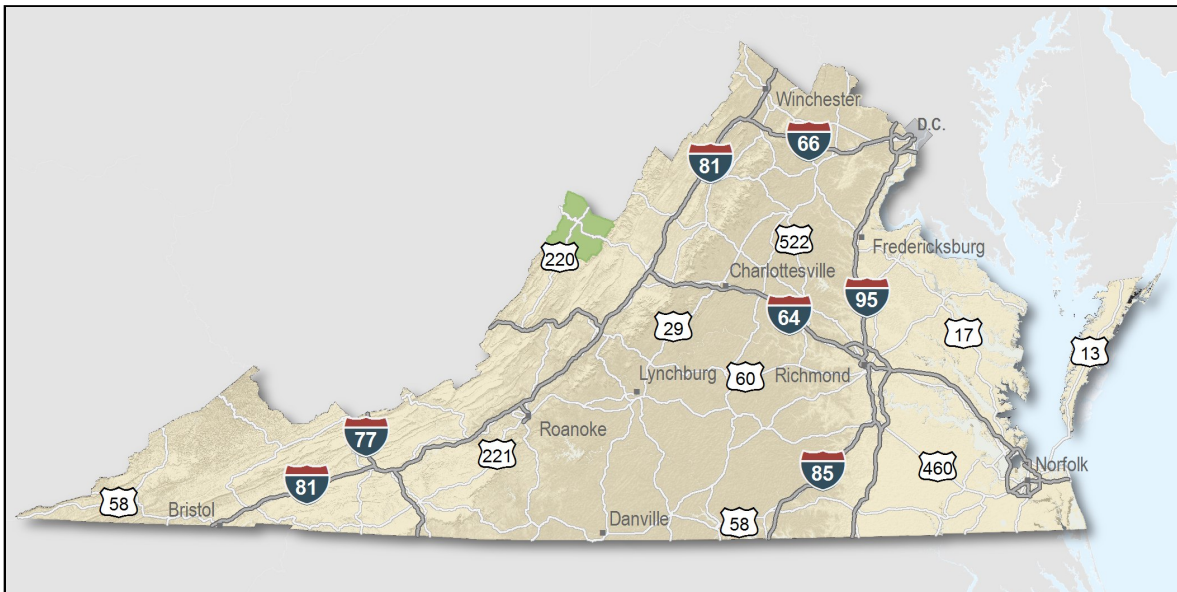

Highland County, Virginia

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.

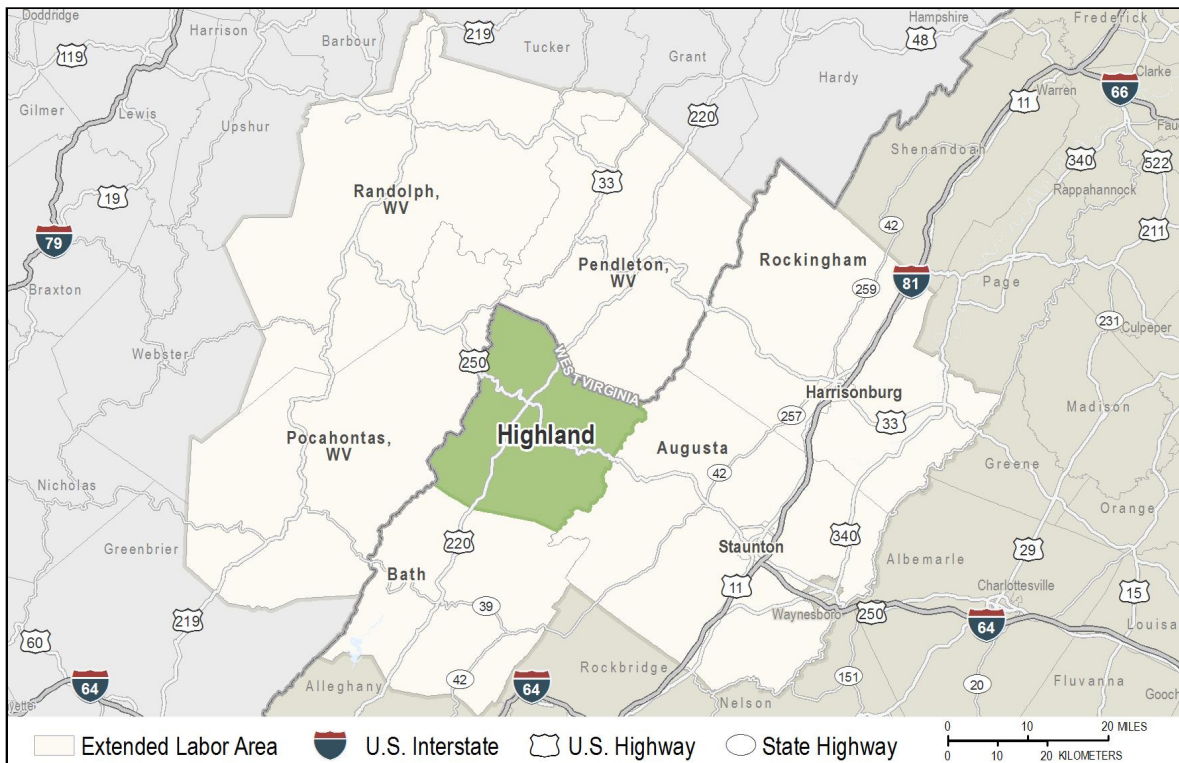
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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

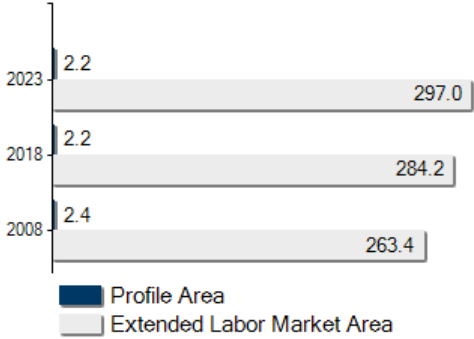
Population		
Gender Distribution (2018)		
Highland County	Male	Female
	49.8%	50.2%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	2,165	259,083
Black	19	14,063
Asian	12	4,250
American Indian or Alaska Native	7	1,319
Two or More	7	5,233
Pacific Islander		234
Hispanic (may be of any race)	23	184
Median Age (2018)		58 years

Civilian Labor Force (2018)	
Highland County	1,253
Extended Labor Market Area	136,073
Total	137,326

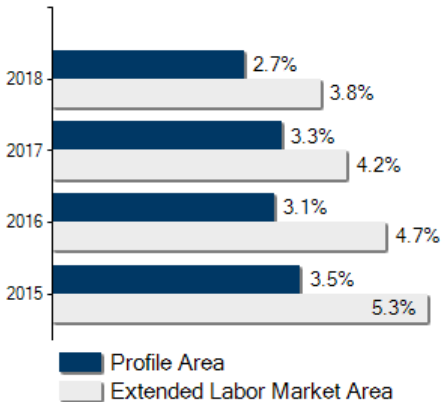
Labor Force Participation (2013-2017)	
Highland County	46.8%
Extended Labor Market Area	59.8%

Unemployment	
Unemployment Rate (December 2019)	
Highland County	3.1%
Extended Labor Market Area	2.6%
Statewide	2.5%
Unemployed (2018)	
Highland County	34
Extended Labor Market Area	4,364
Total	4,398
Underemployed (4th Quarter 2019)	
Highland County	113
Extended Labor Market Area	12,306
Total	12,419

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 2018)	1,131
Two-Year College Enrollees (Fall 2018)	4,099
Other College and University Graduates (Spring 2018)	838
Total	6,070

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
Total	39

Educational Attainment

On-Time Graduation Rate (Class of 2018)	100.0%
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* (4th Qtr. 2018)		
Agriculture Forestry Fishing and Hunting	14	2.9%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	0	0
Construction	40	8.4%
Manufacturing	34	7.2%
Wholesale Trade	15	3.2%
Retail Trade	38	8.0%
Transportation and Warehousing	N.D.	N.D.
Information	16	3.4%
Finance and Insurance	26	5.5%
Real Estate and Rental and Leasing	N.D.	N.D.
Professional Scientific and Technical Services	9	1.9%
Management of Companies and Enterprises	0	0
Administrative and Support and Waste Management	17	3.6%
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	23	4.8%
Total Government	173	36.4%
Federal Government	7	1.5%
State Government	42	8.8%
Local Government	124	26.1%
Unclassified	0	0
Total	475	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 2018)

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	14.75	15.93	30,665	33,139
Heavy and Tractor-Trailer Truck Drivers	15.92	17.30	33,109	35,983
Inspectors, Testers, Sorters, Samplers, and Weighers	19.46	20.82	40,480	43,318
Welders, Cutters, Solderers, and Brazers	17.66	18.77	36,741	39,039
Machinists	21.85	21.10	45,432	43,896
First-Line Supervisors of Production and Operating Workers	22.48	22.72	46,761	47,261
Maintenance and Repair Workers, General	28.19	30.19	58,638	62,804
Industrial Machinery Mechanics	19.05	19.72	39,639	41,013
Bus and Truck Mechanics and Diesel Engine Specialists	25.44	26.22	52,931	54,548
Office Clerks, General	21.02	21.44	43,719	44,593
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14.28	14.88	29,706	30,950
Receptionists and Information Clerks	16.33	16.44	33,974	34,186
Customer Service Representatives	12.59	12.80	26,184	26,622
Bookkeeping, Accounting, and Auditing Clerks	14.30	15.24	29,754	31,693
First-Line Supervisors of Office and Administrative Support Workers	17.41	17.77	36,221	36,953
Computer User Support Specialists	23.26	24.42	48,381	50,791
Network and Computer Systems Administrators	21.05	22.54	43,793	46,881
Accountants and Auditors	35.91	36.66	74,712	76,254
Human Resources Specialists	32.48	36.84	67,555	76,619
	27.12	28.41	56,396	59,098

Per Capita Personal Income (2017)

\$42,873

Median Family Income (2013-2017)

\$58,333



Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Elementary	1	99
Combined	1	106

Student Teacher Ratio (FY 2018)

Elementary	9:1
Secondary	5:1

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

20,490.00

On-Time Graduation Rate (Class of 2018)

100.0%

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 2018	
Facility	Enrollment
Blue Ridge Community College	4,099
Mary Baldwin College	1,900
Bridgewater College	1,857



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

Shenandoah Valley Regional Airport, Weyers Cave -- 54.1 miles (87.1 km.)		
United Express		

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 – 4th Qtr 2018 Assets

Bank	Assets (US\$ Millions)
Summit Community Bank, Inc.	2,192.9
The Blue Grass Valley Bank	45.5

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