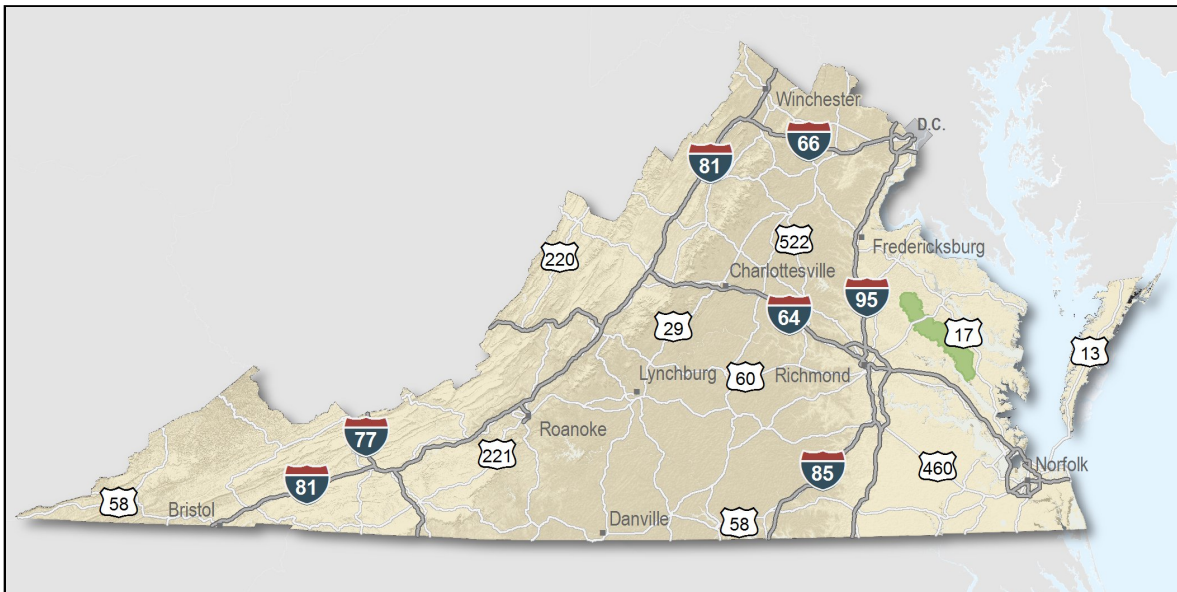

King and Queen County, Virginia

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.

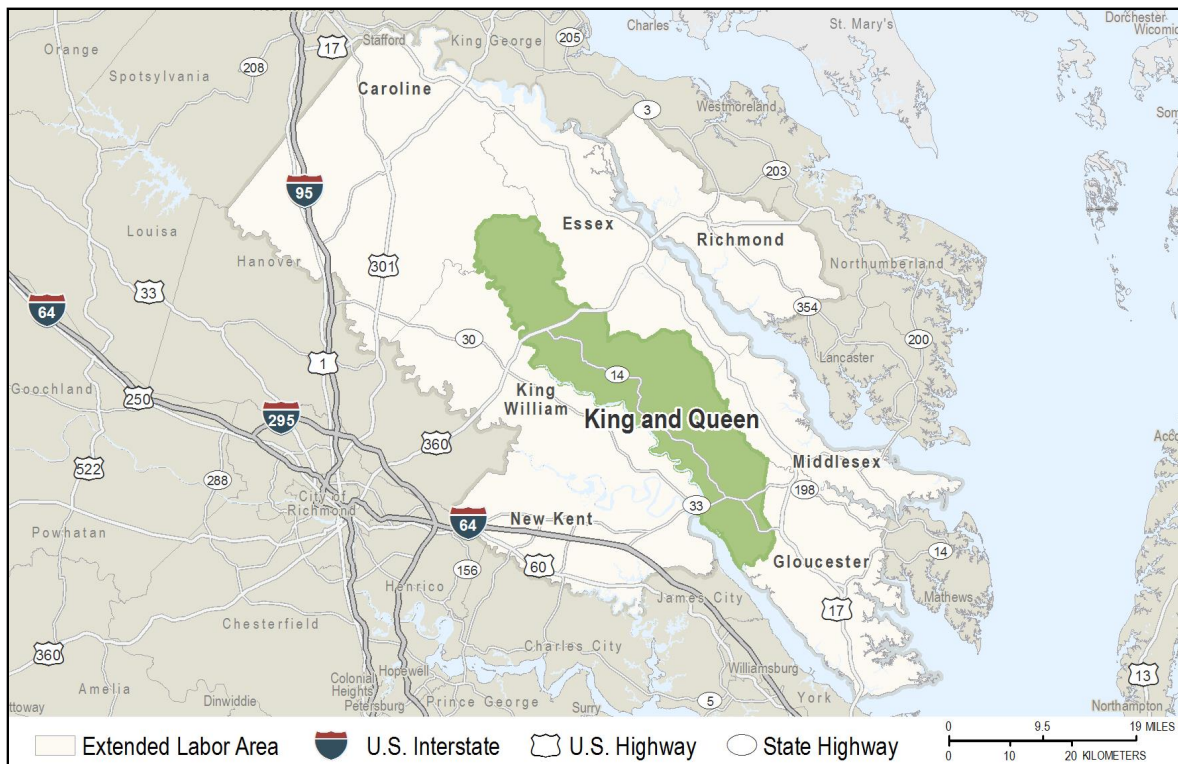


Location

King and Queen County is located in eastern Virginia on the Middle Peninsula. The Mattaponi River forms the southwestern boundary of the county. King and Queen is a rural county that is strategically located on U.S. Route 360 between the metropolitan areas of Richmond, Hampton Roads and Northern Virginia/Washington D.C. With excellent access to these areas by way of interstate and four-lane divided highways, the County is a convenient location for companies seeking to locate in a rural setting. Major airports in Richmond, Newport News/Williamsburg and Northern Virginia/Washington D.C serve the county.

King and Queen County is 33 miles northeast of Richmond, the state capital, and 80 miles south of Washington, D.C.

The Port of Hampton Roads is 63 miles southeast.



King and Queen County

King and Queen County...Your Bridge to Opportunity

In King and Queen County, you will find one of the most affordable business locations in the United States; a place where your business will get the attention it deserves. Our community's unique assets, including our scenic river front, our beautiful historic buildings, and our friendly people, are united to create a sense of community that others yearn to experience. The climate in King and Queen County is business friendly, with a government committed to economic development.



Labor Market

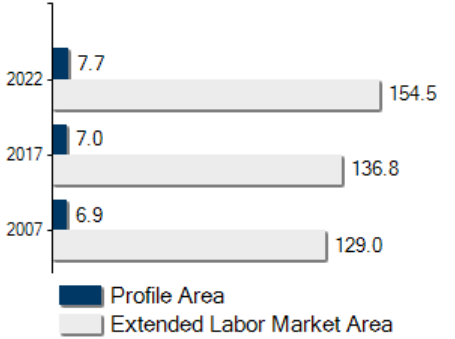
Population		
Gender Distribution (2017)		
King and Queen County	Male	Female
	50.6%	49.4%
Race/Ethnicity (2017)		
Classification	Profile Area	Extended Labor Area
White	4,819	105,001
Black	1,847	25,651
Two or More	183	3,670
American Indian or Alaska Native	123	1,110
Asian	31	1,252
Pacific Islander		105
Hispanic (may be of any race)	218	1,526
Median Age (2017)		48 years

Civilian Labor Force (2017)	
King and Queen County	3,766
Extended Labor Market Area	69,673
Total	73,439

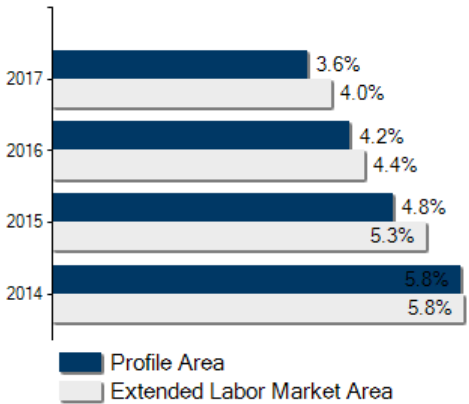
Labor Force Participation (2013-2017)	
King and Queen County	56.7%
Extended Labor Market Area	59.8%

Unemployment	
Unemployment Rate (September 2018)	
King and Queen County	3.0%
Extended Labor Market Area	2.7%
Statewide	2.8%
Unemployed (2017)	
King and Queen County	136
Extended Labor Market Area	2,588
Total	2,724
Underemployed (3rd Quarter 2018)	
King and Queen County	395
Extended Labor Market Area	8,022
Total	8,417

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	177	5.7%
Under 15 minutes	504	17.2%
15-24 minutes	633	21.6%
25-34 minutes	358	12.2%
35-44 minutes	276	9.4%
45-59 minutes	698	23.8%
Over 60 minutes	466	15.9%
Mean Travel Time to Work (minutes)		35

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	13
Two-Year College Graduates (Spring 2017)	842
Two-Year College Enrollees (Fall 2017)	3,746
Other College and University Graduates (Spring 2017)	159
Total	4,760

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.

King and Queen County	7
Extended Labor Market Area	56
Total	63

Educational Attainment

On-Time Graduation Rate (Class of 2017)	73.7%
Percentage of King and Queen County population age 25+ who are high school graduates (2013-2017)	85.5%
Percentage of King and Queen County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	18.9%



Labor Market

Employment by Sector* (2nd Qtr. 2018)

Agriculture Forestry Fishing and Hunting	80	7.2%
Mining Quarrying and Oil and Gas Extraction	N.D.	N.D.
Utilities	N.D.	N.D.
Construction	93	8.4%
Manufacturing	156	14.1%
Wholesale Trade	43	3.9%
Retail Trade	50	4.5%
Transportation and Warehousing	89	8.0%
Information	N.D.	N.D.
Finance and Insurance	N.D.	N.D.
Real Estate and Rental and Leasing	N.D.	N.D.
Professional Scientific and Technical Services	51	4.6%
Management of Companies and Enterprises	0	0
Administrative and Support and Waste Management	36	3.2%
Educational Services	N.D.	N.D.
Health Care and Social Assistance	59	5.3%
Arts Entertainment and Recreation	0	0
Accommodation and Food Services	73	6.6%
Other Services	34	3.1%
Total Government	311	28.0%
Federal Government	10	0.9%
State Government	31	2.8%
Local Government	270	24.3%
Unclassified	N.D.	N.D.
Total	1,110	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

ASB Greenworld Inc.
Bennett Mineral Company, Inc.
Leslie P. Rigsby Lumber Co.

Product/Service

Fertilizers
Kitty litter
Hardwood lumber products

NonManufacturing

Company

Crop Production Services Inc.
Walter C. Via Enterprises, Inc.

Product/Service

Wholesale farm supplies
Utilities contractor, site development

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	11.39	13.74	23,708	28,585
Heavy and Tractor-Trailer Truck Drivers	15.13	16.43	31,471	34,186
Inspectors, Testers, Sorters, Samplers, and Weighers	21.08	24.62	43,845	51,211
First-Line Supervisors of Production and Operating Workers	22.16	22.99	46,100	47,823
Maintenance and Repair Workers, General	30.76	31.39	63,975	65,300
Bus and Truck Mechanics and Diesel Engine Specialists	16.48	18.50	34,290	38,490
Office Clerks, General	21.71	21.42	45,157	44,540
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	13.59	14.16	28,265	29,444
Receptionists and Information Clerks	16.84	16.22	35,033	33,753
Customer Service Representatives	13.54	13.56	28,174	28,211
Bookkeeping, Accounting, and Auditing Clerks	14.64	16.11	30,448	33,509
First-Line Supervisors of Office and Administrative Support Workers	19.14	20.96	39,804	43,611
Computer User Support Specialists	25.72	26.31	53,511	54,725
Network and Computer Systems Administrators	21.76	21.70	45,258	45,142
Software Developers, Systems Software	30.40	32.17	63,238	66,913
Computer Systems Analysts	46.98	50.28	97,711	104,582
Accountants and Auditors	57.20	59.91	118,989	124,624
Management Analysts	29.91	32.84	62,228	68,307
Human Resources Specialists	28.71	32.36	59,712	67,326
	29.23	31.71	60,807	65,960

Per Capita Personal Income (2016)

\$39,615

Median Family Income (2013-2017)

\$57,069

Education

Public School Enrollment (Fall 2017)

Level	Number	Enrollment
Combined	2	622
High School	1	211

Student Teacher Ratio (FY 2017)

Elementary	15:1
Secondary	8:1

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

12,430.00

On-Time Graduation Rate (Class of 2017)

73.7%

High School Graduates Continuing Education (2017-2018)

60.6%

Advanced Programs (2017-2018)

Governor's Schools

Chesapeake Bay Governor's School for Marine & Environmental Science
Maggie L. Walker Governor's School for Government & International Studies

Governor's STEM Academies and Health Academies

The Bridging Communities Governor's STEM Academy

Governor's School Enrollment	9
Students taking 1 or more Advanced Placement (AP) Courses	2
Students taking 1 or more AP Exams	2



Education

Workforce Development Facilities

Facility	Type
Eastern Shore Workforce Center	Satellite Center
Fredericksburg Workforce Center	Comprehensive Center
Job Assistance Center	Satellite Center
RCC New Kent Site	Career and Technical Center
Warsaw Workforce Center	Satellite Center

Higher Education Facilities – Fall 2017

Facility	Enrollment
Rappahannock Community College - Warsaw Campus	1,896
Rappahannock Community College - Glens Campus	1,850
Bon Secours Memorial College of Nursing	522 ^o



Transportation

Interstates	
Name	Distance
I-64	4.2 miles (6.7 km.)
I-95	14.7 miles (23.7 km.)
I-295	17.3 miles (27.9 km.)
I-195	23.7 miles (38.2 km.)
I-664	33.1 miles (53.3 km.)
I-85	38.4 miles (61.9 km.)
I-564	40.3 miles (64.9 km.)
I-264	46.8 miles (75.4 km.)

Note: Measured from border of locality/region.

Highways				
Highway 14	Highway 33	Highway 360		

Commercial Air Service		
Richmond International Airport, Sandston -- 44.9 miles (72.2 km.)		
American Airlines	Delta Air Lines	Southwest Airlines
United Airlines	JetBlue Airways	Allegiant Air
OneJet		
Newport News-Williamsburg International Airport, Newport News -- 56.6 miles (91.0 km.)		
American Airlines	Delta Air Lines	

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

Transportation

Freight Rail Service

Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia (Richmond Marine Terminal)	68.0 miles (109.4 km)
Port of Virginia (Newport News Marine Terminals)	84.0 miles (135.2 km)
Port of Virginia (Virginia International Gateway)	84.0 miles (135.2 km)
Port of Virginia (Norfolk International Terminals)	96.0 miles (154.5 km)
Port of Virginia (Portsmouth Marine Terminal)	97.0 miles (156.1 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
Richmond-Petersburg	44.9 miles (72.2 km)
Newport News	56.6 miles (91.0 km)
Norfolk	87.1 miles (140.2 km)
Port of Washington - Dulles	123.5 miles (198.7 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	Rappahannock Electric Cooperative
Electric	Dominion Energy
Natural Gas	Not Available
Telecommunications	Verizon South
Telecommunications	Cox Communications
Solid Waste Disposal	Dahlgren Landfill
Solid Waste Disposal	Mascot Landfill
Solid Waste Disposal	Owenton Landfill

Financial Institutions

Financial Institutions – 1st Qtr 2018 Assets	
Bank	Assets
Branch Banking and Trust Company	(US\$ Millions) 215,012.0



Government and Taxes

Government

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

The county has a comprehensive plan and zoning and subdivision ordinances.

King and Queen Court House is the county seat. There are no 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 (King and Queen) [pdf](#)

Non-Manufacturer's Tax Profile (King and Queen) [pdf](#)



Community Facilities

King and Queen County residents utilize the medical facilities located in Gloucester County and the Richmond metropolitan area. Gloucester's 71-bed Riverside Middle Peninsula Hospital offers 24-hour emergency care, coronary and intensive care, and a full range of family oriented care services. The Richmond metropolitan area has numerous medical facilities including the Virginia Commonwealth University Medical Center. This world renown teaching and research medical center offers the latest technology, facilities and services.

The King and Queen County Library has a 6,000-volume collection. Library systems at area colleges and universities are also open to the public. These library systems include The College of William and Mary with a 1,598,035-volume collection, Rappahannock Community College with a 35,788-volume collection and Virginia Commonwealth University with a 1,812,883-volume collection.

Approximately 25 Protestant churches are located in King and Queen County. Catholic churches are located in Gloucester and Richmond. Jewish synagogues can be found in Richmond.

County residents generally use the shopping facilities available in nearby communities such as Richmond, Williamsburg, and Essex County. The Richmond metropolitan area has



Community Facilities

(continued)

eight malls and 67 shopping centers; the Williamsburg area has a mall and 15 shopping centers; and Essex County has three shopping centers and over 150 retail and service-related businesses.

Immediate retail and service needs of residents are accommodated at approximately 25 retail establishments throughout the county.

Recreational opportunities available in King and Queen County are primarily water related activities. Along the streams and rivers of the county there are many natural picnic areas where boating, fishing and swimming may be enjoyed. The Mattaponi River and Dragon Run have been stocked with various species of bass and brim.

During hunting season, deer, turkey, water fowl, and small game are plentiful.

King and Queen County's close proximity to Richmond and Williamsburg enables residents to enjoy numerous cultural, entertainment and sporting events. Area attractions include Colonial Williamsburg; two entertainment parks, Busch Gardens and Kings Dominion; and the Virginia Museum of Fine Arts, the Science Museum of Virginia and the Valentine Museum in Richmond.

Middle Peninsula Profile