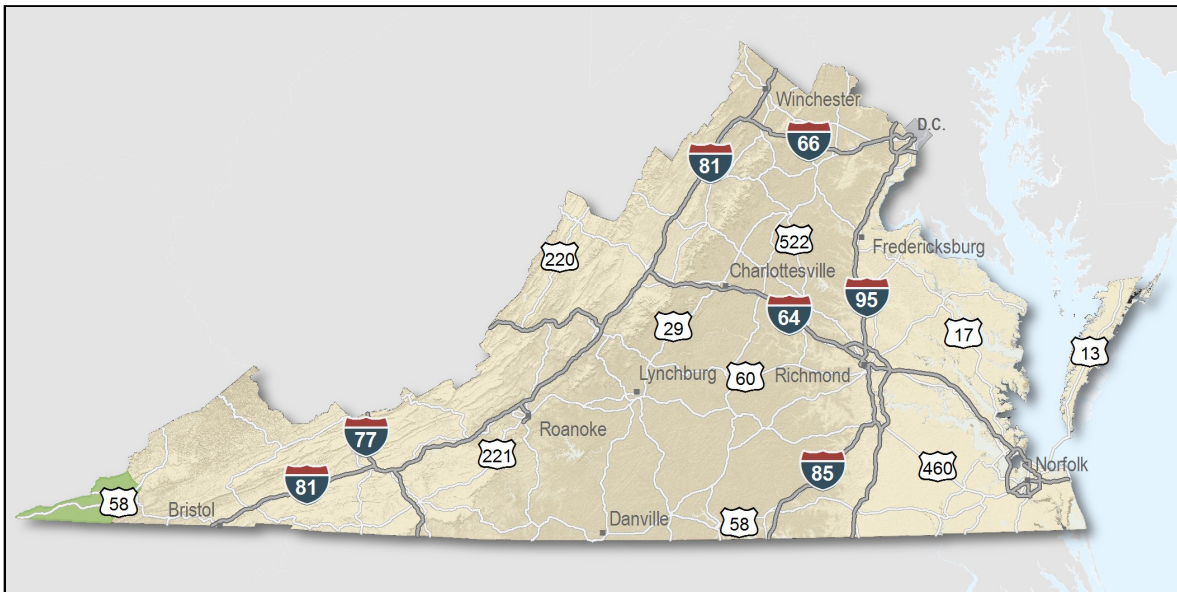

Lee County, Virginia

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.

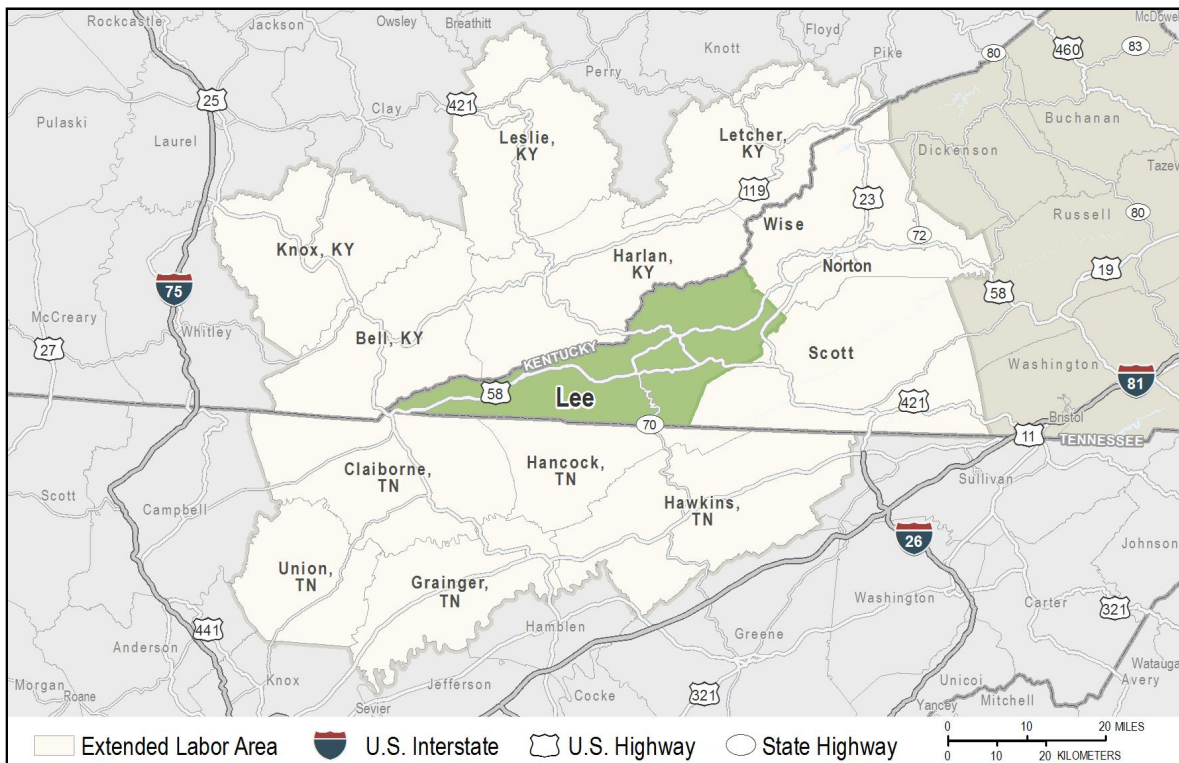
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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

Lee County is located in the southwestern portion of Virginia. This 438 square mile community is the most southwestern county in the state, bordering Kentucky on the north and Tennessee on the south. The county has abundant natural resources including vast supplies of forests, limestone, coal, crude oil, and natural gas.

Lee County is located 60 miles west of the Kingsport-Bristol-Bristol Metropolitan Statistical Area (MSA); 70 miles northeast of the Knoxville MSA; 175 miles southeast of Lexington, Kentucky; 220 miles southwest of Roanoke; and 250 miles southeast of Louisville, Kentucky.



Lee County's business-friendly incentives, trainable workforce with a strong work ethic, available buildings and business parks, proximity to major interstates, and state-of-the-art infrastructure make it an excellent place to do business. The county's new, 289-acre business park offers an outstanding location for technology related businesses and light manufacturing.

It is located within reasonable drive times to Kingsport, Bristol, Lexington and Knoxville.



Constitutional Oaks Shell Building

Labor Market

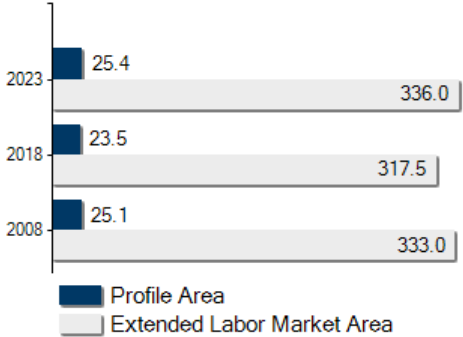
Population		
Gender Distribution (2018)		
Lee County	Male	Female
	52.0%	48.0%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	22,275	305,208
Black	867	5,929
Two or More	236	3,984
American Indian or Alaska Native	93	967
Asian	60	1,283
Pacific Islander	10	135
Hispanic (may be of any race)	451	5,863
Median Age (2018)		45 years

Civilian Labor Force (2018)	
Lee County	8,322
Extended Labor Market Area	113,844
Total	122,166

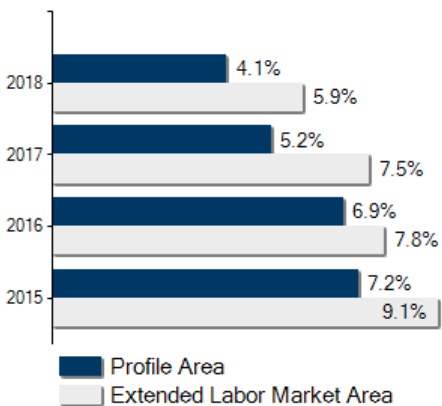
Labor Force Participation (2013-2017)	
Lee County	41.8%
Extended Labor Market Area	47.0%

Unemployment	
Unemployment Rate (December 2019)	
Lee County	4.0%
Extended Labor Market Area	4.9%
Statewide	2.5%
Unemployed (2018)	
Lee County	342
Extended Labor Market Area	5,553
Total	5,895
Underemployed (4th Quarter 2019)	
Lee County	718
Extended Labor Market Area	10,083
Total	10,801

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	153	2.1%
Under 15 minutes	1,827	25.6%
15-24 minutes	1,870	26.2%
25-34 minutes	1,242	17.4%
35-44 minutes	450	6.3%
45-59 minutes	828	11.6%
Over 60 minutes	921	12.9%
Mean Travel Time to Work (minutes)		30

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	51
Two-Year College Graduates (Spring 2018)	1,891
Two-Year College Enrollees (Fall 2018)	5,822
Other College and University Graduates (Spring 2018)	1,589
Total	9,353

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.

Lee County	
Extended Labor Market Area	10
Total	10

Educational Attainment

On-Time Graduation Rate (Class of 2018)	84.5%
Percentage of Lee County population age 25+ who are high school graduates (2013-2017)	74.6%
Percentage of Lee County population age 25+ who have earned a Bachelor’s Degree or higher (2013-2017)	11.1%



Labor Market

Employment by Sector* (4th Qtr. 2018)		
Agriculture Forestry Fishing and Hunting	32	0.8%
Mining Quarrying and Oil and Gas Extraction	28	0.7%
Utilities	52	1.2%
Construction	196	4.6%
Manufacturing	122	2.9%
Wholesale Trade	110	2.6%
Retail Trade	706	16.7%
Transportation and Warehousing	72	1.7%
Information	23	0.5%
Finance and Insurance	88	2.1%
Real Estate and Rental and Leasing	21	0.5%
Professional Scientific and Technical Services	44	1.0%
Management of Companies and Enterprises	75	1.8%
Administrative and Support and Waste Management	90	2.1%
Educational Services	0	0
Health Care and Social Assistance	612	14.4%
Arts Entertainment and Recreation	N.D.	N.D.
Accommodation and Food Services	283	6.7%
Other Services	119	2.8%
Total Government	1,558	36.7%
Federal Government	401	9.5%
State Government	139	3.3%
Local Government	1,018	24.0%
Unclassified	N.D.	N.D.
Total	4,240	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

DeRoyal

Product/Service

Medical devices

NonManufacturing

Company

Department of Justice

Elk Knob, Inc.

Glass Machinery & Excavating

Lee Health & Rehabilitation Center

Wal-Mart

Product/Service

Federal penitentiary

Highway/street/bridge construction

Excavation work

Health care

Retail

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	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

Per Capita Personal Income (2017)

\$29,295

Median Family Income (2013-2017)

\$46,445

Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Elementary	5	1,397
Middle	3	690
High School	2	1,167

Student Teacher Ratio (FY 2018)

Elementary	12:1
Secondary	10:1

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

12,281.00

On-Time Graduation Rate (Class of 2018)

84.5%

High School Graduates Continuing Education (2017-2018)

75.7%

Advanced Programs (2017-2018)

<p>Governor's Schools A. Linwood Holton Governor's School</p> <p>Governor's STEM Academies and Health Academies STEM for LIFE (Science, Technology, Engineering, and Math for Life-Long Initiatives for Future Education)</p>



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
Lee County Career & Technical Center	Career and Technical Center
Pioneer Center for Business Opportunity	Satellite Center
SWCC Booth Center	Satellite Center
The Castle Building	Satellite Center

Higher Education Facilities – Fall 2018

Facility	Enrollment
Lincoln Memorial University	4,770 [◊]
Southeast Kentucky Community & Technical College - Middlesboro Campus	3,317 ^{‡◊}
Mountain Empire Community College	2,505
University of Virginia's College at Wise	2,065
Lincoln Memorial University - DeBusk Veterinary Teaching Center	^{‡§}

[†] Enrollment figures are not available.

[‡] Enrollment figures are for all campuses.

[§] Enrollment counted at a main campus.

[◊] Fall 2017 Enrollment



Transportation

Interstates	
Name	Distance
I-26	18.1 miles (29.1 km.)
I-81	20.3 miles (32.7 km.)
I-75	23.9 miles (38.4 km.)
I-40	36.5 miles (58.8 km.)

Note: Measured from border of locality/region.

Highways				
Highway 23	Highway 421	Highway 58		

Commercial Air Service		
Tri-Cities Regional Airport, Blountville, TN -- 62.6 miles (100.7 km.)		
American Airlines	Delta Air Lines	Allegiant Air

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



Transportation

General Aviation Service

Name	Runway Length
Lee County Airport, Jonesville	5,003 ft (1,525 m)

Freight Rail Service

CSX Transportation Norfolk Southern Railway Company
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Seaports

Name	Distance
Port of Virginia	459.0 miles (738.7 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
Tri Cities	62.6 miles (100.7 km)
Port of Washington - Dulles	427.6 miles (688.1 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	
Electric	Old Dominion Power Company
Electric	Powell Valley Electric Cooperative
Telecommunications	Sunset Digital
Telecommunications	Verizon South
Water	Lee County Public Service Authority
Water	St. Charles Water & Sewer Authority
Water	Town of Pennington Gap
Water	Woodway Water Authority
Water	Jonesville Public Service Authority
Water	Dryden Water Authority
Waste Water Treatment	Lee County Public Service Authority
Waste Water Treatment	Town of Pennington Gap
Waste Water Treatment	Town of St. Charles
Waste Water Treatment	Jonesville Public Service Authority
Solid Waste Disposal	Lee County Public Service Authority

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets	
Bank	Assets (US\$ Millions)
WoodForest National Bank	5,923.7
First US Bank	791.6
Powell Valley National Bank	297.3
Lee Bank & Trust Co.	151.1
Farmers and Miners Bank	135.2



Government and Taxes

Government

Lee County has a County Administrator and a five-member Board of Supervisors. The county has zoning and subdivision ordinances. Jonesville is the county seat. Pennington Gap and St. Charles are other incorporated towns in 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 (Lee) [pdf](#)

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



Community Facilities

Lee County Regional Hospital, operated by Wellmont, located in Pennington Gap is an 80-bed facility that provides a full range of medical services including surgery, physical therapy, emergency care, obstetrics, intensive and special care units, and diagnostic capabilities. Area residents also utilize the extensive medical facilities available in the Tri-Cities metropolitan area. These facilities include the 590-bed Wellmont Hospital and the 295-bed Mountain State Health Alliance Hospital. Both of these medical centers offer a complete array of medical-surgical specialties.

The county health department operates a clinic in Jonesville that provides county-wide public health services.

There are 40 physicians, five dentists, and two optometrists who practice in Lee County. Lee County is a member of the Lonesome Pine Library System. Two branches of this library system are located in the county (Lee County Public Library and Rose Hill Community Library). These libraries have a combined collection of 75,996 volumes and broadband capability. The 45,189 volume collection at Mountain Empire Community College Library is also open to the public.

The county has over 50 places of worship representing the predominant Protestant denominations and the Roman Catholic faith. A Jewish synagogue can be found in the Tri-Cities and Knoxville metropolitan areas.



Community Facilities

(continued)

The county has over 100 businesses that provide for the immediate retail and service needs of the residents. Pennington Gap with a shopping center and an active downtown area is the primary commercial center for the county. More extensive shopping opportunities are available in the Tri-Cities metropolitan area. These opportunities include two malls with a total of 75 retail establishments.

Numerous recreational and cultural activities are available in Lee County. The Jefferson National Forest and Cave Spring recreation area offer hiking, hunting, camping, and picnicking opportunities. The 200-acre Wilderness Road State Park offers hiking, picnicking, and biking. Local parks offer swimming, tennis, hiking, playground, and ball field facilities. Lake Keokee, a state impoundment, is stocked with bream and game fish. Cumberland Gap National Historical Park and Wilderness Road State Park commemorate the life of the early settlers, including Daniel Boone, as well as providing camping and picnicking facilities. Cedar Hill Country Club offers an 18-hole golf course and swimming and tennis facilities. Several public tennis complexes are scattered around the County.

Local theatrical performances and symphony orchestra concerts are sponsored by the Lee County Arts Association. Area cultural attractions include the outdoor drama “Trail of the Lonesome Pine” and the Southwest Virginia Museum, located in Big Stone Gap; the Barter Theater in Abingdon, Virginia; the Lincoln Memorial Museum in Harrogate, Tennessee; and the Battle of Jonesville, Civil War battle reenactment in April of each year.

Southwest Virginia's e-Region Profile

Lee County

Virginia Coalfield Economic Development Authority