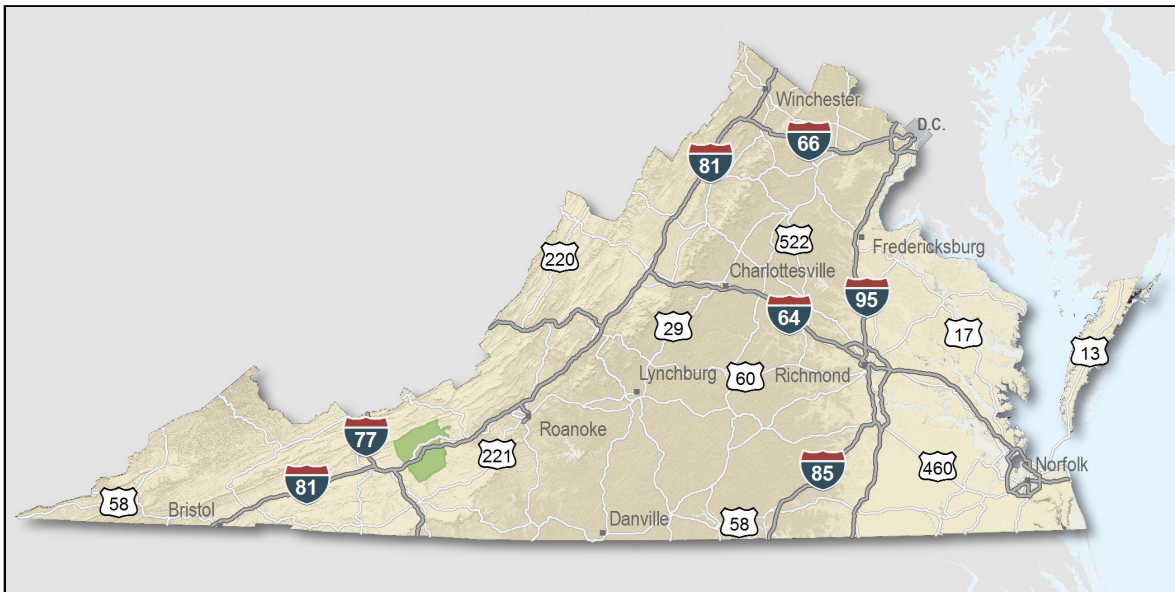

Pulaski County, Virginia

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.

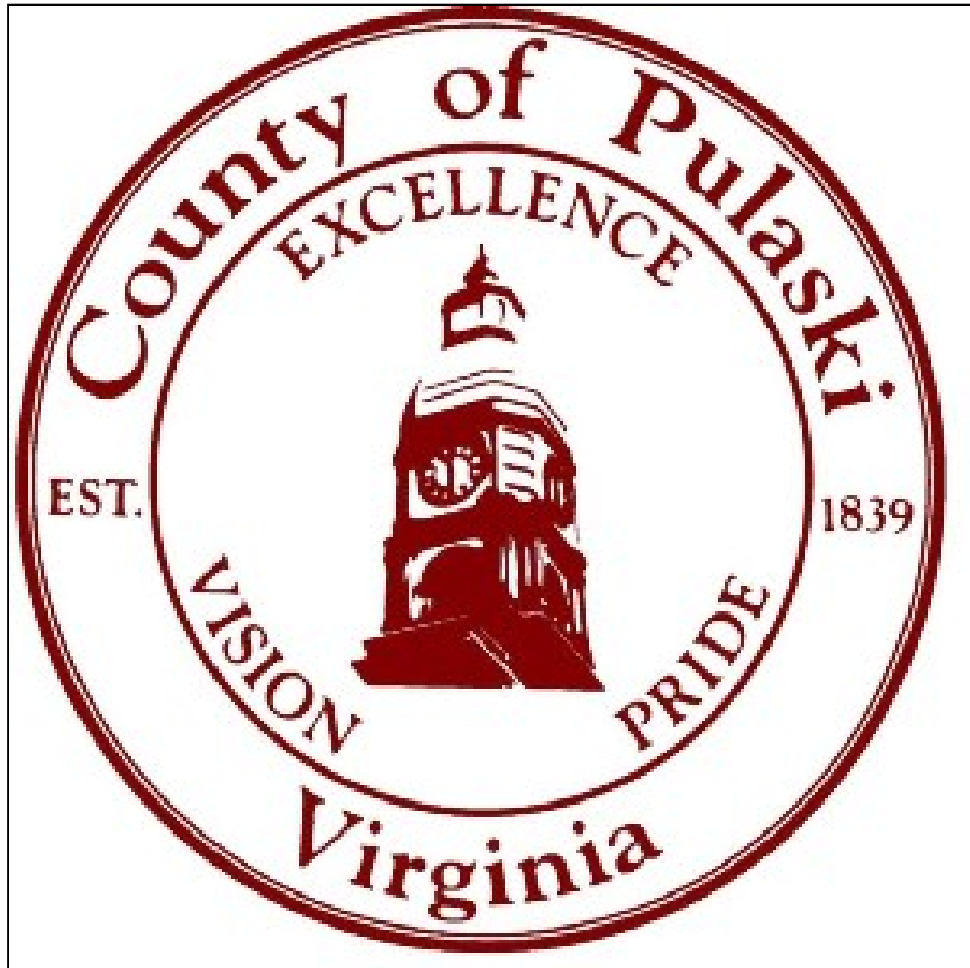
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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



Pulaski County

Pulaski County - A great place to live, work, play.....AND DO BUSINESS

Pulaski County is blessed with prime locations for prospective industries. With Interstate 81 passing through and less than 20 miles from Interstate 77, access to the East Coast is readily available. Pulaski County is fortunate to have 7 industrial parks, 3 Virginia Enterprise Zones, the New River Valley International Airport & Foreign Trade Zone/Customs Port of Entry, HUB Zone and many more amenities necessary to make your business successful. For more information, please contact the County Economic Development Offices at 540-980-7705.



Labor Market

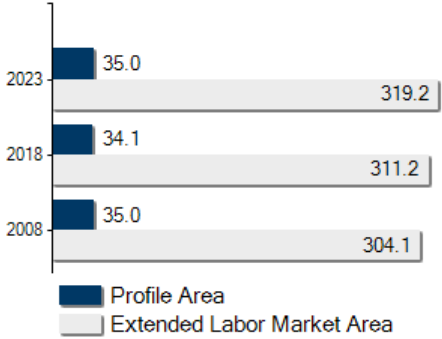
| Population | | |
|-----------------------------------|---------------------|----------------------------|
| Gender Distribution (2018) | | |
| Pulaski County | Male | Female |
| | 50.0% | 50.0% |
| Race/Ethnicity (2018) | | |
| Classification | Profile Area | Extended Labor Area |
| White | 31,488 | 283,298 |
| Black | 1,735 | 12,993 |
| Two or More | 554 | 5,955 |
| Asian | 203 | 7,859 |
| American Indian or Alaska Native | 81 | 918 |
| Pacific Islander | 5 | 130 |
| Hispanic (may be of any race) | 616 | 6,776 |
| Median Age (2018) | | 47 years |

| Civilian Labor Force (2018) | |
|-----------------------------|----------------|
| Pulaski County | 16,055 |
| Extended Labor Market Area | 140,924 |
| Total | 156,979 |

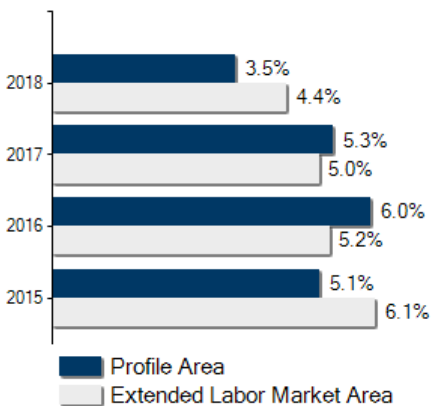
| Labor Force Participation (2013-2017) | |
|---------------------------------------|-------|
| Pulaski County | 57.4% |
| Extended Labor Market Area | 54.8% |

| Unemployment | |
|--|---------------|
| Unemployment Rate (December 2019) | |
| Pulaski County | 5.8% |
| Extended Labor Market Area | 3.7% |
| Statewide | 2.5% |
| Unemployed (2018) | |
| Pulaski County | 555 |
| Extended Labor Market Area | 5,305 |
| Total | 5,860 |
| Underemployed (4th Quarter 2019) | |
| Pulaski County | 1,183 |
| Extended Labor Market Area | 11,479 |
| Total | 12,662 |

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

| | | |
|------------------------------------|-------|-------|
| Worked from home | 397 | 2.6% |
| Under 15 minutes | 5,279 | 35.5% |
| 15-24 minutes | 4,312 | 29.0% |
| 25-34 minutes | 2,781 | 18.7% |
| 35-44 minutes | 952 | 6.4% |
| 45-59 minutes | 833 | 5.6% |
| Over 60 minutes | 729 | 4.9% |
| Mean Travel Time to Work (minutes) | | 23 |

Additional Labor Resources

| | |
|--|--------|
| High School Graduates Not Continuing (2017-2018) | 80 |
| Two-Year College Graduates (Spring 2018) | 1,392 |
| Two-Year College Enrollees (Fall 2018) | 6,933 |
| Other College and University Graduates (Spring 2018) | 11,193 |
| Total | 19,598 |

Labor Market

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.

| | |
|----------------------------|-----|
| Pulaski County | 160 |
| Extended Labor Market Area | 376 |
| Total | 536 |

Educational Attainment

| | |
|---|-------|
| On-Time Graduation Rate (Class of 2018) | 94.8% |
| Percentage of Pulaski County population age 25+ who are high school graduates (2013-2017) | 85.4% |
| Percentage of Pulaski County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017) | 18.5% |



Labor Market

| Employment by Sector* (4th Qtr. 2018) | | |
|---|---------------|---------------|
| Agriculture Forestry Fishing and Hunting | 103 | 0.7% |
| Mining Quarrying and Oil and Gas Extraction | N.D. | N.D. |
| Utilities | N.D. | N.D. |
| Construction | 332 | 2.3% |
| Manufacturing | 5,193 | 35.9% |
| Wholesale Trade | 164 | 1.1% |
| Retail Trade | 1,697 | 11.7% |
| Transportation and Warehousing | 971 | 6.7% |
| Information | 37 | 0.3% |
| Finance and Insurance | 154 | 1.1% |
| Real Estate and Rental and Leasing | 66 | 0.5% |
| Professional Scientific and Technical Services | 213 | 1.5% |
| Management of Companies and Enterprises | N.D. | N.D. |
| Administrative and Support and Waste Management | 502 | 3.5% |
| Educational Services | 0 | 0 |
| Health Care and Social Assistance | 1,156 | 8.0% |
| Arts Entertainment and Recreation | 119 | 0.8% |
| Accommodation and Food Services | 1,065 | 7.4% |
| Other Services | 417 | 2.9% |
| Total Government | 2,208 | 15.2% |
| Federal Government | 47 | 0.3% |
| State Government | 482 | 3.3% |
| Local Government | 1,679 | 11.6% |
| Unclassified | 48 | 0.3% |
| Total | 14,483 | 100.0% |

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

Bond Cote Corporation
Phoenix Packaging Operations
Trim Systems LLC
Volvo Trucks North America Inc.

Product/Service

Coated fabric
Plastic packaging
Heavy truck upholstery trim
Trucks

NonManufacturing

Company

American Electric Power
Lewis Gale Hospital
New River Community College

Product/Service

Electric Utility
Health care
Higher 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 | 12.09 | 12.98 | 25,144 | 27,011 |
| Heavy and Tractor-Trailer Truck Drivers | 13.99 | 15.18 | 29,106 | 31,582 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 17.40 | 18.89 | 36,188 | 39,301 |
| Welders, Cutters, Solderers, and Brazers | 20.36 | 21.50 | 42,350 | 44,722 |
| Machinists | 23.51 | 23.56 | 48,920 | 48,994 |
| First-Line Supervisors of Production and Operating Workers | 23.56 | 23.71 | 48,987 | 49,309 |
| Maintenance and Repair Workers, General | 27.98 | 30.63 | 58,207 | 63,711 |
| Industrial Machinery Mechanics | 16.63 | 18.04 | 34,587 | 37,526 |
| Office Clerks, General | 23.56 | 24.13 | 48,995 | 50,177 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 13.78 | 14.07 | 28,664 | 29,276 |
| Receptionists and Information Clerks | 15.69 | 16.31 | 32,631 | 33,933 |
| Customer Service Representatives | 12.25 | 12.37 | 25,489 | 25,739 |
| Bookkeeping, Accounting, and Auditing Clerks | 14.01 | 14.40 | 29,140 | 29,943 |
| First-Line Supervisors of Office and Administrative Support Workers | 16.49 | 17.13 | 34,305 | 35,632 |
| Computer User Support Specialists | 19.92 | 22.81 | 41,424 | 47,442 |
| Software Developers, Applications | 16.21 | 17.95 | 33,721 | 37,336 |
| Accountants and Auditors | 44.38 | 44.31 | 92,315 | 92,151 |
| Management Analysts | 33.71 | 34.66 | 70,112 | 72,087 |
| Human Resources Specialists | 44.59 | 48.88 | 92,737 | 101,670 |
| | 26.25 | 28.04 | 54,598 | 58,330 |

Per Capita Personal Income (2017)

\$38,549

Median Family Income (2013-2017)

\$56,937

Education

Public School Enrollment (Fall 2018)

| Level | Number | Enrollment |
|-------------|--------|------------|
| Elementary | 5 | 1,956 |
| Middle | 2 | 896 |
| High School | 1 | 1,229 |

Student Teacher Ratio (FY 2018)

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

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

| |
|-----------|
| 11,261.00 |
|-----------|

On-Time Graduation Rate (Class of 2018)

| |
|-------|
| 94.8% |
|-------|

High School Graduates Continuing Education (2017-2018)

| |
|-------|
| 78.4% |
|-------|

Advanced Programs (2017-2018)

Governor's Schools

Southwest Virginia Governor's School For Science, Mathematics & Technology

Governor's STEM Academies and Health Academies

Pulaski County Public Schools Governor's STEM Academy

| | |
|---|-----|
| Governor's School Enrollment | 23 |
| Students taking 1 or more Advanced Placement (AP) Courses | 194 |
| Students taking 1 or more AP Exams | 94 |
| Students taking 1 or more Dual Enrollment Courses | 221 |



Education

Workforce Development Facilities

| Facility | Type |
|--|----------------------|
| Bristol Workforce Center | Satellite Center |
| Galax Workforce Center | Satellite Center |
| Goodwill Industries of the Valleys-Giles | Satellite Center |
| Goodwill Workforce Services-Christiansburg/Floyd | Satellite Center |
| People Inc. of Virginia - Abingdon | Satellite Center |
| Pulaski Workforce Center | Satellite Center |
| Southwest Virginia Alliance for Manufacturing Center of Excellence | Center of Excellence |
| Virginia Workforce Center-Radford | Satellite Center |
| Virginia Workforce Center-Wytheville | Comprehensive Center |

Higher Education Facilities – Fall 2018

| Facility | Enrollment |
|--|--------------------|
| Virginia Tech | 34,850 |
| Radford University | 9,336 |
| New River Community College | 4,419 |
| Wytheville Community College | 2,514 |
| Concord University | 2,194 ^o |
| Edward Via College of Osteopathic Medicine | 732 |



Transportation

| Interstates | |
|-------------|-----------------------|
| Name | Distance |
| I-81 | 0.0 miles (0.0 km.) |
| I-77 | 4.6 miles (7.4 km.) |
| I-581 | 30.1 miles (48.4 km.) |
| I-64 | 38.5 miles (62.0 km.) |

Note: Measured from border of locality/region.

| Highways | | | | |
|-------------|------------|-------------|------------|--|
| Highway 100 | Highway 11 | Highway 114 | Highway 99 | |

| Commercial Air Service | | |
|--|-----------------|-----------------|
| Roanoke-Blacksburg Regional Airport, Roanoke -- 51.4 miles (82.6 km.) | | |
| American Airlines | Delta Air Lines | United Airlines |
| Allegiant Air | | |

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



Transportation

General Aviation Service

| Name | Runway Length |
|----------------------------------|--------------------|
| New River Valley Airport, Dublin | 6,201 ft (1,890 m) |

Freight Rail Service

| |
|----------------------------------|
| Norfolk Southern Railway Company |
|----------------------------------|

Seaports

| Name | Distance |
|------------------|------------------------|
| Port of Virginia | 302.0 miles (486.0 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 |
|---|------------------------|
| New River Valley Airport (Virginia TradePort) | 0.0 miles (0.0 km) |
| Port of Washington - Dulles | 265.1 miles (426.6 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 | American Electric Power |
| Electric | Alliant Techsystems |
| Natural Gas | Columbia Gas of Virginia |
| Natural Gas | Atmos Energy |
| Telecommunications | Verizon-Virginia |
| Telecommunications | Comcast Business Communications |
| Water | County of Pulaski |
| Water | County of Pulaski/Private System |
| Water | Town of Dublin |
| Water | Town of Pulaski |
| Water | Pulaski County Public Service Authority |
| Water | Alliant Techsystems |
| Waste Water Treatment | Pulaski County Public Service Authority |
| Waste Water Treatment | Town of Pulaski |
| Waste Water Treatment | Town of Dublin |
| Waste Water Treatment | Pepper's Ferry Regional Wastewater Facility |
| Waste Water Treatment | Alliant Techsystems |
| Solid Waste Disposal | New River Resource Authority |
| Solid Waste Disposal | Pulaski County Public Service Authority |

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets

| Bank | Assets (US\$ Millions) |
|----------------------------------|-----------------------------------|
| Branch Banking and Trust Company | 219,071.0 |
| Union Bank & Trust Co. | 13,732.0 |
| WoodForest National Bank | 5,923.7 |
| Carter Bank & Trust | 4,039.6 |
| First Community Bank, N.A. | 2,236.7 |
| The First Bank and Trust Co. | 1,809.0 |
| The National Bank of Blacksburg | 1,253.2 |
| Skyline National Bank | 680.6 |



Government and Taxes

Government

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

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

Pulaski is the county seat. Pulaski and Dublin are 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 (Pulaski) [pdf](#)

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



Community Facilities

Less than an hour from Roanoke, Pulaski Community Hospital is a 147-bed facility with more than 400 employees. PCH is accredited by the Joint Commission for Healthcare Organizations (JCAHCO) and meets ISO 9002 standards – the first hospital in the country to earn both distinctions.

Pulaski is part of HCA Hospitals of Southwest Virginia, a relationship that provides a regional network of physicians, services, technologies and support for patients.

Pulaski's medical staff includes a wide range of primary care and specialty care physicians, including Cardiology, Gastroenterology, Neurology, Ophthalmology, Orthopedics, Pediatrics, Urology, Oncology, and an onsite skilled Nursing Unit.

The services available at Pulaski include:

- Full medical/surgical/pediatric facilities
- Cancer center –Our regional cancer center offers the latest clinical trials, chemotherapy, and radiation therapy. We offer the region's first high-dose-rate brachytherapy program for treating early-stage cancers and the region's newly established Intensity Modulated Radiation Therapy.
- Cardiology, including cardiac rehab–We offer diagnostic testing, in addition to inpatient and outpatient cardiac rehabilitation, including an outpatient maintenance exercise program.



Community Facilities

(continued)

- Intensive Care Unit and Emergency Services--The intensive Care Unit provides comprehensive inpatient care for the most seriously ill patients. Emergency Services include around the clock emergency physician evaluation and treatment with specialty consults.

Four nursing homes provide long-term care for 285 patients.

The Pulaski County Library maintains a collection of over 50,000 volumes and facilities in the Towns of Dublin and Pulaski. Libraries at the New River Community College, Radford University, Virginia Tech, the Radford City Library, and the Montgomery-Floyd Regional Library are also available.

Five shopping centers are conveniently located for area residents' shopping needs, along with a variety of shops and services at the New River Valley Mall.

Over 95 churches are located throughout the county and represent 27 Protestant denominations and the Roman Catholic faith.



Lifestyle

Pulaski is home to the Fine Arts Center for the New River Valley. The Center is a significant force in providing educational programs and facilities for enjoyment of fine arts. Activities include painting, music, crafts, dancing, and theater, many being coordinated with area schools and recreation departments.

Virginia Tech, Radford University, and New River Community College also contribute to residents' enjoyment of cultural events with numerous performances, exhibits, and lectures held throughout the year. All three schools are within a 30-minute drive.

A variety of festivals occur each year in Pulaski County that celebrate folk art, music, community heritage, and various seasonal events.

Organized athletics, including baseball, football, and basketball, are popular in the community. Fifteen ball fields, three swimming pools, six tennis courts, and thirteen parks are available. The New River Community College and the YMCA play an important role in providing both facilities and instructional programs for residents. Thornspring Golf Club offers an 18-hole golf course, as well as swimming facilities, for members and guests. Other golf courses include the 18-hole public Draper Valley Golf Course, the 9-hole public Loch Lowman, and a semi public 18-hole course currently under construction.

Pulaski County is host to the 4,500-acre Claytor Lake featuring two state parks along its 100-mile shoreline. Claytor Lake State Park, one of the most visited state parks in Virginia, is located in the county and offers excellent fishing, boating, swimming, water skiing, picnic facilities, campgrounds, and cabins. Pulaski County contains over 19,000 acres of the Jefferson National Forest that is popular for hiking, camping, hunting, and fishing. The scenic New River and the Gatewood Reservoir Recreation Area are among other major locations for fishing, camping, and picnicking.

(continued)

The New River Trail State Park extends 52 miles from the Town of Pulaski to the City of Galax along a converted railroad. Located along the banks of Claytor Lake and the New River, the park offers an excellent setting for walking, bicycling, and horseback riding. Points of interest found along the Park include a restored train station, an 1807 shot tower, two tunnels, twenty-five trestles, and numerous scenic vistas.

New River Valley Profile

Blacksburg-Christiansburg-Radford MSA Profile

Pulaski County

Town of Pulaski

Onward New River Valley