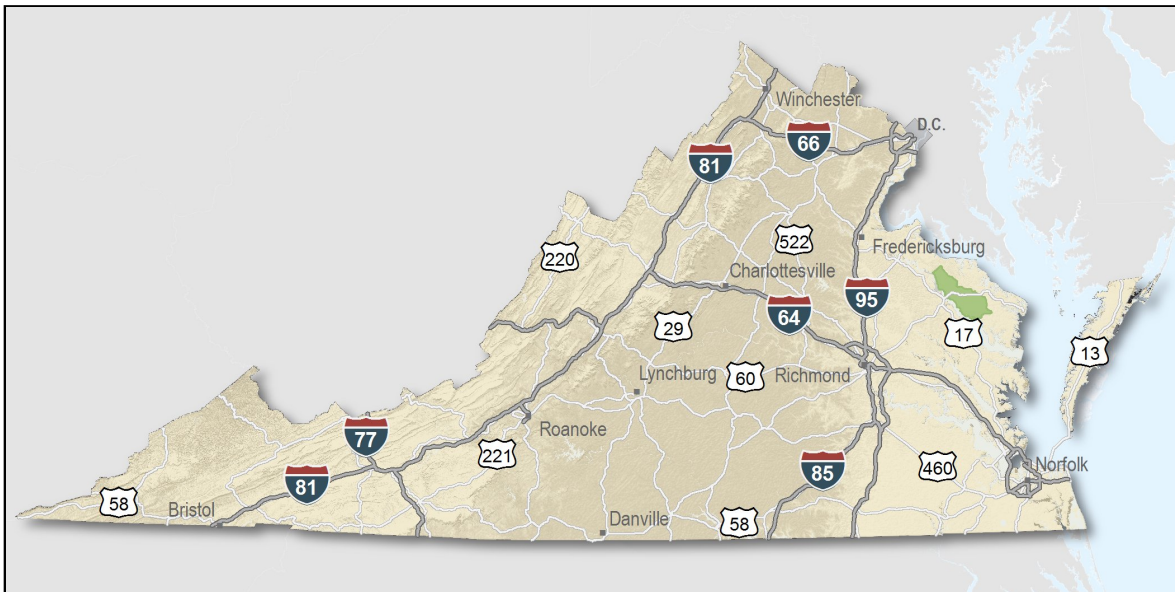

Richmond County, Virginia

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.

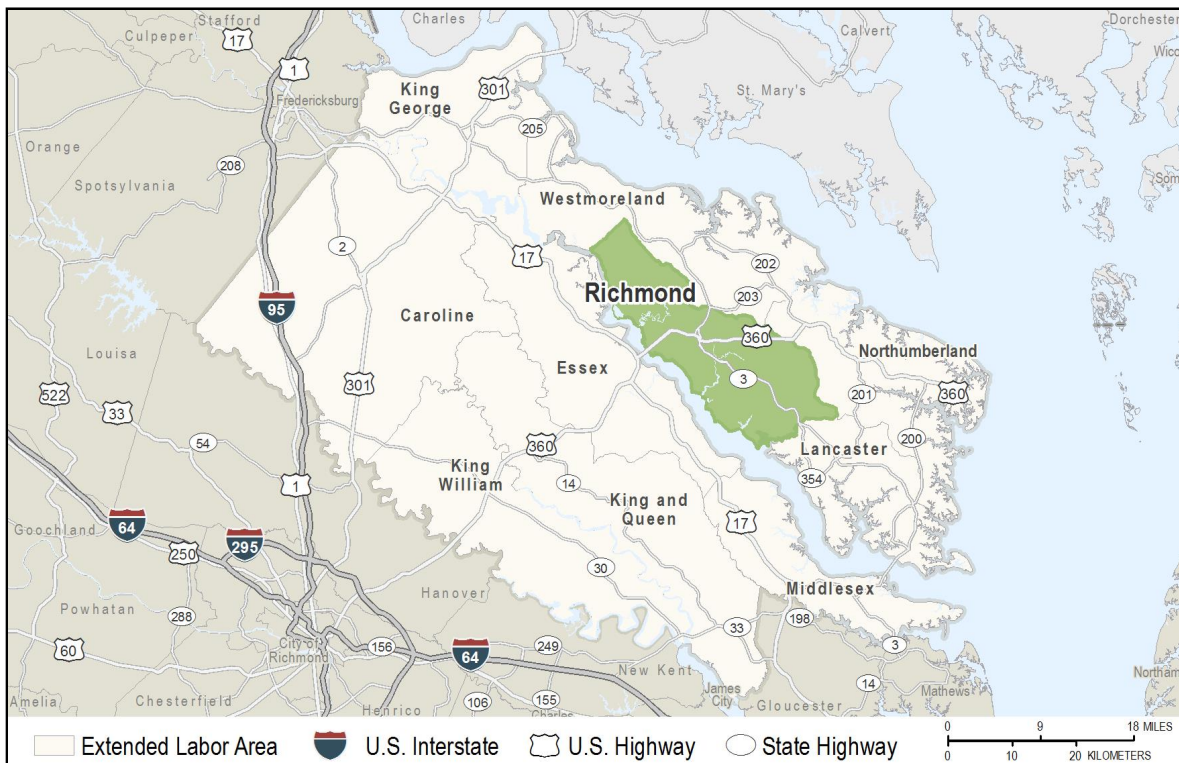
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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

Richmond County is situated in the Northern Neck in the eastern portion of Virginia. The Rappahannock River forms the southern boundary of this 192 square mile community. The incorporated town of Warsaw is located at the intersection of U.S. Route 360 and State Route 3. This strategic location makes the town of Warsaw the commercial hub for the Northern Neck and enables easy access to the major metropolitan areas located in eastern Virginia.

Richmond County is 50 miles northeast of the city of Richmond and 120 miles southeast of Washington, D.C. The Port of Hampton Roads is 100 miles south.



Labor Market

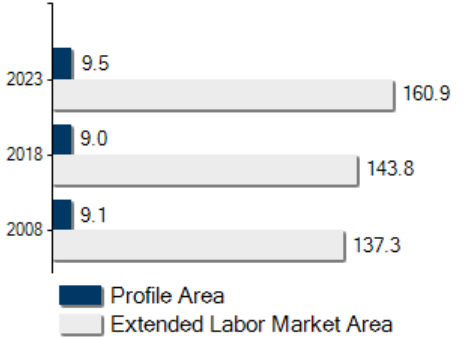
Population		
Gender Distribution (2018)		
Richmond County	Male	Female
	56.3%	43.7%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	6,036	102,907
Black	2,695	34,082
Two or More	202	4,051
Asian	57	1,420
American Indian or Alaska Native	44	1,184
Pacific Islander	4	132
Hispanic (may be of any race)	650	5,850
Median Age (2018)		44 years

Civilian Labor Force (2018)	
Richmond County	4,040
Extended Labor Market Area	72,040
Total	76,080

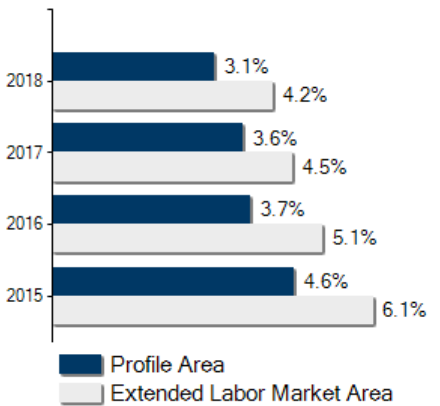
Labor Force Participation (2013-2017)	
Richmond County	46.0%
Extended Labor Market Area	58.7%

Unemployment	
Unemployment Rate (December 2019)	
Richmond County	2.6%
Extended Labor Market Area	2.9%
Statewide	2.5%
Unemployed (2018)	
Richmond County	124
Extended Labor Market Area	2,456
Total	2,580
Underemployed (4th Quarter 2019)	
Richmond County	352
Extended Labor Market Area	7,288
Total	7,640

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	358	11.1%
Under 15 minutes	875	30.5%
15-24 minutes	984	34.3%
25-34 minutes	404	14.1%
35-44 minutes	143	5.0%
45-59 minutes	109	3.8%
Over 60 minutes	356	12.4%
Mean Travel Time to Work (minutes)		25

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	15
Two-Year College Graduates (Spring 2018)	849
Two-Year College Enrollees (Fall 2018)	3,558
Total	4,422

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.

Richmond County	4
Extended Labor Market Area	60
Total	64

Educational Attainment

On-Time Graduation Rate (Class of 2018)	95.1%
Percentage of Richmond County population age 25+ who are high school graduates (2013-2017)	80.5%
Percentage of Richmond County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	13.4%



Labor Market

Employment by Sector* (4th Qtr. 2018)

Agriculture Forestry Fishing and Hunting	35	1.2%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	N.D.	N.D.
Construction	143	4.9%
Manufacturing	155	5.3%
Wholesale Trade	128	4.4%
Retail Trade	239	8.2%
Transportation and Warehousing	N.D.	N.D.
Information	N.D.	N.D.
Finance and Insurance	53	1.8%
Real Estate and Rental and Leasing	20	0.7%
Professional Scientific and Technical Services	122	4.2%
Management of Companies and Enterprises	0	0
Administrative and Support and Waste Management	100	3.4%
Educational Services	N.D.	N.D.
Health Care and Social Assistance	356	12.3%
Arts Entertainment and Recreation	17	0.6%
Accommodation and Food Services	105	3.6%
Other Services	147	5.1%
Total Government	1,085	37.4%
Federal Government	29	1.0%
State Government	591	20.4%
Local Government	465	16.0%
Unclassified	0	0
Total	2,904	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

Alderman's Saw Shop
Apex Truss
McFarland-Cascade
Northern Neck Lumber Company, Inc.

Product/Service

Saw sharpening and manufacturing
Roofing truss fabrication
Lumber
Lumber

NonManufacturing

Company

Americare Plus & American Retirement Homes
Northern Neck Electric Cooperative
Rappahannock Community College
Verizon Communications

Product/Service

In-home care
Utility
Higher education
Telecommunications

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	12.24	12.78	25,442	26,564
Heavy and Tractor-Trailer Truck Drivers	13.14	13.62	27,324	28,310
Inspectors, Testers, Sorters, Samplers, and Weighers	16.94	17.32	35,233	36,022
Welders, Cutters, Solderers, and Brazers	13.63	13.36	28,349	27,787
First-Line Supervisors of Production and Operating Workers	20.18	19.98	41,970	41,541
Maintenance and Repair Workers, General	20.75	22.86	43,177	47,544
Industrial Machinery Mechanics	14.84	16.87	30,857	35,102
Office Clerks, General	14.59	15.29	30,335	31,806
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	13.84	14.74	28,786	30,667
Receptionists and Information Clerks	16.43	16.23	34,176	33,768
Customer Service Representatives	13.51	13.48	28,101	28,035
Bookkeeping, Accounting, and Auditing Clerks	13.06	13.78	27,166	28,667
First-Line Supervisors of Office and Administrative Support Workers	16.91	16.83	35,175	35,015
Computer Network Support Specialists	23.64	24.48	49,177	50,922
Computer User Support Specialists	24.40	29.74	50,754	61,849
Network and Computer Systems Administrators	20.29	21.44	42,190	44,595
Accountants and Auditors	32.92	35.92	68,481	74,715
Management Analysts	27.74	31.35	57,688	65,203
Human Resources Specialists	41.55	41.76	86,431	86,869
	26.36	28.93	54,835	60,171

Per Capita Personal Income (2017)

\$35,263

Median Family Income (2013-2017)

\$53,247



Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Combined	1	815
High School	1	499

Student Teacher Ratio (FY 2018)

Elementary	13:1
Secondary	11:1

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

11,097.00

On-Time Graduation Rate (Class of 2018)

95.1%

High School Graduates Continuing Education (2017-2018)

80.8%

Advanced Programs (2017-2018)

Governor's Schools

Chesapeake Bay Governor's School for Marine & Environmental Science

Governor's STEM Academies and Health Academies

Northern Neck Technical Center Governor's STEM Academy for Agriculture and Maritime Studies

Governor's School Enrollment	19
Students taking 1 or more Advanced Placement (AP) Courses	71
Students taking 1 or more AP Exams	71
Students taking 1 or more Dual Enrollment Courses	129

Education

Workforce Development Facilities

Facility	Type
Eastern Shore Workforce Center	Satellite Center
Fredericksburg Workforce Center	Comprehensive Center
Job Assistance Center	Satellite Center
Northern Neck Technical Center	Career and Technical Center
Warsaw Workforce Center	Satellite Center

Higher Education Facilities – Fall 2018

Facility	Enrollment
Rappahannock Community College - Glens Campus	1,819
Rappahannock Community College - Warsaw Campus	1,739
Rappahannock Community College - Kilmarnock Center	^{†§}

[†] Enrollment figures are not available.

[§] Enrollment counted at a main campus.



Transportation

Interstates	
Name	Distance
I-64	24.7 miles (39.8 km.)
I-95	30.4 miles (49.0 km.)
I-295	35.4 miles (57.0 km.)
I-195	41.2 miles (66.2 km.)
I-495	46.8 miles (75.4 km.)
I-395	48.8 miles (78.5 km.)

Note: Measured from border of locality/region.

Highways				
Highway 203	Highway 3	Highway 360		

Commercial Air Service		
Richmond International Airport, Sandston -- 58.4 miles (94.0 km.)		
American Airlines	Delta Air Lines	Southwest Airlines
Spirit Airlines	United Airlines	JetBlue Airways
Allegiant Air		

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



Transportation

General Aviation Service

Name	Runway Length
Tappahannock-Essex County Airport, Tappahannock	4,300 ft (1,311 m)

Freight Rail Service

Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia (Richmond Marine Terminal)	69.0 miles (111.0 km)
Port of Virginia (Newport News Marine Terminals)	94.0 miles (151.3 km)
Port of Virginia	106.0 miles (170.6 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	58.4 miles (94.0 km)
Newport News	77.8 miles (125.2 km)
Port of Washington - Dulles	118.7 miles (191.0 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	Dominion Energy
Electric	Northern Neck Electric Cooperative
Natural Gas	Not Available
Telecommunications	Verizon South
Water	Town of Warsaw
Waste Water Treatment	Town of Warsaw
Solid Waste Disposal	Waste Management Inc.

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets	
Bank	Assets (US\$ Millions)
Union Bank & Trust Co.	13,732.0
Virginia Commonwealth Bank	1,076.2
Peoples Community Bank	201.4



Government and Taxes

Government

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

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

Warsaw is the county seat and only incorporated town 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 \(Richmond\) pdf](#)

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



Community Facilities

Medical care is available to county residents at two area medical centers. Riverside Tappahannock Hospital, nine miles from Warsaw, is a 100-bed facility that offers general surgery, 24-hour emergency care, family medicine, physical therapy, and obstetrics. Bon Secours Rappahannock General Hospital in Kilmarnock is a 25-bed facility offering surgery, internal medicine, emergency, out-patient and diagnostic services.

The public health department located in Warsaw provides an assortment of medical services on a countywide basis.

The Orchard and Americare Plus/American Retirement Homes offer senior housing and care options in Warsaw. Commonwealth Senior Living in Farnham has apartments, assisted living units and nursing care.

There are seven physicians and three dentists who maintain practices in Richmond County.

The county operates a joint public library system in conjunction with the Warsaw campus of Rappahannock Community College. Library facilities at this site circulate over 35,000 volumes.

Approximately 27 churches representing the leading Protestant denominations are located in Richmond County. Catholic churches can be found in Essex, Lancaster and Westmoreland Counties. Jewish synagogues are located in the cities of Fredericksburg and Richmond.



Community Facilities

(continued)

A variety of shopping opportunities are available in the community. Over 75 retail and service-related establishments are dispersed throughout the county. The town of Warsaw serves as the commercial hub for the Northern Neck. The bustling downtown area of the town has over 100 businesses that offer a broad retail mix of grocery, specialty, and department stores. Richmond County's close proximity to the city of Richmond also enables residents easy access to the numerous shopping centers and malls available in the metropolitan area.

Ideally situated on the Rappahannock River, Richmond County offers residents and tourists numerous opportunities for water-related activities. All along the river there are beautiful, unspoiled beach areas where swimming and sunbathing can be enjoyed. There are five public boat ramps on the river that provide exceptional fishing, boating, sailing and water skiing opportunities. Nearby, Westmoreland State Park has an excellent beach, boat ramps, hiking trails, picnic areas, campsites, and lodging facilities. Belle Isle State Park is in adjacent Lancaster County.

The Richmond County YMCA offers several programs for youth and adults. Additional public recreational facilities in the county include four tennis courts, five ball fields and three campsites. A privately owned resort, open to the public offers swimming, camping, boating, tennis and a three-hole golf course. A new 18-hole golf course is located on the border of Richmond County and Northumberland County.

Deer, waterfowl and small game are plentiful during hunting season. The Rappahannock River Valley National Wildlife Refuge offers fishing, permit hunting and birdwatching.

The county holds several annual festivals. Warsawfest, a two-day event in October offers musical entertainment, dance performances, food, and arts and crafts. The Richmond County Fair celebrates the agricultural heritage of the county for three days annually in late August.

Richmond County is easily accessible to the city of Richmond. This dynamic metropolitan area offers an array of sporting events, theater productions, concerts, lectures, art exhibitions and historical attractions.

Northern Neck Profile

Northern Neck Planning District Commission