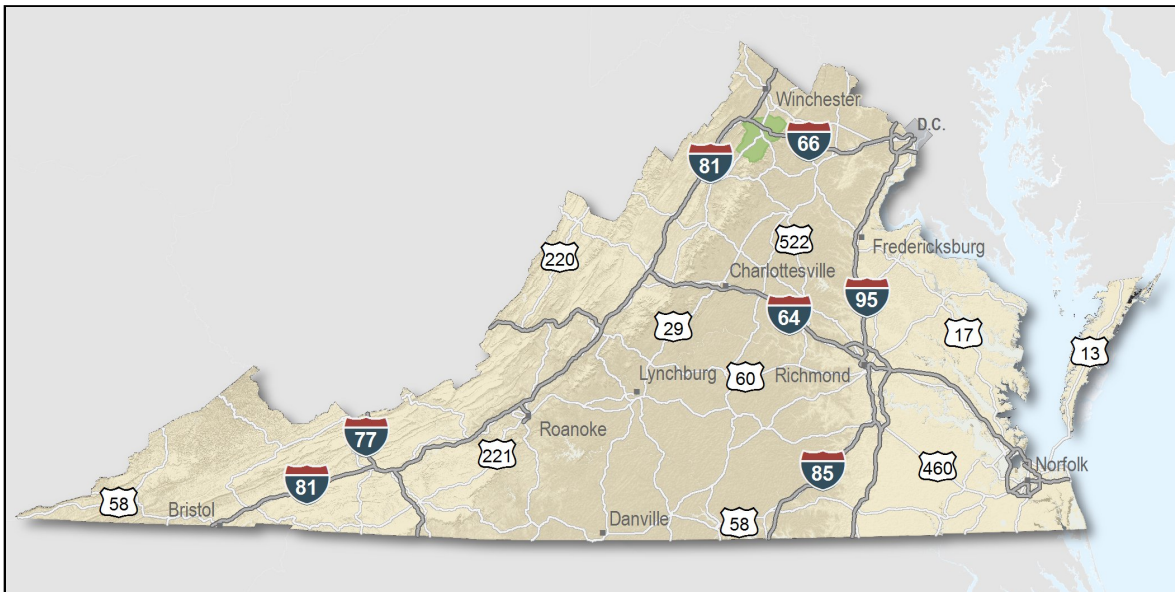

Warren County, Virginia

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.



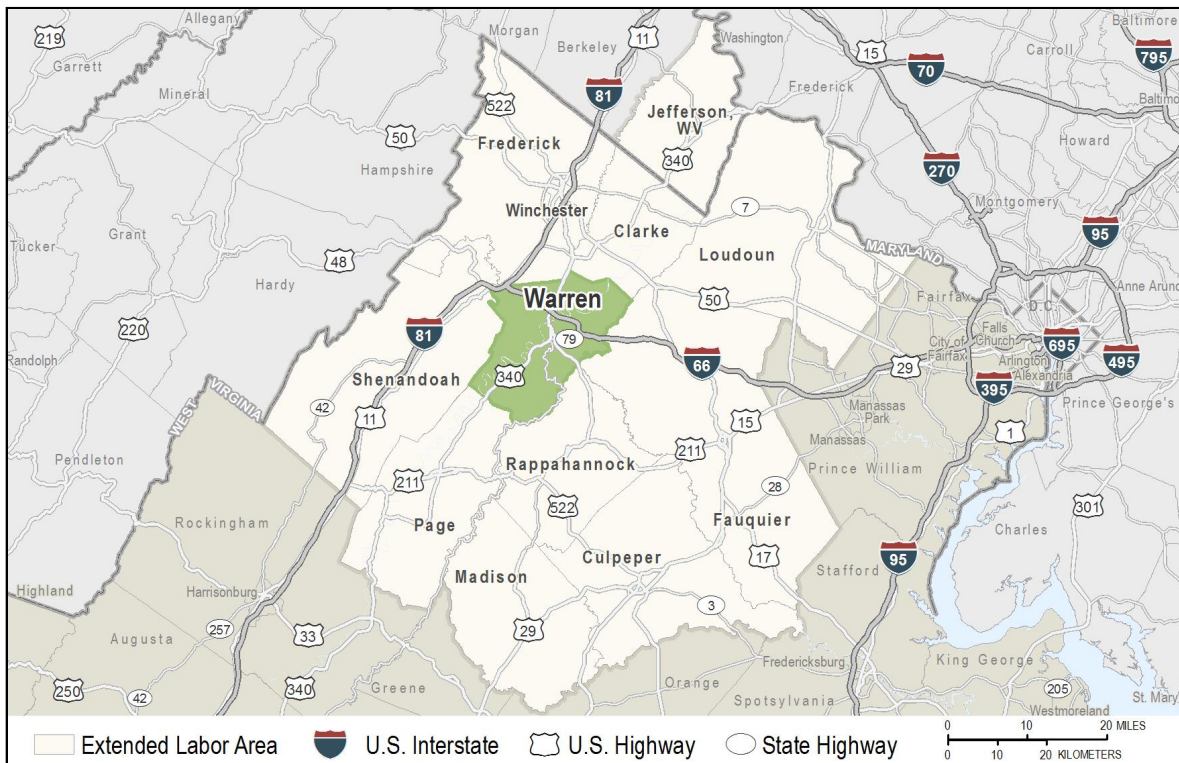
Location

Located in northwestern Virginia, Warren County is situated in the heart of the spectacular Shenandoah Valley. The Skyline Drive, which is the scenic route through the Shenandoah National Park, begins in Warren County. Front Royal, the county seat and only incorporated town, is strategically located at the intersection of routes 55, 340 and 522 and is just two miles south of I-66 and nine miles east of Interstate 81.

Washington, D.C. is 70 miles east; Richmond, the state capital, is 133 miles southeast; and Norfolk is 218 miles southeast.

The Virginia Inland Port is located in Warren County.

Warren County is part of the Washington-Arlington-Alexandria Metropolitan Statistical Area (MSA).



Labor Market

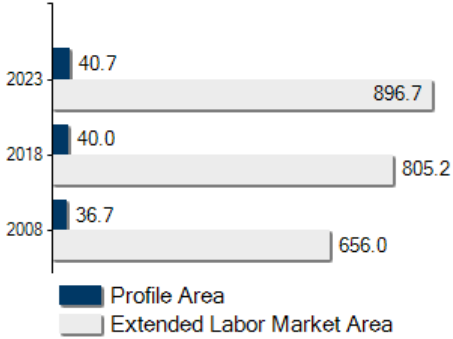
Population		
Gender Distribution (2018)		
Warren County	Male	Female
	49.8%	50.2%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	36,266	626,193
Black	1,963	60,630
Two or More	997	26,067
Asian	538	87,600
American Indian or Alaska Native	211	3,885
Pacific Islander	28	783
Hispanic (may be of any race)	1,951	21,461
Median Age (2018)		41 years

Civilian Labor Force (2018)	
Warren County	20,094
Extended Labor Market Area	420,348
Total	440,442

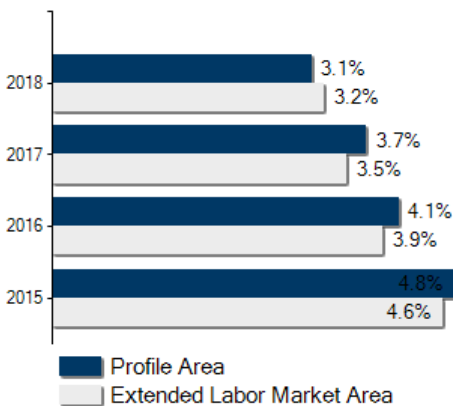
Labor Force Participation (2013-2017)	
Warren County	63.8%
Extended Labor Market Area	69.8%

Unemployment	
Unemployment Rate (December 2019)	
Warren County	2.4%
Extended Labor Market Area	2.1%
Statewide	2.5%
Unemployed (2018)	
Warren County	615
Extended Labor Market Area	11,170
Total	11,785
Underemployed (4th Quarter 2019)	
Warren County	1,648
Extended Labor Market Area	37,619
Total	39,267

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	1,135	6.2%
Under 15 minutes	3,864	22.5%
15-24 minutes	3,177	18.5%
25-34 minutes	1,494	8.7%
35-44 minutes	1,116	6.5%
45-59 minutes	1,992	11.6%
Over 60 minutes	5,530	32.2%
Mean Travel Time to Work (minutes)		41

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	102
Two-Year College Graduates (Spring 2018)	1,419
Two-Year College Enrollees (Fall 2018)	7,870
Other College and University Graduates (Spring 2018)	1,091
Total	10,482

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.

Warren County	6
Extended Labor Market Area	47
Total	53

Educational Attainment

On-Time Graduation Rate (Class of 2018)	93.8%
Percentage of Warren County population age 25+ who are high school graduates (2013-2017)	86.1%
Percentage of Warren County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	20.9%



Labor Market

Employment by Sector* (4th Qtr. 2018)

Agriculture Forestry Fishing and Hunting	30	0.2%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	116	0.9%
Construction	602	4.7%
Manufacturing	1,091	8.5%
Wholesale Trade	107	0.8%
Retail Trade	1,617	12.6%
Transportation and Warehousing	1,263	9.8%
Information	80	0.6%
Finance and Insurance	269	2.1%
Real Estate and Rental and Leasing	53	0.4%
Professional Scientific and Technical Services	323	2.5%
Management of Companies and Enterprises	49	0.4%
Administrative and Support and Waste Management	999	7.8%
Educational Services	703	5.5%
Health Care and Social Assistance	1,623	12.6%
Arts Entertainment and Recreation	203	1.6%
Accommodation and Food Services	1,258	9.8%
Other Services	497	3.9%
Total Government	1,975	15.3%
Federal Government	215	1.7%
State Government	129	1.0%
Local Government	1,631	12.7%
Unclassified	25	0.2%
Total	12,883	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

Axalta, Inc.
Ferguson Enterprises Inc.
Interbake Foods Inc.
Jackson Furniture Co. of Virginia
Toray Plastics America Inc.

Product/Service

Automotive finishes
Plumbing & heating supplies
Baked goods
Household furniture
Automotive plastic foam

NonManufacturing

Company

Christendom College
Family Dollar Stores
Sysco Northeast Cooperative, Inc.
United Parcel Service
Warren Memorial Hospital

Product/Service

Higher education
Distribution center
Food distribution
Regional distribution center
Health care

Labor Market

Union Activity (8/1/2015 - 8/1/2018)	
Petitions filed for representation	1
Elections won by company	1

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	14.23	14.90	29,585	31,002
Heavy and Tractor-Trailer Truck Drivers	19.03	19.60	39,581	40,760
Inspectors, Testers, Sorters, Samplers, and Weighers	20.52	21.53	42,684	44,779
First-Line Supervisors of Production and Operating Workers	19.91	20.24	41,429	42,093
Maintenance and Repair Workers, General	29.58	31.77	61,519	66,085
Industrial Machinery Mechanics	19.33	19.81	40,203	41,214
Office Clerks, General	23.32	23.47	48,504	48,808
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14.74	15.05	30,655	31,303
Receptionists and Information Clerks	18.29	18.15	38,043	37,748
Customer Service Representatives	13.41	13.26	27,892	27,577
Bookkeeping, Accounting, and Auditing Clerks	16.01	16.92	33,291	35,188
First-Line Supervisors of Office and Administrative Support Workers	18.01	19.17	37,466	39,876
Computer Occupations, All Other	26.33	25.90	54,762	53,866
Computer User Support Specialists	45.20	45.09	94,028	93,800
Network and Computer Systems Administrators	27.43	27.71	57,062	57,651
Computer Systems Analysts	38.51	41.16	80,098	85,627
Accountants and Auditors	41.32	43.01	85,939	89,462
Management Analysts	39.02	45.81	81,162	95,292
Human Resources Specialists	45.46	46.55	94,561	96,842
	35.20	36.75	73,204	76,429

Per Capita Personal Income (2017)

\$45,257

Median Family Income (2013-2017)

\$76,627

Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Elementary	5	2,366
Middle	2	1,262
High School	2	1,674

Student Teacher Ratio (FY 2018)

Elementary	14:1
Secondary	11:1

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

10,625.00

On-Time Graduation Rate (Class of 2018)

93.8%

High School Graduates Continuing Education (2017-2018)

78.2%

Advanced Programs (2017-2018)

Governor's Schools

Mountain Vista Governor's School

Governor's School Enrollment	27
Students taking 1 or more Advanced Placement (AP) Courses	301
Students taking 1 or more AP Exams	288
Students taking 1 or more Dual Enrollment Courses	272

Education

Workforce Development Facilities

Facility	Type
Lord Fairfax Community College Workforce Solutions	Career and Technical Center
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
Lord Fairfax Community College - Middletown Campus	5,231
Shenandoah University	3,817
Lord Fairfax Community College - Fauquier Campus	2,639
Christendom College	586
Lord Fairfax Community College - Luray-Page County Center	^{†§}

[†] Enrollment figures are not available.

[§] Enrollment counted at a main campus.



Transportation

Interstates	
Name	Distance
I-66	0.0 miles (0.0 km.)
I-81	0.0 miles (0.0 km.)
I-70	41.2 miles (66.2 km.)
I-270	41.6 miles (66.9 km.)
I-495	42.6 miles (68.6 km.)
I-370	44.4 miles (71.5 km.)
I-95	44.8 miles (72.1 km.)
I-68	45.6 miles (73.4 km.)

Note: Measured from border of locality/region.

Highways				
Highway 11	Highway 340	Highway 48	Highway 522	Highway 55
Highway 79				

Commercial Air Service		
Washington Dulles International Airport, Dulles -- 54.5 miles (87.7 km.)		
Aeroflot Airlines	Air Canada	Air France
All Nippon Airways	American Airlines	Austrian Airlines
British Airways	Delta Air Lines	Ethiopian Airlines
Frontier Airlines	Icelandair	KLM Royal Dutch Airlines
Korean Air Lines	Lufthansa German Airlines	Saudi Arabian Airlines
Southwest Airlines	Sun Country Airlines	United Airlines
Virgin Atlantic Airways	Alaska Airlines	Alitalia
JetBlue Airways	South African Airlines	SAS/Scandinavian Airlines
Air Lingus	Copa Airlines	Avianca
Qatar	Porter Airlines	Turkish Airlines
Brussels Airlines	Emirates	Etihad Airways
Air China	Royal Air Maroc	Volaris
Air India	Cathay Pacific	Egyptair
TAP Air Portugal		
Charlottesville-Albemarle Airport, Charlottesville -- 67.0 miles (107.8 km.)		
American Airlines	Delta Air Lines	United Airlines

Transportation

Commercial Air Service		
Ronald Reagan Washington National Airport, Arlington -- 71.9 miles (115.8 km.)		
Air Canada	American Airlines	Delta Air Lines
Frontier Airlines	Southwest Airlines	United Airlines
Alaska Airlines	JetBlue Airways	
Hagerstown Regional Airport/Richard A Henson Field, Hagerstown, MD -- 72.2 miles (116.2 km.)		
Allegiant Air	Southern Airways Express	

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

Transportation

General Aviation Service

Name	Runway Length
Front Royal-Warren County Airport, Front Royal	3,007 ft (917 m)

Freight Rail Service

Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia (Inland Port Front Royal)	8.0 miles (12.9 km)
Port of Virginia	204.0 miles (328.3 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	54.5 miles (87.7 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	Town of Front Royal
Electric	Rappahannock Electric Cooperative
Natural Gas	Washington Gas Company
Natural Gas	Shenandoah Gas Company
Telecommunications	Verizon-Virginia
Telecommunications	CenturyLink
Water	Town of Front Royal
Waste Water Treatment	Town of Front Royal
Solid Waste Disposal	Warren County Sanitary Landfill

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets

Bank	Assets (US\$ Millions)
Wells Fargo Bank, N.A.	1,689,351.0
Branch Banking and Trust Company	219,071.0
SunTrust Bank	209,720.5
First-Citizens Bank & Trust Co.	35,267.5
United Bank	19,247.3
Union Bank & Trust Co.	13,732.0
WoodForest National Bank	5,923.7
City National Bank of West Virginia	4,837.8
Sonabank, N.A.	2,707.1
First Bank - Strasburg	752.7



Government and Taxes

Government

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

Front Royal has a Town Manager, Mayor, and a six-member Town Council.

Both the county and the town have a comprehensive plan, a zoning ordinance, and subdivision ordinances.

Front Royal is the county seat. No other incorporated towns are located in Warren 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 (Warren) [pdf](#)

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



Community Facilities

Warren Memorial Hospital is a 131-bed acute care facility that offers services associated with 16 medical specialties, including 24-hour emergency care, intensive/coronary care, diagnostic services, and sports medicine. It is affiliated with the Winchester Regional Health System.

The County Health Department provides a variety of clinical services that include pre-natal, well-child, family planning, and dental care services.

Care for the elderly is provided by Heritage Hall Nursing Home, a 60-bed facility; America House with 27 beds; Loving Arms Nursing Home with 30 beds; Commonwealth Assisted Living facility, a 22-bed and 38-apartment facility; Hidden Springs, a 36-bed facility; and the Lynn Care Center, part of the Warren Memorial Hospital, a 40-bed facility.

Sixty-four physicians and 12 dentists practice in Warren County.

Samuels Public Library in Front Royal, with approximately 56,000 volumes, serves area residents. Special programs such as film series, children's arts and crafts classes, and credit and non-credit college courses are offered by the library.

There are 43 churches in Warren County that represent the major Protestant denominations and the Roman Catholic faith. A Jewish synagogue is located in nearby Winchester.



Community Facilities

(continued)

Over 400 commercial businesses are located in Warren County and the town of Front Royal. The newly revitalized downtown Village Commons of Front Royal is a shopper's delight with numerous specialty shops and antique emporiums. A variety of national retail outlets are located in the two shopping centers that serve area residents.



Lifestyle

The Shenandoah River provides area residents, as well as tourists, opportunities for swimming, boating, canoeing, and fishing. The Shenandoah National Park offers hiking trails, picnic areas, and campsites. Hunting is also permitted in the George Washington National Forest.

The Northern Virginia 4-H Educational Center is a multi-million dollar complex with lodging, conference, and food service accommodations for 2000. Recreational facilities include a swimming pool, tennis courts, playing fields, a lake for fishing and canoeing, picnic shelters, fitness and hiking trails, campsites, stables, and archery ranges. The Educational Center also promotes an excellent program of cultural events at their amphitheater. Facilities are open daily for public recreation at little or no charge.

The County of Warren operates the 50-acre Bing Crosby Sport and Recreation Complex for use by area residents. This facility has a baseball stadium, numerous playing fields, picnic pavilions, tennis courts, basketball courts, a town-county swimming pool, and Fantasyland Playground.

Other recreational facilities in the county include five golf courses, 11 tennis courts, two swimming pools, a state-of-the art Skatepark and Soccerplex, numerous walking trails, and a local dog park.

Skyline Caverns is an underground wonderland of mysterious passageways with amazing rock formations and streams that are enjoyed by area residents and tourists alike.

The annual Wine & Craft Festival in the spring and the Festival of Leaves in the fall highlight the beauty and diversity of the area.

Civil War enthusiasts can relive the daring exploits of Mosby's Rangers and retrace Stonewall Jackson's Valley Campaign. An extensive collection of Civil War memorabilia is also on display at the Warren Rifles Confederate Museum.

(continued)

With Warren County's close proximity to the Washington, D.C. area, residents enjoy the numerous cultural, educational, and entertainment benefits of the nation's capital.

Washington-Arlington-Alexandria MSA Profile

Northern Shenandoah Valley Profile

Front Royal-Warren County Economic Development Authority