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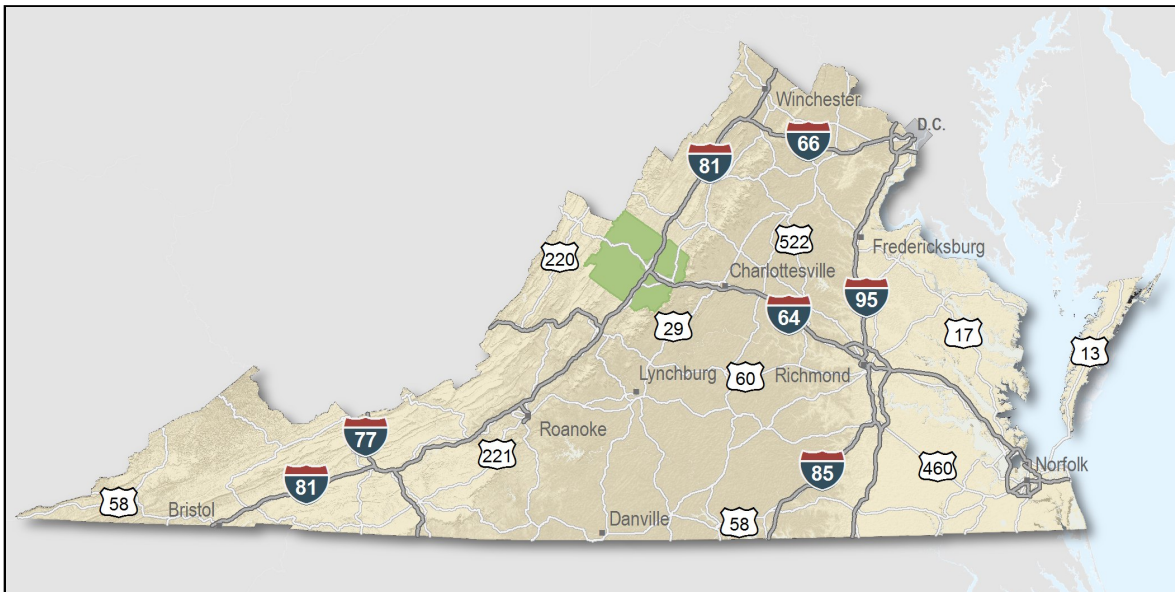
# Staunton-Waynesboro MSA, Virginia

# 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, 40 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.

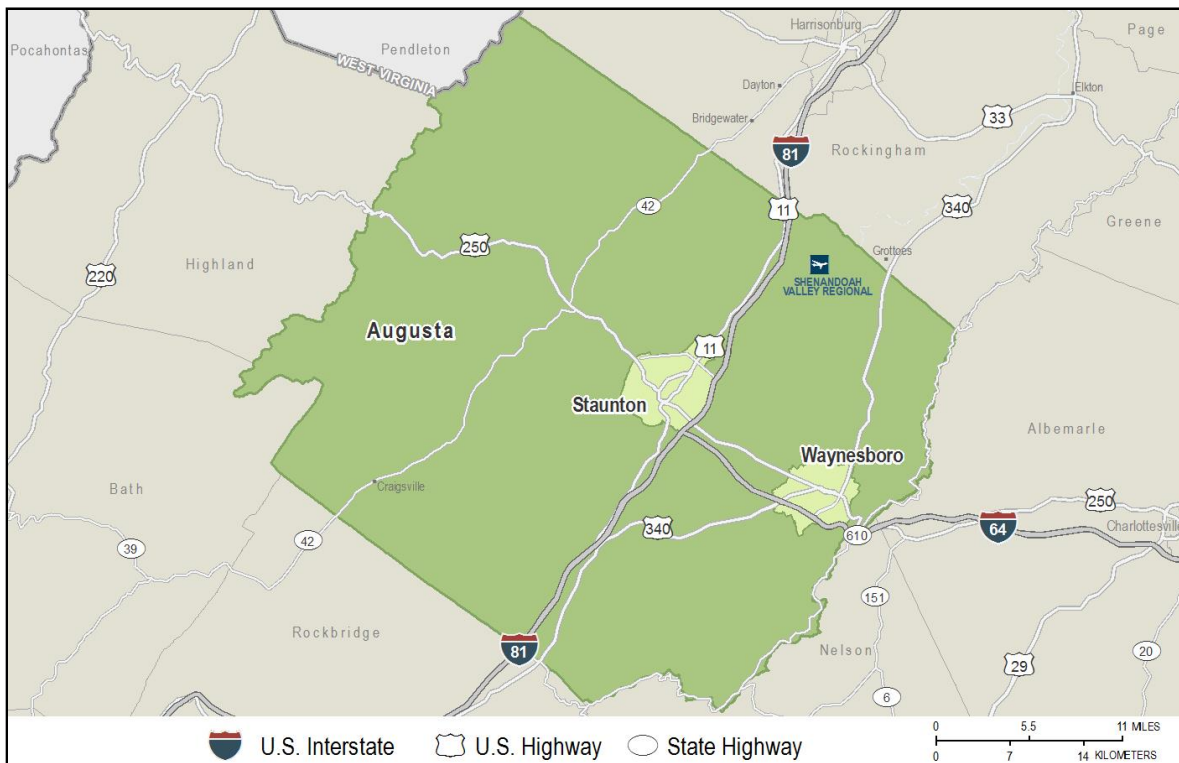
- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37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

Augusta County is located in the west central portion of Virginia in the scenic Shenandoah Valley. The independent cities of Waynesboro and Staunton are contained within the county. The city of Waynesboro is an important industrial center within the Shenandoah Valley. The city of Staunton is considered to be an important educational center with the Virginia School for the Deaf and the Blind and Mary Baldwin College

The Staunton-Waynesboro Metropolitan Statistical Area is located 85 miles north of Roanoke; 90 miles west of Richmond, the state capital; and 150 miles southwest of Washington, D.C.





# Staunton-Waynesboro MSA

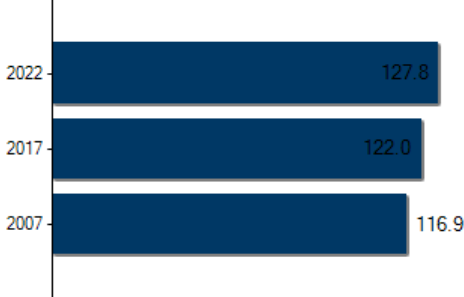
A place where your company will grow and succeed, in a community where you will enjoy the things that matter most.

Existing employers credit much of their success to the area's dedicated labor force. With more than ten nearby colleges and universities, the area's workforce is dedicated, well-educated, and diverse. With nationally-recognized art and culture venues, historic downtowns, a plethora of culinary options, thousands of acres of park land, miles of hiking and biking trails, and scenic highways along the Blue Ridge Parkway and Skyline Drive, residents and visitors alike have numerous opportunities for cultural enrichment and outdoor adventure.

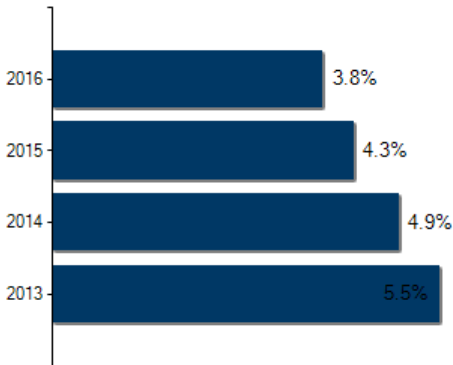
# Labor Market

Population		
<b>Gender Distribution (2016)</b>		
Staunton-Waynesboro MSA	Male 49.2%	Female 50.8%
<b>Race/Ethnicity (2017)</b>		
<b>Classification</b>		<b>Profile Area</b>
White		108,904
Black		9,019
Two or More		2,522
Asian		1,105
American Indian or Alaska Native		405
Pacific Islander		44
Hispanic (may be of any race)		4,514
<b>Median Age (2016)</b>		
Augusta		45 years
Staunton		43 years
Waynesboro		39 years

**Population in Thousands**



**Unemployment Rates**



# Labor Market

## Civilian Labor Force (2017)

Staunton-Waynesboro MSA	58,961
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## Labor Force Participation (2012-2016)

Staunton-Waynesboro MSA	59.5%
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## Unemployment

<b>Unemployment Rate (May 2018)</b>	
Staunton-Waynesboro MSA	2.8%
Statewide	2.9%
<b>Unemployed (2017)</b>	
Staunton-Waynesboro MSA	2,118
<b>Underemployed (1st Quarter 2018)</b>	
Staunton-Waynesboro MSA	7,472



# Labor Market

<b>Commute Time (2012-2016)</b>		
Worked from home	2,341	4.3%
Under 15 minutes	16,211	30.8%
15-24 minutes	17,356	32.9%
25-34 minutes	10,202	19.4%
35-44 minutes	4,084	7.7%
45-59 minutes	2,871	5.4%
Over 60 minutes	1,996	3.8%
Mean Travel Time to Work (minutes)		
Augusta		24
Staunton		20
Waynesboro		22

<b>Additional Labor Resources</b>	
High School Graduates Not Continuing (2016-2017)	300
Two-Year College Graduates (Spring 2017)	2,313
Two-Year College Enrollees (Fall 2017)	11,988
Other College and University Graduates (Spring 2017)	12,886
Total	27,487

**Career Readiness Certificate (01/01/2016-08/31/2017)**

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.

Staunton-Waynesboro MSA

368

**Educational Attainment**

On-Time Graduation Rate (Class of 2017)	90.2%
Percentage of Staunton-Waynesboro MSA population age 25+ who are high school graduates (2012-2016)	86.8%
Percentage of Staunton-Waynesboro MSA population age 25+ who have earned a Bachelor's Degree or higher (2012-2016)	25.3%



# Labor Market

## Employment by Sector\* (4th Qtr. 2017)

Agriculture Forestry Fishing and Hunting	268	0.6%
Mining Quarrying and Oil and Gas Extraction	24	0.0%
Utilities	176	0.4%
Construction	2,555	5.3%
Manufacturing	7,357	15.3%
Wholesale Trade	1,330	2.8%
Retail Trade	5,682	11.8%
Transportation and Warehousing	3,504	7.3%
Information	390	0.8%
Finance and Insurance	857	1.8%
Real Estate and Rental and Leasing	496	1.0%
Professional Scientific and Technical Services	1,108	2.3%
Management of Companies and Enterprises	890	1.9%
Administrative and Support and Waste Management	1,524	3.2%
Educational Services	865	1.8%
Health Care and Social Assistance	6,123	12.7%
Arts Entertainment and Recreation	227	0.5%
Accommodation and Food Services	4,474	9.3%
Other Services	1,568	3.3%
Total Government	8,564	17.8%
Federal Government	269	0.6%
State Government	3,117	6.5%
Local Government	5,178	10.8%
Unclassified	56	0.1%
<b>Total</b>	<b>48,040</b>	<b>100.0%</b>

N.D. - Not Disclosed

\*By Business Establishment

## Employment by Occupation (2017)

Construction, Extraction & Maintenance	4,160	8.7%
Farming, Fishing & Forestry	150	0.3%
Managerial, Professional & Related	12,180	25.5%
Production, Transportation & Material Moving	10,760	22.5%
Sales & Office	10,820	22.7%
Service	9,690	20.3%
<b>Total</b>	<b>47,760</b>	<b>100%</b>



# Labor Market

Major Employers	
<b>Manufacturing</b>	
<b>Company</b>	<b>Product/Service</b>
American Safety Razor Company, Inc.	Shaving blades and systems
Hershey Chocolate of Virginia Inc.	Confectionery products
INVISTA	Textiles
McKee Foods Corporation	Snack cakes
Nibco Incorporated	Copper fittings
Ply Gem	Vinyl siding
Specialty Blades Inc.	Industrial & surgical blades
<b>NonManufacturing</b>	
<b>Company</b>	<b>Product/Service</b>
Augusta Medical Center	Health care
Best Buy	Retail Distribution
Mary Baldwin College	Higher education
Target	Distribution center & retail
Wal-Mart Stores, Inc.	Discount store



# Labor Market

## Closings, Reductions, Layoffs (1/2015 to date)

Date	Type	Company	Product/Service	Employees Affected
3/1/2017	Closing	Wilson Trucking Corporation, Inc.	Trucking company	316

## Union Activity (10/1/2015 - 10/1/2017)

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	14.74	15.80	30,668	32,865
Heavy and Tractor-Trailer Truck Drivers	15.46	17.09	32,158	35,546
Inspectors, Testers, Sorters, Samplers, and Weighers	21.87	22.82	45,483	47,465
Welders, Cutters, Solderers, and Brazers	17.01	18.23	35,374	37,911
Machinists	21.47	21.22	44,670	44,132
First-Line Supervisors of Production and Operating Workers	22.16	23.03	46,088	47,894
Maintenance and Repair Workers, General	27.35	29.44	56,884	61,231
Industrial Machinery Mechanics	18.58	19.36	38,658	40,263
Bus and Truck Mechanics and Diesel Engine Specialists	25.81	25.94	53,685	53,943
Office Clerks, General	21.71	22.23	45,167	46,241
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14.57	15.18	30,298	31,567
Receptionists and Information Clerks	15.78	16.13	32,831	33,564
Customer Service Representatives	13.01	13.33	27,069	27,727
Bookkeeping, Accounting, and Auditing Clerks	14.40	15.44	29,960	32,105
First-Line Supervisors of Office and Administrative Support Workers	17.64	18.11	36,689	37,672
Computer User Support Specialists	23.72	24.39	49,321	50,745
Network and Computer Systems Administrators	20.47	21.28	42,588	44,265
Accountants and Auditors	33.89	34.72	70,473	72,224
Human Resources Specialists	32.98	40.47	68,583	84,162
	27.05	28.22	56,247	58,688

## Per Capita Personal Income (2016)

\$39,856

## Median Family Income (2012-2016)

\$62,323



# Education

## Public School Enrollment (Fall 2017)

Level	Number	Enrollment
Preschool	2	165
Elementary	16	7,434
Middle	6	3,744
High School	7	4,811

## Student Teacher Ratio (FY 2016)

Elementary	13:1
Secondary	11:1

## Per Pupil Expenditure (FY 2016) (US\$)

10,472.57
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## On-Time Graduation Rate (Class of 2017)

90.2%
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## High School Graduates Continuing Education (2016-2017)

73.7%
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## Advanced Programs (2016-2017)

Governor's School Enrollment	215
Students taking 1 or more Advanced Placement (AP) Courses	518
Students taking 1 or more AP Exams	485
Students taking 1 or more Dual Enrollment Courses	264

# Education

## Workforce Development Facilities

Facility	Type
Plecker Workforce Center	Career and Technical Center
Valley Career and Technical Center	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 2017

Facility	Enrollment
University of Virginia	24,360
James Madison University	21,836
Piedmont Virginia Community College	5,608 <sup>‡</sup>
Blue Ridge Community College	4,200
Bridgewater College	1,889
Virginia Military Institute	1,722
Mary Baldwin College	1,654
Eastern Mennonite University	1,530
American National University - Charlottesville Campus	1,090 <sup>‡◊</sup>
American National University - Harrisonburg Campus	1,090 <sup>‡◊</sup>

<sup>‡</sup> Enrollment figures are for all campuses.

<sup>◊</sup> Fall 2016 Enrollment

# Transportation

Interstates	
Name	Distance
I-64	0.0 miles (0.0 km.)
I-81	0.0 miles (0.0 km.)

Note: Measured from border of locality/region.

Highways				
Highway 11	Highway 250	Highway 252	Highway 254	Highway 256
Highway 261	Highway 262	Highway 275	Highway 276	Highway 285
Highway 340	Highway 42	Highway 48	Highway 56	

Commercial Air Service		
<b>Shenandoah Valley Regional Airport, Weyers Cave -- 16.0 miles (25.8 km.)</b>		
ViaAir		
<b>Charlottesville-Albemarle Airport, Charlottesville -- 36.7 miles (59.0 km.)</b>		
American Airlines	Delta Connection	United Airlines
<b>Lynchburg Regional Airport, Lynchburg -- 68.2 miles (109.7 km.)</b>		
American Eagle		

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



# Transportation

## General Aviation Service

Name	Runway Length
Waynesboro/Eagles Nest Airport, Waynesboro	2,004 ft (611 m)

## Freight Rail Service

Buckingham Branch Railroad
CSX Transportation
Norfolk Southern Railway Company
Shenandoah Valley Railroad

## Seaports

Name	Distance
Port of Virginia (Inland Port Front Royal)	87.0 miles (140.0 km)
Port of Virginia	182.0 miles (292.9 km)

Note: Driving distance from the center of the closest locality in the MSA to the Port of Virginia and any other seaports within 100 miles.

## Other Ports of Entry

Name	Distance
Port of Washington - Dulles	128.7 miles (207.1 km)

Note: Driving distance from the center of the closest locality in the MSA to the Port of Washington-Dulles and any other port of entry within 100 miles.



**Utilities****Electric**

Dominion Energy

**Natural Gas**

Columbia Gas of Virginia

**Telecommunications**

nTelos

Verizon-Virginia

**Water**

Augusta County Public Service Authority

City of Staunton

City of Waynesboro

**Waste Water Treatment**

City of Waynesboro

**Solid Waste Disposal**

City of Staunton/Augusta County Sanitary Landfill

City of Waynesboro Sanitary Landfill



# Financial Institutions

## Financial Institutions – 4th Qtr 2016 Assets

<b>Bank</b>	<b>Assets (US\$ Millions)</b>
Wells Fargo Bank, N.A.	1,727,235.0
Branch Banking and Trust Company	214,433.0
SunTrust Bank	200,557.6
First-Citizens Bank & Trust Co.	32,814.8
United Bank	9,017.2
Union Bank & Trust Co.	8,402.5
WoodForest National Bank	4,854.5
Carter Bank & Trust	4,505.5
City National Bank of West Virginia	3,946.6
Summit Community Bank, Inc.	1,751.0
The First Bank and Trust Co.	1,646.9
Farmers & Merchants Bank	745.1
First Bank - Strasburg	715.7
Frontier Community Bank	104.3



# Government and Taxes

## Government

Waynesboro has a City Manager and five-member City Council. Staunton has a City Manager and seven-member City Council. Augusta County has a County Administrator and a seven-member Board of Supervisors.

The cities of Staunton and Waynesboro both have a comprehensive plan, a zoning and a subdivision ordinance. Augusta County has a comprehensive plan, a zoning and a subdivision ordinance. The City of Staunton serves as the county seat. Craigsville is the only incorporated town.

## 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.



# Community Facilities

Medical care is provided to area residents at Augusta Medical Center, a 255-bed state-of-the-art hospital located in Fishersville. Area residents can also utilize the University of Virginia Medical Center in Charlottesville. This hospital is a world-renowned teaching and research center offering the latest in technology, services, and facilities.

Over 225 physicians and 50 dentists practice in the Staunton-Waynesboro Metropolitan Statistical Area.

The Waynesboro Public Library houses over 209,000 volumes with a circulation of 500,000 volumes. The Waynesboro Public Library contains special areas for children, local historical materials, audiovisual aids, a museum room, a genealogy room, meeting rooms and special services for the visually handicapped. The Staunton Public Library has a facility that accommodates 160,000 volumes with a circulation of over 465,000. Augusta County Public Library has approximately 150,000 volumes with a circulation of over 390,000. This library also operates a bookmobile service that makes 38 stops during a two-week cycle. In addition to the public libraries, area residents can utilize the Mary Baldwin College Library with 180,000 volumes and the Blue Ridge Community College Library with 40,000 volumes.



# Community Facilities

**(continued)**

A variety of shopping options are available to residents in the area. There are over 250 stores in the retail community. Besides numerous shopping centers that dot the suburban landscape, Staunton Mall has recently been renovated and contains approximately 50 retail outlets. The downtown retail stores in Staunton and Waynesboro also offer residents an assortment of shopping choices. The Staunton downtown area has undergone extensive revitalization. A wide assortment of antique shops, craft and specialty outlets, restaurants, inns, professional offices and apartments are housed in restored Victorian architecture. The Waynesboro Outlet Village is a unique shopping attraction that contains a variety of factory outlets.

The Wildlife Center of Virginia has a facility on 7.5 acres of land donated by the DuPont Corporation in Waynesboro with a 5,700 square foot training and research veterinary hospital. The U.S. Forest Service is working with the Center to develop a 400-acre environmental education area and nature center located adjacent to the Waynesboro site. The new Wildlife Center of Virginia is the most comprehensive training and educational facility of its kind in the United States.

There are over 100 places of worship located in Waynesboro and the surrounding area. Nearly every Protestant denomination and the Roman Catholic faith are represented. A Jewish synagogue can be found in Staunton.

There is an abundance of cultural and recreational opportunities available to area residents. The Shenandoah National Park, the Blue Ridge Parkway, Shenandoah Lake, Natural Chimneys Regional Park, George Washington National Forest, Thomas Jefferson National Forest, Skyline Drive, and Grand Caverns Regional Park offer scenic views, hiking, picnicking, camping, hunting, swimming, fishing, and other outdoor recreational opportunities.

Recreational facilities available in Staunton include 15 tennis courts, three golf courses, two municipal swimming pools, a skating rink, and numerous ball fields. Recreational opportunities are also available in the city of Waynesboro. Four additional 18-hole golf courses are located in the area including Waynesboro Country Club.

Wintergreen Resort and Conference Center, in nearby Nelson County, offers exceptional ski facilities, two championship 18-hole golf courses, all-weather tennis courts, a spa complex, and stable. Wintergreen is a planned community of condominiums and private homes.

Historical and artistic attractions include the P. Buckley Moss Museum, Woodrow Wilson's Birthplace and the Museum of American Frontier Culture. The Shenandoah Valley Art Center, an affiliate of the Virginia Museum of Fine Arts, is located downtown and offers musical events, drama, poetry readings, and gallery exhibits from paintings to quilts to photography. Mary Baldwin College sponsors lectures, concerts, art exhibits, and athletic events that can be attended by the general public. Many of these events are free. Charlottesville's proximity also enables residents to enjoy other cultural, educational, and entertainment activities.

The Historic Staunton Foundation promotes an appreciation of the area's heritage. There are over 100 historically significant sites in the area, including the Birthplace of Woodrow Wilson and the Main Building of Mary Baldwin College. In addition, Downtown Staunton comprises five federal historic districts with more than 1,000 buildings certified as structures contributing to the historic significance of these districts. The National Park Service, Department of the Interior grants this recognition. The Museum of American Frontier Culture is also located in Staunton.

**(continued)**

During the first two weekends in October, the community celebrates autumn in the Shenandoah Valley by sponsoring the Virginia Fall Foliage Festival. Highlights of the Festival include arts and craft shows, antique shows, a British car show, concerts and parades. Waynesboro is home to the Artisan's Center for Virginia which is the State center for crafts.