



COMMUNITY PROFILE

**Augusta/Staunton/Waynesboro,
Virginia**



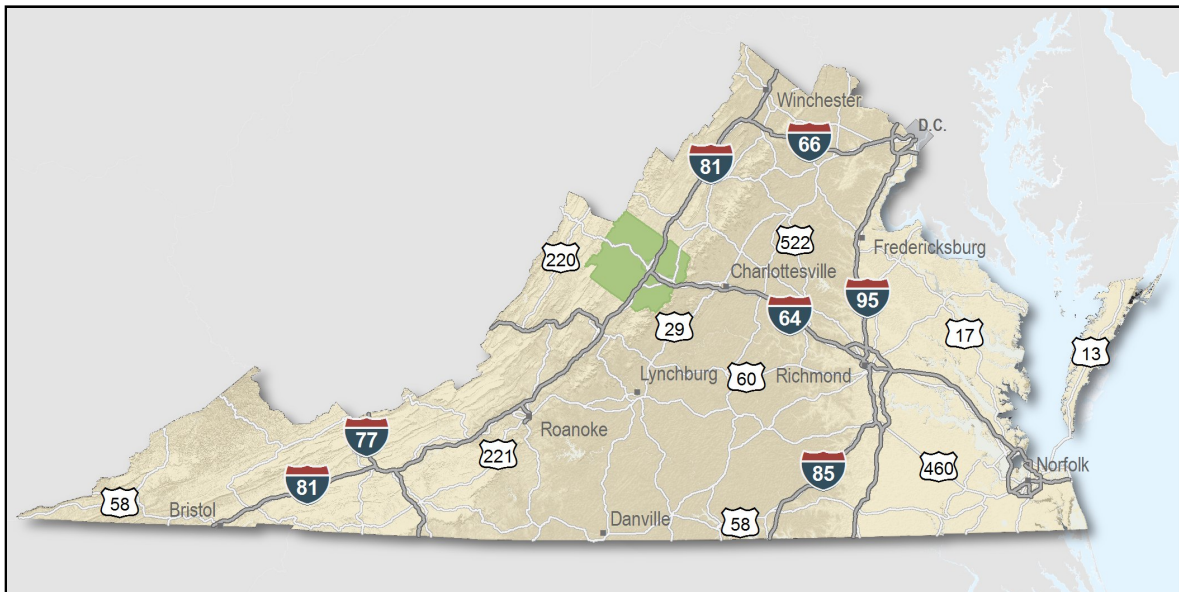
**VIRGINIA ECONOMIC
DEVELOPMENT PARTNERSHIP**
www.YesVirginia.org

State Map

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 35 Fortune 1000 firms.
- Headquarters to 52 firms each with annual revenue over \$1 billion.
- More than 17,300 high-tech establishments operate in Virginia.
- More than 700 internationally-owned businesses from 45 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.

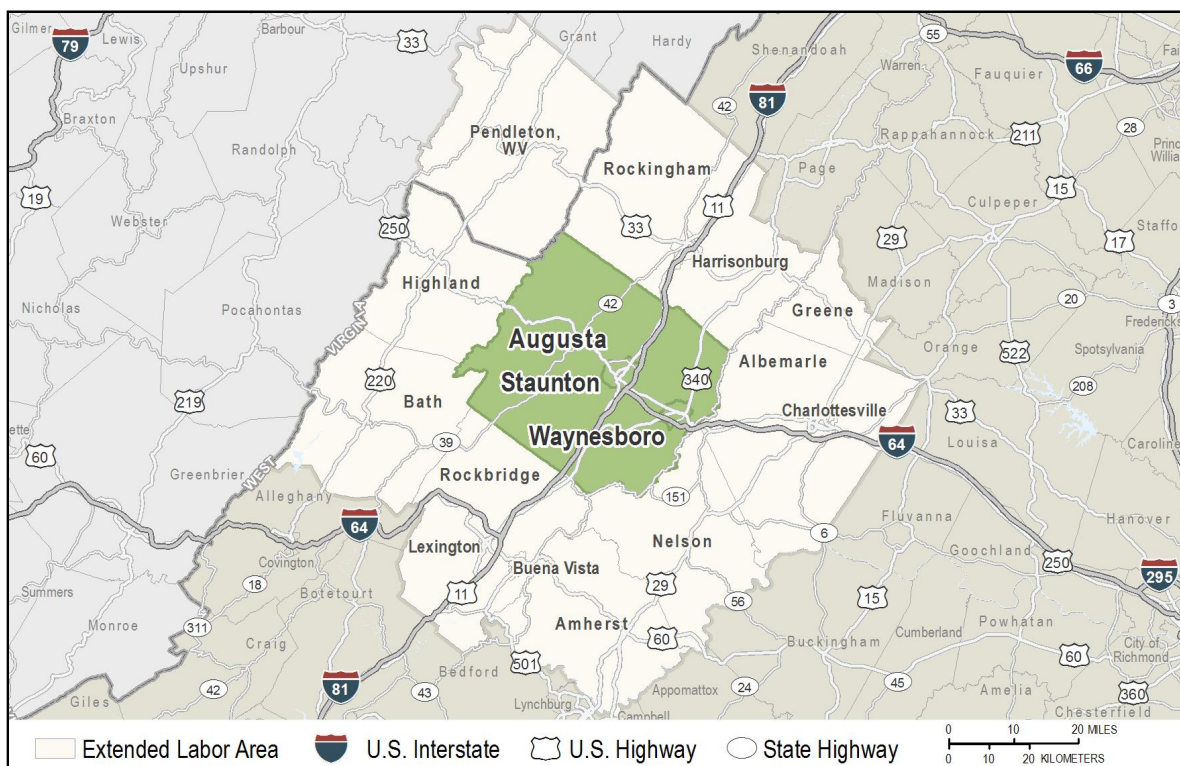


Location

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/Augusta/Waynesboro area is located 85 miles north of Roanoke; 90 miles west of Richmond, the state capital; and 150 miles southwest of Washington, D.C.

The Cities of Waynesboro and Staunton are located in Augusta County in the eastern portion of Virginia's scenic and historic Shenandoah Valley, about 90 miles northwest of Richmond and 125 miles southwest of the nation's capital Washington D.C.



Augusta/Staunton/Waynesboro



Augusta/Staunton/Waynesboro

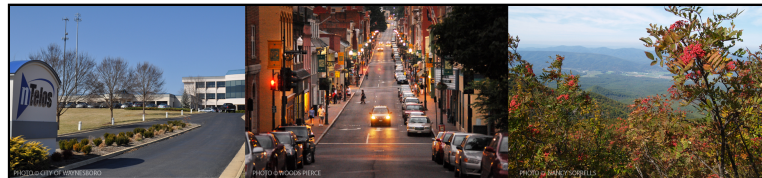
Staunton/Augusta/Waynesboro, Virginia

Located in the heart of Virginia's Shenandoah Valley and at the intersection of I-64 and I-81, the area offers easy access to transportation networks and global markets.

Existing employers credit much of their success to the area's dedicated labor force. With more than 10 nearby colleges and universities including the University of Virginia, Virginia Tech, and James Madison University, 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

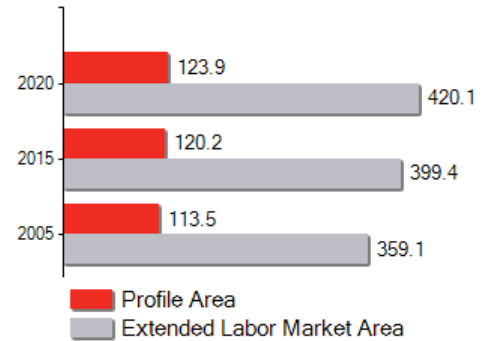
We encourage you to visit the Staunton/Augusta/Waynesboro area – a place where your company will grow and succeed, in a community where you will enjoy the things that matter most.



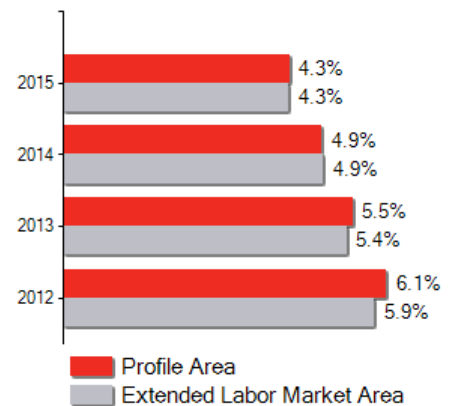
Labor Market

Population		
Gender Distribution (2014)		
	Male	Female
Augusta/Staunton/Waynesboro	48.9%	51.1%
Race/Ethnicity (2014)		
	Profile Area	Extended Labor Area
Classification		
White	107,629	337,281
Black	8,518	36,564
Two or More	2,237	8,760
Asian	972	12,064
American Indian or Alaska Native	370	2,078
Pacific Islander	40	329
Hispanic (may be of any race)	3,987	25,781
Median Age (2014)		
Augusta		45 years
Staunton		42 years
Waynesboro		38 years

Population in Thousands



Unemployment Rates



Labor Market

Civilian Labor Force (2015)	
Augusta/Staunton/Waynesboro	58,831
Extended Labor Market Area	198,810
Total	257,641

Labor Force Participation (2010-2014)	
Augusta/Staunton/Waynesboro	60.1%
Extended Labor Market Area	59.7%

Unemployment	
Unemployment Rate (July 2016)	
Augusta/Staunton/Waynesboro	3.7%
Extended Labor Market Area	4.0%
Statewide	4.0%
Unemployed (2015)	
Augusta/Staunton/Waynesboro	2,514
Extended Labor Market Area	8,471
Total	10,985
Underemployed (2nd Quarter 2016)	
Augusta/Staunton/Waynesboro	7,031
Extended Labor Market Area	27,631
Total	34,662

The I-81 corridor in the Shenandoah Valley is home to ten colleges and universities that strengthen the workforce and enrich the cultural vitality of the Valley region. High academic standards, new technologies and the application of classroom learning to real world situations prepare Valley graduates to enter the job market as educated and skilled professionals.

Labor Market

Commute Time (2010-2014)		
Worked from home	1,951	3.6%
Under 15 minutes	16,563	31.6%
15-24 minutes	17,664	33.7%
25-34 minutes	9,363	17.8%
35-44 minutes	3,630	6.9%
45-59 minutes	3,174	6.1%
Over 60 minutes	2,073	4.0%
Mean Travel Time to Work (minutes)		
Augusta		24
Staunton		19
Waynesboro		19

Additional Labor Resources	
High School Graduates Not Continuing (2014-2015)	226
Two-Year College Graduates (Spring 2015)	1,843
Two-Year College Enrollees (Fall 2015)	12,044
Other College and University Graduates (Spring 2015)	12,488
Total	26,601

The Shenandoah Valley has long been recognized for a dedicated labor force with a strong work ethic and lifelong commitment to learning.

Labor Market

Career Readiness Certificate (01/01/2015-05/31/2016)

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.

Augusta/Staunton/Waynesboro	371
Extended Labor Market Area	1,783
Total	2,154

Virginia is the northernmost right-to-work state on the East Coast.

Educational Attainment

On-Time Graduation Rate (Class of 2015)	89.3%
Percentage of Augusta/Staunton/Waynesboro population age 25+ who are high school graduates (2010-2014)	85.4%
Percentage of Augusta/Staunton/Waynesboro population age 25+ who have earned a Bachelor's Degree or higher (2010-2014)	22.9%

Labor Market

Employment by Sector* (4th Qtr. 2015)		
Agriculture Forestry Fishing and Hunting	222	0.5%
Mining Quarrying and Oil and Gas Extraction	29	0.1%
Utilities	171	0.4%
Construction	2,471	5.2%
Manufacturing	7,192	15.0%
Wholesale Trade	1,318	2.8%
Retail Trade	6,062	12.7%
Transportation and Warehousing	3,135	6.6%
Information	590	1.2%
Finance and Insurance	798	1.7%
Real Estate and Rental and Leasing	445	0.9%
Professional Scientific and Technical Services	1,162	2.4%
Management of Companies and Enterprises	975	2.0%
Administrative and Support and Waste Management	1,665	3.5%
Educational Services	861	1.8%
Health Care and Social Assistance	6,237	13.1%
Arts Entertainment and Recreation	243	0.5%
Accommodation and Food Services	4,240	8.9%
Other Services	1,475	3.1%
Total Government	8,470	17.7%
Federal Government	266	0.6%
State Government	3,112	6.5%
Local Government	5,092	10.7%
Unclassified	27	0.1%
Total	47,788	100.0%

N.D. - Not Disclosed

*By Business Establishment

The local labor force is augmented annually by over 20,000 college and high school graduates throughout the region.

Labor Market

Major Employers

Manufacturing

<i>Company</i>	<i>Product/Service</i>	<i>Estimated Employment</i>
American Safety Razor Company, Inc.	Shaving blades and systems	300 - 599
Hershey Chocolate of Virginia Inc.	Confectionery products	600 - 999
INVISTA	Textiles	600 - 999
McKee Foods Corporation	Snack cakes	1,000 - 1,499
Nibco Incorporated	Copper fittings	300 - 599
Ply Gem	Vinyl siding	300 - 599
Polymer Group Incorporated	Non-woven fabrics	100 - 299
Specialty Blades Inc.	Industrial & surgical blades	50 - 99

NonManufacturing

<i>Company</i>	<i>Product/Service</i>	<i>Estimated Employment</i>
Augusta Medical Center	Health care	1,500 - 2,499
Best Buy	Retail Distribution	100 - 299
Mary Baldwin College	Higher education	300 - 599
Target	Distribution center	1,000 - 1,499
Wal-Mart Stores, Inc.	Discount store	300 - 599

Virginia continues to rank among the leading states for business by CNBC and Forbes.com.

Labor Market

Closings, Reductions, Layoffs (7/2011 to date)

<i>Date</i>	<i>Type</i>	<i>Company</i>	<i>Product/Service</i>	<i>Employees Affected</i>
9/1/2013	Reduction	URS Corporation	Architectual and engineering services	15

Union Activity (1/2014 - 3/2016)

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 2014)

<i>Occupation</i>	<i>Median Wage</i>	<i>Mean Wage</i>	<i>Median Salary</i>	<i>Mean Salary</i>
Laborers and Freight, Stock, and Material Movers, Hand	\$12.84	\$13.75	\$26,712.00	\$28,599.00
Industrial Truck and Tractor Operators	\$14.35	\$15.24	\$29,852.00	\$31,707.00
Heavy and Tractor-Trailer Truck Drivers	\$18.35	\$19.14	\$38,173.00	\$39,819.00
Welders, Cutters, Solderers, and Brazers	\$17.15	\$17.50	\$35,676.00	\$36,408.00
Team Assemblers	\$14.51	\$14.47	\$30,190.00	\$30,096.00
First-Line Supervisors of Production and Operating Workers	\$23.59	\$24.80	\$49,063.00	\$51,585.00
Maintenance and Repair Workers, General	\$16.44	\$16.92	\$34,205.00	\$35,202.00
Industrial Machinery Mechanics	\$19.26	\$19.79	\$40,057.00	\$41,164.00
Bus and Truck Mechanics and Diesel Engine Specialists	\$17.98	\$18.99	\$37,394.00	\$39,506.00
Office Clerks, General	\$12.04	\$12.70	\$25,051.00	\$26,409.00
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$14.44	\$14.38	\$30,027.00	\$29,920.00
Receptionists and Information Clerks	\$11.86	\$12.08	\$24,676.00	\$25,128.00
Customer Service Representatives	\$14.30	\$14.91	\$29,754.00	\$31,009.00
Bookkeeping, Accounting, and Auditing Clerks	\$15.50	\$16.30	\$32,234.00	\$33,906.00
First-Line Supervisors of Office and Administrative Support Workers	\$20.31	\$22.04	\$42,235.00	\$45,835.00
Industrial Engineers	\$35.98	\$36.05	\$74,838.00	\$74,974.00
Network and Computer Systems Administrators*	\$30.35	\$30.83	\$63,130.00	\$64,121.00
Software Developers, Applications	\$36.19	\$40.32	\$75,274.00	\$83,871.00
Accountants and Auditors	\$28.37	\$30.07	\$59,005.00	\$62,541.00
Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$22.31	\$24.27	\$46,396.00	\$50,482.00

Per Capita Personal Income (2014)

\$38,579

Median Family Income (2010-2014)

Augusta	\$62,079
Staunton	\$61,829
Waynesboro	\$55,792

Education

Public School Enrollment (Fall 2015)

<i>Level</i>	<i>Number</i>	<i>Enrollment</i>
Preschool	2	246
Elementary	18	7,520
Middle	6	3,699
High School	7	4,904

Student Teacher Ratio (FY 2015)

Elementary	13:1
Secondary	11:1

Per Pupil Expenditure (FY 2015)

\$10,255.55

On-Time Graduation Rate (Class of 2015)

89.3%

High School Graduates Continuing Education (2014-2015)

79.9%

Advanced Programs (2013-2014)

Governor's Schools

Shenandoah Valley Governor's School

Governor's School Enrollment	215
Students taking 1 or more Advanced Placement (AP) Courses	325
Students taking 1 or more AP Exams	307
Students taking 1 or more Dual Enrollment Courses	349

The area offers a wide variety of workforce training to businesses interested in locating in the county or cities. In addition, the Commonwealth of Virginia also provides assistance with the workforce training needs of new and expanding businesses.

Education

Workforce Development Facilities

<i>Facility</i>	<i>Type</i>
RCC King George Site	Career and Technical Center
TCC Regional Automotive 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 2015

<i>Facility</i>	<i>Enrollment</i>
University of Virginia	23,883
James Madison University	21,227
Piedmont Virginia Community College	5,438 [‡]
Blue Ridge Community College	4,192
Bridgewater College	1,834
Eastern Mennonite University	1,773
Virginia Military Institute	1,717
Mary Baldwin College	1,666
American National University - Charlottesville Campus	1,207 [‡]
American National University - Harrisonburg Campus	1,207 [‡]

[‡] Enrollment figures are for all campuses.

Valley Universities provide a valuable resource for companies engaged in product and technology research and development. Grant and research sponsorships, laboratory facilities, and faculty expertise can assist companies with the increasing complexity and expense of research, development, and transfer of technology into the marketplace.

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

<i>Shenandoah Valley Regional Airport, Weyers Cave -- 16.0 miles (25.8 km.)</i>	
Silver Airways	

<i>Charlottesville-Albemarle Airport, Charlottesville -- 36.7 miles (59.0 km.)</i>		
American Airlines	Delta Connection	United Airlines
US Airways Express		

<i>Lynchburg Regional Airport, Lynchburg -- 68.2 miles (109.7 km.)</i>	
US Airways Express	

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

The three localities offer several excellent locations for business to expand.

Transportation

General Aviation Service

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

Rail service is provided by both, CSX and Norfolk Southern as well as two local railroads.

Freight Rail Service

Buckingham Branch Railroad

CSX Transportation

Norfolk Southern Railway Company

Shenandoah Valley Railroad

Seaports

<i>Name</i>	<i>Distance</i>
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 locality to Port of Virginia and any other seaports within 100 miles.

Other Ports of Entry

<i>Name</i>	<i>Distance</i>
Port of Washington - Dulles	128.7 miles (207.1 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



Utilities	
Electric	Dominion Virginia Power
Electric	Shenandoah Valley Electric Cooperative
Natural Gas	Columbia Gas of Virginia
Telecommunications	nTelos
Telecommunications	Verizon-Virginia
Water	Augusta County Public Service Authority
Water	City of Staunton
Water	City of Waynesboro
Waste Water Treatment	City of Waynesboro
Solid Waste Disposal	City of Staunton/Augusta County Sanitary Landfill
Solid Waste Disposal	City of Waynesboro Sanitary Landfill

The region's utility providers are committed to providing high quality and affordable service to all their customers and include Dominion Virginia Power and Columbia Gas of Virginia.

Financial Institutions

Financial Institutions — 2nd Qtr 2015 Assets	
<i>Bank</i>	<i>Assets (millions)</i>
Bank of America, N.A.	\$1,606,232.0
Wells Fargo Bank, N.A.	\$1,553,871.0
Branch Banking and Trust Company	\$186,642.9
SunTrust Bank	\$184,222.9
First-Citizens Bank & Trust Co.	\$30,803.5
Union Bank & Trust Co.	\$7,476.6
United Bank	\$7,394.9
Carter Bank & Trust	\$4,796.7
WoodForest National Bank	\$4,443.5
City National Bank of West Virginia	\$3,505.3
The First Bank and Trust Co.	\$1,419.3
First Bank - Strasburg	\$695.2
Farmers & Merchants Bank	\$648.1
First and Citizens Bank	\$123.7
Frontier Community Bank	\$96.2

Area residents are served by a variety of local, regional and national banking companies.

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.

Manufacturer's Tax Profile (Augusta) [pdf](#)

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

Manufacturer's Tax Profile (Staunton) [pdf](#)

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

Manufacturer's Tax Profile (Waynesboro) [pdf](#)

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

The Shenandoah Valley captivates people. Not only for its natural beauty but also for its community values and pace of life. People care. Civic organizations enjoy broad participation. Public and private schools rank among the best in the state. Crime rates are low. Housing is affordable. There is an ease to living in the Valley that's hard to beat.

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 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.

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.

National, state and local parks offer unlimited recreational opportunities for hiking, biking, fishing, canoeing and camping. The Skyline Drive, Shenandoah National Park and Blue Ridge Parkway draw visitors from around the world to view the scenic vistas of the Shenandoah Valley.

Community Facilities

(continued)

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.

Area residents are served by Augusta Medical Center or at the nearby University of Virginia Medical Center in Charlottesville.

Lifestyle

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.

From rural to urban, the Shenandoah Valley can accommodate any life style. The Valley's rich history is kept alive in living museums and libraries. The colleges and universities add to the cultural diversity of the region. Vibrant town centers, unique to each community, are a focal point for commerce and social activity featuring fine arts and crafts, music, festivals, performing arts and unique shops and restaurants.

Lifestyle

(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.

[Shenandoah Valley Profile](#)

[Staunton-Waynesboro MSA Profile](#)

[Augusta County](#)

[Shenandoah Valley Partnership](#)

[City of Staunton](#)

[City of Waynesboro](#)

A four-season climate means year-round outdoor recreational activities from skiing at Massanutten and Wintergreen resorts to golfing at the world-renowned Omni Homestead Resort or one of the many championship golf courses in the region.