



COMMUNITY PROFILE

Warren County, Virginia

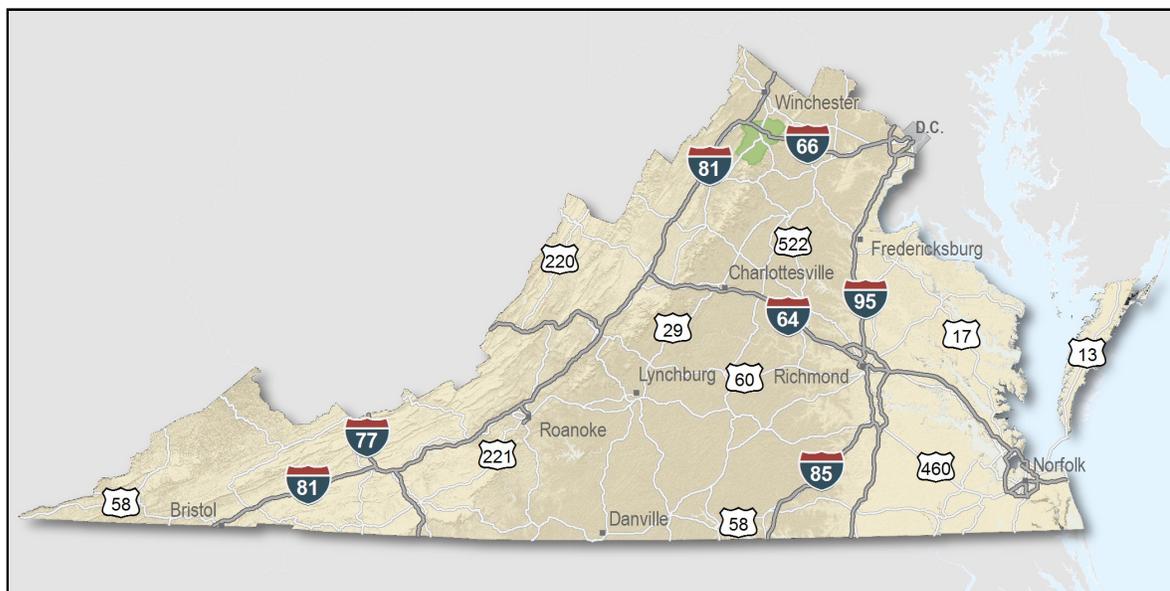


**VIRGINIA ECONOMIC
DEVELOPMENT PARTNERSHIP**
www.YesVirginia.org

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 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

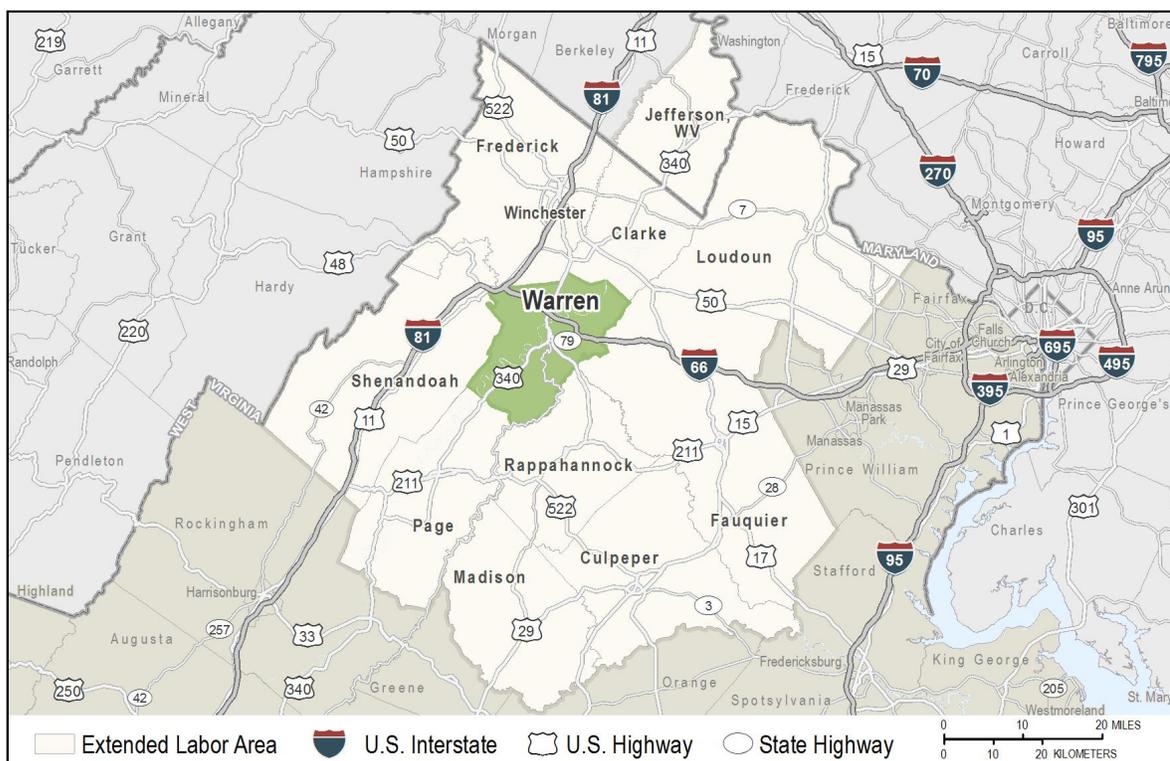
Located in northwestern Virginia, Warren County is situated in the heart of the spectacular Shenandoah Valley. The Skyline Drive, which is the scenic route through the Shenandoah National Park, begins in Warren County. Front Royal, the county seat and only incorporated town, is strategically located 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).

Warren County is located in northwestern Virginia in the Northern Shenandoah Valley. The county is part of the Washington-Arlington-Alexandria Metropolitan Statistical Area (MSA), with a Virginia population of nearly 2,500,000.



Labor Market

Population

Gender Distribution (2016)	Male	Female
Warren County	49.9%	50.1%

Race/Ethnicity (2016)

Classification	Profile Area	Extended Labor Area
White	35,683	612,025
Black	1,907	57,230
Two or More	886	23,577
Asian	472	77,889
American Indian or Alaska Native	189	3,641
Pacific Islander	18	709
Hispanic (may be of any race)	1,643	18,073

Median Age (2016)	41 years	
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Civilian Labor Force (2016)

Warren County	19,746
Extended Labor Market Area	400,550
Total	420,296

Labor Force Participation (2012-2016)

Warren County	64.2%
Extended Labor Market Area	69.9%

Unemployment

Unemployment Rate (December 2017)

Warren County	3.3%
Extended Labor Market Area	2.9%
Statewide	3.4%

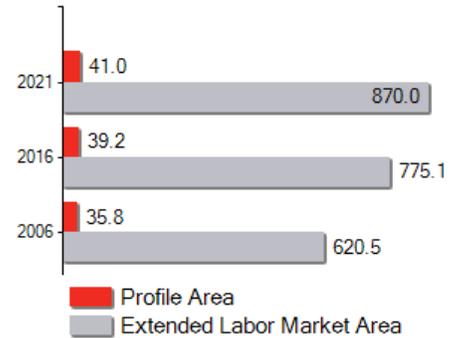
Unemployed (2016)

Warren County	790
Extended Labor Market Area	13,623
Total	14,413

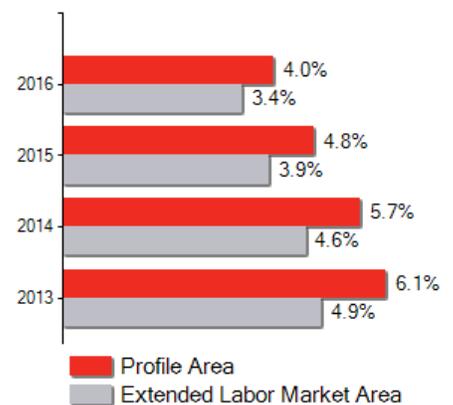
Underemployed (3rd Quarter 2017)

Warren County	1,880
Extended Labor Market Area	39,763
Total	41,643

Population in Thousands



Unemployment Rates



Labor Market

Commuter Time (2012-2016)		
Worked from home	1,050	5.8%
Under 15 minutes	3,887	22.8%
15-24 minutes	2,813	16.5%
25-34 minutes	1,927	11.3%
35-44 minutes	972	5.7%
45-59 minutes	1,790	10.5%
Over 60 minutes	5,660	33.2%
Mean Travel Time to Work (minutes)	41	

Warren County has Enterprise Zone status, three technology zones, and a designated Technology Park, all of which provide many advantages and incentives to new businesses or businesses relocating to the county.

Additional Labor Resources	
High School Graduates Not Continuing (2015-2016)	104
Two-Year College Graduates (Spring 2016)	1,536
Two-Year College Enrollees (Fall 2016)	7,674
Other College and University Graduates (Spring 2016)	1,015
Total	10,329

Labor Market

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.

Warren County	27
Extended Labor Market Area	311
Total	338

The service sector is the largest employer in the county with more than 40 percent of all businesses.

Educational Attainment

On-Time Graduation Rate (Class of 2017)	93.9%
Percentage of Warren County population age 25+ who are high school graduates (2012-2016)	85.9%
Percentage of Warren County population age 25+ who have earned a Bachelor's Degree or higher (2012-2016)	20.0%

Labor Market

Employment by Sector* (2nd Qtr. 2017)		
Agriculture Forestry Fishing and Hunting	30	0.2%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	105	0.9%
Construction	552	4.5%
Manufacturing	1,082	8.8%
Wholesale Trade	74	0.6%
Retail Trade	1,541	12.5%
Transportation and Warehousing	1,022	8.3%
Information	69	0.6%
Finance and Insurance	234	1.9%
Real Estate and Rental and Leasing	75	0.6%
Professional Scientific and Technical Services	296	2.4%
Management of Companies and Enterprises	56	0.5%
Administrative and Support and Waste Management	956	7.7%
Educational Services	692	5.6%
Health Care and Social Assistance	1,576	12.8%
Arts Entertainment and Recreation	251	2.0%
Accommodation and Food Services	1,278	10.4%
Other Services	506	4.1%
Total Government	1,925	15.6%
Federal Government	200	1.6%
State Government	124	1.0%
Local Government	1,601	13.0%
Unclassified	22	0.2%
Total	12,343	100.0%

N.D. - Not Disclosed

*By Business Establishment

Warren County has a civilian labor force of approximately 20,000 people with an additional 350,000 located within a 25-mile radius of the county.

Labor Market

Major Employers

Manufacturing

<i>Company</i>	<i>Product/Service</i>
Axalta, Inc.	Automotive finishes
Ferguson Enterprises Inc.	Plumbing & heating supplies
Interbake Foods Inc.	Baked goods
Jackson Furniture Co. of Virginia	Household furniture
Toray Plastics America Inc.	Automotive plastic foam

NonManufacturing

<i>Company</i>	<i>Product/Service</i>
Christendom College	Higher education
Family Dollar Stores	Distribution center
Sysco Northeast Cooperative, Inc.	Food distribution
United Parcel Service	Regional distribution center
Warren Memorial Hospital	Health care

Over 75 percent of the population age 25+ are high school graduates, and 15 percent have earned a Bachelor's Degree or higher.

Labor Market

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

Estimated Earnings (May 2016)

<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	\$13.06	\$13.24	\$27,180.28	\$27,549.73
Industrial Truck and Tractor Operators	\$17.56	\$18.09	\$36,531.58	\$37,614.19
Heavy and Tractor-Trailer Truck Drivers	\$18.67	\$19.57	\$38,837.46	\$40,707.52
Team Assemblers	\$13.84	\$14.26	\$28,775.45	\$29,642.11
First-Line Supervisors of Production and Operating Workers	\$28.03	\$28.89	\$58,313.32	\$60,080.39
Maintenance and Repair Workers, General	\$17.28	\$18.05	\$35,956.32	\$37,542.43
Industrial Machinery Mechanics	\$25.57	\$25.48	\$53,173.75	\$52,995.75
Bus and Truck Mechanics and Diesel Engine Specialists	\$19.92	\$21.42	\$41,427.63	\$44,557.08
Office Clerks, General	\$14.82	\$15.20	\$30,824.78	\$31,618.17
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$16.93	\$17.33	\$35,218.54	\$36,037.46
Receptionists and Information Clerks	\$13.38	\$13.21	\$27,815.61	\$27,478.65
Customer Service Representatives	\$18.11	\$17.91	\$37,681.42	\$37,249.50
Bookkeeping, Accounting, and Auditing Clerks	\$18.70	\$19.22	\$38,882.23	\$39,963.57
First-Line Supervisors of Office and Administrative Support Workers	\$27.67	\$27.20	\$57,548.84	\$56,580.85
Computer Occupations, All Other	\$44.01	\$44.67	\$91,545.53	\$92,899.43
Computer User Support Specialists	\$21.20	\$21.08	\$44,114.57	\$43,849.26
Network and Computer Systems Administrators	\$37.62	\$41.47	\$78,256.68	\$86,259.56
Accountants and Auditors	\$33.88	\$36.08	\$70,470.49	\$75,058.32
Management Analysts	\$41.81	\$43.74	\$86,962.59	\$90,966.74
Human Resources Specialists	\$31.62	\$33.07	\$65,774.50	\$68,794.96

Per Capita Personal Income (2015)

\$41,815

Median Family Income (2012-2016)

\$71,202

Education

Public School Enrollment (Fall 2016)		
<i>Level</i>	<i>Number</i>	<i>Enrollment</i>
Elementary	5	2,441
Middle	1	811
High School	2	2,133

Student Teacher Ratio (FY 2016)	
Elementary	14:1
Secondary	12:1

Per Pupil Expenditure (FY 2016)
\$9,741.00

On-Time Graduation Rate (Class of 2017)
93.9%

High School Graduates Continuing Education (2015-2016)
77.2%

Advanced Programs (2016-2017)

Governor's Schools

Mountain Vista Governor's School

Governor's School Enrollment	28
Students taking 1 or more Advanced Placement (AP) Courses	293
Students taking 1 or more AP Exams	265
Students taking 1 or more Dual Enrollment Courses	66

All Warren County public schools are Professional Learning Communities that maintain individual School Improvement Plans and strive to create a shared vision of excellence for students, parents, and staff.

Education

Workforce Development Facilities

<i>Facility</i>	<i>Type</i>
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

Seven private schools are located in Warren County or within a reasonable distance for county residents.

Higher Education Facilities — Fall 2016

<i>Facility</i>	<i>Enrollment</i>
Lord Fairfax Community College - Middletown Campus	5,374
Shenandoah University	3,918
Lord Fairfax Community College - Fauquier Campus	2,300
Christendom College	589
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		
<i>Washington Dulles International Airport, Dulles -- 54.5 miles (87.7 km.)</i>		
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	United Airlines	Virgin Atlantic Airways
Alaska Airlines	JetBlue Airways	South African Airlines
SAS/Scandinavian Airlines	Air Lingus	Copa Airlines
Virgin America	Avianca	Qatar
Porter Airlines	Turkish Airlines	AeroMexico
Brussels Airlines	Emirates	Etihad Airways
Air China	LATAM Airlines	Royal Air Maroc
Southern Airways Express		

<i>Charlottesville-Albemarle Airport, Charlottesville -- 67.0 miles (107.8 km.)</i>		
American Airlines	Delta Connection	United Airlines

Warren County is located at the crossroads of two major interstate highways - Interstate 81, which runs north-south and Interstate 64, which runs east-west.

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	Sun Country Airlines
United Airlines	Alaska Airlines	JetBlue Airways
Virgin America		

Hagerstown Regional Airport/Richard A Henson Field, Hagerstown, MD -- 72.2 miles (116.2 km.)

Allegiant Air	Southern Airways Express	
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Note: Within a 75-mile drive of the center of the locality.

Warren County is the home of Christendom College, a Catholic liberal arts college founded in 1977.

Transportation

General Aviation Service

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

Freight Rail Service

Norfolk Southern Railway Company

Seaports

<i>Name</i>	<i>Distance</i>
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

<i>Name</i>	<i>Distance</i>
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.

The Virginia Inland Port, located just north of Front Royal in Warren County, is an intermodal container transfer facility that provides a double stack height interface between truck and rail for the transport of ocean-going containers to and from the Port of Virginia in Hampton Roads.

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

Warren County has a full complement of utilities, including natural gas, that serve its business sites.

Financial Institutions

Financial Institutions — 4th Qtr 2016 Assets	
<i>Bank</i>	<i>Assets (millions)</i>
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
City National Bank of West Virginia	\$3,946.6
Sonabank, N.A.	\$1,142.0
First Bank - Strasburg	\$715.7

The county and the Town of Front Royal work closely together to coordinate zoning and make the application process for businesses a seamless process.

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](#)

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.

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.

Civil War enthusiasts can relive the daring exploits of Mosby's Rangers and retrace Stonewall Jackson's Valley Campaign.

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.

The Front Royal-Warren County Economic Development Authority is committed to attracting new business and assisting current businesses in reaching their potential.

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.

Warren County is bounded by the Blue Ridge Mountains on the east and Massanutten Mountains on the west. The climate is typically mild winters and warm summers.

Lifestyle

(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](#)

The Virginia Wine & Craft Festival , held annually in historic downtown Front Royal, attracts artists and crafters from all over the East Coast who come to display fine handmade jewelry, candles, pottery, art wood and iron works.