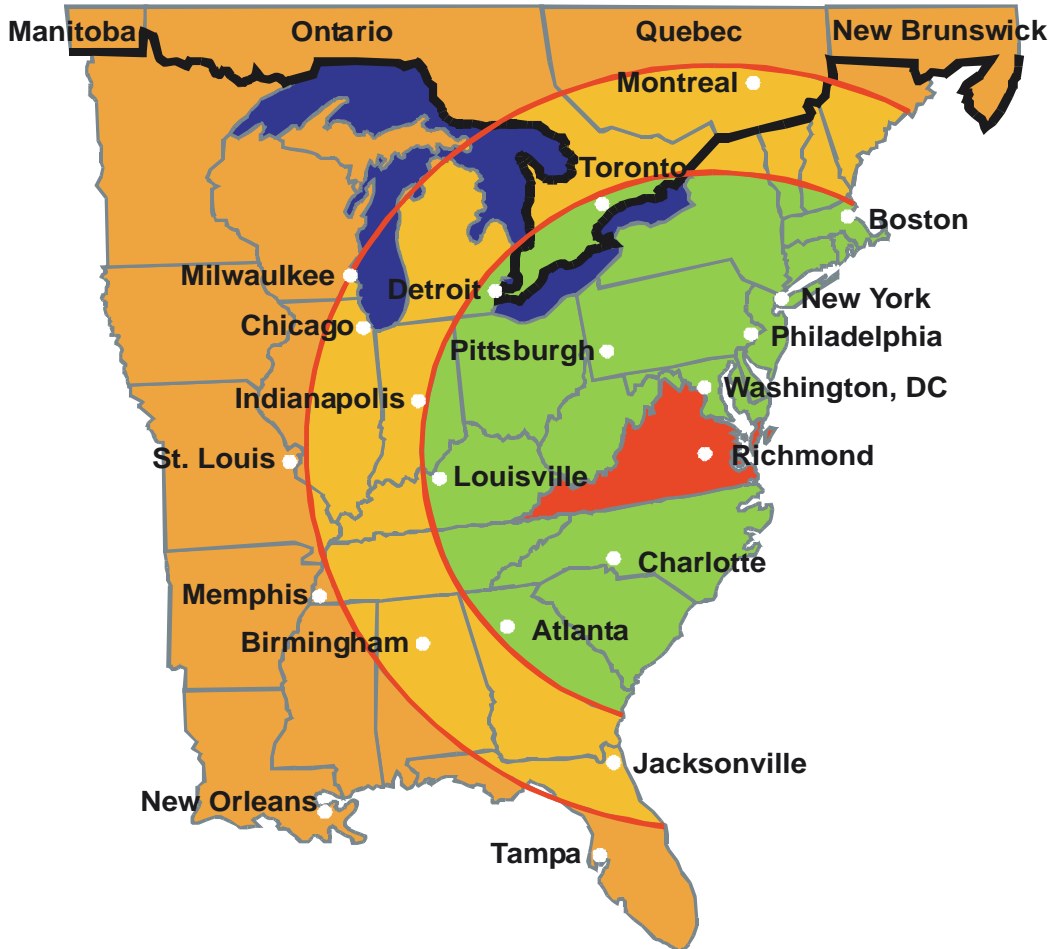






Major Markets within a 550-Mile and 750-Mile Radius of Richmond, Virginia



-  Within 550 miles of Richmond
-  Within 750 miles of Richmond



LOCATION

Virginia's well-developed transportation system and central location along the Atlantic Coast provide access to major markets throughout the United States.

Nearly 50 percent of the nation's population people and 50 percent of the manufacturing activity are within 500 miles of Richmond.

POPULATION

In 2005, Virginia's population of 7,567,465 was 2.55 percent of the U.S. total. Ninety-seven percent of residents live in the State's 14 metropolitan and micropolitan statistical areas including: Northern Virginia (2,361,700), Virginia Beach (1,599,100), Richmond (1,153,000), Roanoke (291,400), Lynchburg (231,300), Charlottesville (185,500), Blacksburg (151,600), Harrisonburg (113,200), Staunton (110,100), Danville (107,300), Winchester (91,800), Bristol (91,700), Martinsville (69,800) and Tazewell (43,900).

Northern Virginia is the largest metropolitan area in the State and is part of the Washington-Arlington-Alexandria, DC-VA-MD-WV - Metropolitan Statistical Area (MSA). It is one of the nation's leading high-technology centers for computer software and telecommunications and the fastest growing metropolitan area in the State.

The Virginia Beach-Norfolk-Newport News MSA spans both sides of Hampton Roads. This area is known for its port facilities, military installations, manufacturing activities, and tourism.

The Richmond MSA is a leading manufacturing, finance, trade, and corporate headquarters center in Virginia. The State capital is Richmond.

Roanoke is a manufacturing, trade, and transportation center in western Virginia. The Lynchburg, Charlottesville, Blacksburg, Bristol, Harrisonburg, Staunton, and Danville areas are important manufacturing centers in Virginia. The University of Virginia, known in the area as "Mr. Jefferson's University," is located in Charlottesville. Virginia Tech is located in the Blacksburg-Christiansburg-Radford MSA. Bristol, in southwestern Virginia, is part of the Kingsport-Bristol-Bristol, Tennessee-Virginia MSA. Tazewell is part of the Bluefield, West Virginia MSA.

Distributed throughout Virginia are smaller areas most of which have historically been trade centers for the surrounding area and continue to be so today. These communities have attracted many of the new manufacturing facilities locating in Virginia in recent years and account for about three percent of the State's metropolitan and micropolitan population.

Another three percent of Virginia's population lives in the State's more rural areas, including most of the towns and the remaining smaller cities.



INCOME

In 2005, Virginia's per capita personal income was \$38,390, which was greater than the national average of \$34,586, the highest average in the Southeast, and the seventh highest average nationally. Total personal income was \$290.5 billion.

LABOR

More than 3.9 million Virginians are in the civilian labor force. From 1995 to 2005 Virginia's civilian labor force increased by 13.3 percent compared to 12.8 percent nationally.

Ten thousand to twenty thousand military personnel choose to stay in Virginia each year after they complete their service. Over 45,000 college students graduate with associates or bachelors degrees, and 16,000 high school graduates enter the work force annually.

RIGHT-TO-WORK LAW

Virginia's Right-to-Work law guarantees individuals the right to work regardless of whether or not they belong to a labor union or organization. The law prohibits both a closed shop, where employers may hire only members of the contracting union, and a union shop, where an employee who is not a union member must join after a certain period of employment and must remain a member as a condition of employment.

ECONOMY

Virginia's economy is diverse. Major economic sectors include services (41.2%), government (18%), and trade/transportation/utilities (17.9%). There were, on average, 3,668,200 nonagricultural jobs in Virginia in 2005.

Economic diversity has helped maintain an unemployment rate, which is usually 20 to 30 percent below the national average. The average unemployment rate in 2005 was 3.5 percent.

Diversity also has helped shield Virginia from the impacts of recessions and to maintain economic stability. One hundred fifty-five major corporations with annual revenues of \$200 million or more have their headquarters in Virginia. Virginia is headquarters to 30 Fortune 1000 firms, an increase from 25 nearly 20 years ago.



Approximately 800 foreign-affiliated firms are located in the Commonwealth. These firms employ over 100,000 people and represent a capital investment of more than \$10 billion. The top five ranked countries in terms of investment are Germany, Japan, Canada, United Kingdom, and France.

In 2005, Virginia's manufactured merchandise exports to foreign markets were valued at \$9.91 billion, a 5.5% increase over 2004. Manufactured goods represented 81.1% of Virginia's total exports. Virginia ranked as the 25th largest exporting state in the U.S. in 2005.

SERVICES

Service firms employ 1,511,200 workers. The professional & business service sector is among the state's fastest growing industries employing 607,000 people. Employment in service firms increased 37.2% between 1995 and 2005.

TRADE

The trade, transportation, and utilities sector is the third largest employer in Virginia with 656,000 people. Over 13,400 wholesale establishments, employing 115,000 people are located in Virginia.

GOVERNMENT

With Northern Virginia a part of the Washington metropolitan area and Hampton Roads the home of the largest concentration of military installations, the federal government has a significant impact on Virginia's economy. In 2005, 151,700 civilian employees worked for the federal government. An additional 80,000 military personnel are stationed in Virginia. Approximately 60,000 federal employees live in Virginia but are employed in the non-Virginia part of the Washington, DC metropolitan area.

An additional 511,200 people are employed by state and local governments in Virginia.

MANUFACTURING

In 2005 Virginia's manufacturing sector provided jobs for 296,400 people in over 6,400 establishments. Largest employers include electronic equipment, industrial machinery and equipment, food processing, printing, transportation equipment, lumber, and wood products, apparel, textiles, and chemicals. Employment is not concentrated in any one industry.



HIGH TECHNOLOGY

Virginia has one of the largest concentrations of high technology industry in the nation with over 175,000 people in 6,100 establishments. The two largest categories of products and services are computer and data processing services and electronic and other electrical equipment manufacturing, accounting for 67,000 and 33,000 employees, respectively. Virginia manufactured products include silicon computer chips, night vision devices, robotics, flight simulators, rocket motors, electronic warfare systems and advanced telecommunications equipment.

Northern Virginia, one of the leading high technology centers in the nation, has over half of Virginia's high technology establishments and employment. Other major concentrations of high technology employees are found in the Richmond and Hampton Roads areas.

AGRICULTURE

Agriculture continues to be an important segment of the Virginia economy producing over \$2.7 billion in total cash receipts from farm marketing in 2004.

MINING

The annual value of mineral production in Virginia is nearly \$2 billion. The most important mineral commodity in terms of value is bituminous coal, with an annual production in the 30 – 40 million ton range.

FISHING

Virginia's geographic location contributes to its seafood industry's success. Among over 100 commercially valuable seafood species landed in Virginia ports, blue crab, Atlantic croaker, sea scallops, spot, menhaden, and summer flounder were responsible for a major portion of the total 2004 catch of over 84 million pounds valued at \$170 million.

TRAVEL/TOURISM

Virginia's travel and tourism industry produced a total economic contribution of more than \$15 billion in 2004, an 8.3 percent increase over 2003.



TRANSPORTATION

Highway System

Six major interstates, I-64, I-66, I-77, I-81, I-85, and I-95 link Virginia with markets throughout the Eastern and Midwestern areas of the United States.

Two thousand miles of four-to-ten lane arterial highways within a 57,516-mile state-maintained road system supplement this interstate system.

Rail Network

Virginia serves as a junction between north-south and east-west rail freight lines.

Two Class I, five local railroads, and two switching companies operate in Virginia. Major providers of rail service include CSX Corporation and Norfolk Southern Corporation, headquartered in Virginia.

The rail network includes approximately 3,600 miles of track throughout the state.

Eleven intercity trains and an auto-train, all operated by Amtrak, provide rail passenger service. The Washington Metro Area Transit Authority provides rail service to several Northern Virginia jurisdictions. Virginia Railway Express provides commuter rail service from Manassas and Fredericksburg to Washington, DC.

Air Service

Nine commercial airports are located in Virginia. Facilities include Washington National and Washington Dulles International airports in the Washington, D.C., area and airports in each of the metropolitan areas. Two additional commercial airports are located nearby in Bluefield, West Virginia and Blountville, Tennessee.

General aviation airports are located in 58 Virginia communities. Twenty-one can serve corporate jet aircraft and 46 can accommodate multi-engine corporate aircraft.

Ports

The ice-free Port of Virginia in Hampton Roads is served by a 50-ft deepwater channel and is one of the most successful shipping ports in the world.

This Port offers state-of-the-art facilities, a reliable workforce, excellent ground and air transportation connections, and competitive rail rates.

More than forty-five steamship lines serve the port and sail to more than 250 ports in 100 foreign countries. Approximately 5,100 sailings occur each year.



Foreign Trade Zones, which can be used for storage, distribution, and light assembly operations, have been established in Suffolk, Culpeper, Bristol, and at Dulles, Richmond International, and New River Valley Airports.

Deep-water river ports are located in Alexandria, Richmond, and Hopewell.

Inland Port

Virginia's Inland Port at Front Royal, Virginia, serves as an intermodal container transfer facility providing an interface between truck and rail services for transfer of ocean-going containers to and from the Ports of Virginia.

UTILITIES

Electric

Dominion Virginia Power, the largest electric utility in Virginia, serves over 2 million customers and nearly 65 percent of the land area of Virginia; mainly the eastern, central, and northeastern portions of the State. It is a subsidiary of Dominion, one of the leading utility companies in the Nation, with a generating capacity of more than 24,000 MW. Approximately 33 percent of electrical output is generated from nuclear power.

American Electric Power is the second largest utility in Virginia. It serves parts of central Virginia and most of southwest Virginia and has a 6,000 MW generating capacity. Over 96.5 percent of electrical output is from coal.

Other electric utilities serving Virginia include Delmarva Power and Light Company, Old Dominion Power Company, Allegheny Power Company, 13 electric cooperatives, and 16 municipal systems.

Under the Virginia Electric Utility Restructuring Act, base rates for electric service are capped until 2010.

Natural Gas

Natural gas service is provided by five major interstate natural gas transmission companies: Columbia Gas Transmission Corporation, Transcontinental Gas Pipeline Corporation, East Tennessee Natural Gas Company, Commonwealth Gas Pipeline Corporation, and Washington Gas Light Company. These companies deliver gas to distribution companies throughout the state.

Liquefied natural gas plants are located in Chesapeake, Roanoke, and Lynchburg. Liquefied petroleum can be obtained from a refinery at Yorktown; a terminal at nearby Apex, North Carolina; and a deep-water terminal located in Chesapeake.



COMMUNICATIONS

Verizon Communications and Sprint provide more than ninety percent of local telecommunications services in Virginia.

Fiber optic lines to national fiber optic networks link virtually all major cities and towns in Virginia, and almost 90 percent of all access lines in Virginia are now served by state-of-the-art digital switching equipment.

GOVERNMENT

Virginia's government is conservative and known for its predictability and consistency. Despite a weakened economy that has wrecked state budgets nationally, Virginia has consistently maintained a AAA/Aaa bond rating.

FINANCING

Private Sources

Conventional sources of industrial and commercial financing include commercial banks, insurance companies, savings and loan associations, investment bankers, mortgage companies, and pension funds. Richmond is Virginia's financial center.

Public Sources

Several state and federal programs provide financial assistance to Virginia businesses.

State programs include Industrial Development Bonds (IDBs) and the Umbrella IDB Program, Virginia, Loan Guaranty Program, Virginia Capital Access program (VCAP), Southside Regional Tobacco Capital Access Program (TCAP), Small Business Environmental Compliance Assistance Fund (ECAAF), Southside Regional Tobacco Capital Access Program (TCAP), Small Business Environmental Compliance Assistance Fund (ECAAF), Export Financing Assistance Program, Child Day Care Financing Program, and Community Development Block Grants. Federal programs include Small Business Administration programs, Farmer's Home Administration programs, and Economic Development programs.

Industrial Development Bonds. Tax-exempt Industrial Development Bonds can be issued through local industrial development authorities or the Virginia Small Business Financing Authority. They may be used to finance up to 100 percent of the cost of land, buildings, and new capital equipment for new or expanding manufacturing facilities. The maximum bond issue is \$10 million per company in a political subdivision.



Virginia Small Business Financing Authority. The Virginia Small Business Financing Authority offers several programs for small businesses. The Loan Guaranty program guarantees loans, which can be used to purchase inventory, to increase marketing efforts, or to otherwise improve and expand a business. The Authority also offers a taxable financing program that can be used by businesses not eligible for tax-exempt Industrial Development Bonds.

Community Development Block Grants. Community Development Block Grants are available to eligible cities, counties, and towns for industrial revitalization, site development, access road construction, railroad span construction, and water and sewer projects. Grants are awarded on a competitive basis for up to \$700,000.

Small Business Administration. The Small Business Administration's loan programs are available to small businesses that cannot borrow on reasonable terms from conventional lenders. Programs include loans up to \$150,000 and guarantees of bank loans up to \$750,000.

Farmer's Home Administration. The Farmer's Home Administration provides loan guarantees for firms in rural areas. The guaranty may be up to 90 percent of a \$2 million bank loan. Loans may be used to finance either working or fixed assets.

Economic Development Administration. The Economic Development Administration (EDA) provides loan guarantees for businesses in EDA-designated areas to sustain industrial or commercial viability. This agency also provides grants to localities or organizations in EDA-designated areas to buy, develop, construct, or rehabilitate facilities for industrial or commercial use.

INCENTIVE PROGRAMS

Workforce Services

The Virginia Department of Business Assistance Workforce Services division offers training programs for new and expanding companies seeking to add employees in Virginia.

This program is available free of charge to employers. Services include assistance in recruiting trainees, pre-employment training, and on-the-job training.

Since its inception in 1966, Workforce Services has conducted over 5,775 programs for companies in Virginia training more than 307,473 people through December 2005.

The Virginia Employment Commission will, at no cost to the employer, interview, prescreen, and refer selected job applicants to an employer. An employer makes the final hiring decision.

Job Training Partnership funds are available to provide training for economically disadvantaged youth and adults. Services include training, job search assistance, and counseling. Funds may be used to recruit workers, to provide wage subsidies, and to provide custom training programs.



Industrial Access Road Program

The Industrial Access Road program provides funds to construct industrial access roads, at State expense, for industries involved in manufacturing or processing. The maximum award is \$300,000. However, the State will fund an additional \$150,000 if the amount is matched from sources other than the Virginia Department of Transportation.

Rail Industrial Access Road Program

The Rail Industrial Access Road program provides funds to construct railroad tracks to both industrial and commercial sites having a positive impact upon economic development in Virginia. Financial assistance is limited to \$450,000 per year. \$300,000 is available with out a local match, and an additional \$150,000 is available from the State on a dollar for dollar matching basis. Funds may be used to construct, reconstruct, or improve part or all of the necessary tracks and related facilities on public or private property.

Enterprise Zone Program

Virginia's Enterprise Zone Program is designed to stimulate business development in economically distressed areas of the State. This program provides incentives for qualified businesses within the zones. Job Grants and Real Property Investment Grants are offered to qualified businesses located in a Virginia enterprise zone. Fifty-seven enterprise zones are located within Virginia, and each locality may offer additional local incentives.

Technology Zones

Virginia's Technology Zone program is designed to assist in attracting businesses to locate or expand in a community. This program provides incentives for qualified businesses that include local tax reductions and exemptions on certain fees and taxes. There are twenty-one technology zones established in Virginia.

Favorable Tax Climate

Virginia has one of the fairest and most stable tax structures of the 50 states and has not raised its income tax rates since 1972.



The following items are not taxed at the state or local level: (1) inventory of manufacturers; (2) certain other property of manufacturers such as office furniture and fixtures and aircraft; (3) computer application software; and (4) intangible personal property including stocks, bonds, money, and the excess of bills and accounts receivable over bills and accounts payable.

The net result is a very modest tax bill on industry. Consequently, property tax exemptions and investment tax credits are not necessary. New and old industries are treated the same. Temporary exemptions or credits for new industry shift the tax burden to existing industries, a philosophy Virginia does not endorse.

EDUCATION

Public Schools

In the fall of 2005, there were 1,214,737 students enrolled in Virginia's public schools. The pupil-teacher ratio is 13:1. Over Seventy-five percent of high school graduates continue their education.

Statewide standardized achievement test scores are above the national average.

Community Colleges

In 2004-05 Virginia's 23 Community Colleges served over 231,000 students – about 92,700 of them were enrolled full-time. Each college serves a designated geographic region.

Each college offers freshman and sophomore classes in the arts and sciences, technical and occupational programs that may lead to an associate degree, and courses in continuing education.

Colleges and Universities

There are 380,000 students enrolled in the State's 57 colleges and universities.

The largest public colleges and universities include Virginia Polytechnic Institute and State University in Blacksburg, George Mason University in Fairfax, Virginia Commonwealth University in Richmond, the University of Virginia in Charlottesville, and Old Dominion University in Norfolk.

Virginia Polytechnic Institute and State University (Virginia Tech) in Blacksburg is the State's largest university with 28,000 students enrolled. Its College of Engineering is ranked in the top 10 percent of engineering schools receiving research dollars, and it has an active technology transfer program between university researchers and private industry.

In the State's Capital, Virginia Commonwealth University, which includes the Medical College of Virginia, offers advanced degrees in 163 programs. Over 23,000 full-time students attend this university.



The University of Virginia in Charlottesville provides undergraduate and graduate training for 23,000 full-time students. Programs include liberal arts, business, engineering, law, architecture, and medicine.

Other major state universities and colleges include Norfolk State University in Norfolk, James Madison University in Harrisonburg, Virginia Military Institute in the Lexington, and the College of William and Mary in Williamsburg.

Private colleges and universities include Hampden-Sydney, Hampton University, Hollins, Mary Baldwin, Roanoke College, Sweet Briar, the University of Richmond, and Washington and Lee.

Medical schools are located in Charlottesville, Norfolk, and Richmond. Law schools are located in Alexandria, Charlottesville, Fairfax, Lexington, Richmond, and Williamsburg.

Fourteen universities in Blacksburg, Charlottesville, Fairfax, Hampton, Lexington, Lynchburg, Newport News, Norfolk, Petersburg, Richmond, Sweet Briar, and Virginia Beach offer engineering programs and grant over 3,000 degrees annually. Master's degree programs in engineering are available at virtually any site equipped with a satellite C-band downlink through a cooperative interactive television system.

Center for Innovative Technology

The Center for Innovative Technology (CIT) is a private not-for-profit corporation created by the Commonwealth of Virginia to facilitate the transfer of technology from Virginia's research universities to the commercial sector with special emphasis given to Virginia campuses.

VOCATIONAL/TECHNICAL EDUCATION

Vocational Education Programs

Vocational education programs offered through public secondary schools provide employment training to high school students and adults. Every public high school and 48 separate vocational education centers offer vocational classes.

Community Colleges

Virginia's community college system offers vocational training, retraining, and occupational programs for students throughout the Commonwealth. These colleges will also design programs or classes to meet special needs of business and industry.



Apprenticeship Training Program

The Apprenticeship Training Program provides on-the-job training for craft workers in trade areas. Currently over 10,000 registered apprentices, representing more than 300 occupations, are employed by more than 2,000 Virginia employers.

Private Business and Trade Schools

There are 93 privately operated business or trade schools multi-campus locations in Virginia.

ENVIRONMENTAL REGULATIONS

Three State agencies oversee environmental regulatory matters in Virginia. They are the Virginia Department of Environmental Quality (Air Division, Water Division, and Waste Division), the Virginia Marine Resources Commission, and the Virginia Department of Agriculture and Consumer Affairs.

Air Division

The Virginia Department of Environmental Quality - Air Division is responsible for evaluation and control of air quality through management of pollutants. This Division issues permits to facilities which emit air pollutants, and analyzes air samples to determine compliance with the Department's regulations.

Water Division

The Virginia Department of Environmental Quality - Water Division is responsible for controlling water pollution, protecting the adequacy of supply, monitoring groundwater withdrawals, issuing NPDES permits for industries which discharge treated wastewater into State waters, and permitting waste water treatment plants.

Waste Division

The Virginia Department of Environmental Quality - Waste Division is responsible for solid waste management, litter control, hazardous waste management, transportation of hazardous materials, siting of new hazardous waste management facilities, "super-fund" administration, and management of low-level and high-level nuclear waste. This Division issues permits to companies that operate separate waste disposal facilities. It also regulates anyone who generates, transports, stores, treats, or disposes of hazardous waste in Virginia.



Virginia Marine Resources Commission

The Virginia Marine Resource Commission is responsible for managing and regulating the use of Virginia's tidal wetlands, bottomlands, and sand dune areas.

Virginia Department of Agriculture and Consumer Services

The Virginia Department of Agriculture and Consumer Services is responsible for carrying out Virginia's pesticide management program.

TAXES

In Virginia a company pays state and local taxes. State taxes include a corporate income tax and a combined state and local sales tax. Local taxes include real estate, tangible personal property, and utility taxes. Nonmanufacturing businesses may also pay either a local merchant's capital or license tax.

Local taxes are paid either to a city or a county. If a company is located within a town, it pays taxes to both the town and county.

Corporate Income Tax

Virginia has maintained a six-percent corporate income tax rate since 1972. Tax for multi-state firms is based on a three-factor formula of sales, payroll, and property.

The State's Virginia Stock Corporation Act simplifies the incorporation process, protects directors from liability for good faith business decisions, expands managerial discretion, and includes anti-takeover measures.

Annual registration fees for a corporation in Virginia range from \$50 to \$850 depending upon the number of authorized shares of stock.

Sales and Use Tax

The combined state and local sales and use rate tax is 5 percent. Manufacturers receive broad exemptions for purchases used in production. Distributors receive exemptions for items purchased for resale. All businesses receive exemptions which include custom computer software; advertising; certain promotional materials; and gas, electricity, or water delivered through mains, lines, or pipes.



Real Estate Taxes

The effective real estate tax rate (nominal tax rate times assessment ratio) for localities in Virginia varies from \$.33 to \$1.27 per \$100 of fair market value. The average effective tax rate for all cities and counties in Virginia is \$.64 per \$100 in 2005-2006.

Tangible Personal Property Taxes

Tangible personal property is taxed at the local level and includes, but is not limited to, office equipment, furniture, and fixtures of nonmanufacturers. Tax is based on a percentage or percentages of original cost.

Tangible personal property also includes automobiles and trucks of all firms. Vehicles are valued by means of a recognized pricing guide or on the basis of a percentage or percentages of original cost.

Machinery and Tools Taxes

Machinery and tools used in manufacturing, mining, processing or reprocessing; radio or television broadcasting; and dry cleaning and laundry businesses are taxed at the local level as a special type of tangible personal property. Motor vehicles and delivery equipment that are not registered with the Division of Motor Vehicles are taxed as machinery and tools.

Merchants' Capital Tax

Merchants' capital is defined as inventory of stock on hand, certain daily rental passenger cars, certain daily rental equipment, and all other taxable personal property of nonmanufacturers. Money and tangible personal property not offered for sale as merchandise are not considered capital. Many communities only impose this tax on a company's inventory.

License Tax

Localities may impose a license tax in place of a merchant's capital tax on retail firms, warehousing and distribution firms, and other businesses. The license tax usually is based on the amount of gross receipts.

Localities are prohibited from levying a license tax on gross receipts of manufacturers.

Utility Taxes

All cities and counties and certain towns may levy a tax on utility bills of businesses (i.e. electric, gas, water, telephone, and sewer bills). If a town and county charge utility taxes, a company pays utility tax only to the town.



Personal Taxes

The individual income tax rate is 2 percent on the first \$3,000 of Virginia taxable income, 3 percent on the next \$2,000, 5 percent on the next \$12,000, and 5.75 percent on amounts over \$17,000.

Individuals also pay state-level estate taxes; local real estate, tangible personal property, utility, and excise taxes; and a combined state and local sales and use tax.

UNEMPLOYMENT COMPENSATION INSURANCE

In Virginia, the employer pays Unemployment Compensation Insurance. In 2006 tax rates range from a minimum of 0.29 percent of the first \$8,000 of each employee's annual wages to a maximum of 6.39 percent. New employers pay a rate of 2.69 percent of the \$8,000 wage base for approximately the first two years unless their computed rate based on claims exceeds the new employer rate.

Employers in Virginia paid an average tax rate of 0.5 percent of total wages in 2005

WORKERS' COMPENSATION INSURANCE

Workers' Compensation Insurance provides compensation to a worker or his statutory dependents if the worker becomes disabled or dies from accidental injury or occupational disease due to his employment. Employers must carry this insurance with a private insurance carrier or be a member of a group self-insurance association approved by the State Corporation Commission. Employers cannot deduct any part of the cost of this insurance from the wages of any employee.

The cost of workers' compensation insurance varies by industry, occupation, and state. As of January 2005, Virginia has the third lowest average worker's compensation costs in the nation, \$2.20 per \$100 of payroll. This compares with a national average of \$4.12 per \$100.



VOLUNTARY BENEFITS

Virginia companies usually offer employees the following benefits:

- Two weeks' vacation after one to three years of service.
- Eight or more paid holidays a year.
- Life and health insurance for employee.
- Some form of pension benefits.
- Paid sick leave for office employees.
- Shift differential.

LABOR REGULATIONS

The Virginia Department of Labor and Industry administers Federal Occupational Safety and Health (OSHA) programs.

CLIMATE

The climate in Virginia is characterized by four distinct seasons with warm summers and moderate winters. Average annual temperature ranges from 53°F in the mountains to 59°F along the coast. Precipitation is well distributed throughout the year. Snowfall is moderate and seldom remains on the ground for more than a few days. Severe storms are relatively infrequent in Virginia since it is located east of the center of tornado activity, south of most blizzard conditions, and north of most hurricane activity.

RECREATIONAL ACTIVITY

Recreational attractions in Virginia range from white water rafting to mountain hiking and deep-sea fishing. Over two million acres of public lands are available for recreational use including 31 state parks; the George Washington and Jefferson National Forests; Shenandoah National Park, a national recreation area; four scenic parkways, including the Blue Ridge Parkway; a national seashore; one-quarter of the Appalachian Trail; and Cumberland Gap Interstate Park.

Virginia has over 1,500 miles of shoreline, 450 public fishing streams, 1,500 miles of stocked trout streams, and the Chesapeake Bay.



Historic attractions include Williamsburg, Jamestown, and Yorktown; many Revolutionary War battlefields; five national and two state battlefield parks commemorating the Civil War; historic plantations; and the historic homes of several presidents.

Cultural attractions range from local festivals occurring throughout the State to community symphony orchestras, theaters, and museums. The cultural attributes of the Washington, D.C. area also are available to Virginia residents.

AN INVITATION

The Virginia Economic Development Partnership welcomes any additional questions you may have about operating a business in the Commonwealth of Virginia.