

13. MISCELLANEOUS**A. ESTABLISHMENT OF BUDGET RETREAT DATE**

Last month, you indicated that you'd like to schedule a retreat to focus exclusively on the FY 2015 budget. At that time, I can share state and local revenue estimates, and set time aside for Dr. Parrish, each of the Constitutional Officers, and the Southampton County Fire and Rescue Association to meet with you and discuss their upcoming requests.

We can have the retreat at our own facility on Old Bridge Road this year (Enviva is no longer utilizing the building). As a compromise to a Saturday retreat, you may want to consider beginning at 1:00 p.m. on a weekday and going through 9:00 p.m. – we can have dinner brought in to minimize lost time.

While final state revenue estimates won't be available until March 24, I'd prefer not to wait that late – we'll need some advance direction from the Board to begin developing the draft budget. What about Wednesday, March 5, or Thursday, March 6?

DIRECTION REQUIRED: I am seeking your direction on potential Retreat dates.

B. UPDATE ON UTILITY PLANNING GRANT PROCESS

The 16-member management team conducted a facilitated planning session with the Virginia Department of Housing and Community Development on February 3 at Franklin City Hall. The Project Management Plan was submitted to DHCD on February 12 and I expect to execute the grant contract with DHCD within the week. Under the terms of the grant, we are required to conduct a community information meeting in the month of March and intend to facilitate it concurrently with the County Planning Commission meeting on March 13. Board members are welcome to attend.

C. COMMUNITY PROFILE

Attached for your reference please find a copy of the latest Community Profile for Southampton County, prepared by the Virginia Employment Commission. I thought you'd find it interesting – it's chocked full of current demographic, economic and educational data.

D. WINTER NEWSLETTER FROM SOUTHAMPTON HIGH SCHOOL

Also attached for your reference, please find a copy of the Winter 2014 newsletter from Southampton High School.

E. NOTICES

Environmental Notices - attached for your reference, please find copies of various notices from the Virginia Department of Health and/or the Virginia Department of Environmental Quality.

Foreclosure Notices – Section 15.2-979 of the Code of Virginia was amended in 2013 requiring any Trustee or Substitute Trustee that conducts a sale under a Deed of Trust to provide notice to the Chief Administrative Officer. Attached for your reference, please find copies of several of these notices.

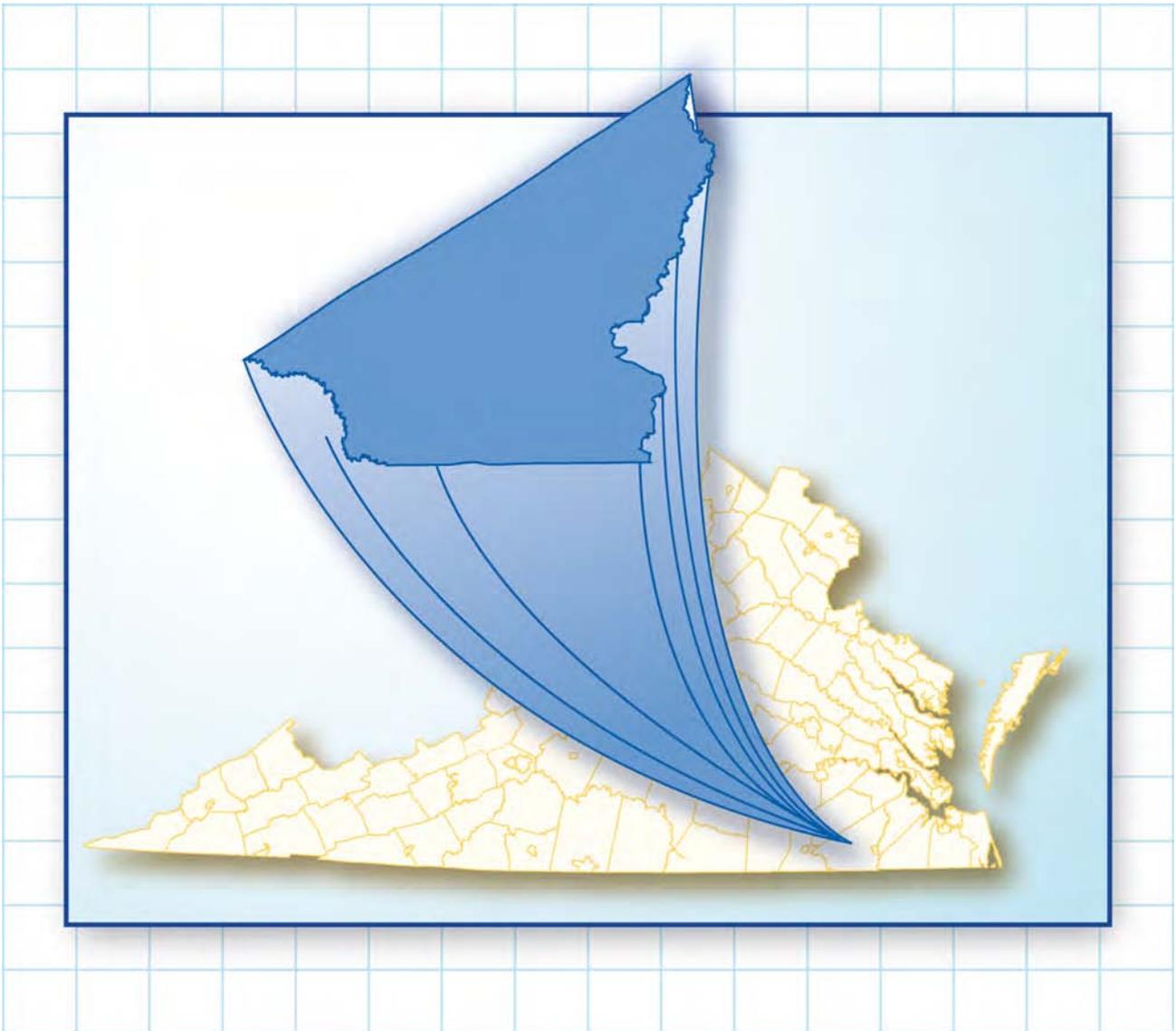
F. CORRESPONDENCE

Please find several items of correspondence attached for your reference.

Virginia

COMMUNITY PROFILE

Southampton County



Virginia Employment Commission

703 East Main Street • Richmond, Virginia 23219

Tel: (804) 786-8223 • www.VirginiaLMI.com

Last updated: 2/11/2014 1:47:55 AM

Table of Contents

I. Introduction	4
II. Demographic Profile	5
Population by Age Cohort	6
Population by Race/Ethnicity	7
Population by Gender	7
Population Change	8
Population Projections by Age and Gender	9
Population Projections by Race/Ethnicity	9
English Language Skills	10
Commuting Patterns	10
<i>In-Commuting</i>	11
<i>Out-Commuting</i>	11
III. Economic Profile	12
Unemployment Rates	13
Characteristics of the Insured Unemployed	15
Unemployment Insurance Payments	18
Employers by Size of Establishment	20
Employment by Size of Establishment	20
50 Largest Employers	21
Employment by Industry	22
New Startup Firms	23
New Hires by Industry	24

Turnover by Industry	25
Average Weekly Wage by Industry	26
Age of Workers by Industry	27
Industry Employment and Projections	28
Occupation Employment and Projections	30
Growth Occupations	32
Declining Occupations	33
Consumer Price Index (CPI)	34
Local Option Sales Tax	35
IV. Education Profile	37
Educational Attainment	38
Educational Attainment by Age	39
Educational Attainment by Gender	40
Educational Attainment by Race/Ethnicity	41
Graduate Data Trends	42
Training Providers	43

I. Introduction

This report provides a community profile of Southampton County. It is intended to compliment the information found in our Virginia Workforce Connection application, which can be accessed online at:

www.VirginiaLMI.com

The report is divided into three major sections. The first contains a profile of regional demographic characteristics and trends, the second supplies similar information for the regional economy, and the third provides a profile of regional education characteristics.

II. Demographic Profile

Overview

This Demographic Profile provides an in-depth analysis of the population in Southampton County. Most of the data is produced by the U.S. Census Bureau, and includes demographic characteristics such as age, race/ethnicity, and gender.



Related Terms and Definitions

Ability to speak English

For people who speak a language other than English at home, the response represents the person's own perception of his or her ability to speak English. Because census questionnaires are usually completed by one household member, the responses may represent the perception of another household member.

Age

The age classification is based on the age of the person in complete years as of April 1, 2010. The age of the person usually was derived from their date of birth information. Their reported age was used only when date of birth information was unavailable.

Gender

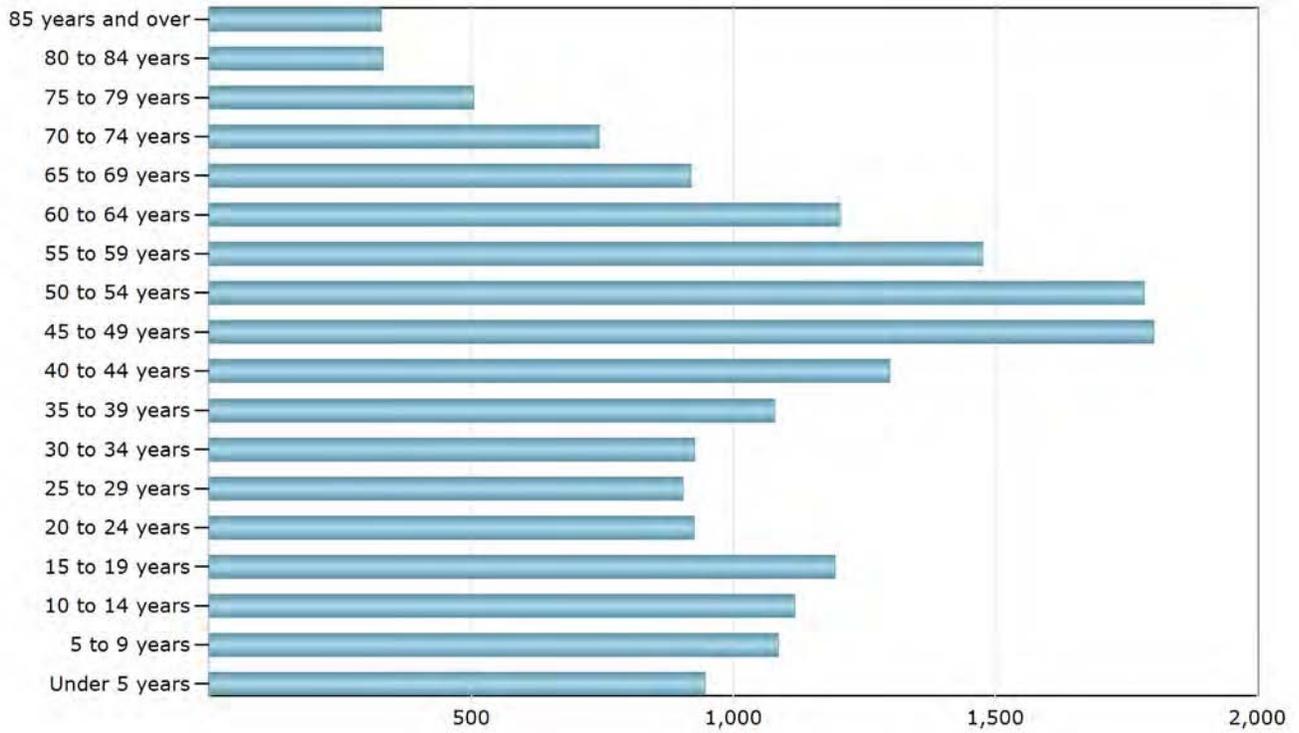
The data on gender were derived from answers to a question that was asked of all people. Individuals were asked to mark either "male" or "female" to indicate their gender. For most cases in which gender was not reported, it was determined by the appropriate entry from the person's given (i.e., first) name and household relationship. Otherwise, gender was imputed according to the relationship to the householder and the age of the person.

Race

The concept of race as used by the Census Bureau reflects self-identification by people according to the race or races with which they most closely identify. The categories are sociopolitical constructs and should not be interpreted as being scientific or anthropological in nature. Furthermore, the race categories include both racial and national-origin groups.

Please note: In the past, our population by race/ethnicity data has always excluded the Hispanic ethnicity from each race category. Starting in January 2013, each race category now includes all ethnicities.

Population by Age



	Southampton County	Virginia	United States
Under 5 years	946	509,625	20,201,362
5 to 9 years	1,086	511,849	20,348,657
10 to 14 years	1,117	511,246	20,677,194
15 to 19 years	1,194	550,965	22,040,343
20 to 24 years	925	572,091	21,585,999
25 to 29 years	904	564,342	21,101,849
30 to 34 years	926	526,077	19,962,099
35 to 39 years	1,079	540,063	20,179,642
40 to 44 years	1,299	568,865	20,890,964
45 to 49 years	1,802	621,155	22,708,591
50 to 54 years	1,784	592,845	22,298,125
55 to 59 years	1,476	512,595	19,664,805
60 to 64 years	1,204	442,369	16,817,924
65 to 69 years	919	320,302	12,435,263
70 to 74 years	744	229,502	9,278,166
75 to 79 years	505	173,929	7,317,795
80 to 84 years	332	130,801	5,743,327
85 years and over	328	122,403	5,493,433
	18,570	8,001,024	308,745,538

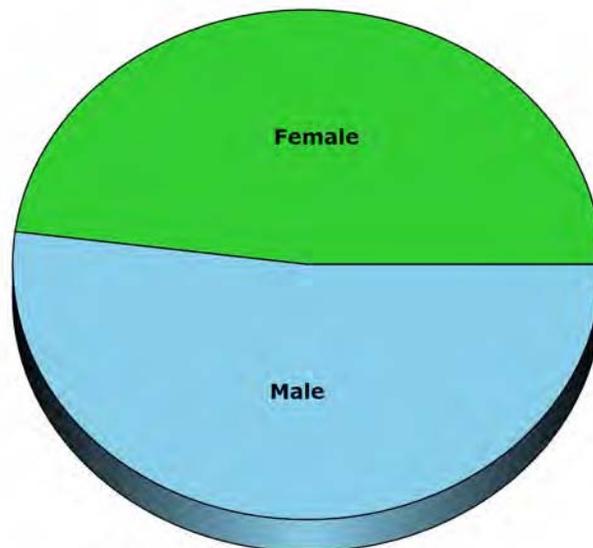
Source: 2010 Census.

Population by Race/Ethnicity

	Southampton County	Virginia	United States
Total			
Total Population	18,570	8,001,024	308,745,538
Race			
White	11,215	5,486,852	223,553,265
Black or African American	6,916	1,551,399	38,929,319
American Indian or Alaska Native	62	29,225	2,932,248
Asian	46	439,890	14,674,252
Native Hawaiian/Pacific Islander	6	5,980	540,013
Other	64	254,278	19,107,368
Multiple Races	261	233,400	9,009,073
Ethnicity			
Not Hispanic or Latino (of any race)	18,367	7,369,199	258,267,944
Hispanic or Latino (of any race)	203	631,825	50,477,594

Source: 2010 Census.

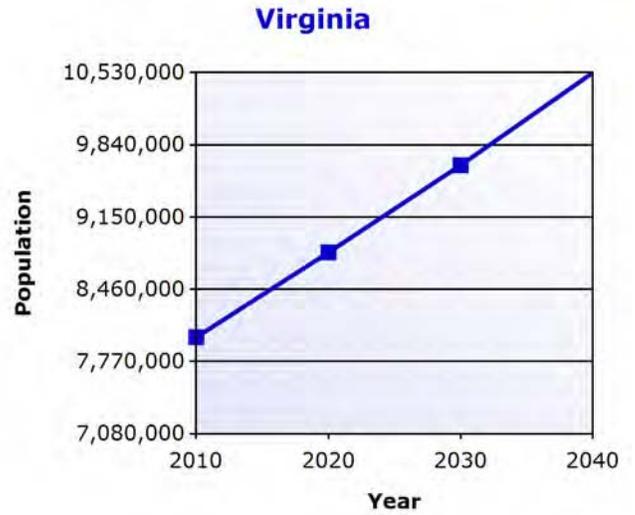
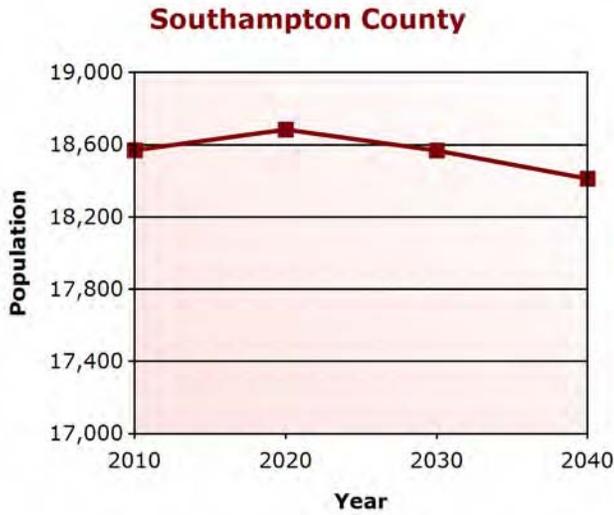
Population by Gender



	Southampton County	Virginia	United States
Male	9,666	3,925,983	151,781,326
Female	8,904	4,075,041	156,964,212
	18,570	8,001,024	308,745,538

Source: 2010 Census.

Population Change



	Southampton County	(% change)	Virginia	(% change)
2000	17,482		7,079,030	
2010	18,570	6.22 %	8,001,024	13.02 %
2020	18,684	0.61 %	8,811,512	10.13 %
2030	18,568	-0.62 %	9,645,281	9.46 %
2040	18,412	-0.84 %	10,530,229	9.17 %

Source: U.S. Census Bureau, Virginia Employment Commission.

Did you know...

you can log on to our website today and see population counts from each Decennial Census all the way back to 1900? Looking for annual population estimates? We have those too, all the way back to the 1970s!

For this data and more, visit us on the web at:

www.VirginiaLMI.com



Population Projections by Age and Gender

	2020		2030		2040	
	Female	Male	Female	Male	Female	Male
Under 5 years	366	416	357	405	356	404
5 to 9 years	443	438	435	430	441	436
10 to 14 years	561	584	478	499	483	503
15 to 19 years	556	611	466	512	474	521
20 to 24 years	436	519	461	550	408	486
25 to 29 years	469	463	473	467	411	405
30 to 34 years	387	390	412	416	452	456
35 to 39 years	452	467	481	497	504	520
40 to 44 years	513	496	444	430	491	475
45 to 49 years	521	682	459	600	506	661
50 to 54 years	641	858	514	688	462	618
55 to 59 years	864	1,080	596	745	543	679
60 to 64 years	844	1,000	732	868	609	722
65 to 69 years	663	667	902	908	645	649
70 to 74 years	477	455	754	719	679	647
75 to 79 years	338	304	506	455	713	641
80 to 84 years	233	178	301	231	494	378
85 years and over	216	97	261	118	371	167
	8,980	9,705	9,032	9,538	9,042	9,368
	18,685		18,570		18,410	

Source: Virginia Employment Commission.

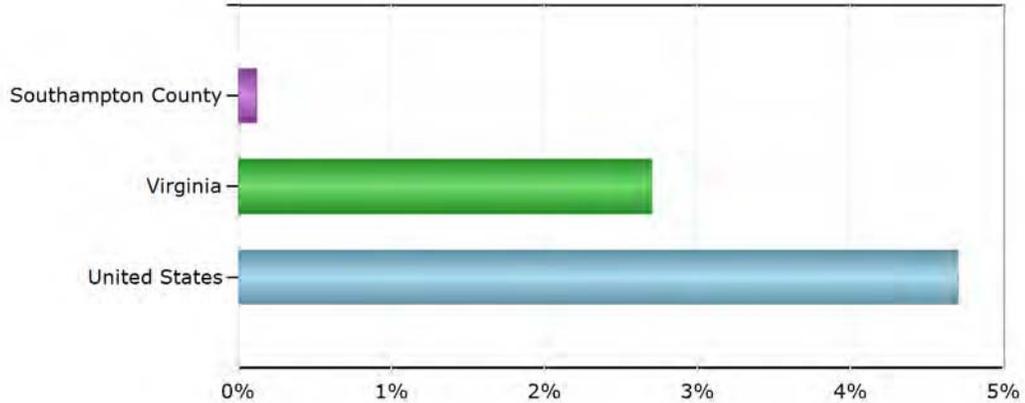
Population Projections by Race/Ethnicity

	2020	2030	2040
Total			
Total Population	18,684	18,568	18,412
Race			
White	11,200	10,923	10,537
Black or African American	6,826	6,609	6,225
Asian	81	122	176
Other	578	915	1,473
Ethnicity			
Not Hispanic or Latino (of any race)	18,326	17,943	17,291
Hispanic or Latino (of any race)	357	625	1,120

Source: Virginia Employment Commission.

English Language Skills

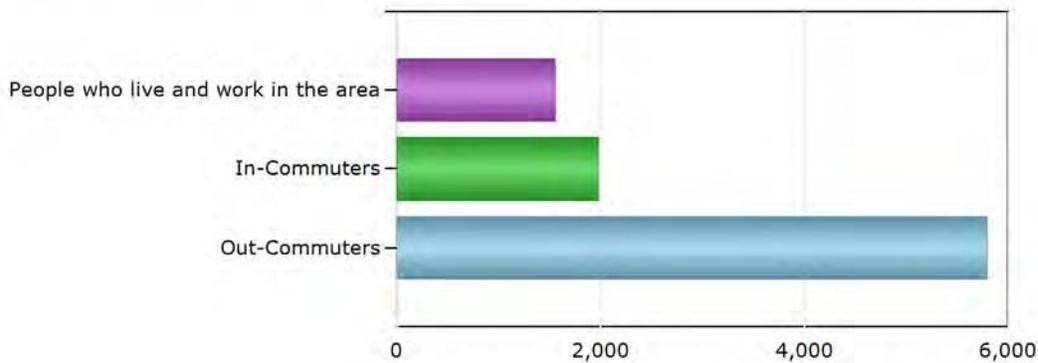
(Age 5 and over that speak English less than well)



	Total	Speak English less than well	Percent
Southampton County	17,622	21	0.12%
Virginia	7,419,283	200,418	2.70%
United States	286,433,395	13,472,190	4.70%

Source: U.S. Census Bureau
American Community Survey, 2007-2011.

Commuting Patterns



Commuting Patterns	
People who live and work in the area	1,555
In-Commuters	1,979
Out-Commuters	5,794
Net In-Commuters (In-Commuters minus Out-Commuters)	-3,815

Source: U.S. Census Bureau,
OnTheMap Application and LEHD Origin-Destination Employment Statistics, 2011.

Top 10 Places Residents are Commuting To

Area	Workers
Franklin city, VA	1,060
Suffolk city, VA	481
Isle of Wight County, VA	291
Richmond city, VA	265
Sussex County, VA	250
Henrico County, VA	237
Chesterfield County, VA	236
Emporia city, VA	184
Newport News city, VA	165
Greensville County, VA	142

Top 10 Places Workers are Commuting From

Area	Workers
Franklin city, VA	329
Isle of Wight County, VA	160
Suffolk city, VA	123
Brunswick County, VA	109
Greensville County, VA	97
Northampton County, NC	89
Sussex County, VA	80
Hertford County, NC	75
Emporia city, VA	66
Portsmouth city, VA	60

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics, 2011.

Please Note: Commuting patterns data is no longer produced from the Decennial Census. As an alternative, we are providing commuting data from the U.S. Census Bureau's OnTheMap application and LEHD Origin-Destination Employment Statistics program. Since this data is produced from an entirely different data set, it is not advisable to compare the new data with previously released commuting patterns. For more information about the OnTheMap application or the LEHD program, please visit the following website:

<http://lehd.ces.census.gov>

III. Economic Profile

Overview

The Economic Profile of Southampton County consists primarily of data produced by the Virginia Employment Commission, U.S. Census Bureau, and the Bureau of Labor Statistics.



Related Terms and Definitions

Average Weekly Wage

Computed as average quarterly wages divided by 13.

Consumer Price Index (CPI)

The Consumer Price Index measures the average change over time in the prices paid by urban consumers for a representative market basket of consumer goods and services.

Local Employment Dynamics (LED)

The Local Employment Dynamics Program at the Census Bureau, together with its state partners, provides employment information at the county, city, and Workforce Investment Area level. This information tracks workers in different industries by age and gender and provides statistics on job creation, separation, turnover, and wages.

Quarterly Census of Employment & Wages (QCEW)

A federal/state cooperative program that collects and compiles employment and wage data for workers covered by state unemployment insurance (UI) laws and the federal civilian workers covered by Unemployment Compensation for Federal Employees (UCFE). These data are maintained at the state in micro and macro levels and also sent to BLS quarterly.

Unemployment Insurance (UI)

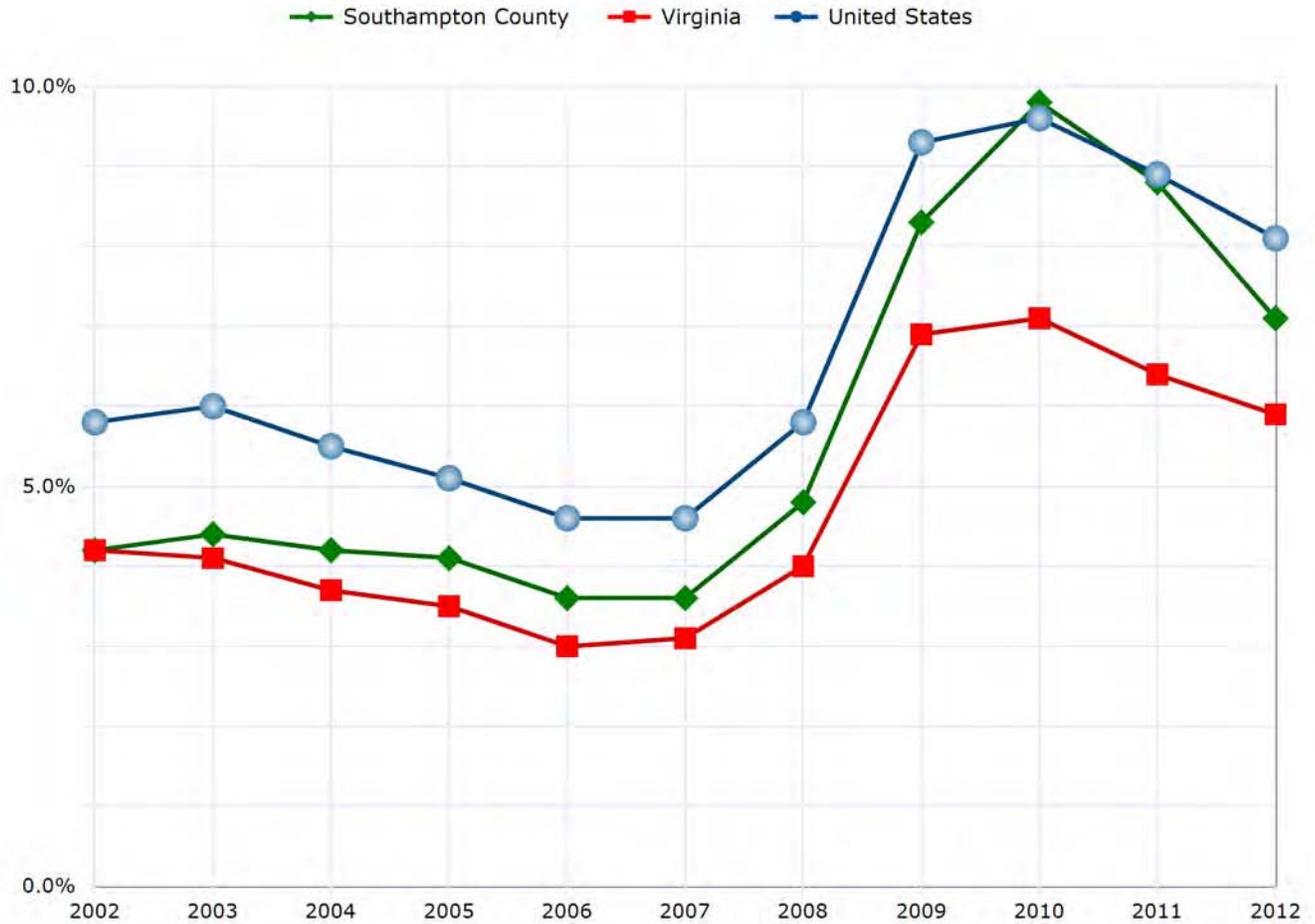
Unemployment insurance is a program for the accumulation of funds paid by employers to be used for the payment of unemployment insurance to workers during periods of unemployment which are beyond the workers' control. Unemployment insurance replaces a part of the worker's wage loss if he becomes eligible for payments.

Unemployment Rate

The number of unemployed people as a percentage of the labor force.

Unemployment Rates

Trends

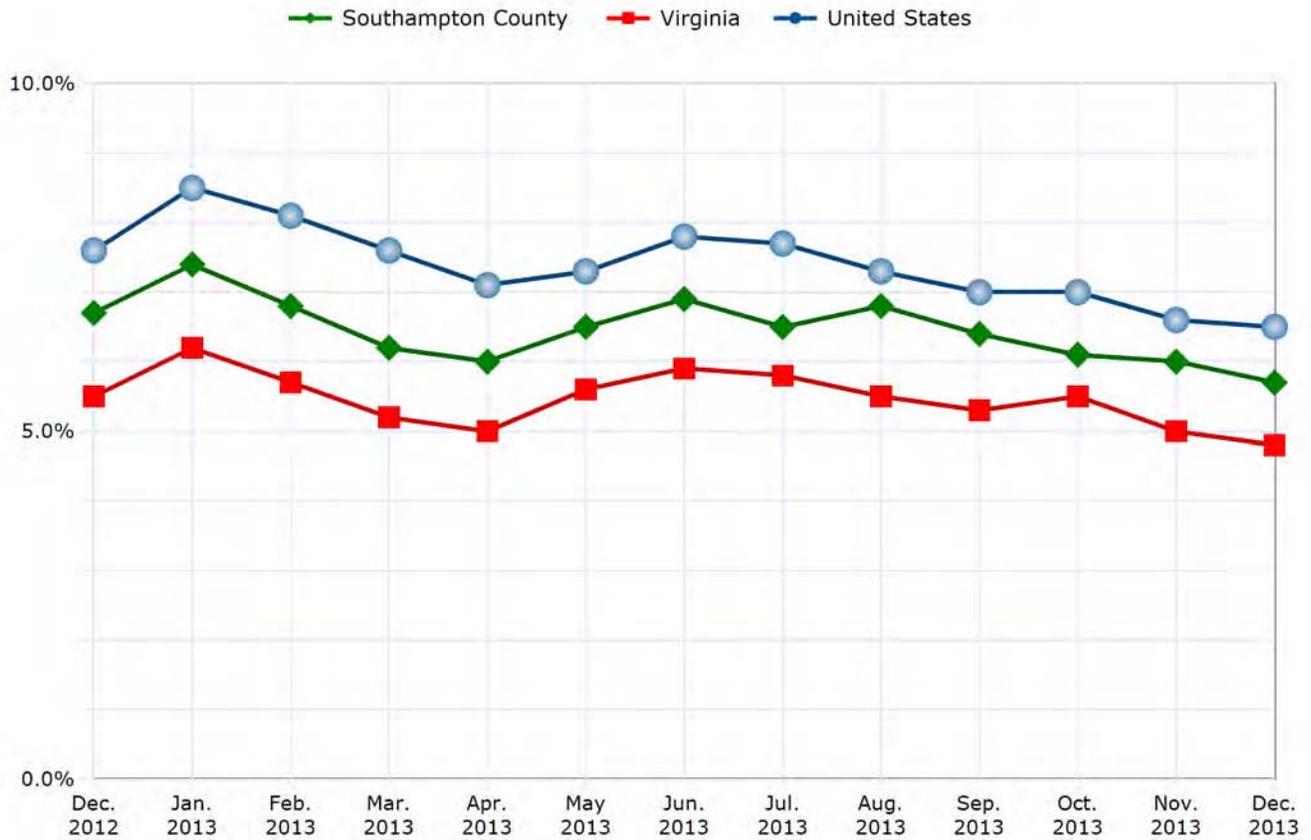


	Southampton County	Virginia	United States
2002	4.2%	4.2%	5.8%
2003	4.4%	4.1%	6.0%
2004	4.2%	3.7%	5.5%
2005	4.1%	3.5%	5.1%
2006	3.6%	3.0%	4.6%
2007	3.6%	3.1%	4.6%
2008	4.8%	4.0%	5.8%
2009	8.3%	6.9%	9.3%
2010	9.8%	7.1%	9.6%
2011	8.8%	6.4%	8.9%
2012	7.1%	5.9%	8.1%

Source: Virginia Employment Commission, Local Area Unemployment Statistics.

Unemployment Rates

Past 12 Months



	Southampton County	Virginia	United States
Dec. 2012	6.7%	5.5%	7.6%
Jan. 2013	7.4%	6.2%	8.5%
Feb. 2013	6.8%	5.7%	8.1%
Mar. 2013	6.2%	5.2%	7.6%
Apr. 2013	6.0%	5.0%	7.1%
May 2013	6.5%	5.6%	7.3%
Jun. 2013	6.9%	5.9%	7.8%
Jul. 2013	6.5%	5.8%	7.7%
Aug. 2013	6.8%	5.5%	7.3%
Sep. 2013	6.4%	5.3%	7.0%
Oct. 2013	6.1%	5.5%	7.0%
Nov. 2013	6.0%	5.0%	6.6%
Dec. 2013	5.7%	4.8%	6.5%

Source: Virginia Employment Commission, Local Area Unemployment Statistics.

Characteristics of the Insured Unemployed

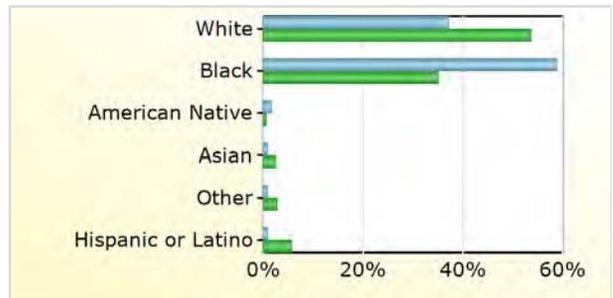
Southampton County - (124 claimants)

Virginia - (54,607 claimants)

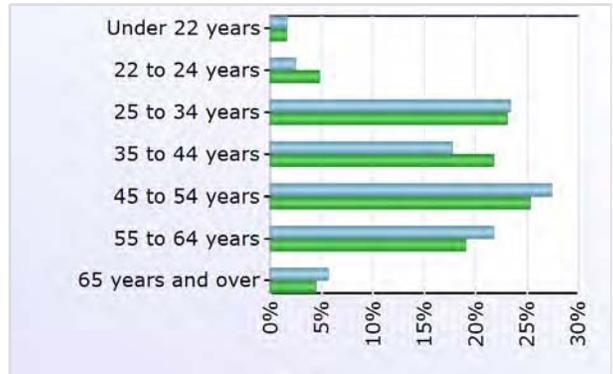
Gender	Southampton County	Virginia
Male	51	31,051
Female	73	23,556
Unspecified		



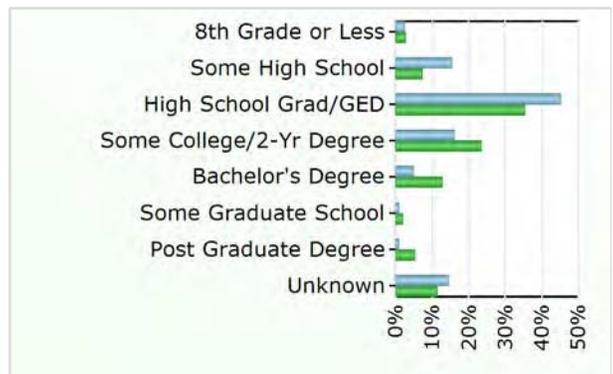
Race	Southampton County	Virginia
White	46	29,295
Black	73	19,140
American Native	2	282
Asian	1	1,349
Other	1	1,473
Hispanic or Latino	1	3,068



Age	Southampton County	Virginia
Under 22 years	2	870
22 to 24 years	3	2,616
25 to 34 years	29	12,607
35 to 44 years	22	11,886
45 to 54 years	34	13,822
55 to 64 years	27	10,394
65 years and over	7	2,412
Unknown		



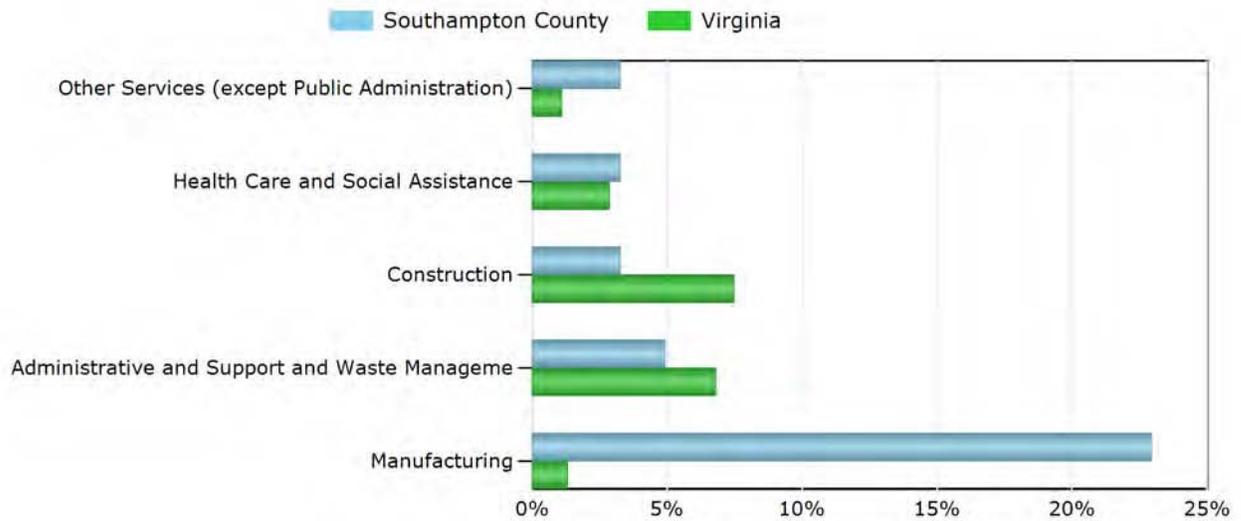
Education	Southampton County	Virginia
8th Grade or Less	3	1,456
Some High School	19	3,967
High School Grad/GED	56	19,305
Some College/2-Yr Degree	20	12,777
Bachelor's Degree	6	6,982
Some Graduate School	1	1,069
Post Graduate Degree	1	2,845
Unknown	18	6,206



Source: Virginia Employment Commission, Characteristics of the Insured Unemployed, January 2014.

Characteristics of the Insured Unemployed

Top 5 Industries With Largest Number of Claimants in Southampton County
(excludes unclassified)



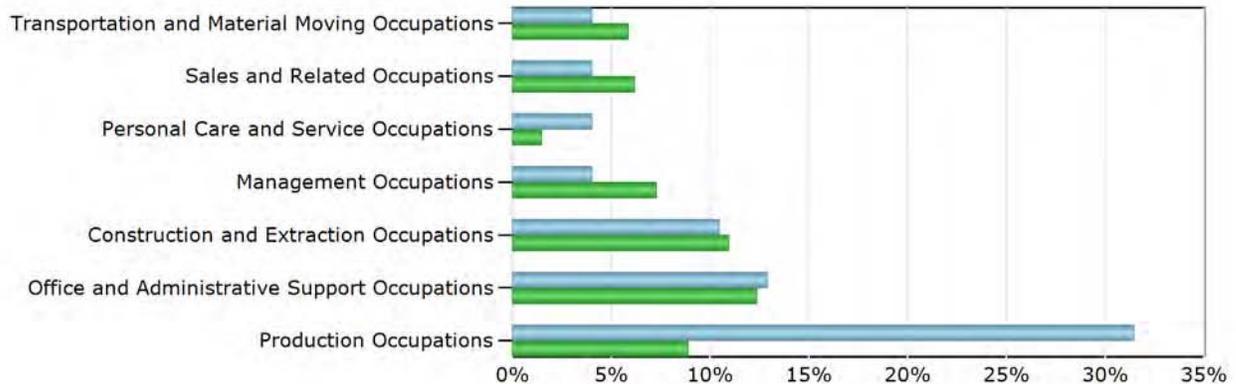
Industry	Southampton County	Virginia
Agriculture, Forestry, Fishing and Hunting	2	122
Mining, Quarrying, and Oil and Gas Extraction		178
Utilities		10
Construction	4	3,849
Manufacturing	28	676
Wholesale Trade	1	463
Retail Trade	1	801
Transportation and Warehousing	1	590
Information		208
Finance and Insurance		381
Real Estate and Rental and Leasing	2	261
Professional, Scientific, and Technical Services	3	1,245
Management of Companies and Enterprises		61
Administrative and Support and Waste Management	6	3,505
Educational Services		161
Health Care and Social Assistance	4	1,474
Arts, Entertainment, and Recreation	1	580
Accommodation and Food Services	2	2,772
Other Services (except Public Administration)	4	568
Unclassified	63	33,535

Source: Virginia Employment Commission, Characteristics of the Insured Unemployed, January 2014.

Characteristics of the Insured Unemployed

Top 5 Occupation Groups With Largest Number of Claimants in Southampton County

(excludes unclassified)



Occupation	Southampton County	Virginia
Management Occupations	5	3,977
Business and Financial Operations Occupations	1	2,244
Computer and Mathematical Occupations		1,731
Architecture and Engineering Occupations	1	839
Life, Physical, and Social Science Occupations	1	259
Community and Social Service Occupations		386
Legal Occupations		286
Education, Training, and Library Occupations	1	759
Arts, Design, Entertainment, Sports, and Media Occ		888
Healthcare Practitioners and Technical Occupations	1	976
Healthcare Support Occupations	2	1,284
Protective Service Occupations	2	575
Food Preparation and Serving Related Occupations	1	3,250
Building and Grounds Cleaning and Maintenance Occu	2	2,188
Personal Care and Service Occupations	5	806
Sales and Related Occupations	5	3,377
Office and Administrative Support Occupations	16	6,750
Farming, Fishing, and Forestry Occupations	3	345
Construction and Extraction Occupations	13	5,975
Installation, Maintenance, and Repair Occupations	2	1,867
Production Occupations	39	4,849
Transportation and Material Moving Occupations	5	3,201
Military Specific Occupations	1	638
Unknown Occupation Code	18	7,157

Source: Virginia Employment Commission, Characteristics of the Insured Unemployed, January 2014.

Unemployment Insurance Payments

Trends

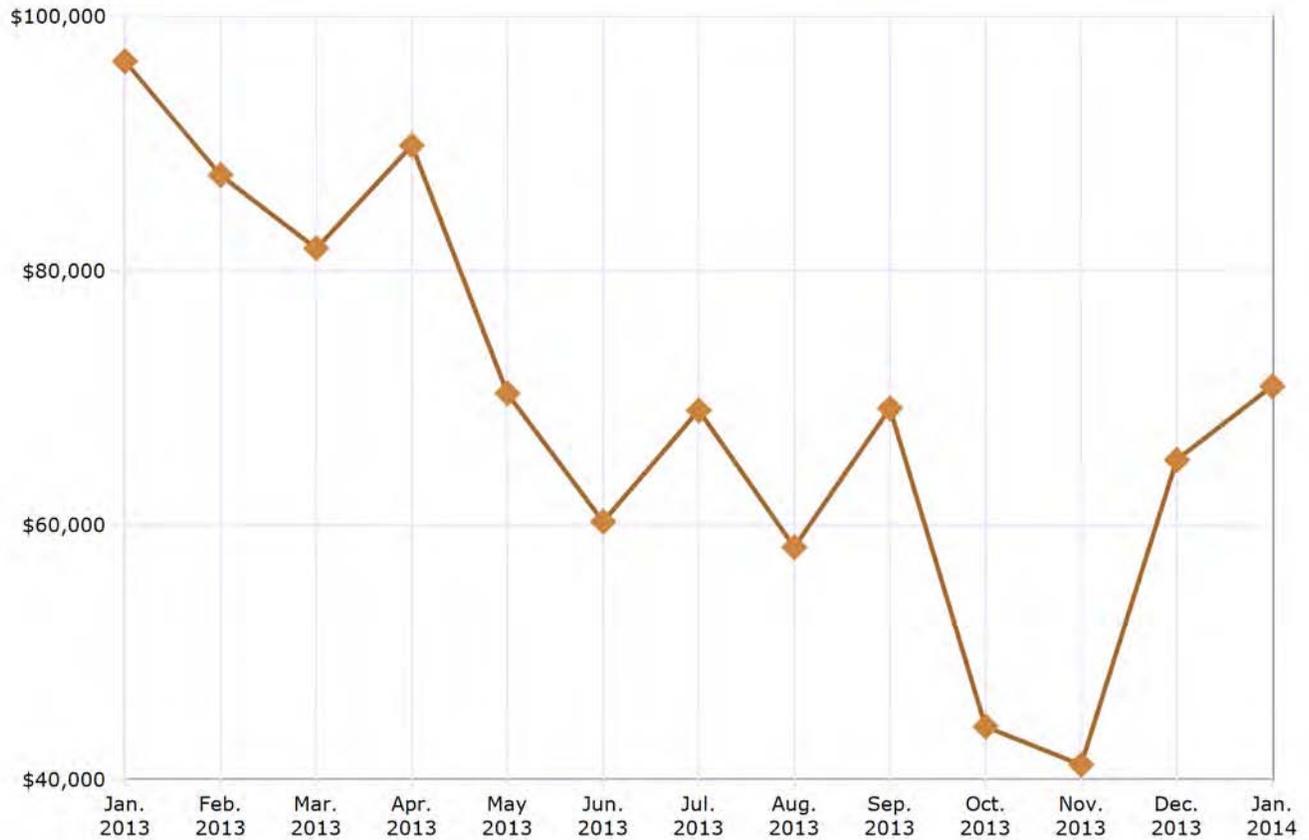


	Southampton County		Virginia	
	Weeks Paid	Amount Paid	Weeks Paid	Amount Paid
2003	4,485	\$1,026,912	2,320,260	\$608,250,060
2004	3,433	\$685,273	1,632,841	\$376,193,745
2005	2,737	\$557,984	1,382,659	\$327,192,126
2006	2,561	\$569,642	1,334,848	\$334,996,815
2007	2,942	\$673,375	1,384,335	\$364,789,088
2008	3,821	\$948,027	1,699,923	\$468,544,246
2009	8,943	\$2,259,937	3,782,630	\$1,069,206,277
2010	9,731	\$2,845,395	2,727,738	\$748,174,724
2011	4,883	\$1,217,389	2,242,341	\$612,702,314
2012	4,102	\$986,360	2,102,986	\$592,044,339
2013	3,434	\$833,512	1,999,039	\$574,074,609

Source: Virginia Employment Commission, Unemployment Insurance Program.

Unemployment Insurance Payments

Past 12 Months



	Southampton County		Virginia	
	Weeks Paid	Amount Paid	Weeks Paid	Amount Paid
Jan. 2013	407	\$96,496	218,684	\$60,852,121
Feb. 2013	363	\$87,549	181,880	\$50,992,027
Mar. 2013	334	\$81,795	173,510	\$49,108,549
Apr. 2013	379	\$89,874	186,852	\$53,635,467
May 2013	300	\$70,387	152,821	\$44,049,360
Jun. 2013	262	\$60,307	150,735	\$42,976,692
Jul. 2013	277	\$69,047	186,871	\$53,368,753
Aug. 2013	242	\$58,291	140,860	\$40,474,693
Sep. 2013	267	\$69,208	159,186	\$46,985,079
Oct. 2013	182	\$44,203	139,250	\$41,212,279
Nov. 2013	170	\$41,198	132,836	\$39,214,614
Dec. 2013	251	\$65,157	175,554	\$51,204,975
Jan. 2014	289	\$70,958	172,776	\$49,358,566

Source: Virginia Employment Commission, Unemployment Insurance Program.

Employers by Size of Establishment

	Southampton County	Virginia
0 to 4 employees	185	136,970
5 to 9 employees	49	37,456
10 to 19 employees	23	27,222
20 to 49 employees	18	19,632
50 to 99 employees	9	6,951
100 to 249 employees	***	3,706
250 to 499 employees	***	1,022
500 to 999 employees	1	358
1000 and over employees	0	239
	288	233,556

Employment by Size of Establishment

	Southampton County	Virginia
0 to 4 employees	348	214,038
5 to 9 employees	318	248,808
10 to 19 employees	302	369,293
20 to 49 employees	547	595,373
50 to 99 employees	584	473,321
100 to 249 employees	***	552,857
250 to 499 employees	***	352,153
500 to 999 employees	562	246,231
1000 and over employees	0	610,011
	3,543	3,662,085

Note: Asterisks (***) indicate non-disclosable data.
'Zero; no employment' typically represents new startup firms or sole-proprietorships.

Source: Virginia Employment Commission,
Quarterly Census of Employment and Wages (QCEW), 2nd Quarter (April, May, June) 2013.

50 Largest Employers

- | | |
|--|---|
| 1. Southampton County Public School Board | 26. Peanut Patch |
| 2. Deerfield Correctional Center | 27. Cox Industries Inc |
| 3. Narricot Industries LLC | 28. Southampton Cutting Industry |
| 4. County of Southampton | 29. Electric Motor and Contracting Inc. |
| 5. Hercules Incorporated | 30. Lee M. White, Inc. |
| 6. Warsaw Health Care Center | 31. Boykins Hogs Inc |
| 7. Meherrin Agricultural and Chemical Company | 32. Crowder & White Contracting |
| 8. Division of Institutions | 33. 7 Eleven |
| 9. Southampton Academy | 34. Hardee's |
| 10. Valley Proteins | 35. Southampton Veterinary Clinic |
| 11. Food Lion | 36. Crop Production Services Inc |
| 12. W.C. Rawls Library and Museum | 37. Dana Transport Inc |
| 13. Virginia State Department of Health | 38. Rawlings Mechanical Corporation |
| 14. Nannie Home Health Care Inc | 39. Uppy's |
| 15. Virginia Division of Community Corrections | 40. Children's Center |
| 16. Home Care Connection | 41. White Tail Resort |
| 17. Postal Service | 42. Carrolls Foods |
| 18. Southampton County Department of Social Services | 43. J.T. Barham and Company |
| 19. CCC Club | 44. Jerry D Rose Inc |
| 20. Burgess Trucking Company | 45. Midway Restaurant Inc |
| 21. Dairy Queen | 46. Porter's Wood Products |
| 22. Hubbard Peanut Company | 47. R. M. Feltz Packing Company |
| 23. The Roberts Compay Field | 48. Town of Ivor |
| 24. North American Energy Services (NAES) | 49. Dixie Mart |
| 25. J Slagle E Bryant S Evere | 50. Ivor Furniture Company |

Source: Virginia Employment Commission, Quarterly Census of Employment and Wages (QCEW), 2nd Quarter (April, May, June) 2013.

Did you know...

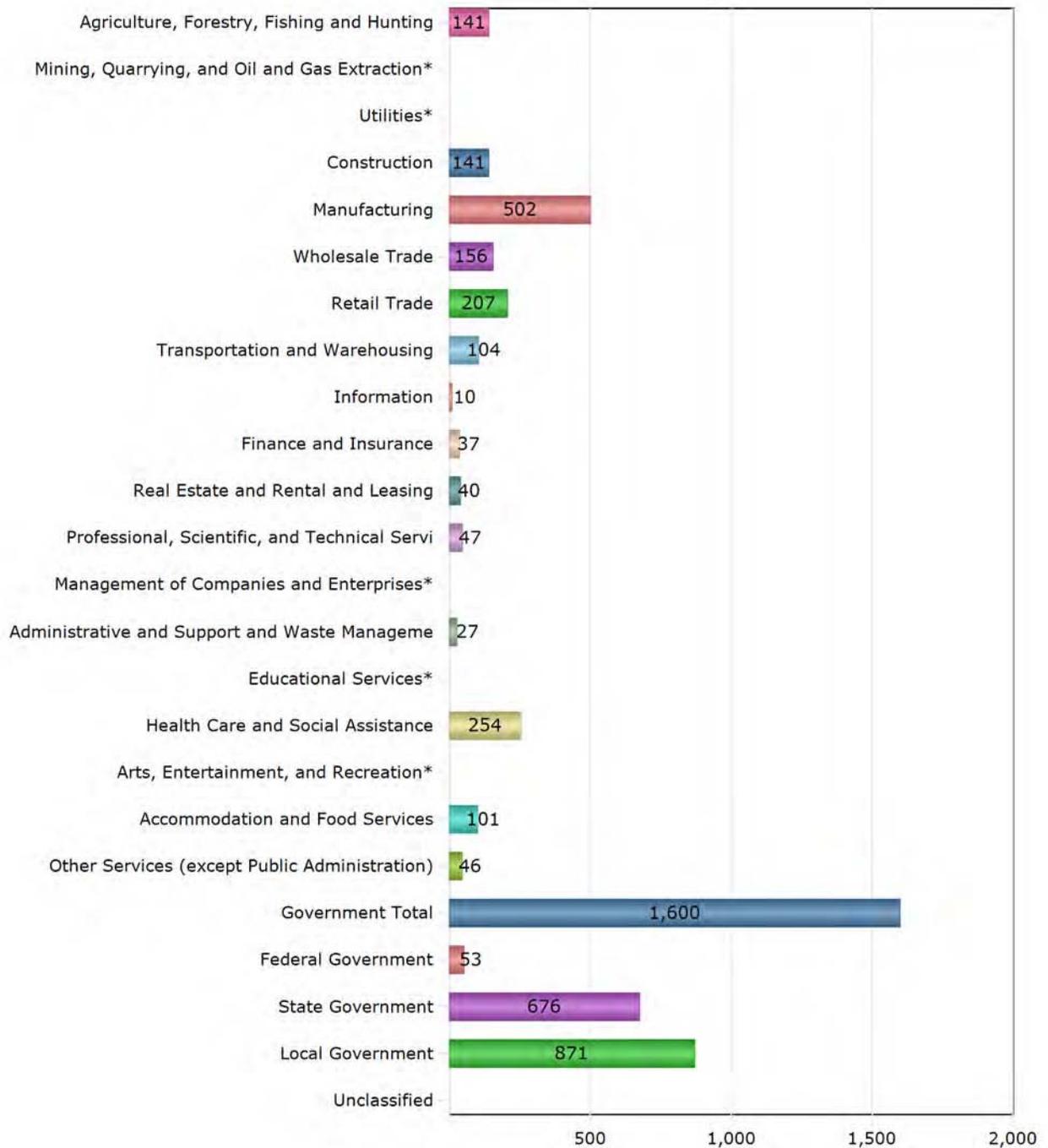
you can search over 300,000 employer listings on our website provided by Infogroup? This easy-to-use feature lets you search for employers by keyword, industry, sales volume, size range, and more!



For this data and more, visit us on the web at:

www.VirginiaLMI.com

Employment by Industry

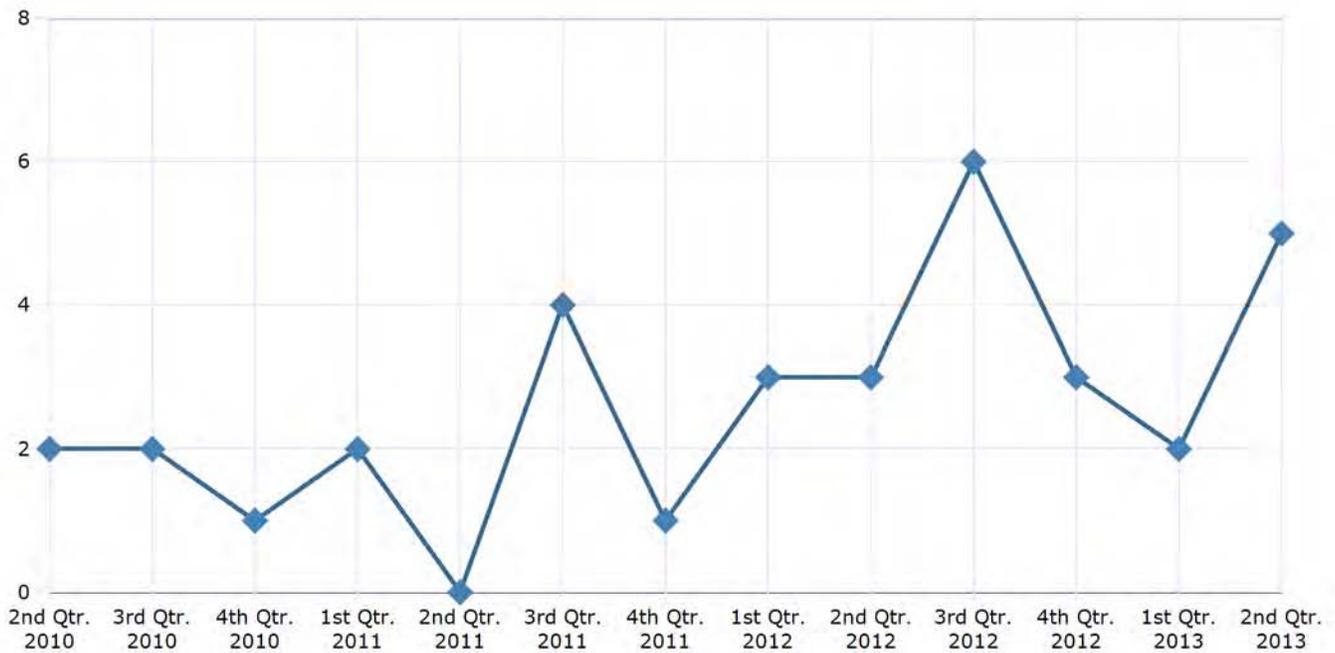


Total: 3,543

Note: Asterisk (*) indicates non-disclosable data.

Source: Virginia Employment Commission, Quarterly Census of Employment and Wages (QCEW), 2nd Quarter (April, May, June) 2013.

New Startup Firms

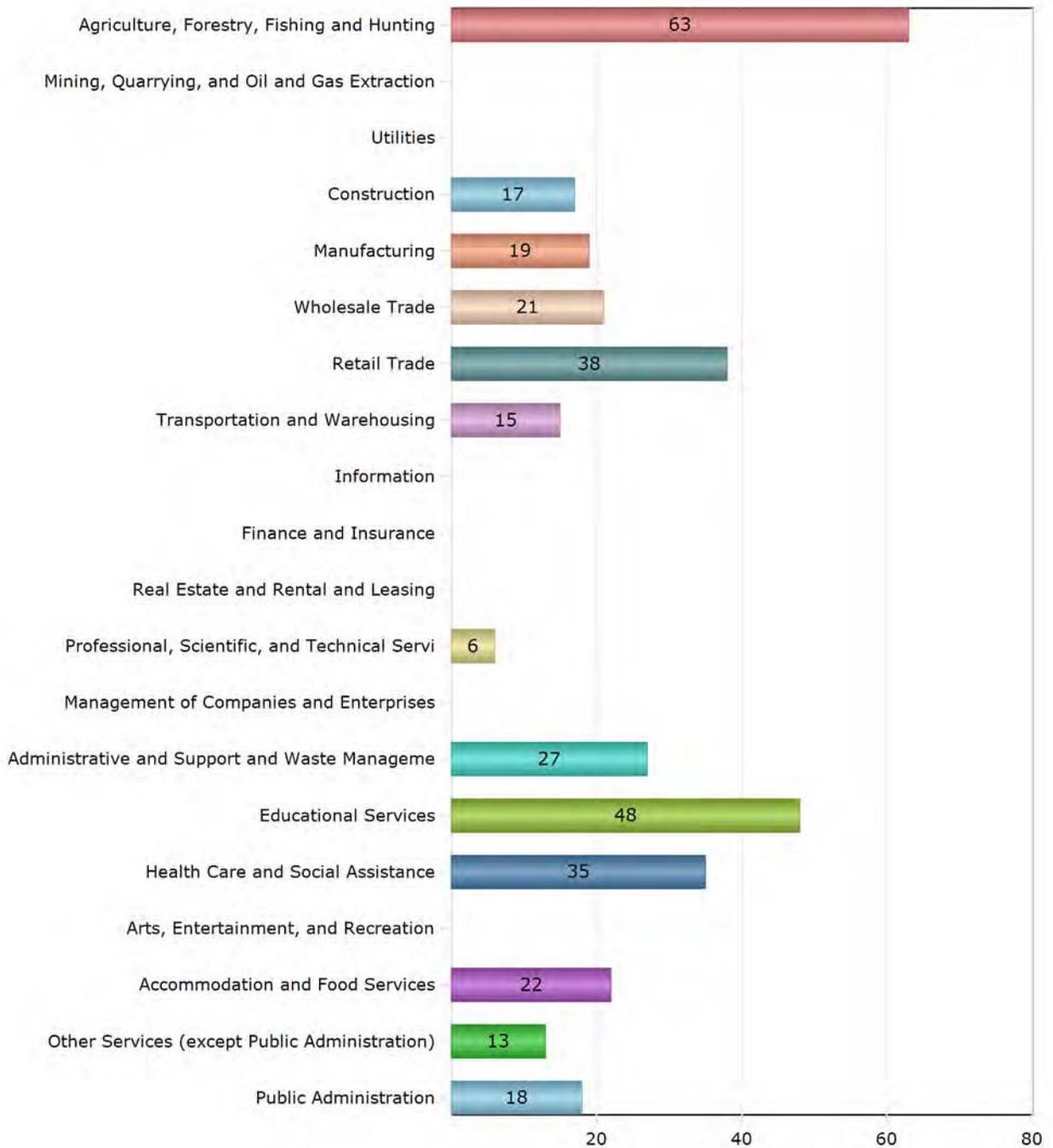


	Southampton County	Virginia
2nd Qtr. 2010	2	2,475
3rd Qtr. 2010	2	2,758
4th Qtr. 2010	1	2,568
1st Qtr. 2011	2	3,083
2nd Qtr. 2011		3,017
3rd Qtr. 2011	4	2,405
4th Qtr. 2011	1	2,518
1st Qtr. 2012	3	3,079
2nd Qtr. 2012	3	2,506
3rd Qtr. 2012	6	3,977
4th Qtr. 2012	3	2,999
1st Qtr. 2013	2	3,238
2nd Qtr. 2013	5	1,549

Note: The following criteria was used to define new startup firms:
 1.) Setup and liability date both occurred during 2nd Quarter (April, May, June) 2013
 2.) Establishment had no predecessor UI Account Number
 3.) Private Ownership
 4.) Average employment is less than 250
 5.) For multi-unit establishments, the parent company must also meet the above criteria.

Source: Virginia Employment Commission, Quarterly Census of Employment and Wages (QCEW), 2nd Quarter (April, May, June) 2013.

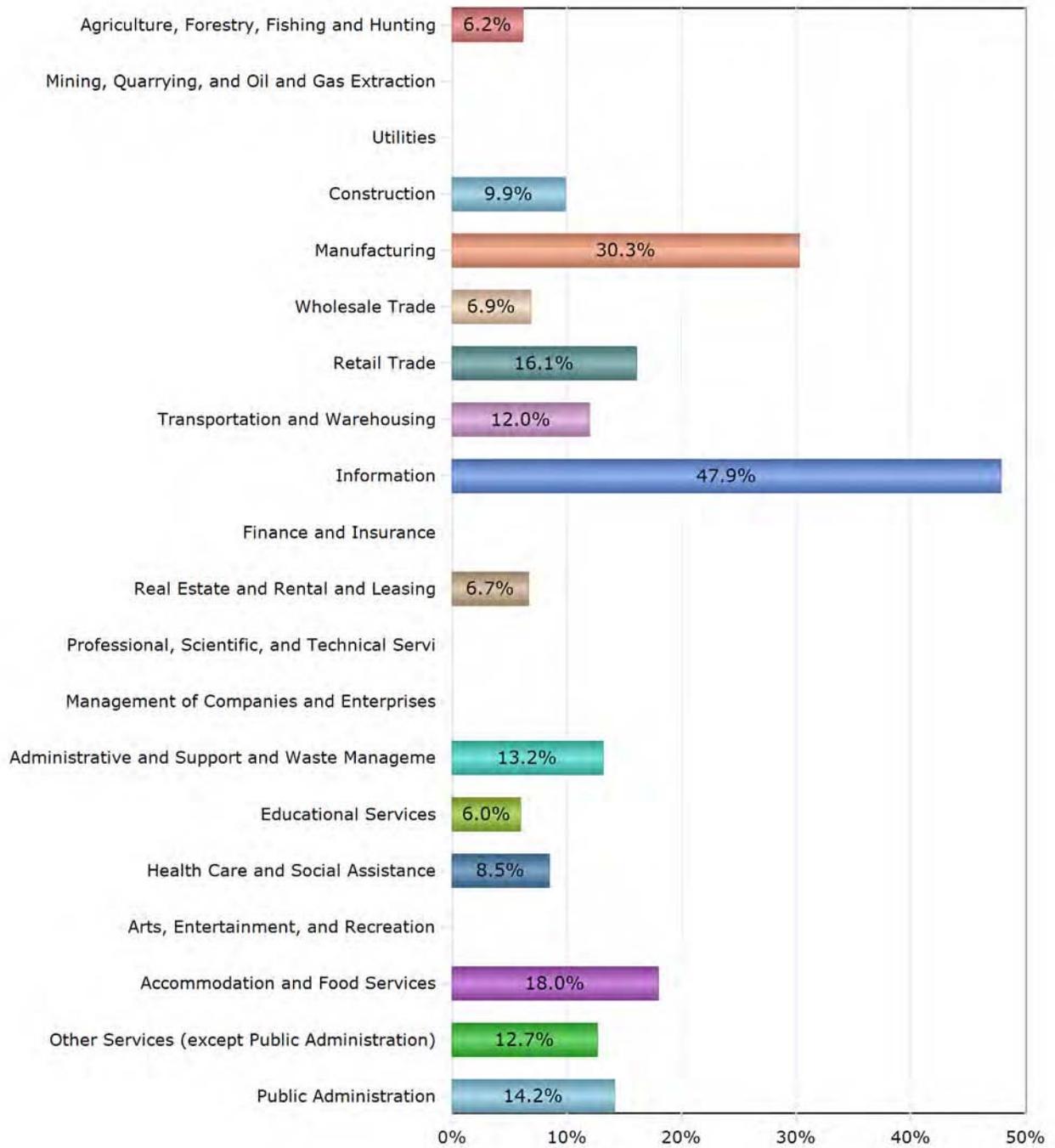
New Hires by Industry



Total: 63

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 4th Quarter (October, November, December) 2012, all ownerships.

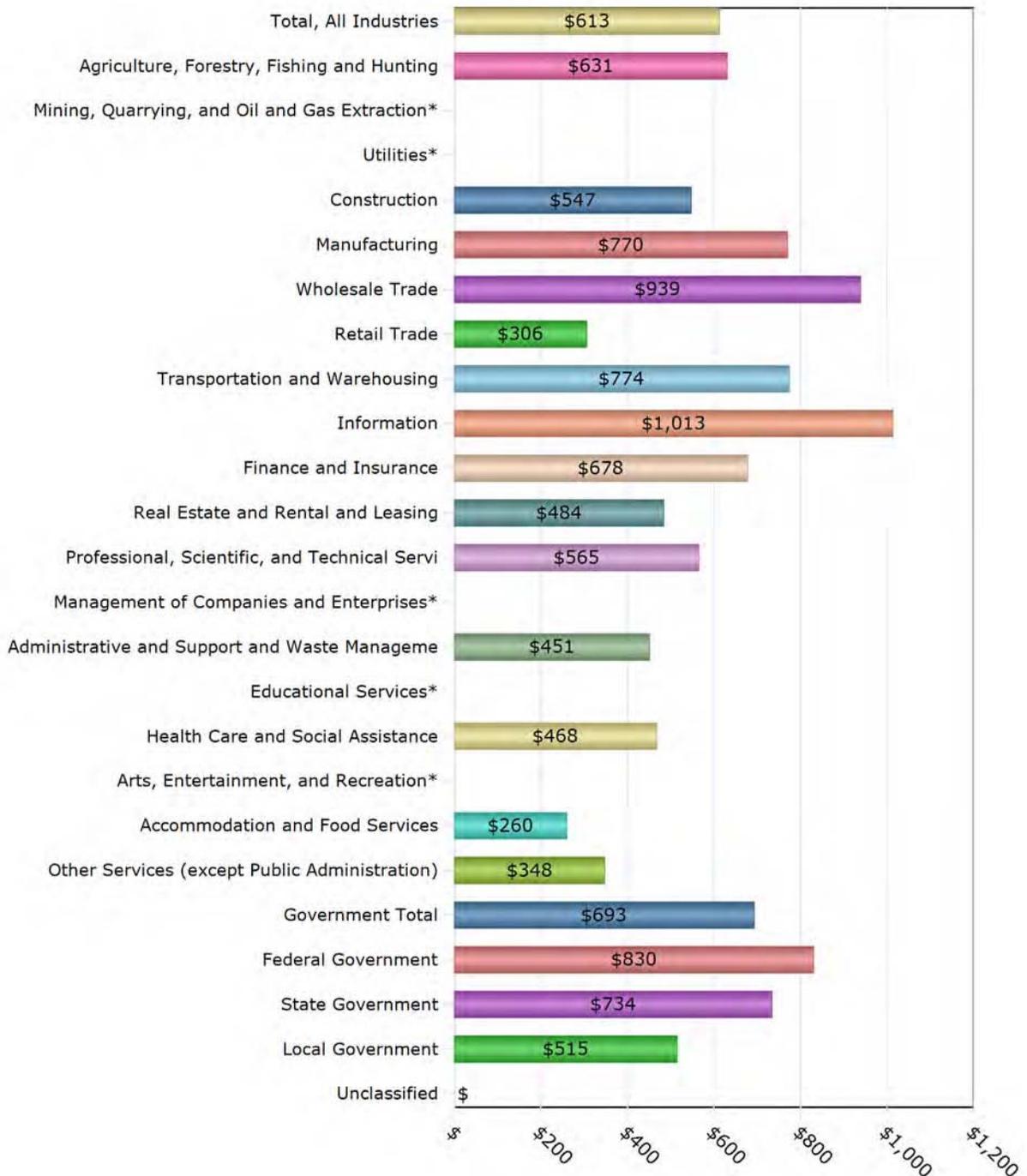
Turnover by Industry



Average: 6.2%

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 3rd Quarter (July, August, September) 2012, all ownerships.

Average Weekly Wage by Industry



Note: Asterisk (*) indicates non-disclosable data.

Source: Virginia Employment Commission, Quarterly Census of Employment and Wages (QCEW), 2nd Quarter (April, May, June) 2013.

Age of Workers by Industry

	14–18	19–21	22–24	25–34	35–44	45–54	55–64	65+
Total, All Industries	54	99	133	498	632	946	751	240
Agriculture, Forestry, Fishing and Hunting		8	18	27	34	54	44	11
Mining, Quarrying, and Oil and Gas Extraction								
Utilities								
Construction		4	5	19	21	24	15	8
Manufacturing		6	17	80	93	191	144	24
Wholesale Trade		5	9	26	39	50	45	17
Retail Trade	15	29	26	32	26	42	24	9
Transportation and Warehousing			3	17	29	31	22	10
Information			4	8	15	12	21	11
Finance and Insurance				3	3	5	4	
Real Estate and Rental and Leasing					9	26	6	8
Professional, Scientific, and Technical Services				17	17	23	12	7
Management of Companies and Enterprises								
Administrative and Support and Waste Management		3	5	12	14	13	16	6
Educational Services	5		6	80	111	138	160	73
Health Care and Social Assistance		7	15	46	49	57	63	14
Arts, Entertainment, and Recreation								
Accommodation and Food Services	13	21	9	15	17	16	11	
Other Services (except Public Administration)		3		9	6	16	14	10
Public Administration		4	14	95	133	233	132	26

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 4th Quarter (October, November, December) 2012, all ownerships.

What is LED?

Developed by the U.S. Census Bureau, the Local Employment Dynamics (LED) program merges Virginia's Unemployment Compensation wage and employer records with Census demographic data. Read more about LED on the following website:

<http://lehd.did.census.gov/led/>



Industry Employment and Projections

Long Term

	Employment			Percent	
	Estimated 2010	Projected 2020	Change	Total	Annual
Total, All Industries	519,629	604,604	84,975	16.35%	1.53%
Agriculture, Forestry, Fishing and Hunting	235	232	-3	-1.28%	-.13%
Mining, Quarrying, and Oil and Gas Extraction	***	***	***	***	***
Utilities	1,138	1,125	-13	-1.14%	-.11%
Construction	25,597	32,705	7,108	27.77%	2.48%
Manufacturing	23,939	24,964	1,025	4.28%	.42%
Wholesale Trade	14,920	16,835	1,915	12.84%	1.21%
Retail Trade	56,350	63,964	7,614	13.51%	1.28%
Transportation and Warehousing	16,706	20,159	3,453	20.67%	1.9%
Information	9,462	10,138	676	7.14%	.69%
Finance and Insurance	16,857	19,361	2,504	14.85%	1.39%
Real Estate and Rental and Leasing	9,430	10,802	1,372	14.55%	1.37%
Professional, Scientific, and Technical Servi Management of Companies and Enterprises	31,853	41,915	10,062	31.59%	2.78%
Administrative and Support and Waste Manageme	6,607	6,786	179	2.71%	.27%
Administrative and Support and Waste Manageme	28,249	33,385	5,136	18.18%	1.68%
Educational Services	48,914	57,433	8,519	17.42%	1.62%
Health Care and Social Assistance	57,628	77,997	20,369	35.35%	3.07%
Arts, Entertainment, and Recreation	4,764	5,518	754	15.83%	1.48%
Accommodation and Food Services	46,600	52,879	6,279	13.47%	1.27%
Other Services (except Public Administration)	15,911	18,523	2,612	16.42%	1.53%

*Note: Asterisks (***) indicate non-disclosable data.
Projections data is for Hampton Roads (LWIA XVI). No data available for Southampton County.*

*Source: Virginia Employment Commission,
Long Term Industry and Occupational Projections, 2010-2020.*

Industry Employment and Projections

Short Term

	Employment			Percent	
	Estimated 2012	Projected 2014	Change	Total	Annual
Total, All Industries	3,955,612	4,060,985	105,373	2.66%	1.32%
Agriculture, Forestry, Fishing and Hunting	3,754	3,867	113	3.01%	1.49%
Mining, Quarrying, and Oil and Gas Extraction	8,504	7,958	-546	-6.42%	-3.26%
Utilities	10,545	10,303	-242	-2.29%	-1.15%
Construction	177,604	181,252	3,648	2.05%	1.02%
Manufacturing	231,330	231,797	467	.2%	.1%
Wholesale Trade	111,429	112,109	680	.61%	.3%
Retail Trade	418,185	429,362	11,177	2.67%	1.33%
Transportation and Warehousing	106,247	108,890	2,643	2.49%	1.24%
Information	70,989	69,773	-1,216	-1.71%	-.86%
Finance and Insurance	127,679	132,281	4,602	3.6%	1.79%
Real Estate and Rental and Leasing	51,726	52,560	834	1.61%	.8%
Professional, Scientific, and Technical Servi Management of Companies and Enterprises	397,450	414,697	17,247	4.34%	2.15%
Administrative and Support and Waste Manageme	75,979	80,137	4,158	5.47%	2.7%
Educational Services	209,347	217,100	7,753	3.7%	1.83%
Health Care and Social Assistance	367,237	377,416	10,179	2.77%	1.38%
Arts, Entertainment, and Recreation	410,652	428,306	17,654	4.3%	2.13%
Accommodation and Food Services	43,217	45,231	2,014	4.66%	2.3%
Other Services (except Public Administration)	311,532	323,755	12,223	3.92%	1.94%
	130,702	134,193	3,491	2.67%	1.33%

Note: Asterisks (***) indicate non-disclosable data.
Projections data is for Virginia Statewide. No data available for Southampton County.

Source: Virginia Employment Commission,
Short Term Industry and Occupational Projections, 2012-2014.

Occupation Employment and Projections

Long Term

	Employment			Openings		
	Estimated 2010	Projected 2020	% Change	Replacements	Growth	Total
Total, All Occupations	519,629	604,604	16.35%	12,410	8,635	21,045
Management Occupations	21,031	23,352	11.04%	427	234	661
Business and Financial Operations Occupations	27,973	33,714	20.52%	556	574	1,130
Computer and Mathematical Occupations	14,632	18,839	28.75%	270	421	691
Architecture and Engineering Occupations	11,463	13,314	16.15%	250	186	436
Life, Physical, and Social Science Occupations	2,844	3,376	18.71%	92	54	146
Community and Social Service Occupations	7,022	8,821	25.62%	155	180	335
Legal Occupations	4,221	4,988	18.17%	70	77	147
Education, Training, and Library Occupations	31,119	36,691	17.91%	678	557	1,235
Arts, Design, Entertainment, Sports, and Media Occupations	9,375	10,871	15.96%	244	153	397
Healthcare Practitioners and Technical Occupations	26,731	33,637	25.84%	540	692	1,232
Healthcare Support Occupations	13,793	18,850	36.66%	201	506	707
Protective Service Occupations	15,068	16,261	7.92%	376	130	506
Food Preparation and Serving Related Occupations	46,811	53,530	14.35%	1,605	672	2,277
Building and Grounds Cleaning and Maintenance Occupations	19,522	22,590	15.72%	358	307	665
Personal Care and Service Occupations	18,733	23,911	27.64%	432	521	953
Sales and Related Occupations	55,997	63,351	13.13%	1,684	753	2,437
Office and Administrative Support Occupations	81,787	92,253	12.8%	1,814	1,118	2,932
Farming, Fishing, and Forestry Occupations	771	790	2.46%	22	3	25
Construction and Extraction Occupations	29,075	33,981	16.87%	657	491	1,148
Installation, Maintenance, and Repair Occupations	24,144	27,916	15.62%	542	378	920
Production Occupations	21,606	23,121	7.01%	456	174	630
Transportation and Material Moving Occupations	35,911	40,447	12.63%	981	456	1,437

Note: Asterisks (***) indicate non-disclosable data.
Projections data is for Hampton Roads (LWIA XVI). No data available for Southampton County.

Source: Virginia Employment Commission,
Long Term Industry and Occupational Projections, 2010-2020.

Occupation Employment and Projections

Short Term

	Employment			Openings		
	Estimated 2012	Projected 2014	% Change	Replacements	Growth	Total
Total, All Occupations	3,955,612	4,060,985	2.66%	92,454	54,026	146,480
Management Occupations	217,453	220,929	1.6%	4,016	1,760	5,776
Business and Financial Operations Occupations	264,892	275,110	3.86%	4,754	5,109	9,863
Computer and Mathematical Occupations	207,476	216,456	4.33%	3,114	4,490	7,604
Architecture and Engineering Occupations	82,615	83,241	.76%	1,728	446	2,174
Life, Physical, and Social Science Occupations	31,111	31,936	2.65%	976	414	1,390
Community and Social Service Occupations	56,720	59,186	4.35%	1,183	1,233	2,416
Legal Occupations	42,929	44,297	3.19%	654	684	1,338
Education, Training, and Library Occupations	245,233	252,268	2.87%	4,950	3,518	8,468
Arts, Design, Entertainment, Sports, and Media Occupations	69,323	71,296	2.85%	1,794	1,027	2,821
Healthcare Practitioners and Technical Occupations	200,448	207,190	3.36%	3,625	3,372	6,997
Healthcare Support Occupations	95,207	99,525	4.54%	1,214	2,159	3,373
Protective Service Occupations	99,190	101,608	2.44%	2,532	1,210	3,742
Food Preparation and Serving Related Occupations	312,407	324,952	4.02%	13,190	6,272	19,462
Building and Grounds Cleaning and Maintenance Occupations	148,427	152,688	2.87%	2,454	2,130	4,584
Personal Care and Service Occupations	135,751	142,547	5.01%	3,061	3,404	6,465
Sales and Related Occupations	424,154	432,950	2.07%	14,269	4,504	18,773
Office and Administrative Support Occupations	557,817	569,857	2.16%	12,121	6,434	18,555
Farming, Fishing, and Forestry Occupations	7,185	7,248	.88%	202	38	240
Construction and Extraction Occupations	192,411	194,542	1.11%	4,030	1,174	5,204
Installation, Maintenance, and Repair Occupations	153,691	156,453	1.8%	3,282	1,482	4,764
Production Occupations	179,839	181,430	.88%	3,626	1,161	4,787
Transportation and Material Moving Occupations	231,333	235,276	1.7%	5,680	2,004	7,684

Note: Asterisks (***) indicate non-disclosable data.
Projections data is for Virginia Statewide. No data available for Southampton County.

Source: Virginia Employment Commission,
Short Term Industry and Occupational Projections, 2012-2014.

Growth Occupations

	Employment			Average Annual Openings			Average Annual Salary
	Estimated 2010	Projected 2020	% Change	Replacements	Growth	Total	
Personal Care Aides	3,035	5,658	86.43%	24	262	286	\$18,910
Home Health Aides	***	***	***	***	***	***	\$21,210
Veterinary Technologists and Technicians	172	270	56.98%	3	10	13	\$39,233
Helpers--Carpenters	402	616	53.23%	11	21	32	\$24,624
Physical Therapist Assistants	241	368	52.7%	4	13	17	\$53,451
Software Developers, Systems Software	1,346	2,049	52.23%	14	70	84	\$91,254
Physical Therapist Aides	***	***	***	***	***	***	\$22,146
Occupational Therapy Assistants	115	172	49.57%	2	6	8	\$63,477
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	206	302	46.6%	6	10	16	\$28,458
Emergency Medical Technicians and Paramedics	699	1,024	46.5%	14	32	46	\$34,632
Automotive and Watercraft Service Attendants	196	284	44.9%	6	9	15	\$20,333
Medical Scientists, Except Epidemiologists	74	107	44.59%	0	3	3	\$59,140
Medical Secretaries	668	964	44.31%	9	30	39	\$33,016
Health Educators	117	168	43.59%	2	5	7	\$54,817
Diagnostic Medical Sonographers	122	174	42.62%	2	5	7	\$66,757
Dental Hygienists	703	998	41.96%	14	30	44	\$73,121
Market Research Analysts and Marketing Specialists	961	1,356	41.1%	26	40	66	\$58,693
Reinforcing Iron and Rebar Workers	167	235	40.72%	3	7	10	\$50,336
Marriage and Family Therapists	263	370	40.68%	6	11	17	\$41,389
Veterinarians	293	412	40.61%	6	12	18	\$84,256

Note: Asterisks (***) indicate non-disclosable data.
Projections and OES wage data are for Hampton Roads (LWIA XVI). No data available for Southampton County.

Source: Virginia Employment Commission,
Long Term Industry and Occupational Projections, 2010-2020
Occupational Employment Statistics (OES) Survey, 2012.

Declining Occupations

	Employment			Openings		
	Estimated 2010	Projected 2020	% Change	Replace-ments	Growth	Total
Postal Service Clerks	192	97	-49.48%	4	0	4
Postal Service Mail Sorters, Processors, and Processing Machine Operators	536	273	-49.07%	3	0	3
Switchboard Operators, Including Answering Service	273	210	-23.08%	5	0	5
Prepress Technicians and Workers	***	***	***	***	***	***
Chemical Plant and System Operators	***	***	***	***	***	***
Shampooers	***	***	***	***	***	***
Machine Feeders and Offbearers	***	***	***	***	***	***
Postal Service Mail Carriers	1,021	888	-13.03%	33	0	33
Sawing Machine Setters, Operators, and Tenders, Wood	***	***	***	***	***	***
Floral Designers	133	118	-11.28%	4	0	4
Pressers, Textile, Garment, and Related Materials	283	252	-10.95%	2	0	2
Commercial and Industrial Designers	160	143	-10.63%	5	0	5
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	***	***	***	***	***	***
Photographic Process Workers and Processing Machine Operators	601	547	-8.99%	15	0	15
Computer Operators	216	197	-8.8%	2	0	2
Word Processors and Typists	318	294	-7.55%	2	0	2
File Clerks	493	457	-7.3%	13	0	13
Sewing Machine Operators	333	311	-6.61%	2	0	2
Office Machine Operators, Except Computer	137	128	-6.57%	4	0	4
Food Batchmakers	***	***	***	***	***	***

Note: Asterisks (***) indicate non-disclosable data.
 Projections data is for Hampton Roads (LWIA XVI). No data available for Southampton County.

Source: Virginia Employment Commission,
 Long Term Industry and Occupational Projections, 2010-2020.

Consumer Price Index (CPI)

All Urban Consumers (CPI-U)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Ann.	% chg
2003	181.700	183.100	184.200	183.800	183.500	183.700	183.900	184.600	185.200	185.000	184.500	184.300	184.000	2.3
2004	185.200	186.200	187.400	188.000	189.100	189.700	189.400	189.500	189.900	190.900	191.000	190.300	188.900	2.7
2005	190.700	191.800	193.300	194.600	194.400	194.500	195.400	196.400	198.800	199.200	197.600	196.800	195.300	3.4
2006	198.300	198.700	199.800	201.500	202.500	202.900	203.500	203.900	202.900	201.800	201.500	201.800	201.600	3.2
2007	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917	208.490	208.936	210.177	210.036	207.342	2.8
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425	210.228	215.303	3.8
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834	215.969	216.177	216.330	215.949	214.537	-0.4
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312	218.439	218.711	218.803	219.179	218.056	1.6
2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545	226.889	226.421	226.230	225.672	224.939	3.2
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	2.1
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	1.5

Urban Wage Earners and Clerical Workers (CPI-W)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Ann.	% chg
2003	177.700	179.200	180.300	179.800	179.400	179.600	179.600	180.300	181.000	180.700	180.200	179.900	179.800	2.2
2004	180.900	181.900	182.900	183.500	184.700	185.300	184.900	185.000	185.400	186.500	186.800	186.000	184.500	2.6
2005	186.300	187.300	188.600	190.200	190.000	190.100	191.000	192.100	195.000	195.200	193.400	192.500	191.000	3.5
2006	194.000	194.200	195.300	197.200	198.200	198.600	199.200	199.600	198.400	197.000	196.800	197.200	197.100	3.2
2007	197.559	198.544	200.612	202.130	203.661	203.906	203.700	203.199	203.889	204.338	205.891	205.777	202.767	2.9
2008	206.744	207.254	209.147	210.698	212.788	215.223	216.304	215.247	214.935	212.182	207.296	204.813	211.053	4.1
2009	205.700	206.708	207.218	207.925	208.774	210.972	210.526	211.156	211.322	211.549	212.003	211.703	209.630	-0.7
2010	212.568	212.544	213.525	213.958	214.124	213.839	213.898	214.205	214.306	214.623	214.750	215.262	213.967	2.1
2011	216.400	217.535	220.024	221.743	222.954	222.522	222.686	223.326	223.688	223.043	222.813	222.166	221.575	3.6
2012	223.216	224.317	226.304	227.012	226.600	226.036	225.568	227.056	228.184	227.974	226.595	225.889	226.229	2.1
2013	226.520	228.677	229.323	228.949	229.399	230.002	230.084	230.359	230.537	229.735	229.133	229.174	229.324	1.4

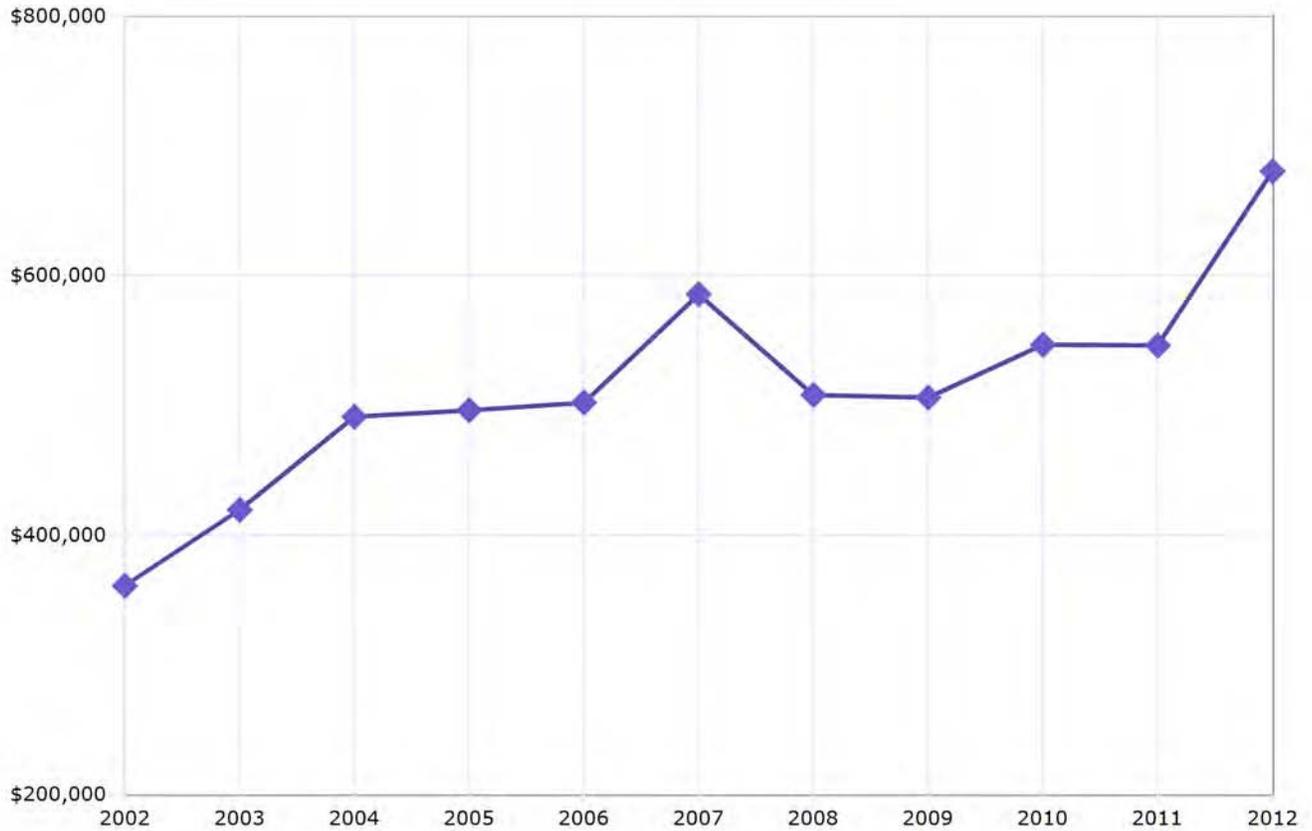
Note: CPI data is for the United States only. No data available for Southampton County.

The CPI-U includes expenditures by urban wage earners and clerical workers, professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees and others not in the labor force. The CPI-W only includes expenditures by those in hourly wage earning or clerical jobs.

Source: Bureau of Labor Statistics, Consumer Price Indexes (CPI) Program.

Local Option Sales Tax

Trends



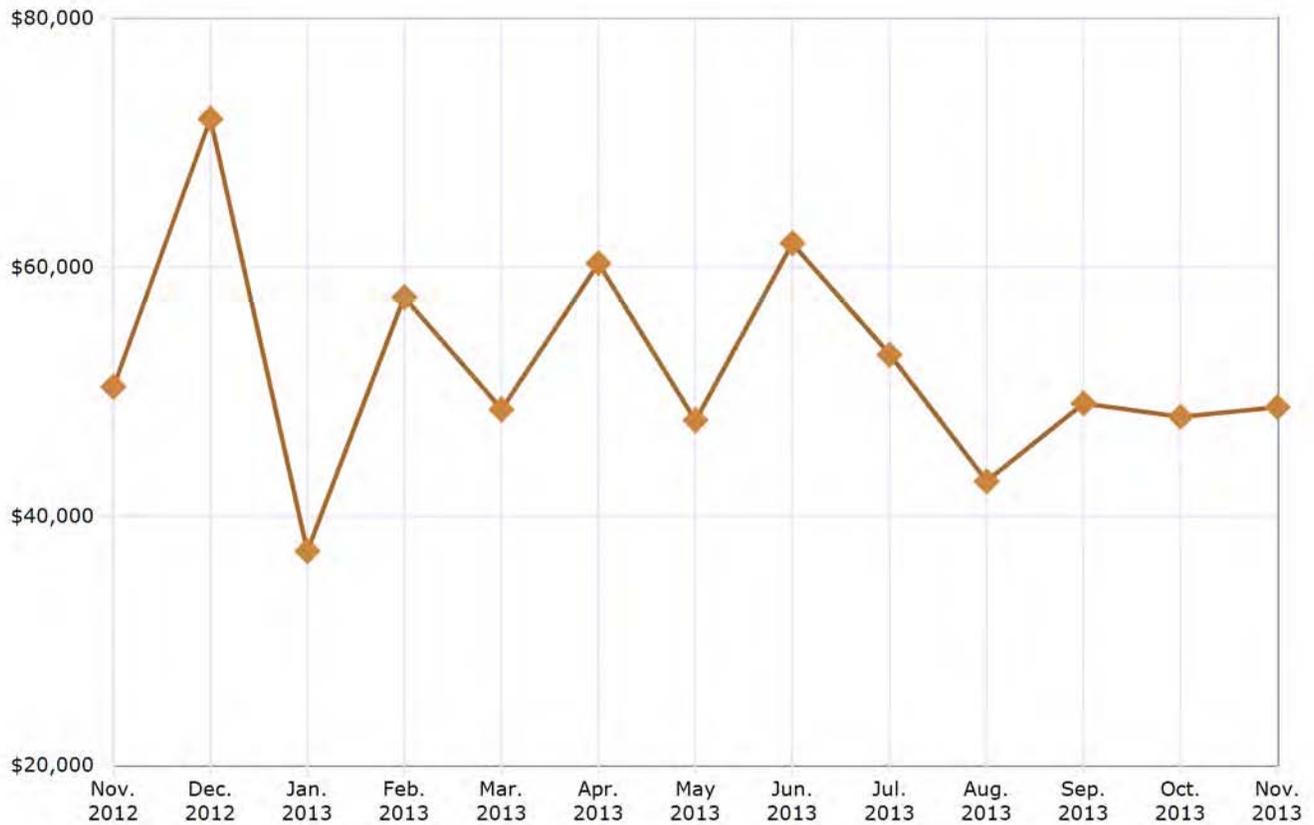
	Southampton County	Virginia
2002	\$360,853	\$789,905,170
2003	\$419,219	\$838,275,059
2004	\$491,082	\$914,499,686
2005	\$496,086	\$976,923,577
2006	\$502,053	\$1,028,544,074
2007	\$585,425	\$1,056,766,678
2008	\$507,854	\$1,032,815,078
2009	\$505,848	\$979,594,664
2010	\$546,528	\$992,820,512
2011	\$545,987	\$1,035,981,229
2012	\$680,235	\$1,080,663,042

Note: This data is based on Virginia sales tax revenues deposited, rather than the actual taxable sales figures as reported on a dealer's return.

Source: Virginia Department of Taxation, Revenue Forecasting.

Local Option Sales Tax

Past 12 Months



	Southampton County	Virginia
Nov. 2012	\$50,392	\$91,139,984
Dec. 2012	\$71,892	\$107,426,421
Jan. 2013	\$37,206	\$80,376,392
Feb. 2013	\$57,577	\$81,521,983
Mar. 2013	\$48,565	\$92,230,779
Apr. 2013	\$60,299	\$92,553,822
May 2013	\$47,689	\$92,436,992
Jun. 2013	\$61,901	\$97,114,277
Jul. 2013	\$52,962	\$89,789,825
Aug. 2013	\$42,792	\$90,429,025
Sep. 2013	\$49,058	\$89,406,482
Oct. 2013	\$47,972	\$96,556,090
Nov. 2013	\$48,751	\$89,492,740

Note: This data is based on Virginia sales tax revenues deposited, rather than the actual taxable sales figures as reported on a dealer's return.

Source: Virginia Department of Taxation, Revenue Forecasting.