

Number of Employees	Company	Industry / Function	Location
14,000	Capital One Financial	Financial services, call center	Goochland
13,500	VCU Health	Health care	Richmond City
11,200	HCA Virginia Health System	Health care	Chesterfield
8,516	Bon Secours Richmond	Health care	Henrico
7,832	Virginia Commonwealth University	Public four-year university	Richmond City
5,433	Dominion Energy	HQ; energy services	Richmond City
5,100	Amazon	Online retail	Henrico
4,549	Truist	Banking	Richmond City
3,850	Altria Group	HQ; tobacco products, R&D	Henrico
2,805	United Parcel Service	Package distribution	Chesterfield
2,700	Federal Reserve Bank Richmond	Federal reserve bank	Richmond City
2,655	Anthem Blue Cross Blue Shield	Health Insurance	Henrico
2,582	Wells Fargo	Banking	Richmond City
2,475	CarMax	HQ; used auto sales	Goochland
2,436	DuPont	Chemicals and fibers	Chesterfield
2,180	CoStar Group	Real estate information and analytics	Richmond City
1,921	Bank of America	Banking	Richmond City
1,886	Markel Group	HQ; Specialty insurance	Henrico
1,700	Verizon Communications	Telecommunications	Richmond City
1,578	University of Richmond	Private four-year university	Richmond City
1,450	General Dynamics	Call center	Chesterfield
1,345	Estes Express Lines	HQ; Trucking, air freight	Richmond City
1,316	T-Mobile USA	Telecommunications	Henrico
1,300	Thermo Fisher Scientific	Biolab services; clinical research; manufacturing	Henrico
1,269	AdvanSix	Polymers	Hopewell
1,000	Kings Dominion	Amusement park	Hanover
936	The Results Companies	Call center for business process management	Chesterfield
928	GE Power	Parts for power generating machinery	Chesterfield
890	Supervalu	Wholesale food	Hanover
836	SimpliSafe	Customer support to home security systems	Henrico
819	Performance Food Group	HQ; food products distribution	Goochland
805	Patient First	Healthcare urgent care centers	Henrico
800	Genworth Financial	Insurance	Henrico
791	Hill Phoenix	Refrigerated display cases	Chesterfield
788	Hunton Andrews Kurth	Legal Services	Richmond City
760	Long & Foster Richmond	Residential and commercial real estate sales	Richmond City
756	McKesson Medical-Surgical	Wholesale medical-surgical supplies	Henrico
750	WestRock	Packaging materials	Richmond City
726	Atlantic Union Bank	HQ; banking	Richmond City
681	Virginia State University	Public four-year university	Chesterfield
680	Mondelez International	Snack manufacturing	Henrico
675	Comcast	Call center, cable TV and Internet provider	Henrico
650	Allianz Global Assistance	Travel insurance	Henrico
631	YMCA of Greater Richmond	Non-profit fitness and recreational services	Richmond City
624	Wegmans	Retail wholesale grocery distribution	Hanover
620	McGuireWoods	Legal Services	Richmond City
609	Owens & Minor	HQ; wholesale medical supplies	Hanover
600	Elephant Insurance	Insurance services	Henrico
600	TForce Freight	Less-than-truckload freight carrier	Richmond City
600	Westminster Canterbury	Retirement community	Henrico
590	Teleperformance	Financial services customer support	Henrico
575	Wal-Mart	Warehouse and distribution center	Dinwiddie
574	Southern States	HQ; agribusiness cooperative	Henrico
572	Virginia Credit Union	HQ; financial services	Chesterfield
567	Ukrop's Homestyle Foods	Chilled prepared foods and baked goods-manufacturing	Henrico
556	ASGN	Information Technology	Henrico
545	Kinsale Capital Group	Specialty insurance	Henrico
533	Goodwill of Central Virginia	Non-profit training center; retailer	Richmond City
500	EAB	Educational / IT service provider	Henrico

Notes:(1) Some companies combine headquarters and local branch locations in their employment numbers. (2) If a company includes a headquarters office and local branches, the headquarters location is listed. (3) If a company has branches in multiple locations within the region, the locality with the most employees is listed. (4) Excludes government and retail operations. (5) Sources include local business media; Virginia Employment Commission WARN Notices; Virginia Economic Development Partnership's Announcement Database; CoStar Tenant; Dunn & Bradstreet / Hoovers; DatabaseUSA; and local economic development offices. Updated March 2025.