

# STRAIGHT TO THE POINT



TRADEPOINT  
ATLANTIC



TRADEPOINT  
RAIL



TRADEPOINT  
TERMINALS

## STRENGTH IN DIVERSITY: THE TRADEPOINT TAPESTRY

As we continue with redevelopment and revitalization at TradePoint Atlantic, we reflect often on both the future and the legacy of diversity at Sparrows Point. Ever rich with pride and purpose, the rich tapestry of industry, culture, expertise and experience present in our operations, tenants and workforce today is as defining and embedded in our success as it was in the early 1970s, when an organization of black steelworkers successfully lobbied the federal government for equal wages. Or in 1887, when brothers Frederick and Luther Wood, one an MIT-trained engineer; the other a social reformer and activist, built and ran the mills after the Pennsylvania Steel Company first broke ground. Or in the 1930s, when women began working across the mill in jobs previously open only to men.

**WHETHER THROUGH PROGRESS OR ADVERSITY**, the Point has always been a place where people from different backgrounds, locations and perspectives have come together to accelerate innovation and fuel creativity. Where careers and communities have taken shape and industries have taken hold. Where companies make their home to successfully compete and grow.

**AS ONE OF THE LARGEST GLOBAL LOGISTICS HUBS IN THE COUNTRY**, we know well that diversity drives business performance and outcomes. And we understand the importance of modeling the success and opportunity

inherent to a wide-ranging and multifaceted wellspring of jobs, markets, skillsets and cultures. In particular today, as the pace of digital transformation continues to redefine work, and we continue to evolve to meet the demands of an ever changing industry, diversity is a differentiator.

**BE IT BY LAND, WATER OR RAIL**, TradePoint Atlantic's facilities and tenants provide our local communities - and consumers across the world - with vastly unique services and products from warehousing, manufacturing and distribution to marine terminal operations, rail operations, logistics and retail to auto imports, lab research and greenhouse cultivation. And all of this success is driven by a diverse workforce made up of more than 12,000 full-time employees who come here from Owings Mills and Parkville, Ellicott City, Catonsville and Glen Burnie, Cherry Hill, Brooklyn Park, Fells Point, Essex, Dundalk and Middle River – and other cities and small towns across the state.

**IN OUR ROLE AS FAITHFUL LOYALISTS TO THE DEEP ROOTS OF SPARROWS POINT** and its surrounding communities – as disruptors of industry and drivers of economic strength - we remain committed to supporting and celebrating our tenants' work to embrace these values at every level of the organization – to recruit and train a more diverse workforce, to expand and strengthen career pathways and foster more inclusive cultures. Just as we will persist in our pursuit of growth and shared success through the continued expansion of capabilities, access and expertise at TradePoint Atlantic. We will always strive to meet the diverse needs of our customers and the communities of which we are a part.



## A STRONG, DIVERSE AND GROWING WORKFORCE

### TRADEPOINT ATLANTIC WORKFORCE DEMOGRAPHIC STUDY

In 2021 and 2022, TPA commissioned a workforce demographic study to better understand the current state of diversity among our tenants and their employees and provide a baseline against which we can continually measure progress in the future. As part of our efforts to better support companies in identifying and addressing challenges and opportunities, we asked executives how they applied data analysis to help drive diversity and inclusion. Overwhelmingly, those with the most success are both systematic in their approach and fluid in implementation, allowing decisions and insights to evolve as each new data set informs strategy and process improvement.

12,000  
PERMANENT JOBS

1,000  
CONSTRUCTION JOBS

900  
PEOPLE USE MTA TO GET TO WORK AT THE POINT EVERY DAY

25,000  
FORECASTED DAILY POPULATION AT FULL BUILD OUT, INCLUDING 4,000 NEW FULL-TIME JOBS



## EXPANDING PATHWAYS FOR CAREER AND WAGE GROWTH



Governor Larry Hogan, U.S. Department of Commerce Deputy Secretary Don Graves, Maryland Secretary of Labor Tiffany Robinson, Rep. Kweisi Mfume, Rep. John Sarbanes, and Baltimore County Executive Johnny Olszewski at Tradepoint Atlantic for the grant announcement.

### HARLEM LACROSSE STUDENTS DISCOVER NEW POSSIBILITIES

We hosted students from Harlem Lacrosse for a “career exploration day” this July. Designed to introduce youth to the wide range of employment opportunities available at Tradepoint Atlantic and expand their awareness of the world outside of their neighborhoods, the field trip was part of Harlem Lacrosse’s work to close the opportunity and achievement gaps for underserved students. In addition to career exploration trips, students engage in various activities like study halls and tutoring, lacrosse instruction and competition, enrichment experiences, college trips and secondary school advising/placement.

### FEDERAL GOOD JOBS GRANT

Governor Larry Hogan joined local and federal officials here in August to announce the award of \$22.9 million in grant funding for expanded workforce training to support Maryland’s growing offshore wind industry. In partnership with Tradepoint Atlantic tenants US Wind and Orsted Offshore North America, along with other leading employers and local unions, the grant will fund implementation of the **Maryland Works For Wind** program, focused on providing formerly incarcerated individuals, veterans, disconnected youth and other underserved populations with training and apprenticeship. The program intends to place and/or upskill more than 4,300 Marylanders, create more than 10,000 jobs in Maryland and yield an economic impact of nearly \$3 billion over the next 20 years in the Baltimore area and Central Maryland alone.



### EMPLOYMENT OPPORTUNITIES

Visit [tradepointatlantic.com/careers](https://tradepointatlantic.com/careers) for more information about open positions and to apply for career opportunities at Tradepoint Atlantic.

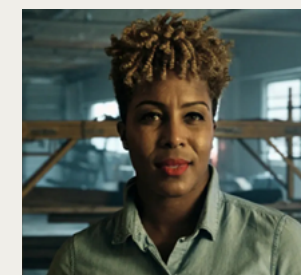
## PRIORITIZING MBE PARTICIPATION

### MBE PARTICIPATION INCLUSION INITIATIVE

Tradepoint Atlantic is committed to the utilization of certified Minority Business Enterprises (MBE) to assist in the transformation of Sparrows Point into North America’s premier multi-modal global industrial logistics hub. We are proud to have an MBE participation preference on our projects and encourage all of our contractors to submit their own MBE participation plan with project bids. Certified MBEs can learn more and enroll in the Tradepoint Atlantic contractor database by visiting the MBE opportunities page on our website at [tradepointatlantic.com/mbc-opportunities](https://tradepointatlantic.com/mbc-opportunities). You can also contact TPA’s MBE support team at [MBEsupport@tradepointatlantic.com](mailto:MBEsupport@tradepointatlantic.com) for more information.

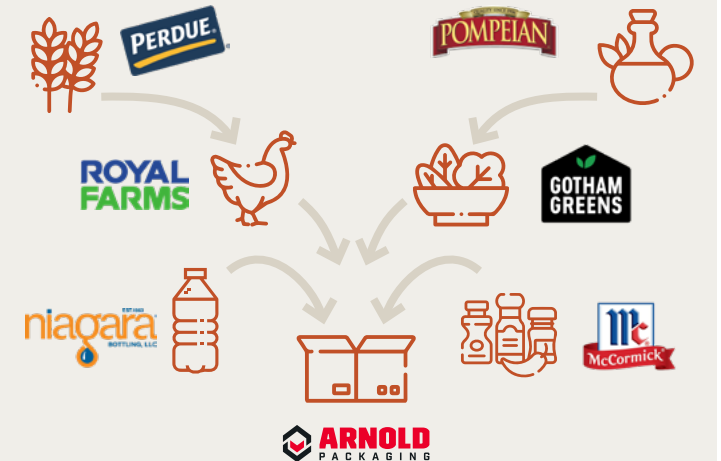
### MBE SPOTLIGHT: TEAERA STRUM, CEO, STRUM CONTRACTING COMPANY

“Offshore wind is an industry that’s creating jobs today. That and the national shortage of welders means that there is plenty of opportunity for job and wage growth right here. For those who are unemployed or underemployed, this offers the chance to learn a new skillset and build a career.”



Entrepreneur and wind energy activist Teaera Strum’s company, Strum Contracting, is playing an integral role the development of offshore wind facilities at Tradepoint Atlantic.

## BON APPETIT, TRADEPOINT STYLE: A DIVERSE TAPESTRY OF PRODUCT AND INDUSTRY



## AT THE POINT

### BETHLEHEM BOULEVARD IMPROVEMENTS

Roadway widening and the addition of new traffic signals along Bethlehem Blvd. (MD 158) is currently scheduled to continue until Fall 2023.

### WHARF ROAD BRIDGE REPLACEMENT PROJECT

SHA anticipates continued work replacing the interchange bridges through the Spring of 2024, moving to the next traffic pattern stage on October 1st.



### NEW TENANT UPDATES

McCormick & Company’s new 1.8m sq. ft. Northeast Distribution Center is scheduled for completion this Fall.



Construction of **Niagra Bottling’s** new 600,000 sq. ft. manufacturing facility is underway!

Planning is underway for **The Shoppes at Tradepoint Atlantic**, with development for two new tenants expected to be soon.



Baltimore-based olive oil and vinegar company, **Pompeian**, has completed construction of its new 400,000 sq. ft. Mid-Atlantic distribution center.



## UPCOMING EVENTS



### VIRTUAL FALL COMMUNITY OPEN HOUSE

Wednesday, October 12, 6pm

Join the TPA team and community members for this semi-annual opportunity for site updates and questions live on Facebook Live at [facebook.com/TradepointATL/live](https://facebook.com/TradepointATL/live). Streaming will also be available on our website for those without access to Facebook.

### ANNUAL STAR LIGHTING EVENT

Thursday, December 1, 5pm

At the water tower on Tradepoint Avenue

Details will be shared on social media as we get closer to the event.



Sparrows Point retiree Lee Douglass was a founder of Shipyard Workers for Equality, an organization of black steelworkers that fought for equal rights in the 1970s. He worked at the plant for over four decades after serving in the Marines.

- In Baltimore, Visions of Life After Steel  
[Bloomberg](#)