



COMMUNITY BENEFITS AGREEMENT

FIRST ANNUAL REPORT
May 28, 2024





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Crowley Wind Services is pleased to share our introductory annual report on the Salem Offshore Wind Terminal as we begin our long-term collaboration under the Community Benefits Agreement with the City of Salem and its people. Crowley's contributions toward the prosperous, equitable and sustainable growth of the community are an essential component of our development and operation of a world-class wind terminal serving the clean energy needs for the future of the City and Commonwealth.

The 42-acre Salem Offshore Wind Terminal is a unique opportunity to redevelop a former coal- and oil-powered energy site to provide an array of maritime, logistics and project management services. The site, now owned by MassCEC in partnership with the City and Crowley, will support developers of offshore wind farm installations and operations supplying Massachusetts and the broader region with renewable energy.

In this report going forward, we will annually share actions and results under the terms of the Community Benefits Agreement, such as direct jobs, indirect jobs, and related jobs; financial support funding; infrastructure, technology implementation such as shore power; and air quality levels in alignment with the terms of the agreement. As we currently are finalizing the permits and other processes to enable the onset of terminal construction in mid-2024, this report necessarily serves as a guidepost for our mutual, future accomplishments on workforce development, employment, neighborhood sustainment, and environmental protections, among other specific commitments in our enacted agreement.

We look forward to engaging with the Salem Offshore Wind Community Benefits Agreement Working Group to provide the annual reports as our many actions and investment advance. As our project advances toward operation planned by the end of 2026, we are committed to continuing to publicly share updates, including at salemoffshorewind.com, as well as engaging with the stakeholders in the community and beyond.

As our collaboration under the Community Benefits Agreement commences, we would like to thank the City of Salem, Commonwealth of Massachusetts and the U.S. government for their public-private partnership of the terminal. Most crucially, we thank the many diverse people of Salem who have helped shape and improve the development plans, providing us a welcoming and thoughtful relationship as neighbors and stakeholders for a brighter future on the North Shore.



I. COMMITMENTS

A. Economic Development

1. Crowley has engaged with multiple different economic agencies within Salem and the North Shore of Massachusetts. The company's locally based employees are members of the Salem Chamber of Commerce, The North Shore Chamber of Commerce and the Creative Collective. Subsequently, in preparation, we have engaged with the Essex County Community Foundation to better understand how the Wind Services group at Crowley can better support this effort. This item will be funded in accordance with the Schedule of Annual Contributions.

2. Local Supply Chain

a. Crowley has secured direct contracts with:

01. North Shore Drain and Sewer
02. General Environmental Services
03. DeMatos Landscaping
04. Iron Tree
05. Cicoria Tree
06. North Shore Marine Inc
07. Smith Marine Services
08. Finz
09. The Hive
10. The Hampton Inn
11. Louise Michaud Photographer / Pictures From The Sky

b. Construction

01. Crowley has a Limited Notice to Proceed with the DW and JF White companies to complete the redevelopment of the terminal. These two separate companies have joined together for the project. The JF White joint venture is a Massachusetts-based construction company. Their selection was the conclusion of a competitive bid process completed by Crowley.

c. Operations

01. Prior to the completion of construction, Crowley will be completing competitive bid process for the many services including but not limited to: Landscaping, snow removal, cleaning, pest control, electrical maintenance, plumbing maintenance and marine infrastructure maintenance. Targeted solicitation and support from the Salem Chamber of Commerce will satisfy Crowley's intention to hire local contractors when possible.

B. Impact to Services

1. Language Services

- a. This item will be funded in accordance with The Schedule of Annual Contributions.

2. Harbormaster

- a. This item will be funded in accordance with The Schedule of Annual Contributions

3. Police Department

- a. This item will be funded in accordance with The Schedule of Annual Contributions.
- b. Crowley has engaged with the Salem Police Department, Salem Fire Department and Salem Harbormaster on a monthly basis to establish a communication cadence in support of these items.

4. Fire Department

- a. This item will be funded in accordance with The Schedule of Annual Contributions.
- b. Crowley has engaged with the Salem Police Department, Salem Fire Department, and Salem Harbormaster every month to establish a communication cadence supporting these items.

5. Planning Department

- a. This item will be funded in accordance with The Schedule of Annual Contributions.

C. Interpretive Panels, Exhibits, and Educational Programming

1. This item will be funded in accordance with The Schedule of Annual Contributions.

2. Crowley is committed to being respectful and responsible members of the community. We are happy to engage with the City of Salem on the location and content of the interpretive panels.

D. Partnership & Continuity

1. Crowley's first tenant is scheduled to be Avangrid to support their New England Wind Project. Avangrid has submitted a bid into the current Massachusetts offshore wind bid that has the potential to provide 1.87 GW of power to the Commonwealth. The decision on this bid is scheduled to be made on August 7th 2024. CWS is happy to support the city in this process.

E. Seaport Electrification

1. Crowley is happy to collaborate with the working group to clearly define a proposed schedule of what this effort will look like. Below is a proposed schedule for discussion. Currently, the development team is working with National Grid to design an electrical feed system using National Grid's 23 KV substation adjacent to the site. This system will provide the Salem Wind Terminal with the designed nearly 5 MW of electrical power. As designed, this allows the Salem Offshore Wind Terminal to offer shore power to the ocean-going tugs and barges that will be calling the terminal. It will also support up to 14 charging stations for both large equipment and electric vehicles. Additionally, the terminal will have electrical infrastructure to support "bunkering" of nacelles other wind turbine components. This offering is an industry first for the U.S. offshore wind terminal space. Traditionally, this power is supplied via diesel generators.

2. As the terminal progresses into operation, we have partner with the Salem Harbor Port Authority on a EPA Clean Ports Program. In a proposal created by Crowley's James Dumont, the Crowley Jones Act Decarbonization and Electrification Program (Crowley JADE) is a public private partnership between Crowley Maritime and the Salem Harbor Port Authority SHPA. Together, Crowley and the SHPA will collaborate on carbon reductions strategies through all of Crowley's terminal in the United States. This is a unique opportunity for the SHPA to support a national program that will significantly reduce emissions produced from port operations. The Salem Wind Terminal will be the first wind terminal in the United States to apply for this type of infrastructure grant and allow the terminal to purchase new, all-electric terminal equipment.

3. Benchmarks for 100% Port Electrification

a. Define 100% Port Electrification

b. Complete the construction of the Salem Wind Terminal with the electrical infrastructure designed at 100% design documents – 9/2026

c. Additional 4MW Capacity for shore power of larger vessels

01. Submit request for additional capacity to National Grid – 6/2024
02. Get a quote for Feasibility Study from National Grid and explore funding opportunities – 6/2025
03. Complete Feasibility Study – 6/2026
04. Complete Feasibility study and rough cost estimates for construction – 6/2028
05. Complete full engineering study – 6/2030
06. Secure funding for construction – 6/2031
07. Request for proposal for construction – 6/2032
08. Construction – 6/2033
09. Commissioning – 6/2035

d. Terminal Support Equipment

01. Identify Equipment List for operations – 6/2025
02. Secure Pricing and confirm that equipment is commercially viable and coordinate with Crowley JADE program – 6/2026
03. Bidding process – 6/2027
04. Commissioning – 6/2028

e. HeavyLift Equipment

01. Self-Propelled Modular Transport

- a. Construct the Salem Wind Terminal with antique capacity for charging four Self-Propelled Modular Transport vehicles – 6/2026
- b. Engage with equipment manufacturers to better understand the development of this type of electric equipment. Provide feedback to the working group. – 06/2028

SUBSTATION MSA LOAD SUMMARY					
FED FROM	EQUIPMENT	LOAD DESCRIPTION	VOLTAGE (V)	TOTAL CONNECTED LOAD (KVA)	TOTAL DEMAND LOAD (KVA)
MSA	CRANE VAULT	CRANE-1	13200.00	1000.00	1000.00
		LIGHTING PANEL "LP1"	480.00	58.65	73.09
	DB-1	GENERAL POWER PANEL	480.00	50.00	48.00
		MPC-1	480.00	60.00	48.00
		MPC-2	480.00	30.00	24.00
		**RECEPTACLE PANEL RP1	480.00	415.60	103.00
		**4) HIGH MAST RECEPTACLES	480.00	415.60	103.00
		PANEL "EVC" (10 CHARGERS)	480.00	200.00	140.00
		4 FUTURE CHARGERS	480.00	80.00	48.00
		DB-2	*NACALLE BUNKER NB1-NB7	400.00	1360.20
	BUILDING POWER	BUILDING POWER	13200.00	330.00	280.00
	SUBSTATION "SS1"	SUBSTATION-1	13200.00	1456.96	664.89
		SUB-TOTAL		4477.00	3204.08
		20% SPARE		895.40088	640.82
		TOTAL		5372.41	3844.89

F. Sustainability & Resilience

1. This item will be funded in accordance with The Schedule of Annual Contributions.
2. Upon appointment of the CBA working group and subsequent development of a Proposed Schedule for Port Electrification, Crowley will support the development of a fee schedule and operating requirements around shore power access and use.

G. Workforce Development - Outreach

1. This item will be funded in accordance with The Schedule of Annual Contributions.
2. The Salem Wind terminal has collaborated with MassHire on their Renewable Energy Pre-Apprentership Program. Joe St. Pierre presented to their first cohort on 6.3.2024 and that same cohort will be visiting the Salem Wind Terminal on 6.18.2024.
3. Joe St. Pierre and John Berry have joined and are supporting the Program Advisory Committee for Salem High School CTE and Essex Tech.
4. Crowley has participated in career fair's at Salem High School and Essex Tech.

H. Workforce Development - Addressing Opportunity Gaps

1. This item will be funded in accordance with The Schedule of Annual Contributions.

I. Workforce Development - Affordable Housing

1. This item will be funded in accordance with The Schedule of Annual Contributions.

J. Workforce Development - Pathways and Barriers

1. This item will be funded in accordance with The Schedule of Annual Contributions.
2. The terminal is scheduled to be operational by September 2026. At that time, in collaboration with the CTE Director and the CBA Working group, we will make a decision on how to best offer co-ops and internships in the offshore wind industry.

K. Intersection Modernization – Webb Street and Essex Street

1. This item will be funded in accordance with The Schedule of Annual Contributions.

L. Envision Project Verification

1. The terminal has been designed to comply with the Envision Standards. Updates to this process will be included in future CBA reports.

M. Tree Plantings

1. This item will be funded in accordance with The Schedule of Annual Contributions.

N. Community Celebrations

1. This item will be funded in accordance with The Schedule of Annual Contributions.

O. Offshore Wind Interconnections

1. The terminal has been designed with these connections in mind. Should the opportunity arise to have a cable landing on the terminal, CWS commits to working with the relevant groups to evaluate feasibility if this opportunity arises.

P. Monitoring and Accountability

1. This item will be funded in accordance with The Schedule of Annual Contributions.