

CBA WORKING GROUP
MEETING AGENDA
06/25/2026

- Overview of Meeting / Roles
- Crowley Interim Update & Discussion
- Next Meeting / Next Steps
- Unallocated Time

Community Benefits Agreement Working Group
June 25, 2026 Meeting
Meeting Minutes

Meeting Attendance:

- Barbara Kelley (Community Representative) – Present
- Bill McHugh (SHPA Representative) – Present
- John Berry (Crowley Representative) – Present
- Lisa Peterson (City Representative) – Present
- Lucy Corchado (Community Representative) – Present
- Mario Sousa (Salem Public Schools Representative) – Not Present
- James LeBlanc (City Representative) - Present
- Daniel Collins (Staff to CBA Working Group)

Meeting Minutes

- Meeting commenced at 3:00 pm on a virtual zoom call.
- Staff provided an overview of the meeting agenda. Community Benefits Agreement (CBA) Working Group Representatives had no comment to the format and topics.
- CBA Working Group Representatives and staff roles were clearly stated. Staff highlighted that John Berry had taken over for Joe St. Pierre as the Crowley representative due to Mr. St. Pierre's departure from the Crowley team.
- Crowley Representative reported on the draft .
 - Crowley Representative thanked Joe St. Pierre (not in attendance) for his service to the project.
 - Crowley Representative recapped the Annual Report, specifically mentioning local supply chain work, impact to services payments made in previous years, partnership and continuity efforts, seaport electrification, workforce development (outreach, community gaps, pathways and barriers), intersection modernization, community celebrations, and monitoring and accountability.
 - Related to Intersection Modernization, Community Representative asked if there was a timeline in place for the payment. Discussion of representatives revolved around how the intersection modernization was a public safety need that would be exacerbated by a fully developed terminal. The timeline is may be tied to the full development of the terminal.
 - Crowley Representative highlighted that there was a \$50,000 donation to the City of Salem for the Salem 400 event(s). The payment is not a requirement of the CBA, but because it is a significant payment to the City, the representative wanted to highlight it in this annual report.
 - Community Representative mentioned that she had shared in neighborhood meetings Crowley's commitment to the project and wanted to reconfirm. Crowley representative acknowledged that he had also received questions from the community about timeline given federal disruptions with grants in offshore wind.

- Staff reviewed next steps. There were not corrections made to the annual report during the meeting, but any lingering comments will be accepted through July 2, 2026 4:00pm (Note, the meeting slides said July 3, 2026 but due to the observance of July 4th holiday on July 2nd and 3rd at the City, the comment period will conclude earlier). Crowley will deliver the completed annual report in English and Spanish no later than July 15, 2026. Once staff confirms completion, it will be posted to the City's website and Crowley will post to their website for the project, as well.
- Staff shared the next anticipated meeting date would be September 24, 2026 from 4:30-6:00 pm virtually. All other meetings would likely follow a similar schedule as years previous.
- Staff opened for final questions and comments. Hearing none, the meeting adjourned at approximately 3:30 pm.

Attachment(s): 2

Community Benefits Agreement

ANNUAL REPORT 2026



Crowley Wind Services is proud to present the third annual report on the Salem Offshore Wind Terminal Community Benefits Agreement.

Over the past year, Crowley has continued to support the advancement of the Salem Offshore Wind Terminal project through ongoing stakeholder engagement, workforce development initiatives, environmental stewardship efforts, and community investment activities.

The offshore wind industry and the Salem Offshore Wind Terminal project have continued to evolve during the reporting period. Crowley remains committed to working collaboratively with the City of Salem, the Commonwealth of Massachusetts, federal and state agencies, community organizations, and local residents as project planning and development activities move forward.

A. Economic Development

Crowley has continued to engage with economic development organizations within the City of Salem and throughout the North Shore region of Massachusetts. Locally based employees remain active members of the Salem Chamber of Commerce, the North Shore Chamber of Commerce, and the Creative Collective. Crowley also continues to support the efforts of the Essex County Community Foundation. Consistent with the Schedule of Annual Contributions contained within the Community Benefits Agreement, a one-time payment of \$45,000 was previously made to the Essex County Community Foundation.

Local Supply Chain

Crowley remains committed to supporting the local economy by utilizing Salem and North Shore-based businesses whenever practical and appropriate. As project activities continue to evolve, the company will continue to seek opportunities to source materials, services, and professional expertise from local providers in support of the Salem Offshore Wind Terminal.

B. Impact to Services

No material impacts to municipal or community services were identified during the reporting period. As terminal construction has not commenced, project-related demands on local infrastructure and public services have remained limited.

Since execution of the Community Benefits Agreement, Crowley has fulfilled several commitments intended to support the City of Salem and the surrounding community, including financial contributions to local organizations and municipal departments, support for workforce development initiatives, educational outreach activities, and ongoing stakeholder engagement efforts. These activities have continued while project planning and development efforts have progressed.

Crowley remains committed to maintaining open communication and coordination with project stakeholders as the Salem Offshore Wind Terminal redevelopment project advances.

C. Interpretive Panels

No updates regarding interpretive panels are reported for the current reporting period.

D. Partnership & Continuity

Crowley remains committed to working closely with the City of Salem to ensure the

redevelopment of the Salem Wind Terminal delivers lasting benefits. As part of this effort, Crowley will actively support the City in engaging future seaport users, such as offshore wind developers, in meaningful development and community benefits agreements. This collaborative approach ensures that the project not only advances clean energy goals but also creates shared value for Salem residents and the broader region.

E. Seaport Electrification

Crowley remains supportive of the long-term objective of incorporating electrification into the redevelopment of the Salem Wind Terminal. Project planning and design activities have continued to consider opportunities for shore power, electric vehicle charging infrastructure, and the electrification of terminal support equipment where practical and economically feasible.

As project development plans continue to evolve, future electrification initiatives will be evaluated in coordination with MassCEC, utility providers, future terminal users, and other project stakeholders. No significant changes to electrification planning occurred during the reporting period.

Benchmarks for 100% Port Electrification

The electrification benchmarks identified in prior reports remain long-term planning objectives. Given changes in project development schedules, market conditions, and future terminal operating assumptions, no updates to these benchmarks are reported during the current reporting period.

F. Sustainability & Resilience

No significant changes occurred with respect to sustainability and resilience initiatives during the reporting period. Crowley continued to support stakeholder engagement, educational outreach, and site visits related to the Salem Offshore Wind Terminal project.

As discussed in Section E, future electrification planning, including potential shore power infrastructure and associated operating requirements, remains dependent upon terminal redevelopment, future operating requirements, and coordination with project stakeholders.

G. Workforce Development – Outreach

During the reporting period, Crowley continued to support workforce development through outreach and educational engagement activities with Salem Public Schools, Essex North Shore Agricultural & Technical School, Massachusetts Maritime Academy, MassHire, and other community partners. These efforts included presentations, site visits, and discussions intended to increase awareness of career opportunities within the maritime, construction, logistics, and clean energy sectors.

H. Workforce Development – Addressing Community Gaps

Crowley remains committed to supporting initiatives that help expand awareness of workforce opportunities and address barriers to participation through continued engagement with educational institutions, workforce development organizations, and community stakeholders.

I. Workforce Development – Affordable Housing

No significant changes are reported during the current reporting period.

J. Workforce Development – Pathways and Barriers

Crowley continued to support educational outreach and workforce awareness efforts designed to help students, job seekers, and community members better understand career pathways associated with maritime, construction, logistics, and clean energy industries.

K. Intersection Modernization

On December 18, 2025, Crowley formally requested that the City of Salem suspend the \$850,000 payment obligation associated with Commitment K – Intersection Modernization. The request was made in light of ongoing discussions regarding the future development and lease structure associated with the Salem Wind Terminal project.

The City of Salem agreed to defer the payment obligation until such time as a new lease agreement between the Massachusetts Clean Energy Center (MassCEC) and Crowley Wind Services is negotiated or the parties otherwise revisit the terms of the Community Benefits Agreement.

All other financial and non-financial commitments contained within the Community Benefits Agreement remained unchanged during the reporting period unless otherwise agreed to by the parties.

L. Envision Project Verification

The terminal has been designed to comply with Envision sustainability standards. No significant updates to this effort occurred during the reporting period.

M. Tree Plantings

No changes during the reporting period

N. Community Celebrations

Crowley continued to support community events and activities within the City of Salem during the reporting period. In addition to commitments established under the Community Benefits Agreement, Crowley provided a \$50,000 contribution to support Salem 400 celebrations, including activities associated with the planned Tall Ship visit. This contribution was made independently of the Community Benefits Agreement and reflects Crowley's ongoing commitment to supporting the Salem community.

O. Offshore Wind Interconnections

The terminal has been designed with offshore wind interconnection opportunities in mind. No significant updates are reported during the current reporting period. Should future opportunities arise, project stakeholders will evaluate their feasibility and potential benefits.

P. Monitoring and Accountability

This annual report is submitted in accordance with the reporting requirements of the Community Benefits Agreement. Financial contributions, community engagement activities, workforce development efforts, and other commitments identified herein reflect activities completed during the reporting period.

Appendix A – Summary of Community Contributions and Commitments

Since execution of the Salem Offshore Wind Terminal Community Benefits Agreement, Crowley Wind Services has worked collaboratively with the City of Salem, community organizations, educational institutions, workforce development partners, and other stakeholders to advance the objectives of the agreement. In addition to ongoing outreach, educational engagement, workforce development activities, and stakeholder coordination efforts, Crowley has fulfilled or committed to the following financial obligations and community investments.

Commitment / Contribution	Recipient / Purpose	Status	Amount
Community Benefits Agreement Contribution	Essex County Community Foundation	Completed	\$45,000
Community Benefits Agreement Contribution	City of Salem Planning Department	Completed	\$100,000
Community Benefits Agreement Contribution	Salem Police Department	Completed	\$50,000
Community Benefits Agreement Contribution	Salem Fire Department	Completed	\$40,000
Community Support Contribution	Salem 400 Celebration / Tall Ship Visit	Completed	\$50,000

Intersection Modernization Commitment	Deferred by mutual agreement between Crowley and the City of Salem pending future lease negotiations and/or amendment of the Community Benefits Agreement	Deferred	\$850,000
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Total Community Contributions Completed to Date: \$285,000

In addition to the financial contributions summarized above, Crowley has continued to support the City of Salem through stakeholder engagement, educational outreach, workforce development initiatives, site visits, and community partnership activities throughout the reporting period.