



Distribution & Logistics

Maryland's population density, transportation infrastructure and highly skilled and educated workforce provide an ideal location for distribution and logistics organizations. Maryland has the fifth most residents per square mile among states, and these residents enjoy the highest median household income in the nation providing a vast consumer market that continues beyond the state's borders throughout the mid-Atlantic region. The state's transportation assets include a deep-water port, two Class I railroads, five major interstate highways, and access to four international airports. The Port of Baltimore's terminals handled a record 52.3 million tons of international cargo in 2023, valued at \$80 billion, including a total of 1.1 million TEUs of containers and over 847,158 auto units. This activity ranked the Port of Baltimore as the 9th largest port in the USA in terms of foreign cargo tonnage and 9th largest in terms of dollar value. Improvements to the rail lines leading from the Port (including to the Howard Street tunnel) now allow double-stack container shipping from the Port to points in the Midwest, further increasing the Port's efficiency. In addition, Maryland's higher education institutions have recognized the importance of preparing workers for the industry by offering certificates and degrees ranging from associates to PhDs in supply chain management and logistics. Maryland's 14,401 distribution and logistics businesses generated \$34.3 billion in gross state product in 2023.

Major Distribution & Logistics Employers in Maryland

Employer	Employment	Product / Service
Amazon	30,000	eCommerce fulfillment center
United Parcel Service (UPS)	7,400	Freight and package delivery services
Southwest Airlines	4,850	Airline
WMATA	3,550	Public transportation
McCormick & Company	2,650	HQ / Food flavoring manufacturing
FedEx	1,675	Freight and package delivery services
Pepsi-Cola Bottling Co.	1,275	Carbonated beverages
Rite Aid	975	Pharmaceuticals and health-related consumer goods
Ports America Chesapeake	850	Marine cargo handling
Frito-Lay	800	Snack products
Bowman Logistics	750	Third party logistics provider
Conair	700	Personal care and kitchen products distribution
Gordon Food Service	650	Food products distribution
CSX Transportation	625	Class One Railroad
Medline Industries Inc	625	Medical products distribution
Cowan Systems, LLC	625	Trucking
WebstaurantStore	500	eCommerce restaurant supply distributor
Home Depot (Sparrows Point)	500	Home improvement products distribution
Tractor Supply Co.	450	Farming Equipment Retail
Dot Foods	450	Food distribution
Vane Brothers	400	Maritime services
Staples	400	Distribution Center and Retail
Aldi Distribution Center	375	Distribution Center and Retail
Choptank Transport	375	HQ / Freight management

Sierra Nevada Corporation	325	Aircraft maintenance
C&S Wholesale Grocers	325	Food products distribution
Bob's Discount Furniture LLC	325	Home goods distribution
Burris Logistics	325	Refrigerated trucking
H&M Bay	325	Refrigerated trucking
Piedmont Airlines / American Airlines	300	HQ / Airline
Sephora (Aberdeen)	300	Cosmetics distribution
Tempur Sealy International	255	Mattress distribution
Wayfair (Aberdeen)	250	Home goods distribution
Home Depot (Hagerstown)	230	Home improvement products distribution
KeHE Distributors	225	Food products distribution
Lidl	225	Food products distribution
Smithfield Foods	225	Food products distribution
Restoration Hardware	225	Home goods distribution
Performance Food Group	200	Food products distribution
Marine Terminals Corp	200	Marine cargo handling
Total Biz Fulfillment	175	Order fulfillment
Keller Transportation, Inc.	175	Transit
Highline Warren	150	Automotive products distribution
Clorox Distribution by Exel Logistics	150	Distribution
The Container Store	150	Retail merchandise for organizational products
Floor & Décor	150	Warehousing and distribution
Ryder Logistics for Electrolux	125	Consumer products distribution
Dann Marine Towing	125	Marine towing services
Fanatics	125	Sports merchandise distribution
GE Appliances Distribution Center (Haier)	100	Appliance distribution
McLane Aberdeen	100	Food distribution
USA Fulfillment	100	HQ / Promotion fulfillment
Bozel Refrigerated Trucking	100	Refrigerated/Frozen Foods/Trucking
Estes Express Lines	100	Truck terminal

Note: Numbers are rounded.

Source: Maryland Department of Commerce, December 2022.

Selected Rankings

- Maryland's urban corridor is part of the Washington-Baltimore-Arlington Combined Statistical Area, which is the third most populous metro in the Nation and ranks second in median household income and fourth in total personal income.
- This area contains almost 10 million residents living in 4.0 million unique households. These households have an average income of \$140,000 per year and had a total buying power of \$456 billion in 2023.
- According to *U.S. News & World Report's* Best Colleges survey, the University of Maryland College Park ranks 16th in the nation for its undergraduate supply chain management/logistics program.
- Maryland has the second highest workforce concentration of logisticians in the Nation and is 11th in the total number of these specialists, with almost 7,300 employed statewide.

- The Port of Baltimore is one of the leading ports in the U.S. for automobiles and roll on/roll off (Ro/Ro) cargoes, offering specialized Ro/Ro services.
- Seagirt Terminal, operated by Ports America, can handle seven post-Panamax ships concurrently and can process up to 1.5 million TEUs of containers annually. It covers 284 acres and has 42,000 TEUs of storage capacity, including 320 reefer outlets. CSXT and Norfolk Southern provide direct service for both international and domestic containers.

Industry Snapshot – Distribution & Logistics in Maryland

- Employment (2023) – 167,616 jobs
 - Leading subsectors:
 - Wholesalers, durable goods - 47,105 jobs
 - Warehousing and Storage - 33,223 jobs
 - Wholesalers, nondurable goods - 30,814 jobs
 - Trucking - 19,847
- Business establishments (2023) – 14,401
- Total wages (2023) – \$12.6 billion
- Average salary (2023) – \$75,268
- Gross state product (2023) – \$34.3 billion

Sources: Maryland Department of Labor, Licensing and Regulation; U.S. Bureau of Economic Analysis; U.S. Census Bureau.

Employment by Occupation

Maryland Employment – May 2023

Selected Occupations	Employment	Location Quotient*	
		Index	Rank
Data Entry Keyers	1,980	0.73	29
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	11,940	1.14	8
Laborers and Freight, Stock, and Material Movers, Hand	44,640	0.84	21
Light Truck Drivers	19,950	1.13	9
Logisticians	7,270	1.8	2
Production, Planning, and Expediting Clerks	5,960	0.86	19
Stockers and Order Fillers	44,490	0.88	30

* Location Quotient indicates concentration of the occupation in Maryland, with national average equal to 1.0. Rank indicates Maryland's rank among the 50 states.

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics.

New & Expanding Businesses

- Baldor Specialty Foods (Prince George's County) – Baldor, a premium produce, dairy, and grocery distributor, opened a new 100,000-square-foot warehouse in Lanham, Maryland. This warehouse employs 140 people and is the fourth hub for Baldor's operations, alongside the company's headquarters in the Bronx and regional hubs in Boston and Philadelphia.
- The Webstaurant Store (Washington County) – The Webstaurant Store, LLC has expanded its operations in Maryland by taking 1.2 million SF in the newly-completed Currwood Logistics Center in Hagerstown, MD. This new location is expected to employ 600 workers and will play a pivotal role in complementing over 20 of the firm's distribution centers across the United States, strengthening WebstaurantStore's capacity to achieve two-day shipping to 96 percent of the country.
- Conair (Washington County) – Conair LLC, a leading developer, manufacturer, and marketer of health and beauty products and kitchen appliances, is establishing a 2.1 million square foot

distribution center in Hagerstown, MD which will become the largest single distribution center in the state. Over the next 10 years Conair expects to hire 700 workers to staff this facility.

- Floor and Décor (Baltimore County) – Floor and Décor is adding a second distribution center at Tradepoint Atlantic and adding 165 new full-time jobs to the Baltimore County site. Known as one of Fortune's 100 fastest-growing companies, Floor & Decor offers the industry's largest in-stock selection of tile, wood, laminate, and natural stone flooring. This is the second expansion the specialty retailer has announced in Maryland in less than five years. With this expansion, the company will have 2.8 million square-feet of space and 315 workers at Tradepoint Atlantic, a global logistics center.
- BMW (Baltimore County) – Expanding its presence in Maryland alongside the port of Baltimore. BWI is planning a new 75,000 sq ft vehicle distribution center at Tradepoint Atlantic. The new construction brings as many as 70 new jobs and will support over 125 car dealers across the country.
- Radial (Cecil County) – Radial has opened its first fulfillment center in Maryland. The 716,490 sq ft fulfillment center in North East, Maryland hired over 100 full-time employees and another 400 seasonal employees late 2021/early 2022.
- Medifast (Harford County) - Medifast, the global company behind one of the fastest-growing health and wellness communities, OPTAVIA®, has expanded into Harford County with a new distribution facility. The facility, which is now fully operational, will employ up to 300 people.
- East Coast Warehouse & Distribution (Baltimore County) – East Coast Warehouse and Distribution has announced the construction of a 175,000 sq ft facility in Sparrow Point. The facility will specialize in refrigerated warehousing.
- Fanatics (Harford County) - Fanatics, a leading global digital sports platform and one of the world's largest providers of licensed sports merchandise, is establishing a new 500,000 square-foot distribution center and adding 135 new full-time jobs in Harford County. The company will lease an existing facility at 727 Old Philadelphia Road in Aberdeen, where it plans to make improvements to incorporate material-handling equipment over the next two years.
- Penguin Random House (Carroll County) – Penguin Random House has opened a second distribution facility in Carroll County. The company plans to create 150 new full-time jobs.
- McCormick (Baltimore County) – McCormick & Co Inc. break ground on a new distribution center at Tradepoint Atlantic projected to create 200 new jobs.
- Volvo Group (Washington County) – Investing \$43 million and adding 85 new jobs Volvo expanded its powertrain facility in Hagerstown, Maryland.

Assets & Resources

- Baltimore/Washington International Thurgood Marshall Airport – 395,000-square-foot Air Cargo Center includes a 60,000-square-foot cargo building in the Midfield Cargo Complex; Foreign Trade Zone; 17-acre air cargo ramp; ramp parking for 17 aircraft with direct nose-in access for 8 freighters.
- Supply Chain Management Center at the University of Maryland – Conducts research and education designed to further the discipline of supply chain management through best practices, thought leadership and technologies.
- Council of Supply Chain Management Professionals, Baltimore Roundtable – Supports the profession by developing, advancing, and disseminating supply chain knowledge and research.
- ISM (Institute for Supply Management) Maryland – Mission is to educate, develop and advance the purchasing and supply management profession and its value to the business community.
- APICS Baltimore – Dedicated to providing members with quality education, networking and professional development opportunities in supply chain management and related industries.

- National Institute of Standards and Technology – Supports U.S. innovation through research, measurements, standards, business services, and other programs.
- World Trade Center Institute – One of over 300 members of the World Trade Center Association, uniting businesses and government agencies in international trade.

Programs & Incentives

- Discretionary incentives are available for new and expanding operations representing significant new employment and capital expenditure.
- Enterprise Zone Tax Credit – Real property and state income tax credits for businesses locating in zones making capital investments and creating new jobs.
- Job Creation Tax Credit – Businesses that create a minimum number of new full-time positions may be entitled to state income tax credits

Contact for assistance:

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