



“SHAP” TALK

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TRADE NEWS

GSP Refund Update

The first round of GSP refunds has gone out in the final week of December. Customs expects that all eligible entries will receive refunds by the end of February.

If you have an entry that has already liquidated without a refund because it fell into the normal 314 day liquidation cycle, Customs has advised that the entry will be reliquidated with the GSP refund.

If you have an entry that was eligible for GSP between January 1, 2011 and November 4, 2011 that did not receive a refund, a claim must be filed with Customs no later than April 18, 2012 (180 days from enactment of the Act).

If you have any questions, please contact us at compliance@shapiro.com.

U.S. and Canada Agree to Border Security and Regulatory Action Plans

On December 7, 2011, as participants in the Beyond the Border and Regulatory Cooperation Council (BTB), U.S. President Obama and Canadian Prime Minister Harper agreed to make action plans to align the countries' border security regulations, to harmonize the Customs Trade Partnership Against Terrorism (C-TPAT) and Canada's Partners in Protection (PIP) programs, and to harmonize advance data cargo requirements among other initiatives.

The plan calls for security partnerships in strengthening border law enforcement, promoting economic growth and jobs, protecting shared security infrastructures, enhancing cyber security, and addressing potential security threats as early as possible.

Highlights of the measures discussed include:

- Mutual air cargo security programs
- Strategies to reduce the need for rescreening land border shipments
- Joint programs for assessing foreign country supply chain safety systems in the food, animal, and plant product industries
- Implementing integrated threat assessment programs
- Implementing a border crossing entry and exit verification process for individuals
- Harmonizing the C-TPAT and PIP programs to include enhanced member benefits and a one form application process to enroll into multiple programs. Tier One participation will include a focus on supply chain security and an extension of the Free and Secure Trade (FAST) program at agreed locations to C-TPAT and PIP participants. Tier Two participation will include a focus on compliance and expedited border crossings, and will provide for a

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harmonization of U.S. Customs & Border Protection's (CBP) Importer Self-Assessment (ISA) program and current Canadian Customs' self-assessment programs. Membership in the self-assessment programs will be extended to non-resident importers.

- Providing a single window for importers to submit data and information required to comply with regulations
- Aligning the hours of operation at border ports and co-managing facilities

In summary, the action plan calls for reduced trade barriers, increased economic opportunities, increased security, and lower costs for consumers and industry through aligned regulatory mechanisms and cooperation.

Turkey Customs Advanced Manifest Effective January 1, 2012

The Turkish Ministry of Customs and Trade has announced a new Advanced Manifest Regulation to take effect on January 1, 2012. The regulation is applicable to all import and transshipped cargo to/via Turkey. Entry summary declarations (ENS) must be filed prior to loading. Carriers are responsible for the timely electronic submission of the ENS with Turkish customs.

The information required for the carrier to submit prior to loading is:

- The six digit HTS number
- The consignee tax ID
- A complete description of the goods.

Deadlines for lodging summary declarations, determined according to the means of transport, are as follows:

(1) For maritime transportation:

- a) At least twenty four hours before loading the goods on the vessel in the port of departure for far ports (ports other than ports in the Black Sea and Mediterranean) for goods carried in containers;
- b) For bulk and packed goods loaded in far ports, at least four hours before arrival to first port of entry in Turkish Customs Territory;
- (c) For goods carried between foreign country ports of the Black Sea and Mediterranean and ports of Turkish Customs Territory, at least two hours before the first arrival port.

(2) For airway transportation:

- a) For short distance (less than 4 hours) flights, not later than take off moment of the aircraft;
- b) For long distance (longer than 4 hours), at least four hours before put down of the aircraft to first airport within Turkish Customs Territory.

(3) For railroad transportation, at least two hours before arrival to entry customs office.

(4) For road transport, at least one hour before arrival to entry customs office. If this is not possible, within one hour following the arrival of vehicle to entry customs office.

For specific information regarding this regulation, please refer to the link provided below on OOCL's website, where an English translation of the rule dated December 15, 2011 is provided by the Maritime Association of Shipowners and Agents.

http://www.oocl.com/eng/resourcecenter/customeradvisories/turkey/Documents/Turkey_ENS_Translated_Copy.pdf

Importer Fraud Protection Program

According to the Federal Trade Commission, the United States experiences an estimated 9 million instances of identity fraud each year. Importing companies are susceptible as thieves bringing counterfeit goods into the country may be using forged powers of attorney. C-TPAT members may be especially targeted because they experience fewer examinations at the port. As your logistics provider, Samuel Shapiro & Company, Inc. understands the need to help protect your identity.

When an importer's identity is compromised, they are often unaware until U.S. Customs and Border Protection (CBP) issues a notice of detention following a cargo exam. Or worse, you do not find out until a notice of liquidation has been received for an unidentifiable entry number. If a criminal obtains your tax ID and address, and files entries against your Customs bond, your legitimate business may be on the hook.

As a result, Samuel Shapiro & Company, Inc. has teamed up with our surety company to offer fraud protection alerts to protect your identity. As your Customs broker, we can enable these automated fraud protection notifications based on your continuous bond data.

Once you sign up for fraud protection alerts, you will receive an e-mail if the surety detects suspicious activity related to a potentially unauthorized use of your importer number. This can happen, for example, if a new filer makes entry against your continuous bond. If you receive an e-mail, it will detail the bond number, entry number and filer code. You can also opt out of these notifications at any time. These alerts can help you detect whether a broker you normally do not use has made an entry on your behalf without a valid power of attorney. There is no cost to sign up for this program.

Please contact us at compliance@shapiro.com if you wish to sign up for the notifications or to receive more information about the Fraud Protection Program.

BIS Holding Weekly Export Control Reform Teleconferences

The Bureau of Industry and Security (BIS) Assistant Secretary Kevin Wolf is holding weekly teleconferences to answer questions about the Department of Commerce's

proposed rules pertaining to the Administration's Export Control Reform (ECR) Initiative. These calls are intended to foster public understanding of the initiative and to assist interested parties to prepare more informed comments.

The teleconferences will address questions about the Department of Commerce's proposed rules pertaining to the Administration's Export Control Initiative. Please dial 1-888-455-8218 with participant code 6514196. The weekly teleconferences will be held on Wednesdays 2:00 p.m. – 3:00 p.m. EST. Please send any questions to oesdseminar@bis.doc.gov with the subject line of "Teleconference questions."

ECR Rules Open for Public Comment as of December 6, 2011:

Control of Aircraft and Related Items the President Determines No Longer Warrant Control Under the United States Munitions List (USML) (76 FR 68675). This proposed rule describes how articles the President determines no longer warrant control under Category VIII (aircraft and related items) of the USML would be controlled under the Commerce Control List (CCL) in new Export Control Classification Numbers (ECCNs) 9A610, 9B610, 9C610, 9D610, and 9E610. In addition, this proposed rule would control military aircraft and related items now controlled under ECCNs 9A018, 9D018 and 9E018 under new ECCNs 9A610, 9D610 and 9E610. This proposed rule also addresses license exception availability for items controlled by the five new ECCNs that would be created.

This proposed rule also would modify the Bureau of Industry Security's (BIS) July 15, 2011 proposed rule; by adding provisions relating to License Exception Strategic Trade Authorization (STA) eligibility to clarify that its scope extends to the United States Government, to any person in the United States, and to the "development" or "production" of items; and by including a general policy of denial for 600 series items for destinations that are subject to a United States arms embargo under the regional stability reasons for control. Comments on this proposed rule must be submitted by December 22, 2011.

Control of Gas Turbine Engines and Related Items the President Determines No Longer Warrant Control Under the United States Munitions List (USML) (76 FR 76072). This proposed rule describes how military gas turbine engines and related articles that the President determines no longer warrant control under Category VI, VII, or VIII of the USML would be controlled under the CCL in new ECCNs 9A619, 9B619, 9C619, 9D619 and 9E619. In addition, this proposed rule would control military trainer aircraft turbo prop engines and related items, which are currently controlled under ECCN 9A018.a.2 or .a.3, 9D018 or 9E018, under new ECCN 9A619, 9D619 or 9E619. Comments on this proposed rule must be received by January 20, 2012.

Control of Military Vehicles and Related Items that the President Determines No Longer Warrant Control on the United States Munitions List (76 FR 76085). This proposed rule would re-propose, with certain changes, five new ECCNs on the CCL that were proposed in a proposed rule published on July 15, 2011 (76 FR 41958). The revised ECCNs in this proposed rule are the result of continued deliberations of the Bureau of

Industry and Security, the Department of Defense and the Department of State and recommendations of commenters on the July 15 proposed rule. Comments on this proposed rule must be received by January 20, 2012.

The Department of State, Directorate of Defense Trade Controls has published related proposed rules with comment periods that close on the same days as the corresponding Commerce rules. Those rules are USML Category VII – Vehicles - (64 FR 76100), USML Category VIII – Aircraft - (76 FR 68694) and USML Category XIX – Gas Turbine Engines - (76 FR 76097).

The Commerce Department encourages persons to review the notices closely and to provide comments by the deadlines indicated in each of the proposed rules. Details about the President's Export Control Reform Initiative and this proposed rule are available at <http://www.export.gov/ecr/>.

Fish & Wildlife Fees to Increase January 1, 2012

Fees for U.S. Fish and Wildlife inspections will be increasing January 1, 2012 in accordance with a 2008 final rule establishing fees for the period 2009-2012. The January 2012 increase will be the last increase and the new fees will remain in effect indefinitely.

The designated port base inspection fee will now be \$93.00 (up from \$91.00).

Fee Q&A:

<http://www.fws.gov/le/pdffiles/Questions&Answers12092008.pdf>

Fee Schedule:

<http://www.fws.gov/le/pdffiles/2009-2012FeeSchedule.011509.pdf>

CBP's Fiscal Year 2010 Statistics on Foreign Textile Factory Visits

U.S. Customs and Border Protection's (CBP) textile production verification teams have published the results of foreign textile factory visits for 2010. The statistics were recently provided to the American Apparel and Footwear Association.

Highlights of the report include:

- 165 factories in 9 countries in Central America and Africa were visited to verify illegal transshipment activities. Of those, 16 were closed and 20 were found to be high risk, but no evidence of transshipment was found. There were also no instances of factories refusing admission to CBP personnel or refusing to produce requested documentation.
- 78 factories were visited to confirm Central America-Dominican Republic Free Trade Agreement (CAFTA-DR) program compliance. Of those, 13 were closed, 20

could not provide sufficient documentary evidence to support claims, and 5 were found to be in violation of the trade program.

- 30 factories were visited to confirm African Growth and Opportunity Act (AGOA) program compliance. Of those, 2 were closed, 5 could not provide documentation to support claims, but none were found to be in violation of the program.
- Those factories that were unable to produce documentary evidence to support claims, were non-compliant, or those deemed high risk, will be validated at U.S. ports of entry. Shipments under special trade programs such as AGOA will also be verified for eligibility.

U.S. International Trade in Goods and Services October 2011

On December 9, 2011, the Department of Commerce issued the October 2011 Trade in Goods and Services Report. The U.S. Census Bureau and the U.S. Bureau of Economic Analysis, through the Department of Commerce, announced that total October exports of \$179.2 billion and imports of \$222.6 billion resulted in a goods and services deficit of \$43.5 billion, down from \$44.2 billion in September. October exports were \$1.5 billion less than September exports of \$180.6 billion. October imports were \$2.2 billion less than September imports of \$224.8 billion.

See the full Commerce Department press release at:

http://www.census.gov/foreign-trade/Press-Release/current_press_release/ft900.pdf

Update on Softwood Lumber Fee

The new fee on imported softwood lumber goes into effect January 1, 2012. Please see our December 2011 issue for details:

<http://www.shapiro.com/docs/ShapTalk/ShapTalk116.pdf>

The Agriculture Marketing Service has announced that U.S. Customs and Border Protection will not be collecting this fee. Instead, importers will have to pay the fee quarterly directly to the Softwood Lumber Board. The fee is due 30 days after the end of the quarter. The Board plans to issue instructions on the fee submission in January 2012.

More information may be found at:

<http://www.ams.usda.gov/AMSV1.0/ams.fetchTemplateData.do?template=TemplateN&page=FVResearchandPromotionSoftwoodLumber>

TRANSPORTATION UPDATE

January 2012 Update

INDUSTRY NEWS:

December 12 Protest Hampers Operations in Oakland/Portland Ports

Advising that it was, “up to the politicians to decide what they want to happen,” Oakland, CA Police Union President Dom Arotzarena told his officers to maintain a, “completely hands off,” non-confrontational approach to the demonstrators who gathered at the December 12th Occupy the Ports Day protest.

Occupy supporters blocked entrances at the Oakland port on November 2nd and December 12th, and in an effort to prevent further disruptions to port activity, Oakland City Council members, through resolution, urged city leaders to do whatever necessary to stop protestors from disrupting the port. City officials estimate the 12/12 protest cost Oakland’s trade economy about \$4 million.

Dubbing the campaign, “Wall Street on the Waterfront,” protestors accused multinational corporations and financial institutions of engaging in commerce that adversely affects the lives of people from “... determining the global flows of commodities and capital to expropriating agricultural lands from indigenous people.”

Port and transportation industry officials responded first with a full commitment to, “...regaining the confidence of [our] partners who bring business to Oakland and the region,” and then went on to say that “the ports are where the 99%[advocated for by Occupy] find solid middle class employment from six-figure longshoreman jobs to employment at shipping lines, trucking companies, freight forwarders and numerous service firms in the harbor area.

Journal of Commerce Executive Director Says “Thank You” To Occupy

Paul Page, Executive Director of the Journal of Commerce, asserts that while the message of the Occupy Movement of December 12th may have been lost on the targeted banks and financial institutions-the 1%-, “Anyone working for U.S. ports or even generally associated with moving goods in and out of the U.S., owes a very large ‘thank you’ to the Occupy movement.” Page sees the true accomplishment of the December 12th protest was to draw attention to the ports and freight sites as engines of the economy and jobs. He praised port officials for their focus on the positive story of port commerce that highlights the impact port operations have on local and national incomes.

Focusing on “the seamless supply chain” that all too often remains invisible, Page credits the presence of a little more than 1,000 protestors for giving visibility to the port directors, commissioners, farmers, distribution centers, trucking companies and manufacturers, “that network of businesses, workers and government employees, [operating] with remarkable precision every day, providing jobs and the benefits of commerce.” Page’s interpretation of the success of the Occupy the Ports movement

was in the visibility it gave business and facilities that support the movement of goods, and are essential to the economic prosperity of the nation and its communities. According to Page, principal parties from organized labor to West Coast port leadership, amid the chaos, remained calm and simultaneously lent support to the premise of the movement while asserting opposition to the disruption of commerce at the ports. The International Longshoremen & Warehouse Union, for example, noted that the ports were the wrong targets and that [the union] would not sanction a shutdown.

Citing the impact of seaport activity on the economy, the American Association of Port Authorities attributes \$704 million in economic activity, and accounts for “up to 260,000 person hours of employment and more than \$9 million in wages.” AAPA data also supports the \$3 million in taxes generated in the West Coast ports alone, and the economics of a single day.

AAPA said “Shutting down ports affects all Americans, including those who work to support themselves and their families, small businesses, and all levels of government services.”

According to Page, this is an important story to tell on any day, but he credits its resonance around the country and on the West Coast on December 12th with the open door generated by the Occupy the Ports Movement. “Some good may come, of it, if it gives ports, and the shipping supply chain the momentum to keep telling that story, and bring the operations that facilitate trade the attention and the investment the country deserves.”

OCEAN FREIGHT:

New Hapag-Lloyd Direct Service Adds Baltimore as First Port of Call

Effective February 2012, the Port of Baltimore will become the first U.S. port of call for Germany-based Hapag-Lloyd on its Gulf of Mexico Express from North Europe to the U.S. East Coast and to American and Mexican ports in the Gulf.

This new business coming into Baltimore’s Seagirt Container terminal is expected to add about 30,000 containers annually to the port; and as a result Baltimore will be getting calls by three of the world’s top five container carriers.

An excerpt from the Maryland Port Administration’s Press Release is reprinted below:

FOR IMMEDIATE RELEASE December 21, 2011

WORLD’S FIFTH-LARGEST CONTAINER COMPANY TO BEGIN SERVING PORT OF BALTIMORE

Baltimore Will Become First U.S. Port of Call for Germany-Based Hapag-Lloyd

(BALTIMORE, MD) --- Governor Martin O'Malley today applauded the decision by Germany-based Hapag-Lloyd, the fifth-largest container company in the world, to begin a direct, weekly container service from North Europe to the Port of Baltimore. Baltimore, which is positioned within the third-largest U.S. consumer market, will be the first U.S. port of call for this service. The new business is expected to bring about 30,000 containers annually through the Port.

This will be the first opportunity for Baltimore to serve as first U.S. port of call for a container service. More cargo is offloaded generally at first ports of call than at subsequent ports visited by a ship. The new service will be part of Hapag-Lloyd's Gulf of Mexico Express. It will begin in Thamesport, England and will transit to Le Havre, France; Antwerp, Belgium; and Bremerhaven, Germany. It will then travel to the U.S. and stop in Baltimore, then travel to Veracruz, Mexico; Altamira, Mexico; Houston; New Orleans; and Charleston. The first ship due into Baltimore is scheduled to arrive in February. Following the beginning of the new service, the Port of Baltimore will include three of the world's top five container carriers in its portfolio.

"Ports America Chesapeake welcomes Hapag-Lloyd AG to the Port of Baltimore and is pleased to have the opportunity to provide stevedoring and terminal services at Seagirt Marine Terminal," said Ports America Chesapeake President and CEO Mark Montgomery. "We believe that its first U.S. port call in Baltimore will be very successful. Baltimore's strong local market and access to the CSX National Gateway should provide customers with faster, more economical days to market."

In November 2009, Governor O'Malley announced a 50-year agreement between the Maryland Port Administration and Ports America Chesapeake. Under the agreement, Ports America runs the daily operations at Seagirt Marine Terminal and is constructing a 50-foot berth and purchasing four super Post-Panamax cranes. The berth is ahead of its original schedule and will be finished in August 2012, two years before the completion of Panama Canal expansion. At that point it is expected that a larger number of ships, including mega-sized vessels, will travel to East Coast ports that have the necessary channel and berth depth to reach their customers more quickly and less expensively than the current practice of going to West Coast ports and sending the cargo across the country on rail. At the completion of its 50-foot berth, Baltimore will be only the second U.S. East Coast port to have both a 50-foot channel and 50-foot berth.

The partnership between the MPA and Ports America is expected to produce 5,700 new jobs, while the total investment and revenue to the State of Maryland has the potential to reach up to \$1.8 billion over the life of the agreement. It is also generating \$15.7 million per year in new taxes for Maryland.

The Port of Baltimore ranks 11th nationally for the total dollar value of cargo and 13th for the amount of cargo tonnage handled out of 44 port districts in the U.S. Out of about 360 U.S. ports, the Port of Baltimore ranks as the top port in the nation for handling farm and construction machinery, trucks, imported forest products, imported gypsum, imported sugar, imported salt, and imported iron ore. During the

first six months of 2011, Baltimore handled more auto tonnage than any other U.S. port. Baltimore ranks second in the U.S. for exported coal and imported aluminum.

Hapag-Lloyd Imposes Emergency Revenue Charge on India-US Routes

Starting January 20, 2012, Hapag-Lloyd will impose an “emergency revenue charge” on all containers moving from the Indian Subcontinent to the U.S. and Canada. Charges will be \$320 per 20-foot container, \$400 per 40-foot container, \$450 per 40-foot high cube container and \$506 per 45 foot high cube container.

Effective February 1, 2012, the German carrier also will be applying a general rate increase on westbound trade from the Subcontinent to Europe and the Mediterranean. All cargo going to North Continent, East/West Mediterranean and Black sea region will have an increase of \$200 per TEU.

The Subcontinent region includes ports in India, Pakistan, Sri Lanka and Bangladesh.

CMA CGM Partners with MSC on Asia North Europe

CMA CGM and MSC, respectively the number 2 and number 3 carriers on the Asia to North Europe trade, have announced a partnership, with the intention of joining forces to reduce costs and to offer a reliable alternative to “Daily Maersk.”

Citing the scope of the agreement to be purely operational, both companies will maintain their commercial independence and operate their own feeder networks. Their agreement is limited to Asia-North Europe, with the agreements with Maersk on Asia-Mediterranean to be kept intact.

Five new loops will be created- two operated by MSC, two by CMA CGM with the 5th loop operated through a “Vessel Sharing Agreement”. In an apparently well balanced agreement, CMA CGM will operate 27 vessels and MSC 26. Most importantly, this agreement will be translated into a “no capacity increase.”

Both partners agree that the main focus will be schedule reliability. All the loops have been built with a lot of buffer enabling the operators to absorb delays, and both parties have contractually committed to deliver schedule reliability of 85% on time within 12 hours in all ports. Transit times will remain fast on the westbound leg beating the transit time of Daily Maersk on 95% of the port pairs.

The phase in period is scheduled to start in March 2012, with the overall objective being to have all loops deployed by the end of Q1 2012.

MSC took over Maersk Line as the top container line serving the U.S. in the first nine months of 2011, measured by container volume, and according to the Journal of Commerce’s Top 40 Container Lines, has achieved a near balance of exports and imports.

MSC, the world's second-largest carrier, saw U.S. exports jump 18.9 percent from January to September with outbound shipments rising 12.8 percent. Imports were up 1.3 percentage points over exports.

Maersk, the world's largest container line, saw a rise in exports of 1.7 percent and imports fall 4 percent during the same period. Maersk handled 50 percent more imports than exports.

Total U.S. container trade was up 5.1 percent in the first nine months of 2011 year-over-year. This has been attributed to an 8 percent surge in exports and a 3.2 percent jump in imports, compared to the same period three years ago when trade was down 1.1 percent, more than 250,000 20-foot equivalent units.

Important Ocean Freight Alerts for Asia Inbound GRI and Services:

Asia Peak Season is dissolving in favor of a January 1, 2012 GRI. Carriers remain steadfast with full GRI increases of \$320/20', \$400/40', and \$450/40'HC. It is expected that the increased rates will remain in full force at least until the end of the Chinese New Year when carriers will revisit. Carriers warn that if no GRI is accepted, then vessel space will not be a priority for customers with a "no GRI clause" in their contracts.

MSC has announced Golden Gate Service-Direct port of call in Savannah which will take effect on January 4, 2012. Golden Gate Service port of rotation is as follows: Ningbo, Shanghai, Chiwan, Yantian, Singapore, Salalah, New York, Baltimore, Savannah, Charleston, Norfolk, Freeport. MSC, with this one week improvement in transit time to Savannah, is responding to customer demand to provide an additional direct gateway to the U.S. Southeast area. Please contact your Shapiro representative for additional information regarding specific transit time changes.

AIRFREIGHT:

Cathay Pacific Sees 13.8 Percent Fall in Cargo Traffic

For the eighth straight month as a year-end peak fails to materialize, cargo transported by Hong-Kong based Cathay Pacific and sister carrier Dragonair dropped 13.8 percent year-over-year.

Citing soft demand out of key Hong-Kong and China markets, James Woodrow, General Manager for Cargo Sales and Marketing attributes much of this drop to an absence of the year-end peak. According to Woodrow, traffic in November 2011 shrank 2.6 percent from October when cargo transport plummeted 17.6 percent year-over-year. Cargo and mail load factor dropped 6.3 percentage points year-over-year to 65.3 percent in November, and capacity measured in available cargo and tonnage fell by 1.1 percent year-over-year. While the carrier's traffic has dropped by 8.2 percent in the first 11 months of the year, compared to a year earlier, despite capacity rising by 7.2 percent; Woodrow is optimistic as a result of the newly instituted service to Zaragoza

in Spain getting off to a good start, with evidence that demand within the region has remained healthy.

SAMUEL SHAPIRO & COMPANY, INC. NEWS

Samuel Shapiro & Company, Inc. Named as One of Baltimore's Top Workplaces

The Baltimore Sun has named Samuel Shapiro & Company, Inc. as one of Baltimore's Top Workplaces. The Sun conducted a survey of area employees and we are pleased to be ranked among the top companies. Shapiro is also the only Customs broker/freight forwarder to make the list. According to the Sun, "Workers are happy when they feel their company is going in the right direction." Margie Shapiro, President/CEO, remarked, "I am truly honored that we are included."

To read about us and view employee comments, please visit:

http://baltimoresun.topworkplaces.com/company_survey/samuel-shapiro-and-c_baltimore/baltimoresun_11

Employee of the Month

As previously featured in "Shap" Talk, Samuel Shapiro & Company, Inc. has been sharing with you the names of employees who have been recognized for their exceptional efforts and contributions to our Company. At Shapiro, we continually work to develop, challenge, and inspire all of our employees to grow individually and with the Company. This month, we would like to recognize Belinda Henson, Transportation Service Representative in Corporate, for her outstanding performance and contributions.

We encourage you to provide us with employee feedback! Please email us at hr@shapiro.com.

WE WANT TO HEAR FROM YOU!

Do you have suggestions for an article? Is there a topic you'd like us to cover in a future issue? Please let us know! Send your feedback to shaptalk@shapiro.com.