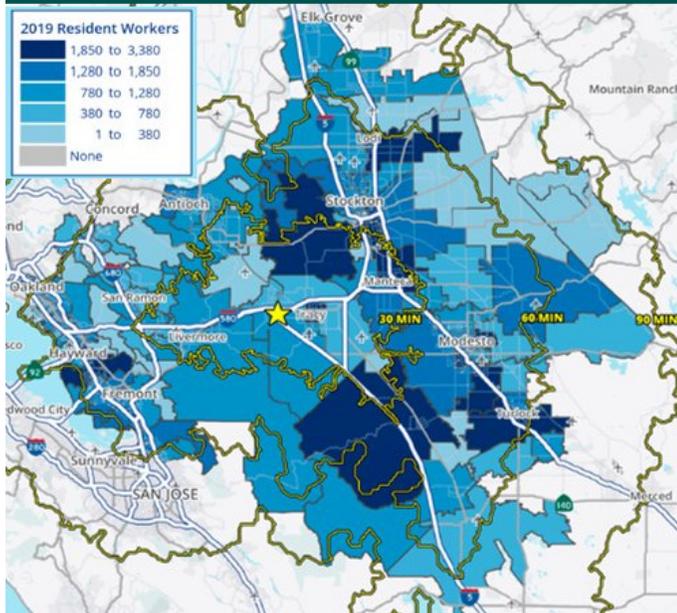


# Prologis IPC | Tracy, CA

## Labor Study

### Frontline Warehouse Workers



- Tracy provides more access to Frontline Warehouse Workers than any other market in the Central Valley

## Broader Labor Force Availability

### IPC Laborshed Labor Force



- The blue-collar labor pool makes up just under ½ of the IPC Laborshed's available workforce
- Of those occupations with similar skillsets to the Targeted Blue-Collar Labor Pool, nearly 50% make \$15 per hour or less and 70% make \$18 per hour or less providing a large pool of relatively low cost labor

## Labor Market Characteristics



### UNMATCHED ACCESS TO FRONTLINE WAREHOUSE WORKERS

Tracy provides more access to Frontline Warehouse Workers than any other market in the Central Valley as those workers are most densely populated northeast and southeast of Tracy along the I-5 corridor near Stockton, Manteca and Patterson within the targeted 25 – 35-minute commute time for this labor pool.



### OPPORTUNITY TO TAP LOWER COST TALENT

Interviews with local staffing firms suggest an opportunity to dip into the dense, lower-cost labor pool of agricultural workers to fill warehouse worker and production labor needs.



### "GOLILOCKS" MARKET

Tracy's proximity to a highly skilled workforce in the East Bay and a more affordable, blue-collar labor force along the I-5 and 99 corridors along with its reasonable cost of living and access to I-5 and I-80 provides transportation and manufacturing users a unique strategic advantage.



### OPPORTUNITY TO PULL TALENT FROM LOWER COST MARKETS

Warehouse workers in this market are looking for a ~\$1 per 30-minute premium in excess to a typical commute. Thus, markets further south along the I-5 corridor, as well as markets like Modesto and Turlock along the 99 corridor, may be attractive talent sources.



### HISTORICALLY HIGHER UNEMPLOYMENT PROVIDES ACCESS TO LABOR

Unemployment in San Joaquin County is historically 3-5 percentage points higher than the rest of the state and country, providing a readily available labor pool.



### ATTRACTIVE DEMOGRAPHICS

The city of Tracy has grown 5-fold since 1980. The Population growth rate in Tracy & the IPC Laborshed is nearly double that of California and the United States over the last 40 years. The IPC Laborshed provides access to a younger and much more diverse labor pool in the manufacturing and warehousing & transportation industries compared to the rest of the state and the countrywide average