



United States Maritime Alliance, Ltd.

ANNOUNCEMENT OF CORPORATE PROMOTION

DATE: April 21, 2021

TO: For Distribution

FROM: David F. Adam, Chairman & CEO

SUBJECT: Promotion of F. Paul De Maria from EVP/Labor Relations to Executive Vice President & Chief Operating Officer

I am pleased to announce that effective May 1, 2021, F. Paul De Maria will be promoted to Executive Vice President & Chief Operating Officer of USMX. During his nine-year tenure with USMX, Paul's work on behalf of our Members as part of the USMX leadership team and his interaction with the USMX Board of Directors has been exemplary, ultimately contributing to the development of USMX's mission, strategic goals and objectives, and overall management of the organization. While continuing his prior duties and responsibilities, Paul will also begin working more closely on planning and executing the annual budgeting process, start leading USMX's quarterly Board of Directors' meetings, and engage with political leaders as it relates to USMX's government affairs initiatives.

After graduating 25 years ago from SUNY Maritime, Ft. Schuyler, Paul worked in various capacities for steamship lines, stevedores and M&R companies and immediately prior to joining USMX in 2012 as Vice President, Labor Relations, he was Senior General Manager at Ports America, where he oversaw its stevedoring operations from Maine to Texas. He has a proven track record of success in facilitating progressive organizational change, risk management and people development within multiple positions.

Since joining USMX, Paul has implemented protocols to improve efficiency. He was successful in contributing to the negotiation efforts on behalf of USMX's Members for the USMX-ILA Master Contract signed in 2018 and has frequently been recognized for outstanding achievement.

Please join me in congratulating Paul on his well-deserved promotion and in welcoming him to his new role as COO.

A handwritten signature in blue ink, appearing to read 'D. Adam', is written over a horizontal line. The signature is fluid and cursive in style.