



April 7, 2009

International Longshoremen's Association
Baltimore, MD

Re: Light Duty Program

To All Members:

At Ports America we view every worker as a valuable contributor to our company's objectives. There are times, however, when you, our valued employee, may suffer an occupational injury that restricts your ability to work performing regular duties.

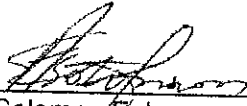
In this letter I would like to inform you about our updated return-to-work program; which is designed to help you keep working after an on the job injury. Once your doctor has released you to work with restrictions – we have something for you. At Ports America we have identified jobs you can do if you are restricted from your regular duties. In this manner you can maintain your income stream as well as continue providing a valuable service to our company.

Effective April 1, 2009, Ports America will offer a suitable light duty position, within the restrictions outlined by the physician. Any light duty hours worked will be paid at a pre-determined hourly rate. Meanwhile, you may submit wages in support of a claim for Temporary Partial Disability (TPD) benefits, to be paid from your workers' compensation claim. Finally, you will receive credit for disability hours in accordance with the attached language from the Benefit Plan - Summary Plan Document.

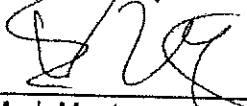
At Ports America we are committed to complying with the American's with Disabilities Act and provide you with reasonable job accommodation after an injury.

In the meantime, stay safe and have a wonderful day!

Sincerely,
PORTS AMERICA BALTIMORE, INC.



Solomon Egbe
Health, Safety & Environmental Manager



Mark Montgomery
Senior Vice President-East Coast Operations

BARGAINING UNIT EMPLOYEES – If you work for an Employer who is a member of the Association in work covered by the Collective Bargaining Agreement, you receive credit for the number of hours for which you are paid.

NON-BARGAINING UNIT EMPLOYEES - If you work for an Employer in a job that is not covered by the Collective Bargaining Agreement and your Employer has signed a “Benefits Fund Participant Agreement,” you receive credit for 40 hours per week plus any paid overtime.

DELEGATES OR OFFICERS OF THE UNION, MEMBERS OF THE ADMINISTRATIVE OFFICE STAFF OF THE STA OF BALTIMORE-ILA CONTAINER ROYALTY FUND, AND EMPLOYEES OF THE STA-ILA SENIORITY BOARD, INC. - If you belong to this group of Employees, you receive credit on the basis of 1,602 hours per Plan Year or 133.5 hours per month with these organizations, provided your Employer advises the Fund that you are an Employee and makes contributions to the Fund on the basis of these hours.

Eligibility While Disabled

The rules for crediting Disability Hours while you are away from work due to an Injury or Illness are based on whether you are a Group A or Group B Employee at the time of Injury or Illness, and whether the Injury or Illness is related to your occupation, as follows:

For Group A Employees:

- **Occupational Injury or Illness** – You receive credit for 20 Disability Hours per week, up to a maximum of 1,000 hours per Plan Year, while you are being paid workers’ compensation benefits because you are unable to work in Covered Employment and are receiving “temporary total” or “temporary partial” disability (as defined under the workers’ compensation laws).
- **Non-Occupational Injury or Illness** – You receive credit for 20 Disability Hours per week, up to a maximum of 1,000 hours per Plan year, while you are unable to return to work because of your Disability. In order to receive credit for Disability Hours while you are away from work because of a Non-Occupational Injury or Illness, and you must provide the Fund with medical proof of your Disability when filing your claim for benefits.

For Group B Employees:

- **Occupational Injury or Illness** – You receive credit for 20 Disability Hours per week, up to a maximum of 700 hours per Plan Year, while you are being paid workers’ compensation benefits because you are unable to work in Covered Employment and are receiving “temporary total” or “temporary partial” disability (as defined under the workers’ compensation laws).