

**“SAFE HARBOR” PLAN
NOTICE TO PARTICIPANTS**

Safe Harbor Nonelective Contribution Alternative

To: Plan Participants
From: Gulf Harbor Shipping, LLC Employees Savings Trust
Sponsor: Gulf Harbor Shipping, L.L.C.
Date: 10/20/2014

As a participant in the Employer's 401(k) plan ("Plan"), you may elect to defer to the plan a portion of your compensation. You may choose to defer on a before-tax basis (traditional before-tax deferral) or on an after-tax basis (roth after-tax deferral). The Employer will contribute this amount (your "elective contributions") to the plan. To defer a portion of your compensation, you must complete the salary savings agreement the plan administrator provides you. You may not defer more than the maximum allowable under law of your compensation for the plan year. For purposes of your deferral election, "compensation" means your total compensation for the plan year before your deferrals excluding fringe benefits.

You may complete the salary reduction agreement at any time. This agreement will take effect in accordance with the Employer's administrative policy. This policy also governs if and when this agreement may be revoked. Please refer to the Employer's policy for this information.

For the plan year beginning on 1/1/2015, the Employer will contribute to your plan account 3.000% of your compensation, even if you do not defer any of your compensation under the plan. You are 100% vested in your elective contributions and in the 3.000% contribution the Employer will make on your behalf. For example, assume you earn compensation of \$30,000.00 for the plan year beginning on 1/1/2015. Your Employer contribution allocation will be \$900.00 (3.000% x \$30,000.00), whether or not you elect to defer any compensation under the plan.

The plan sponsor may amend the plan during the year to reduce or suspend the safe harbor contribution described above. In the event a reduction or suspension occurs, a supplemental notice will be provided to you at least 30 days prior to the reduction or suspension.

Furthermore, the Employer, within its sole discretion, may make an additional nonelective contribution which will be subject to a (6) year graded vesting schedule. The additional non-elective contribution will be allocated to all eligible participants based on their respective classification group. A contribution amount will be determined for each classification group. The contribution for the group will then be allocated proportionately based on your compensation compared to the total compensation of all participants in your group. The plan administrator will allocate the additional non-elective contribution. You must be employed on the last day of the plan year and have worked 1000 hours during the plan year in order to receive the additional non-elective contribution described in this paragraph.

You generally may not withdraw your deferral contributions or the matching contributions described above except when one of the following events occurs: separation from service with the Employer, death and disability. You may also qualify for a distribution of a portion of your account while you are still employed upon attainment of age 59½. You may also qualify for an in-service distribution for other reasons specified in the plan.

Please refer to your summary plan description for a complete explanation of the features of the plan. Please ask the plan administrator if you have any questions regarding your rights or obligations under the plan.