



United States Maritime Alliance, Ltd.

MEMORANDUM

DATE: September 15, 2025

TO: All USMX Member Companies

FROM: F. Paul De Maria, CEO & Chairman

RE: USMX Announcement

Dear USMX Members,

We are proud to announce that Jason Winter has been promoted to Vice President of Labor Relations at USMX, taking on a new and expanded role after serving the last 4 years as the organization's Director of Safety and Labor Relations.

Since joining USMX in 2021, Jason has been an integral part of our leadership team. He brings a wealth of expertise to this new role, with nearly three decades of experience in various positions across the maritime and logistics industry, including leadership roles in operations management, labor relations, and facility safety. He was also recently named the President of the National Maritime Safety Association (NMSA).

As Vice President of Labor Relations, Jason will continue to strengthen our labor partnerships and advance initiatives that support both operational excellence and industry growth. This promotion and expanded role are a testament to all the contributions he has made to USMX, the important leadership role he will continue to play within our organization.

Please join us in congratulating Jason on this well-deserved promotion.

A handwritten signature in blue ink, likely belonging to F. Paul De Maria, is positioned above a horizontal line. The signature is stylized and cursive.