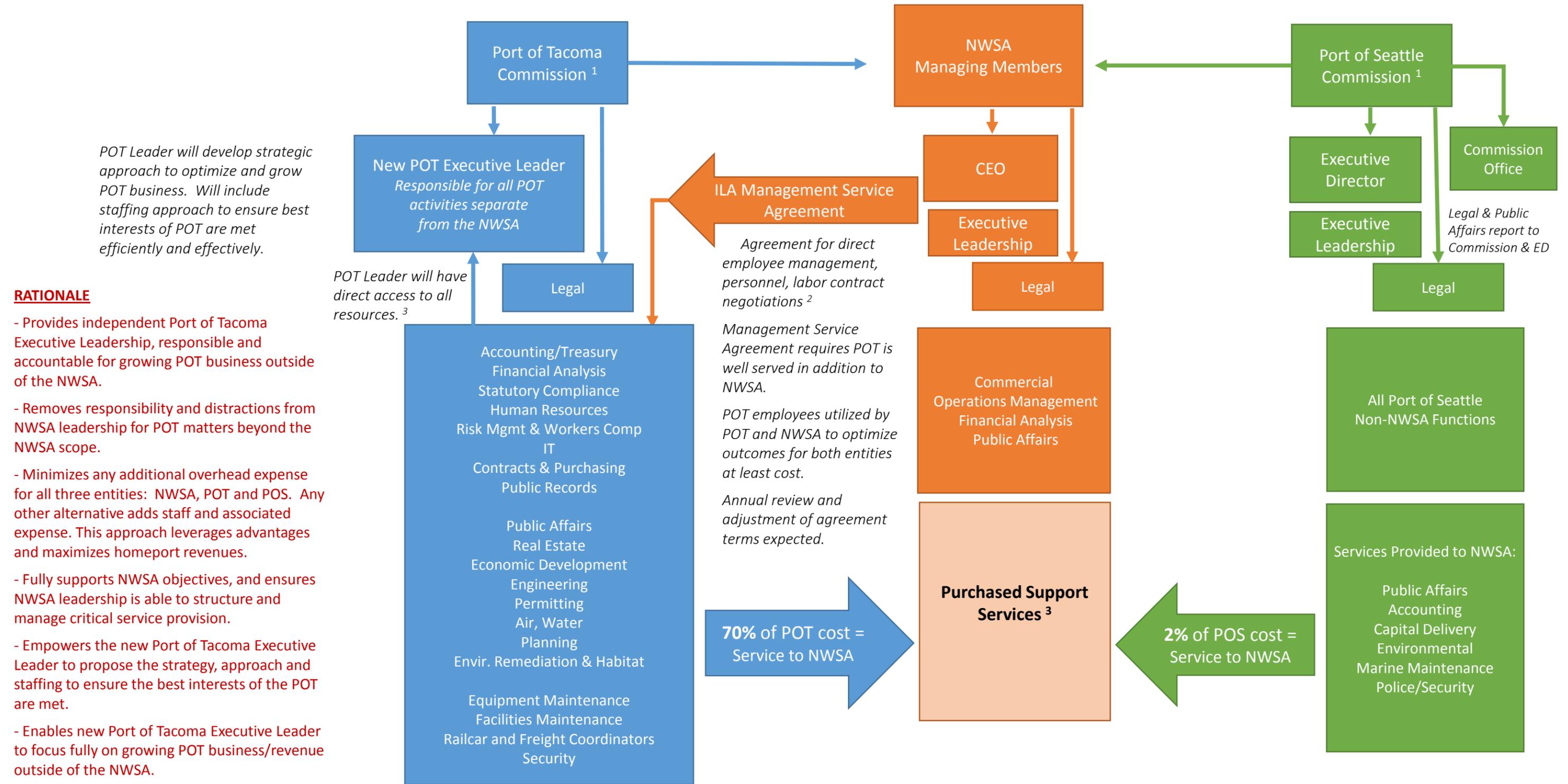


Proposed NWSA Management Structure – 7/2/18



POT Leader will develop strategic approach to optimize and grow POT business. Will include staffing approach to ensure best interests of POT are met efficiently and effectively.

RATIONALE

- Provides independent Port of Tacoma Executive Leadership, responsible and accountable for growing POT business outside of the NWSA.
- Removes responsibility and distractions from NWSA leadership for POT matters beyond the NWSA scope.
- Minimizes any additional overhead expense for all three entities: NWSA, POT and POS. Any other alternative adds staff and associated expense. This approach leverages advantages and maximizes homeport revenues.
- Fully supports NWSA objectives, and ensures NWSA leadership is able to structure and manage critical service provision.
- Empowers the new Port of Tacoma Executive Leader to propose the strategy, approach and staffing to ensure the best interests of the POT are met.
- Enables new Port of Tacoma Executive Leader to focus fully on growing POT business/revenue outside of the NWSA.

Notes:

1. Per NWSA By-Laws, Homeport Commissions set policy for NWSA projects and contracts within their home harbors, unless superseded by specific NWSA policy
2. Collective Bargaining Agreements for labor in each Homeport are formally approved by the Homeport Commission.
3. Strengthened requirements for participation in employee performance reviews will be implemented in all three organizations – entity being served will provide input to performance reviews and goal setting.