

PORT EVERGLADES FRANCHISE APPLICATION

An application will not be deemed complete and ready for processing until all required documents and fees are received.

A separate application must be filed for each type of franchise applied for.

FRANCHISE TYPE

CHECK ONE

STEAMSHIP AGENT

STEVEDORE

CARGO HANDLER

TUGBOAT & TOWING

VESSEL BUNKERING

VESSEL OILY WASTE REMOVAL

VESSEL SANITARY WASTE WATER REMOVAL

MARINE TERMINAL SECURITY

MARINE TERMINAL SECURITY

FIREARMS CARRYING SECURITY PERSONNEL

NON-FIREARMS CARRYING SECURITY PERSONNEL

Note: Applicant is the legal entity applying for the franchise. If the Applicant is granted the franchise, it will be the named franchisee. All information contained in this application shall apply only to the Applicant, and not to any parent, affiliate, or subsidiary entities.

Applicant's

Name Norton Lilly International, Inc

(Name as it appears on the certificate of incorporation, charter, or other legal documentation as applicable, evidencing the legal formation of the Applicant)

Applicant's Business Address One St. Louis St. Centre STE 5000 Mobile, AL 36602

Number /

Street

City/State/Zip

Phone # (251) 431-6335

E-mail address

taverett

@nortonlilly.com

Fax #: (251) 431-9039

Name of the person authorized to bind the Applicant (Person's signature must appear on Page 13.)

Name Patricio Garcia

Title CFO

Business Address One St. Louis St. Centre STE 5000 Mobile, AL 36602

Number /

Street

City/State/Zip

Phone # (251) 431-6335

E-mail address

taverett

@nortonlilly.com

Fax #: () _____

Provide the Name and Contact Information of Applicant's Representative to whom questions about this application are to be directed (if different from the person authorized to bind the Applicant):

Representative's Name Trish Averett

Representative's Title Corporate Controller

Representative's Business Address One St. Louis St. Centre STE 5000 Mobile, AL 36602

Number /

Street

City/State/Zip

Representative's Phone # (251) 431-6335

Representative's E-mail address

taverett

@nortonlilly.com

Representative's Fax # (251) 431-9039

PLEASE COMPLETE THIS APPLICATION AND LABEL ALL REQUIRED BACKUP DOCUMENTATION TO CLEARLY IDENTIFY THE SECTION OF THE APPLICATION TO WHICH THE DOCUMENTATION APPLIES (I.E., SECTION A, B, C, etc.).

Section A

1. List the name(s) of Applicant's officers, including, CEO, COO, CFO, director(s), member(s), partner(s), shareholder(s), principal(s), employee(s), agents, and local representative(s) active in the management of the Applicant.

Officers: * SEE ATTACHED *

Title _____
First Name _____ Middle Name _____
Last Name _____
Business Street Address _____
City, State, Zip Code _____
Phone Number () _____ Fax Number () _____
Email Address _____@_____.

Title _____
First Name _____ Middle Name _____
Last Name _____
Business Street Address _____
City, State, Zip Code _____
Phone Number () _____ Fax Number () _____
Email Address _____@_____.

Title _____
First Name _____ Middle Name _____
Last Name _____
Business Street Address _____
City, State, Zip Code _____
Phone Number () _____ Fax Number () _____
Email Address _____@_____.

Title _____
First Name _____ Middle Name _____
Last Name _____
Business Street Address _____
City, State, Zip Code _____
Phone Number () _____ Fax Number () _____
Email Address _____@_____.

Attach additional sheets if necessary.

2. RESUMES: Provide a resume for each officer, director, member, partner, shareholder, principal, employee, agent, and local representative(s) active in the management of the Applicant, as listed above. Attached

Section B

1. Place checkmark to describe the Applicant:
() Sole Proprietorship (✓) Corporation () Partnership () Joint Venture () Limited Liability Company
2. Provide copies of the documents filed at the time the Applicant was formed including Articles of Incorporation (if a corporation); Articles of Organization (if an LLC); or Certificate of Limited Partnership or Limited Liability Limited Partnership (if a partnership). If the Applicant was not formed in the State of Florida, provide a copy of the documents demonstrating that the Applicant is authorized to conduct business in the State of Florida. yes - attached

Section C

1. Has there been any change in the ownership of the Applicant within the last five (5) years? (e.g., any transfer of interest to another party)
Yes No If "Yes," please provide details in the space provided. Attach additional sheets if necessary.
attached
2. Has there been any name change of the Applicant or has the Applicant operated under a different name within the last five (5) years?
Yes No If "Yes," please provide details in the space provided, including: Prior name(s) and Date of name change(s) filed with the State of Florida's Division of Corporations or other applicable state agency. Attach additional sheets if necessary.
3. Has there been any change in the officers, directors, executives, partners, shareholders, or members of the Applicant within the past five (5) years?
Yes No If "Yes," please provide details in the space provided, including:
Prior officers, directors, executives, partners, shareholders, members
Name(s) see attached
New officers, directors, executives, partners, shareholders, members
Name(s) see attached
Also supply documentation evidencing the changes including resolution or minutes appointing new officers, list of new principals with titles and contact information, and effective date of changes. Attach additional sheets if necessary.

Section D

Provide copies of all fictitious name registrations filed by the Applicant with the State of Florida's Division of Corporations or other State agencies. If none, indicate "None" _____.
yes, MACS MARINE TRANSPORT

Section E

1. Has the Applicant acquired another business entity within the last five (5) years?
Yes ___ No X If "Yes," please provide the full legal name of any business entity which the Applicant acquired during the last five (5) years which engaged in a similar business activity as the business activity which is the subject of this Port Everglades Franchise Application.
If none, indicate "None" NONE.

2. Indicate in the space provided the date of the acquisition and whether the acquisition was by a stock purchase or asset purchase and whether the Applicant herein is relying on the background and history of the acquired firm's officers, managers, employees and/or the acquired firm's business reputation in the industry to describe the Applicant's experience or previous business history. Attach additional sheets if necessary.

N/A

3. Has the Applicant been acquired by another business entity within the last five (5) years?
Yes ___ No X If "Yes," provide the full legal name of any business entity which acquired the Applicant during the last five (5) years which engaged in a similar business activity as the business activity which is the subject of this Port Everglades Franchise Application.
If none, indicate "None" _____.

4. Indicate in the space provided the date of the acquisition and whether the acquisition was by a stock purchase or asset purchase and whether the Applicant herein is relying on the background and history of the parent firm's officers, managers, employees and/or the parent firm's business reputation in the industry to describe the Applicant's experience or previous business history. Attach additional sheets if necessary.

N/A

Section F

Provide the Applicant's previous business history, including length of time in the same or similar business activities as planned at Port Everglades. Attached

SHIP AGENCY BUSINESS, 22 YEARS

Section G

1. Provide a list of the Applicant's current managerial employees, including supervisors, superintendents, and forepersons.

Barry St. Germain - VP

2. List the previous work history/experience of the Applicant's current managerial employees, including their active involvement in seaports and length of time in the same or similar business activities as planned at Port Everglades.

SEE ATTACHED

Section H

List all seaports, including Port Everglades (if application is for renewal), where the Applicant is currently performing the services/operation which is the subject of this Franchise application. Use this form for each seaport listed. Photocopy additional pages as needed (one page for each seaport listed).

If none, state "None" _____.

Seaport Port Everglades Number of Years Operating at this Seaport //

List below all of the Applicant's Clients for which it provides services at the seaport listed above.

Client Name (Company)	Number of Years Applicant has Provided Services to this Client
APL Limited	//
Hapag Lloyd	//
Maersk	//
Dole Fresh Fruit Intl	//
Mediterranean Shipping	//
Hamburg Sud	//
Hoegh Autoliners	//

Section I

1. Provide a description of all past (within the last five (5) years) and pending litigation and legal claims where the Applicant is a named party, whether in the State of Florida or in another jurisdiction, involving allegations that Applicant has violated or otherwise failed to comply with environmental laws, rules, or regulations or committed a public entity crime as defined by Chapter 287, Florida Statutes, or theft-related crime such as fraud, bribery, smuggling, embezzlement or misappropriation of funds or acts of moral turpitude, meaning conduct or acts that tend to degrade persons in society or ridicule public morals.

The description must include all of the following:

- a) The case title and docket number
- b) The name and location of the court before which it is pending or was heard
- c) The identification of all parties to the litigation
- d) General nature of all claims being made

If none, indicate "None" NONE.

2. Indicate whether in the last five (5) years the Applicant or an officer, director, executive, partner, or a shareholder, employee or agent who is or was (during the time period in which the illegal conduct or activity took place) active in the management of the Applicant was charged, indicted, found guilty or convicted of illegal conduct or activity (with or without an adjudication of guilt) as a result of a jury verdict, nonjury trial, entry of a plea of guilty or nolo contendere where the illegal conduct or activity (1) is considered to be a public entity crime as defined by Chapter 287, Florida Statutes, as amended from time to time, or (2) is customarily considered to be a white-collar crime or theft-related crime such as fraud, smuggling, bribery, embezzlement, or misappropriation of funds, etc. or (3) results in a felony conviction where the crime is directly related to the business activities for which the franchise is sought.

Yes ___ No

If you responded "Yes," please provide all of the following information for each indictment, charge, or conviction:

- a) A description of the case style and docket number
- b) The nature of the charge or indictment
- c) Date of the charge or indictment
- d) Location of the court before which the proceeding is pending or was heard
- e) The disposition (e.g., convicted, acquitted, dismissed, etc.)
- f) Any sentence imposed
- g) Any evidence which the County (in its discretion) may determine that the Applicant and/or person found guilty or convicted of illegal conduct or activity has conducted itself, himself or herself in a manner as to warrant the granting or renewal of the franchise.

Section J

The Applicant must provide a current certificate(s) of insurance. Franchise insurance requirements are determined by Broward County's Risk Management Division and are contained in the Port Everglades Tariff No. 12 as amended, revised or reissued from time to time. The Port Everglades Tariff is contained in the Broward County Administrative Code, Chapter 42, and is available for inspection on line at: <http://www.porteverglades.net/development/tariff>.

Attached

Section K

1. The Applicant must provide its most recent audited or reviewed financial statements prepared in accordance with generally accepted accounting principles, or other documents and information which demonstrate the Applicant's creditworthiness, financial responsibility, and resources, which the Port will consider in evaluating the Applicant's financial responsibility.

2. Has the Applicant or entity acquired by Applicant (discussed in Section E herein) sought relief under any provision of the Federal Bankruptcy Code or under any state insolvency law filed by or against it within the last five (5) year period?

Yes ___ No

If "Yes," please provide the following information for each bankruptcy or insolvency proceeding:

- a) Date petition was filed or relief sought
- b) Title of case and docket number
- c) Name and address of court or agency
- d) Nature of judgment or relief
- e) Date entered

3. Has any receiver, fiscal agent, trustee, reorganization trustee, or similar officer been appointed in the last five (5) year period by a court for the business or property of the Applicant?

Yes ___ No

If "Yes," please provide the following information for each appointment:

- a) Name of person appointed
- b) Date appointed
- c) Name and address of court
- d) Reason for appointment

4. Has any receiver, fiscal agent, trustee, reorganization trustee, or similar officer been appointed in the last five (5) year period by a court for any entity, business, or property acquired by the Applicant?

Yes ___ No

If "Yes," please provide the following information for each appointment:

- a) Name of person appointed
- b) Date appointed
- c) Name and address of court
- d) Reason for appointment

Section L - Attached -

List four (4) credit references for the Applicant, one of which must be a bank. Use this format:

Name of Reference _____ Nature of Business _____

Contact Name _____ Title _____

Legal Business Street Address _____

City, State, Zip Code _____

Phone Number () _____

(Provide on a separate sheet.)

Section M

1. Security: Pursuant to Port Everglades Tariff 12, Item 960, all Franchisees are required to furnish an Indemnity and Payment Bond or Irrevocable Letter of Credit drawn on a U.S. bank in a format and an amount not less than \$20,000 as required by Broward County Port Everglades Department. *Attached*

2. Has the Applicant been denied a bond or letter of credit within the past five (5) years?

Yes ___ No X

If "Yes," please provide a summary explanation in the space provided of why the Applicant was denied. Use additional sheets if necessary.

Section N

1. Provide a list and description of all equipment currently owned and/or leased by the Applicant and intended to be used by the Applicant for the type of service(s) intended to be performed at Port Everglades including the age, type of equipment and model number. *NONE*

2. Identify the type of fuel used for each piece of equipment.

3. Indicate which equipment, if any, is to be domiciled at Port Everglades.

4. Will all equipment operators be employees of the Applicant, on the payroll of the Applicant, with wages, taxes, benefits, and insurance paid by the Applicant?

Yes ___ No ___

If "No," please explain in the space provided who will operate the equipment and pay wages, taxes, benefits, and insurance, if the franchise is granted. Use additional sheets if necessary.

Section O

Provide a copy of the Applicant's current Broward County Business Tax Receipt (formerly Occupational License). *Attached*

Section P

1. Provide a copy of Applicant's safety program. *Attached*

2. Provide a copy of Applicant's substance abuse policy. *Attached*

3. Provide a copy of Applicant's employee job training program/policy. *Attached*

4. Provide information regarding frequency of training. *- TRAINING PROVIDED AT LEAST QUARTERLY*

5. Include equipment operator certificates, if any. *NONE*

Section Q

1. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or fines from any federal, state, or local environmental regulatory agencies?
Yes ___ No X

2. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or civil penalties from the U.S. Coast Guard?
Yes ___ No X

3. Has the Applicant received within the past five (5) years or does the Applicant have pending any citations, notices of violations, warning notices, or fines from the Occupational Safety and Health Administration?
Yes ___ No X

If you responded "Yes" to any of this section's questions 1, 2, or 3 above, please provide a detailed summary for each question containing the following information:

- a) Name and address of the agency issuing the citation or notice
- b) Date of the notice
- c) Nature of the violation
- d) Copies of the infraction notice(s) from the agency
- e) Disposition of case
- f) Amount of fines, if any
- g) Corrective action taken

Attach copies of all citations, notices of violations, warning notices, civil penalties and fines issued by local, state, and federal regulatory agencies, all related correspondence, and proof of payment of fines.

4. Provide a statement (and/or documentation) which describes the Applicant's commitment to environmental protection, environmental maintenance, and environmental enhancement in the Port.

Section R

Provide written evidence of Applicant's ability to promote and develop growth in the business activities, projects or facilities of Port Everglades through its provision of the services (i.e., stevedore, cargo handler or steamship agent) it seeks to perform at Port Everglades. For first-time applicants (stevedore, cargo handler and steamship agent), the written evidence must demonstrate Applicant's ability to attract and retain new business such that, Broward County may determine in its discretion that the franchise is in the best interests of the operation and promotion of the port and harbor facilities. The term "new business" is defined in Chapter 32, Part II of the Broward County Administrative Code as may be amended from time to time.

By signing and submitting this application, Applicant certifies that all information provided in this application is true and correct. Applicant understands that providing false or misleading information on this application may result in the franchise application being denied, or in instances of renewal, a franchise revoked. Applicant hereby waives any and all claims for any damages resulting to the Applicant from any disclosure or publication in any manner of any material or information acquired by Broward County during the franchise application process or during any inquiries, investigations, or public hearings.

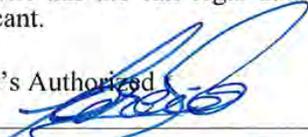
Applicant further understands that if there are any changes to the information provided herein (subsequent to this application submission) or to its officers, directors, senior management personnel, or business operation as stated in this application, Applicant agrees to provide such updated information to the Port Everglades Department of Broward County, including the furnishing of the names, addresses (and other information as required above) with respect to persons becoming associated with Applicant after its franchise application is submitted, and any other required documentation requested by Port Everglades Department staff as relating to the changes in the business operation. This information must be submitted within ten (10) calendar days from the date of any change made by the Applicant.

Applicant certifies that all workers performing functions for Applicant who are subject to the Longshore and Harbor Workers' Act are covered by Longshore & Harbor Workers' Act, Jones Act Insurance, as required by federal law.

This application and all related records are subject to Chapter 119, F.S., the Florida Public Records Act.

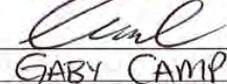
By its execution of this application, Applicant acknowledges that it has read and understands the rules, regulations, terms and conditions of the franchise it is applying for as set forth in Chapter 32, Part II, of the Broward County Administrative Code as amended, and agrees, should the franchise be granted by Broward County, to be legally bound and governed by all such rules, regulations, terms and conditions of the franchise as set forth in Chapter 32, Part II, of the Broward County Administrative Code as amended.

The individual executing this application on behalf of the Applicant, personally warrants that s/he has the full legal authority to execute this application and legally bind the Applicant.

Signature of Applicant's Authorized Representative  Date Signed 10/22/2021

Signature name and title - typed or printed Patricia Garcia CFO

Witness Signature (*Required*) 
Witness name-typed or printed Patricia Averett

Witness Signature (*Required*) 
Witness name-typed or printed GABY CAMPUZANO

If a franchise is granted, all official notices/correspondence should be sent to:
Name _____ Title _____
Address _____ Phone (____) _____

SECTION A.1



**Norton Lilly International Directors as of
October 1, 2021**

Directors

H. W. Thurber, III Chairman
Alejandro Barthold
Richard Von Appen
Flemming Buhl

**Norton Lilly International Officers as of
October 1, 2021**

Officers

H. W. Thurber, III Chairman
Andreas Ebensperger – CEO
Patricio Garcia – CFO
Rachel Allen

H. Winchester Thurber
Chairman

With an outstanding career spanning almost 50 years, Win Thurber has been a major force in the shipping industry; specifically the Agency business. From owning his own small agency company in the 80's, to currently being the Chairman of the largest agency in North America, Win Thurber has made great contributions in the way the agency business operates today. In 2004, Win was one of the primary architects in the formation of a new international ship agency company based in London. In 2005, Win was inducted into the Maritime Hall of Fame for his outstanding achievements in his field. Then, again in 2011 he was recognized by a group of his peers for his outstanding contributions to the transportation industry such as the creation of "backroom services" and his dedication to the agency business through managing the largest agency company in North America.

Andreas Ebensperger
CEO US Ship & Liner

Andreas Ebensperger began his career at Norton Lilly International as Vice President of operations in 2014 and is domiciled in the Mobile office. Prior to joining Norton Lilly, Andreas was with ThyssenKrupp; first in Detroit, moving to Mobile in 2006, where he was involved all the way to location identification to actual build and run TK's steel rolling facility. He held various positions within Supply Chain and later as Director of Logistics. On April 1, 2020, Andreas was promoted to the position of President/CEO expanded responsibilities to include Human Resources and Finance, as well as all Liner and Port Agency services.

Flemming Buhl
Chief Commercial Officer

Flemming has been with Norton Lilly since 2003. Prior to joining Norton Lilly, Flemming worked in Denmark and Norway for several large local shipping organizations in management positions within the dry bulk segment. Within Norton Lilly Flemming has worked with managing and development of our Ship Service business and has also been involved in expanding our business areas to include SeaHawk Marine and Norton Lilly Cargo Service. Flemming graduated from the Maersk Shipping School and has in addition completed the Management program at INSEAD in Paris. Flemming currently serves on the board of ASBA. Flemming is a Danish citizen and resides in Fairhope, AL with his family.

Patricio Garcia
CFO

Patricio holds a degree in Civil Industrial Engineer with a specialization in the mining industry from Pontificia Universidad Católica de Chile, also with a degree from the Advanced Management Program (AMP) at ESE Business School of Universidad de Los Andes in Chile. His experience in the logistics industry started in year 2000 in Ultramar Group in Chile, holding positions of increasing responsibilities in the Ports & Terminals side and Inland Logistics; always in relation with Finance & Administration, Valuation and management of Projects, M&A and Structured Bank Loans for Green field projects. Patricio is a Chilean citizen and moved with his family to Alabama.

Richard von Appen / Director

Mr. Richard von Appen is a Board Member of Ultrana as well as Chairman and Managing Partner of Ultramar, the agency and port operations holding of the Ultramar Group. Before his Director- and Chairmanship Mr. von Appen has held various managerial positions within and without the group. Mr. von Appen holds a degree in Business Administration from the Universidad Católica de Chile and Master of Science in Management from Stanford University School of Business. He is a Chilean citizen and throughout his career he has lived in New York, London, Tokyo, Singapore and Buenos Aires. Currently he resides in Santiago, Chile.

Alejandro Barthold / President & CEO

Alejandro E. Barthold holds a degree as a Merchant Marine Officer in addition to completion of Program for Management Development at the Harvard Business School. Mr. Barthold has over 35 years of experience in the maritime industry. He served as an officer in the Chilean Navy before starting his career at Ultramar Group companies in 1979, holding positions of increasing responsibility. Most recently he was CEO of Agencies at Ultramar Agencia Maritima. Mr. Barthold has been involved with Norton Lilly since December 2012 when Ultramar and Norton Lilly formed a partnership; Mr. Barthold has been a member of the Board of Directors of Norton Lilly since then. In April 2015, he accepted the position of President and CEO of Norton Lilly. Mr. Barthold is a Chilean citizen and resides with his family in Fairhope, Alabama.

Rachel Allen
Corporate Secretary

Starting with a major steamship line in 1967, Rachel has held many positions within the shipping industry. While at the steamship line, Rachel was the first Customer Service representative and handled sales/customer service for eight trade routes. In 1982, Rachel went to work for H. W. Thurber, III with Southern Steamship Agency and was appointed the role of Corporate Secretary. This role encompassed several other agencies owned and managed by Mr. Thurber. Southern Steamship was purchased in 1992 by Inchcape Shipping Services where Rachel remained for 16 years, holding the roles of Corporate Secretary and Liner Port Manager. In 1999, with the purchase of Strachan Shipping Agency, Rachel went to work with Mr. Thurber again, as Corporate Secretary. Strachan Shipping purchased Norton Lilly International in 2002.

99024132

ARTICLES OF INCORPORATION
OF
STATE STREET SHIPPING AGENCY, INC.

The undersigned, for the purpose of forming a Corporation under the Code of Alabama, hereby adopts the following Articles of Incorporation for such Corporation.

ARTICLE I

The name of the Corporation is:
STATE STREET SHIPPING AGENCY, INC.

ARTICLE II

The period of duration of this Corporation is perpetual.

ARTICLE III

"The purpose or purposes for which the Corporation is organized are:

- (a) To engage in the business of owning and operating shipping agencies and any and all activities related thereto;
- (b) To engage in any lawful act or activity for which corporations may be organized under the General Corporation Law of Alabama;
- (c) To have perpetual succession by its corporate name unless a limited period of duration is stated in its Articles of Incorporation;
- (d) To sue and be sued, complain and defend, in its corporate name;

- (e) To have a corporate seal which may be altered at pleasure, and to use the same by causing it, or a facsimile thereof, to be impressed or affixed or in any other manner reproduced;
- (f) To purchase, take, receive, lease or otherwise acquire, own, hold, improve, use and otherwise deal in and with, real or personal property, or any interest therein, wherever situated;
- (g) To sell, convey, mortgage, pledge, lease, exchange, transfer and otherwise dispose of all or any part of its property and assets;
- (h) To lend money and use its credit to assist its employees;
- (i) To purchase, take, receive, subscribe for, or otherwise acquire, own, hold, vote, use, employ, sell, mortgage, lend, pledge, or otherwise dispose of, and otherwise use and deal in and with, shares or other interests in, or obligations, associations, partnerships or individuals, or direct or indirect obligations of the United States or of any other government, state, territory, governmental district, or municipality or of any instrumentality thereof;
- (j) To make contracts, guarantees, and indemnity agreements and incur liabilities, borrow money at such rates of interest as the Corporation may determine, issue its notes, bonds, and other obligations, and secure any of its obligations by mortgage, pledge of, or creation of security interests in, all or any of its property, franchises, or income, or any interests therein, not inconsistent with the provisions of the Constitution of Alabama as the same may be amended from time to time;
- (k) To lend money for its corporate purposes, invest and reinvest its funds, and take and hold real and personal property as security for the payment of funds so loaned or invested;
- (l) To conduct its business, carry on its operations and have offices and exercise the powers granted by this charter, within or without this state;
- (m) To elect or appoint officers and agents of the Corporation, and define their duties and fix their compensation;
- (n) To make and alter by-laws, not inconsistent with its Articles of Incorporation or with the laws of this State, for the administration and regulation of the affairs of the Corporation;
- (o) To make donations for the public welfare or charitable, scientific, or educational purposes;

(p) To transact any lawful business which the Board of Directors shall find will be in aid of governmental policy;

(q) To pay pensions and establish pension plans, pension trusts, profit sharing plans, stock bonus plans, stock option plans and other incentive plans for any or all of its directors, officers and employees;

(r) To be a promoter, incorporator, partner, member, trustee, associate, or manager of any domestic or foreign corporation, partnership, joint venture, trust, or other enterprise;

(s) To consolidate or merge, before or after the completion of its works or plants, in the manner herein provided, with any other foreign or domestic corporation or corporations; but no corporation formed for the purpose of carrying on the business of banking or insurance shall consolidate or merge with any other corporation than corporations engaged in the business of banking or insurance or trust companies doing a banking business. No railroad shall consolidate or merge with any other railroad corporations or companies; but when any two or more railroads or contemplated railroads, which, when completed will admit the passage of burden or passenger cars over any two or more such railroads, continuously and without break or interruption directly or by means of intervening lines, such companies may, before or after completion, consolidate or merge;

(t) To have and exercise all powers necessary or convenient to effect its purposes."

ARTICLE IV

The aggregate number of shares which the Corporation shall have the authority to issue is 1,000 shares of Common Stock, \$1.00 par value per share.

ARTICLE V

The address of the initial registered office of the Corporation is 5 Hillwood Road, Mobile, AL 36608, and the name of its initial registered agent at such address is H. W. Thurber, III.

ARTICLE VI

The number of Directors constituting the initial Board of Directors of the Corporation is two (2), and the names and addresses of the person who are to serve as Directors until the first Annual Meeting of the Shareholders or until their successors are elected and shall qualify are:

H. W. Thurber, III
5 Hillwood Road
Mobile, AL 36608

J. Schley Rutherford
213 Levert Avenue
Mobile, AL 36607

ARTICLE VII

No Shareholder of this Corporation shall have any preemptive or preferential right, as these rights are defined by law, to subscribe for or purchase shares or securities which the Corporation may from time to time issue or sell.

ARTICLE VIII

Directors of the Corporation shall not be liable to the Corporation or its stockholders for breach of fiduciary duty as a director except for liability (i) for any breach of the director's duty of loyalty to the Corporation or its stockholders (ii) for acts or omissions not involving good faith or that involve intentional misconduct or a knowing violation of law; (iii) under Alabama Code Section 10-2A-75 (1975) as amended; or (iv) for any transaction from which the Directors derived an improper benefit.

In the event the Alabama General Corporation Law is amended to authorize corporate action eliminating or limiting the personal liability of Corporate directors, the liability of Corporate directors shall be and hereby is eliminated or limited to the fullest extent permitted by the Alabama General Corporation Law, as amended.

ARTICLE IX

The name and address of the Incorporator is:

H. W. Thurber, III
P.O. Box 1901
Mobile, AL 36633

DATED this the 1 day of April, 1999.

INCORPORATOR:

H. W. Thurber III
H. W. THURBER, III

This Instrument Prepared By:

Victor H. Lott, Jr.
ADAMS and REESE LLP
Post Office Box 1348
Mobile, AL 36633
(334) 433-3234

State of Alabama - Mobile County
Certify that instrument was filed on:
Apr 01 1999 11:05:16 am

original

Recording Fee \$2.00
Recording \$36.00
Total \$38.00

W. NOONAN, Judge of Probate
99024132

STATE OF ALABAMA
MOBILE COUNTY. I, L.W. NOONAN, Judge of Probate in and for
said State and County do hereby certify that the foregoing is a full,
true and correct copy of the instrument with the filing of same as
appears of record in this office in RP Book 4694
Page 706
Given under my hand and seal of office this 1st day of April
1999

[Signature]
JUDGE OF PROBATE

SECTION 3.2.

State of Florida

Department of State

I certify from the records of this office that NORTON LILLY INTERNATIONAL, INC. is an Alabama corporation authorized to transact business in the State of Florida, qualified on April 22, 1999.

The document number of this corporation is F99000002091.

I further certify that said corporation has paid all fees due this office through December 31, 2021, that its most recent annual report/uniform business report was filed on April 26, 2021, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fourth day of May, 2021*



Randy Rhee
Secretary of State

Tracking Number: 0303164040CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

Section B 2.

2005036544 Book-5779 Page-1008
Total Number of Pages: 2

STATE OF ALABAMA
DOMESTIC FOR-PROFIT CORPORATION
ARTICLES OF AMENDMENT TO ARTICLES OF INCORPORATION GUIDELINES

INSTRUCTIONS

STEP 1: IF CHANGING THE CORPORATION'S NAME, CONTACT THE OFFICE OF THE SECRETARY OF STATE AT (334) 242-5324 TO RESERVE A CORPORATE NAME.

STEP 2: FILE THE ORIGINAL AND TWO COPIES IN THE JUDGE OF PROBATE'S OFFICE WHERE THE ORIGINAL ARTICLES OF INCORPORATION ARE FILED. (IF THE AMENDMENT CHANGES THE NAME, THE CERTIFICATE OF NAME RESERVATION MUST BE ATTACHED.) IF CHANGING THE NAME, THE SECRETARY OF STATE'S FILING FEE IS \$10. TO VERIFY JUDGE OF PROBATE FILING, PLEASE CONTACT THE JUDGE OF PROBATE'S OFFICE.

PURSUANT TO THE PROVISIONS OF THE ALABAMA BUSINESS CORPORATION ACT, THE UNDERSIGNED HEREBY ADOPTS THE FOLLOWING ARTICLES OF AMENDMENT.

Article I The name of the corporation:
State Street Shipping Agency, Inc.

Article II The following amendment was adopted in the manner provided for by the Alabama Business Corporation Act:
Article I shall read in its entirety as follows:
The name of the Corporation is: Norton Lilly International, Inc.

Article III The amendment was adopted by the shareholders or directors in the manner prescribed by law on May 17, 2005.

Article IV The number of shares outstanding at the time of the adoption was 1,000; the number of shares entitled to vote thereon was 1,000. If the shares of any class are entitled to vote thereon as a class, list the designation and number of outstanding shares entitled to vote thereon of each such class:

Article V The number of shares voted for the amendment was 1,000 and the number of shares voted against such amendment was 0. (If no shares have been issued attach a written statement to that effect.)

Date: May 17, 2005 Rachel Allen - Secretary

Printed Name and Business Address of Person Preparing this Document:
Gregory P. Bru, Esq.
Armbrecht Jackson LLP
Post Office Box 290
Mobile, Alabama 36601

Rachel Allen
Signature of Officer

LITHO IN U.S.A.

Duck 2



Duck 2

Mobile, Alabama 36602
Ph: (251) 431-6335 Fax: (251) 431-6795

Section B 3. Mior

September 12, 2013

This is to advise that Norton Lilly International sold part of its business on December 21, 2012. The new part owners are SMYSTA of Chile (owning 50%). The remaining portion of the company is owned by H. W. Thurber, III and J. Schley Rutherford (each owning 25%).

The Officers of Norton Lilly International are:

H. W. Thurber, III
James F. Burton
Rachel Allen

Chairman/CEO
Chief Financial Officer
Corporate Secretary

Sincerely,

NORTON LILLY INTERNATIONAL



Rachel Allen
Corporate Secretary

Section C 1. - PREVIOUS OWNERS.



One St. Louis Centre, Suite 3002
Mobile, Alabama 36602
Ph: (251) 431-6335 Fax: (251) 431-6795

**Norton Lilly International
Owners**

Norton Lilly International Owners

H. W. Thurber, III Chairman	25%
J. Schley Rutherford Director	25%
Smysta (Servicios Maritimos y Transportes Limitada)	50%

Av. El Bosque Norte 500
18th Floor, Las Condes
Santiago, RM, Chile
Smysta is owned by:

Mr. Sven von Appen and sons
Mr. Wolf von Appen and sons

Effective 12/21/2012

Attest: 
Rachel Allen
Corporate Secretary





SECTION C.1.
NEW OWNERS

July 2019

The below describes the ownership of Norton Lilly International, Inc as in effect April 2019

Norton Lilly International Owners

H. W. Thurber, III 25%

Smysta (Servicios Maritimos y Transportes Limitada) 75%

Av. El Bosque Norte 500
18 avo piso, Las Condes
Santiago, RM, Chile

Smysta is owned by:

Mr. Sven von Appen and sons
Mr. Wolf von Appen and sons



Norton Lilly International New Directors

NEW Directors

Flemming Buhl

Norton Lilly International New Officers

NEW Officers

Andreas Ebensperger – CEO
Patricio Garcia – CFO



Norton Lilly International Prior Officer

Raul Moreira
VP – Finance and Administration

Norton Lilly International Prior Director

J. Schley Rutherford

Effective 10/22/2021

Section D

State of Florida

Department of State

I certify from the records of this office that MACS MARINE TRANSPORT is a Fictitious Name registered with the Department of State on April 19, 2016.

The Registration Number of this Fictitious Name is G16000039651.

I further certify that said Fictitious Name Registration is active.

I further certify that this office began filing Fictitious Name Registrations on January 1, 1991, pursuant to Section 865.09, Florida Statutes.

*Given under my hand and the Great Seal of
Florida, at Tallahassee, the Capital, this the
Twentieth day of April, 2016*

Ken Detzner

Secretary of State



Authentication ID: 100284761401-042016-G16000039651

To authenticate this certificate, visit the following site, enter this ID, and then follow the instructions displayed.
<https://efile.sunbiz.org/certauthver.html>



[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Search

[Filing History](#)

Fictitious Name Detail

Fictitious Name

MACS MARINE TRANSPORT

Filing Information

Registration Number G16000039651
Status ACTIVE
Filed Date 04/19/2016
Expiration Date 12/31/2026
Current Owners 1
County HILLSBOROUGH
Total Pages 2
Events Filed 1
FEI/EIN Number 63-1222618

Mailing Address

422 WEST KENNEDY BLVD.
SUITE 290
TAMPA, FL 33606

Owner Information

NORTON LILLY INTERNATIONAL, INC.
ONE ST. LOUIS CENTER, 5TH FLOOR
MOBILE, AL 36602
FEI/EIN Number: 63-1222618
Document Number: F99000002091

Document Images

[04/19/2016 -- Fictitious Name Filing](#)

[03/10/2021 -- Fictitious Name Renewal Filing](#)

[Previous on List](#) [Next on List](#) [Return to List](#)

Fictitious Name Search

[Filing History](#)

SECTION G. 1.

To: Amy Price
Subject: Barry St. Germain - hire info

From: Amy Price <aprice@nortonlilly.com>
Sent: Tuesday, October 19, 2021 3:19 PM
To: Gabriela Campuzano <gcampuzano@nortonlilly.com>
Cc: Margie Bolton <mbolton@nortonlilly.com>
Subject: RE: Barry St. Germain - hire info

Barry St. Germain DOH: 3/26/2012

Vice President / Business Development

Sea Hawk Marine Logistics,
Mar 2012 – Present 9 years 8 months
Louisiana - Miami

oversee Sea Hawk Operations and accounting , Business Development roles with Norton Lilly International.

Thanks,

Amy Price, SHRM-CP | HR Generalist

Office | 251.219.3284

Cell | 251.366.1954

Fax | 251.433.1460

E-Mail | aprice@nortonlilly.com

Website | www.nortonlilly.com



One St Louis Centre Suite 5000. Mobile, AL 36602

From: Gabriela Campuzano <gcampuzano@nortonlilly.com>
Sent: Tuesday, October 19, 2021 3:48 PM
To: Amy Price <aprice@nortonlilly.com>
Subject: Barry St. Germain - hire info

Amy,

Please provide when was Barry hired and if he has had any promotions since then?

Thanks

Gaby Campuzano | Corporate Staff Accountant
Office | 251.219.3325

Section F

About Norton Lilly

In the rapidly evolving shipping industry, it is more important than ever for owners, operators and charterers to partner with a robust and versatile agent that will deliver reliability, quality, and piece-of-mind. At Norton Lilly, we have positioned ourselves to provide the highest level of service to our customers while helping them achieve success in the shipping industry.

We have evolved alongside the industry since being founded in 1841, and have progressed with the shipping industry as the company changed through mergers and acquisitions. In 2002, Norton Lilly became the combination of three of the most highly-respected companies in the ship agency business, Strachan Shipping Agency, Kerr Norton Marine and Norton Lilly International. This merger created a robust and versatile shipping agent poised to evolve with an ever-changing industry.

Being one of the largest providers of agency services in North America means Norton Lilly is capable of offering a wide range of services for numerous vessel types. We specialize in providing port services and logistics for bulk, tanker, reefer, liner and passenger vessels in the oil, gas, breakbulk, dry bulk, container and cruise industries. This also means that our customers are assured a wide range of domestic and international support with service to over 70 ports through 39 offices in the United States, and our offices in Panama, Canada, Mexico, Venezuela, Barbados, and Trinidad. We can handle your vessels globally through our business partners, S5. But, this is monitored from our offices in the US.

Throughout our history, Norton Lilly has dedicated itself to a philosophy of fostering a safe and motivated workforce to ensure the highest level of quality for our customers. Our commitment to this philosophy is shown by implementation of our own Quality Policy, along with obtaining ISO 9001-2008 certification. Norton Lilly's Quality Management Team has over 100 years of maritime experience and have individually received their Auditor/Lead Auditor Certification.

To remain the premier shipping agency in the Americas, we know it is vital to evolve with the industry, and we know that safety and environmental issues are at the forefront of the shipping industry's future.

SECTION 2

NORTON LILLY INTERNATIONAL

CREDIT APPLICATION

GENERAL INFORMATION

Business Name: **Norton Lilly International, Inc.**
Address: **One St. Louis Centre Suite 5000** PO Box 1209
Mobile, AL 36602 Mobile, AL 36633
Contact: **Patricia Averett, Corporate Controller**
Phone: **251-431-6335**
Fax: **251-431-6795**
Nature of Business: **Shipping Agents**
Fed ID No.: **63-1222618**

Officers:

H. W. Thurber, III - Chairman
One St. Louis Centre Suite 5000
Mobile, AL 36602
(251) 431-6335

Andreas Ebensperger - CEO/North America - Ship Services & Liner
One St. Louis Centre Suite 5000
Mobile, AL 36602
(251) 431-6335

Andres Christensen - CEO/Caribbean-Central America-Logistics
One St. Louis Centre Suite 5000
Mobile, AL 36602
(251) 431-6335

Rachel Allen - Corporate Secretary
One St. Louis Centre Suite 5000
Mobile, AL 36602
(251) 431-6335

BANK REFERENCE

Bank: **Hancock Bank**
Contact: **Jamie Horton**
Phone No.: **(251) 665-1678**
Account No.: **46904041**

TRADE REFERENCES

Company Name: **Hampton Inn**
Address: **62 South Royal Street**
Mobile, AL 36602
Phone No.: **(251) 436-8787**
Fax No.: **(251) 436-8860**
Contact: **Cynthia Mitchell**

Company Name: **Staples Business Advantage**
Address: **6020 Enterprise Drive**
Pensacola, FL 32505
Phone No.: **(850) 232-3341**
Email: **lane.harper@staples.com**
Contact: **Lane Harper**

Company Name: **Candlewood Suites**
Address: **121 North Royal Street**
Mobile, AL 36602
Phone No.: **(251) 690-7818**
Fax No.: **(251) 690-7830**
Contact: **Hillary Anaya**

Company Name: **Gwin's**
Address: **410 St. Francis Street**
Mobile, AL 36602
Phone No.: **(251) 438-2226**
Fax No.: **(251) 438-1959**
Contact: **Mike Payne**

SECTION M



October 20, 2021

Broward County
Chief Executive & Port Director
1850 Eller Drive
Fort Lauderdale, FL 33306
Miami, FL 33132

RE: **Our Irrevocable Standby Letter of Credit No. SB72287A**
Applicant: Norton Lilly International, Inc.
Amount: USD\$46,000.00

Ladies & Gentlemen:

As per the automatic renewal condition of this Letter of Credit, we confirm that it has renewed for an additional period. The expiration date is now January 21st, 2023.

Should you have any questions, you may call our Letter of Credit Operations Department at (504) 586-7301.

Very truly yours,

A handwritten signature in black ink that reads 'Stephanie Joyce'. The signature is written in a cursive style with a large loop at the end.

Stephanie Joyce
Hancock Whitney Bank
Letter of Credit Specialist
stephanie.joyce@hancockwhitney.com

SECTION P

- D. Anyone obtaining electronic access to other companies' or individuals' materials must respect all copyrights and cannot copy, retrieve, modify or forward copyrighted materials except as permitted by the copyright owner.
- E. Computer viruses are a serious threat to NLI's information technology resources and result in unnecessary expense and loss of productivity. To reduce the damages associated with computer viruses, employees shall diligently safeguard computer equipment under their control from infection by computer viruses.
1. Employees shall keep their anti-virus software current and update the virus definitions on a weekly basis.
 2. The system administrator will attempt to notify employees of prevalent viruses that pose a threat to NLI's computer systems. Employees shall immediately read and comply with these virus warnings to avoid contamination.
 3. If an employee's computer becomes infected with a virus, that employee shall immediately notify the system administrator and take appropriate action to prevent the spread of the virus to other computer systems.

Encryption

Employees can use encryption software supplied to them by the systems administrator for purposes of safeguarding sensitive or confidential business information. Employees who use encryption on files stored on a company computer must provide their supervisor with a sealed hard copy record (to be retained in a secure location) of all of the passwords and/or encryption keys necessary to access the files.

Participation in Online Forums

- A. Employees should remember that any messages or information sent on company-provided facilities to one or more individuals via an electronic network – for example, Internet mailing lists, bulletin boards, and online services – are statements identifiable and attributable to NLI. Any transmissions inconsistent with the interests of NLI are strictly prohibited.
- B. NLI recognizes that participation in some forums might be important to the performance of an employee's job. For instance, an employee might find the answer to a technical problem by consulting members of a news group devoted to the technical area.

Violations

Any violation of this computer-use policy may be subject to disciplinary action, at NLI's discretion, including, but not limited to, loss of computer privileges, termination of employment and legal action.

F. NLI SAFETY POLICY

WORK PLACE SAFETY

Your safety, and that of those who work with you, is one of our greatest concerns. With an alert safety attitude, you can help eliminate painful and costly accidents. You can help by:

- Keeping work areas clean and clear.

- Reporting hazards or unsafe conditions to your supervisor.
- Smoking ONLY in designated areas.
- Reporting all injuries, however minor, to your supervisor immediately.
- Walking and not running in all buildings.
- Never performing a job that you feel is unsafe. Report it to your supervisor immediately.
- Using only ladders to climb on.

Your supervisor will inform you of any additional safety rules that apply to your particular job or work location.

WORKER'S COMPENSATION

Any accident that occurs on Company premises, whether it involves a visitor or an employee, should be reported immediately to your supervisor and Human Resources. For your own safety and the safety of our visitors, please do not attempt to give medical aid to any injured person. Seek the assistance of a supervisor. In addition, please remember that only an Officer of NLI can answer questions about NLI's liability to injured persons. Please direct those asking questions to an Officer.

If an employee is injured on the job, he or she will usually be entitled to workers' compensation benefits. NLI carries workers' compensation insurance and will assist employees in obtaining all benefits to which they are legally entitled. Please report all injuries to Human Resources within 24 hours, if at all possible.

Your own doctor for any job-related injury may treat you if you notify NLI in writing of the name of your personal physician before you are injured. Forms are available for this purpose. Your "personal physician" means a licensed physician or surgeon who has treated you in the past and who keeps your medical records. Otherwise, NLI will refer you to a local doctor if you need medical care. After 30 days from the date your injury is reported, you may see a doctor of your choice. At any time, you may request a one time change of physicians and NLI will honor that request 5 workdays after receiving it.

If your work-related injury requires a leave of absence, this leave may count toward your annual family medical and California Family Rights Act leave, if you qualify for leave under those programs. NLI provides leave in addition to the FMLA/CFRA and Disability leave for employees who have work-related injuries.

F. CLOSE

This handbook is intended to give you a broad summary of the personnel policies and procedures of Norton Lilly International. Employees are encouraged to become familiar with the policies and procedures and to adhere to the practices set forth. Please do not hesitate to speak to your supervisor or the Human Resources Department if you have any questions.

Distribution of advertising material, handbills, or printed or written literature of any kind in working areas of our Company is prohibited at any time. Distribution of literature by non-employees on Company premises is prohibited at all times.

DRUG & ALCOHOL FREE WORK PLACE

Drug or substance abuse/use at the workplace are a subject of immediate concern in our society. These problems are extremely complex and there are no easy solutions. From a safety perspective, the users of drugs may impair the well being of employees, the public at large, and result in damage to company property. All employees must comply with NLI's Drug Free Workplace Policy as a condition of employment. It is the policy of NLI that the unlawful manufacture, distribution; dispensation, possession or use of illegal drugs or unlawful or unauthorized controlled substances in the workplace is prohibited. The purpose of this policy is to ensure that all employees are both physically and emotionally capable (drug-free) of functioning in their assigned jobs through vigorous education and employment screening when required. Any employees violating this policy will be subject to discipline up to and including termination.

NLI does not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers an illegal drug or controlled substance to another person, or who uses, sells or manufactures an illegal drug or controlled substance while on the job or on company premises will be subject to disciplinary action up to and including termination. The terms "illegal drug" and "controlled substance" mean any drug listed in 21 U.S.C. Sect. 812 and other federal or state statutes and regulations. Generally these are drugs that have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP and crack. They also include "legal drugs" which are not prescribed by a licensed physician.

NLI has established a drug-free awareness program, which includes the following elements:

1. Employees have been informed of the dangers of drug abuse in the workplace.
2. Employees have been informed of available employee assistance programs.
3. Employees have been informed of NLI's policy of maintaining a drug-free workplace and the penalties that may be imposed upon them for drug abuse violations occurring in the workplace.

An employee is required to inform NLI within five (5) days after he/she is convicted for violation of any federal/state criminal drug statute when such violation occurred on NLI's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal/state court. NLI must notify the appropriate government agency within ten (10) days after receiving notice of such a conviction. If an employee is convicted of violating any criminal drug statute while at the workplace, he/she will be subject to discipline up to and including termination. As a condition of continued employment, NLI may require the employee to attend and successfully complete a drug abuse program sponsored by an approved private/governmental

institution. Refusal to attend and complete said program would be grounds for immediate termination.

REHABILITATION LEAVE

Our company is committed to providing assistance to our employees to overcome substance abuse problems. Our Company will reasonably accommodate any employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program. This accommodation may include time off without pay or an adjusted work schedule, provided the accommodation does not impose an undue hardship on NLI. You may also use accumulated sick leave for this purpose.

You should notify Human Resources if you need such accommodation. NLI will take reasonable steps to safeguard your privacy with respect to the fact that you are enrolled in an alcohol or drug rehabilitation program.

CODE OF ETHICS

NLI's reputation for honesty and integrity is the sum total of the personal and professional reputations of individual staff members throughout the world. In the interest of protecting our good reputation, assuring uniformity in standards of conduct and complying with all applicable federal, state, local and International laws, standards of work and behavior have been established and should be adhered to. Employees with knowledge of an illegal or immoral act that affects NLI should report such information to an Officer of NLI immediately.

CONFIDENTIALITY

Employee's of NLI may learn of or be entrusted with sensitive information of a confidential nature. During employment, any proprietary information, including but not limited to sales figures or projections, estimates, customer lists, tax records, or accounting procedures, shall be considered and kept as the private and privileged records of NLI, and must not be divulged to any firm, individual or institution without the direct written authorization of an Officer of NLI. Employees are prohibited from gaining access to confidential employee personnel files and may be subject to discipline, up to and including termination, for violating this rule. Failure to honor this confidentiality requirement may result in disciplinary action up to and including termination of employment.

Individuals terminating employment with NLI for any reason agree to continue to treat as private, privileged, and confidential, any sensitive information to which the employee had access. The release of any such sensitive information to another person, firm, or institution without the express written approval of an Officer of NLI is forbidden. NLI may pursue legal action for unauthorized disclosure of sensitive, confidential information.

Regular Part-time Employees – are defined as employees regularly scheduled to work less than thirty-five (35) hours per week. Part-time employees are not eligible for benefits, except those required by federal or state laws; however, they may elect to participate in NLI 401k retirement plan.

Temporary Employees – are defined as employees hired for a specific period of time for a specific job. Temporary employees are not eligible for Company benefits.

Independent Contractors – are defined as individuals who are used routinely by NLI to perform a specific task for the company. Typically, the individual provides his/her own equipment and maintains control of the hours he/she works. Contractors are not paid from the NLI payroll and submit invoices to Corporate Accounting for payment.

Note: An employee's classification may change only upon written notification by NLI.

INTRODUCTORY PERIOD

Employees hired by NLI are subject to an Introductory Period (IP) of ninety (90) days of continuous active service. After completion of this period, the employee may become a regular employee. NLI reserves the right to terminate employment at any time, regardless of employment status, with or without cause. During the IP, employees will not have the benefit of the Progressive Discipline Policy, the right to appeal, paid leave except observed holidays, or severance pay as stated in this manual. Employees who are promoted or transferred will have a new IP. This period relates only to job performance.

1. The HR Department will maintain an official employment file on all employees and will notify the appropriate Senior Level Executive or Manager and Vice President of Human Resources of changes in employee status.
2. The employee completing the IP will be evaluated by his/her Manager/Supervisor and the Manager/Supervisor will complete the 90-Day Evaluation Form and recommend regular employment for the employee. The manager/Supervisor may terminate the employment of the individual at any time during the IP as well as extending the IP further evaluation.
3. The supervisor will notify the HR office when the IP has ended.

Completion of the introductory period signifies our belief that an employee will be capable of functioning fully in his/her position. Completion of the introductory period is not, nor should it be seen as, unqualified acceptance by NLI of an employee's performance or an assurance of continued employment. The IP does not constitute, nor should it be construed to constitute, an agreement or contract of employment of any type or duration, expressed or implied, or as a promise of treatment in any particular manner in any given situation. The employee or NLI may terminate employment with NLI at any time with or without notice.

JOB DUTIES

Employees who accept employment at NLI as outlined to them during the recruiting and job offer phase of employment agree to accept this position as outlined by their Manager/Supervisor and to the guidelines of the *NLI Employee Handbook*. Each employee agrees that he/she have been provided with information related to the duties of their position and further understand that job qualifications and duties may be modified at any time to meet the organizational needs of the company. Transfers may be made from one location to another, but such transfers will have no impact on job description, salary or benefits and will be based on the organization's commitment to provide the highest quality of service to our customers. All changes will be discussed with the employee and required documents provided to the employee and appropriate Manager/Supervisor. If the employee does not agree with the change, the employee may make an appointment with his/her Manager/Supervisor and the VP of Human Resources for resolution. NLI may review and revise job descriptions at any time.

NLI has a fully operational performance management system available to employees as well as Managers/Supervisors. The forms will be used to facilitate an employee—Supervisor meeting where previous year's performance is evaluated and goals are set for the next calendar performance year. These documents are available in the HR Department.

Signature on the Performance Appraisal (PA) Form by the employee does not necessarily imply agreement, with the contents but rather indicates that it has been reviewed with him/her. Each Manager/Supervisor and members of the HR Department will ensure accurate pay information and guidance for other departments on proper job descriptions in the work place.

PAYROLL

Payroll is processed on a semi-monthly basis **on the 15th** and the last day of the month. If either of these days falls on a weekend or holiday, payment will be made on the preceding workday whenever possible. For payroll purposes, the workweek begins at 12:01 a.m. on Sunday, and ends at 12:00 a.m. the following Saturday.

It is necessary to keep accurate and complete records of your time. Time should be recorded for all absences as outlined in the "Attendance" and "Leave of Absence" policies in this manual.

Applicable federal, state, and local income taxes, as well as federal Social Security taxes, are withheld from each paycheck. NLI complies with all laws that pertain to payroll, including garnishments and tax levies requiring mandatory deductions from employee pay. In addition, there may be voluntary deductions for products offered through the cafeteria plan.

Questions regarding your paycheck should be addressed to the Payroll Department. Payroll information is confidential; therefore, written authorization will be required before a supervisor will release a paycheck to anyone other than the person named on the check.



Search County Government

[Home](#) | [County Commission](#) | [Doing Business](#) | [Visiting](#)

ENVIROS

Enforcement Action Advanced Search

No information was found matching your selection criteria. Please try again.

Enforcement Action Number:

House Number:

To:

Street:

(All) ▼

(All) ▼

[Direction](#) [Street Name](#)

[Street Type](#) [Suite](#)

City:

(All)

▼

Zip:

(All)

▼

Section:

(All)

▼

Township:

(All)

▼

Range:

(All)

▼

Respondent:

Norton Lilly International, Inc

[Help on this page](#)
Screen ID: 234



- [Contact Us](#)
- [Comments and Suggestions](#)
- [Report a Complaint](#)
- [Site Map](#)

- [Broward.org](#)
- [Terms of Use](#)
- [Subscribe](#)

Stay Connected:



- OSHA ▾
- STANDARDS ▾
- ENFORCEMENT TOPICS ▾
- HELP AND RESOURCES ▾
- NEWS ▾
- Contact Us
- FAQ
- A to Z Index

English

Español

Establishment Search

Reflects inspection data through 11/08/2021

This page enables the user to search for OSHA enforcement inspections by the name of the establishment. Information may also be obtained for a specified inspection or inspections within a specified SIC.

Note: Please read important information below regarding interpreting search results before using.

Search By:

Your search did not return any results.

Establishment
(This box can also be used to search for a State Activity Number for the following states: NC, SC, KY, IN, OR and WA)

State

OSHA Office

Site Zip Code

Case Status All Closed Open

Violation Status All With Violations Without Violations

Inspection Date

Start Date

End Date

Can't find it?

[Wildcard use %](#)

[Basic Establishment Search Instructions](#)

[Advanced Search Syntax](#)

NOTE TO USERS

The Integrated Management Information System (IMIS) was designed as an information resource for in-house use by OSHA staff and management, and by state agencies which carry out federally-approved OSHA programs. Access to this OSHA work product is being afforded via the Internet for the use of members of the public who wish to track OSHA interventions at particular work sites or to perform statistical analyses of OSHA enforcement activity. It is critical that users of the data understand several aspects of the system in order to accurately use the information.

The source of the information in the IMIS is the local federal or state office in the geographical area where the activity occurred. Information is entered as events occur in the course of agency activities. Until cases are closed, IMIS entries concerning specific OSHA inspections are subject to continuing correction and updating, particularly with regard to citation items, which are subject to modification by amended citations, settlement agreements, or as a result of contest proceedings. THE USER SHOULD ALSO BE AWARE THAT DIFFERENT COMPANIES MAY HAVE SIMILAR NAMES AND CLOSE ATTENTION TO THE ADDRESS MAY BE NECESSARY TO AVOID MISINTERPRETATION.

The Integrated Management Information System (IMIS) is designed and administered as a management tool for OSHA to help it direct its resources. When IMIS is put to new or different uses, the data should be verified by reference to the case file and confirmed by the appropriate federal or state office. Employers or employees who believe a particular IMIS entry to be inaccurate, incomplete or out-of-date are encouraged to contact the OSHA field office or state plan agency which originated the entry.



Occupational Safety and Health Administration
200 Constitution Ave NW
Washington, DC 20210
☎ 800-321-6742 (OSHA)
TTY
www.OSHA.gov

FEDERAL GOVERNMENT

White House
Severe Storm and Flood Recovery Assistance
Disaster Recovery Assistance
DisasterAssistance.gov
USA.gov
No Fear Act Data
U.S. Office of Special Counsel

OCCUPATIONAL SAFETY AND HEALTH

Frequently Asked Questions
A - Z Index
Freedom of Information Act
Read the OSHA Newsletter
Subscribe to the OSHA Newsletter
OSHA Publications
Office of Inspector General

ABOUT THE SITE

Freedom of Information Act
Privacy & Security Statement
Disclaimers
Important Website Notices
Plug-Ins Used by DOL
Accessibility Statement

11/10/21, 9:13 AM

Florida Hazardous Waste Handler Search Results



Hazardous Waste Facilities Search Results

Selection Criteria for This Handler Search:

EPAID: % ; Name: %NORTON LILLY INTERNATIONAL% ; Address: % ; City: % ; County: %

For Facility Data Links:

Activities -- provides a list of RCRA compliance activities and violations.

Mapping in GIS -- this opens a **[NEW IMPROVED]** GIS mapping tool focused on the facility.

Documents -- this provides a list of electronic documents available online.

Error Reporting -- send us feedback to address data errors.

County Verification -- County or RPC verification of Facility and Waste for this site.

For a Generator Status History:

click on the **Status**. - **NNOT** indicates a facility is a Non-Notifier and may not have been issued the associated EPAID - **Check with DEP before using that EPAID!**

[Legend of Status Types](#)

EPA ID	Name	County	Address	Contact	Status	As of	Data Links
Search has retrieved 0 Facilities							

Legend of Status Types:

- LQG - Large Quantity Generator
- SQG - Small Quantity Generator
- CES - Conditionally Exempt Small Quantity Generator
- UOT - Used Oil Transporter
- TRA - Hazardous Waste Transporter
- TSD - Treatment/Storage/Disposal Facility
- CLO - Closed
- NHR - Non-Handler of Hazardous Waste



Director
United States Coast Guard
National Pollution Funds Center

NPFC CR STOP 7605
2703 Martin Luther King Ave, SE
Washington, DC 20593-7605
Staff Symbol: NPFC
Phone: (202) 795-6086

5720
FOIA 2022-CGFO-00403
December 02, 2021

Nina Brevett
Administrative Coordinator
Business Administration Division, Port Everglades
1850 Eller Drive, Fort Lauderdale, FL 33316

VIA EMAIL: NBREVETT@broward.org

Dear Ms. Brevett,

This letter is the final response to your November 22, 2021 Freedom of Information Act (FOIA) request addressed to the U.S. Coast Guard (USCG). You requested records of any environmental infractions, fines, penalties, and resolutions associated with Norton Lilly International, inc., between the dates of February 27, 2017 to November 22, 2021. Your request was received by the National Pollution Funds Center on November 24, 2021.

This is not a Denial. We conducted a comprehensive search of files within the Case Management Division's records that would be responsive to your request. Unfortunately, we were unable to locate or identify any responsive records. A Case Officer from NPFC-Cm conducted a search of our Case Information Management System (CIMS) for pollution events, within the defined timeframe, by Norton Lilly International. The Case Officer also searched the USCG's Maritime Information, Safety, and Law Enforcement System with the same parameters. Neither search yielded results responsive to this request.

If you need to contact our office concerning this request, please call 202-795-6086 and refer to 2022-CGFO-00403. You may send an email to efoia@uscg.mil or you may contact our FOIA Public Liaison, Mrs. Amanda Ackerson, at 202-475-3522 in the same manner. Additionally, you have a right to seek dispute resolution services from the Office of Government Information Services (OGIS) which mediates disputes between FOIA requesters and Federal agencies as a non-exclusive alternative to litigation. Contacting the FOIA Public Liaison or OGIS does not stop the 90-day appeal clock and is not a substitute for filing an administrative appeal. If you are requesting access to your own records (which is considered a Privacy Act request), you should know that OGIS does not have the authority to handle requests made under the Privacy Act of 1974. You may contact OGIS as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

If you are not satisfied with the response to this request, you have the right to appeal. Should you wish to do so, you must send your appeal and a copy of this letter, within 90 days of the date of this letter, to: Commandant (CG-6P), ATTN: FOIA APPEALS, 2703 Martin Luther King Ave STOP 7710, Washington DC, 20593-7710, following the procedures outlined in the DHS regulations at 6 C.F.R. § 5.9. Your envelope and letter should be marked "FOIA Appeal." Copies of the FOIA and DHS regulations are available at www.dhs.gov/foia.

Provisions of the FOIA allow us to recover part of the cost of complying with your request. In this instance, because the cost is below the \$14 minimum, there is no charge.

Sincerely,

JOSHUA M. PIEPER
FOIA Coordinator
National Pollution Funds Center
U.S. Coast Guard

Section Q 4



Environmental Policy Statement

Norton Lilly International is committed to reducing its impact on the environment. We will strive to improve our environmental performance over time and to initiate additional projects and activities that will further reduce our impacts on the environment.

Our commitment to the environment extends to our customers, our staff, and the community in which we operate. We are committed to:

- Comply with all applicable environmental regulations;
- Prevent pollution whenever possible;
- Continue recycling program to include paper, aluminum, and ink cartridges;
- Conserve water through Aqua Evolution program;
- Train all of our staff on our environmental program and empower them to contribute and participate;
- Communicate our environmental commitment and efforts to our customers, staff, and our community;
- Continually improve overtime by striving to measure our environmental impacts and be setting goals to reduce these impacts each year.

A handwritten signature in black ink, appearing to read 'Margie Bolton'.

November 28, 2016

Margie Bolton, PHR, SHRM-CP
Vice President, Human Resources

Section R

OUR MISSION IS TO PROVIDE QUALITY SERVICES WHILE FOCUSING ON THE PERSONAL RELATIONSHIPS WITH OUR CUSTOMERS

In the rapidly evolving shipping industry, it is more important than ever for owners, operators and charterers to partner with a robust and versatile agent that will deliver reliability, quality, and piece-of-mind. At Norton Lilly, we have positioned ourselves to provide the highest level of service to our customers while helping them achieve success in the shipping industry.

We have evolved alongside the industry since being founded in 1841, and have progressed with the shipping industry as the company changed through mergers and acquisitions. In 2002, Norton Lilly became the combination of three of the most highly-respected companies in the ship agency business, Strachan Shipping Agency, Kerr Norton Marine and Norton Lilly International. This merger created a robust and versatile shipping agent poised to evolve with an ever-changing industry.

Being one of the largest providers of agency services in North America means Norton Lilly is capable of offering a wide range of services for numerous vessel types. We specialize in providing port services and logistics for bulk, tanker, reefer, liner and passenger vessels in the oil, gas, breakbulk, dry bulk, container and cruise industries. This also means that our customers are assured a wide range of domestic and international support with service to over 70 ports through 39 offices in the United States, and our offices in Panama, Canada, Mexico, Venezuela, Barbados, and Trinidad. We can handle your vessels globally through our business partners, S5. But, this is monitored from our offices in the US.

Throughout our history, Norton Lilly has dedicated itself to a philosophy of fostering a safe and motivated workforce to ensure the highest level of quality for our customers. Our commitment to this philosophy is shown by implementation of our own Quality Policy, along with obtaining ISO 9001-2008 certification. Norton Lilly's Quality Management Team has over 100 years of maritime experience and have individually received their Auditor/Lead Auditor Certification.

To remain the premier shipping agency in the Americas, we know it is vital to evolve with the industry, and we know that safety and environmental issues are at the forefront of the shipping industry's future.

Check 36865

Vendor : 4336, Broward County Board of Commis

Invoice number	Invoice date	Currency	Gross amount	Cash discount	Payment amount
2021100044	10/1/2021	USD	2,250.00	0.00	2,250.00
Total					2,250.00

Check 36865

Vendor : 4336, Broward County Board of Commis

Invoice number	Invoice date	Currency	Gross amount	Cash discount	Payment amount
2021100044	10/1/2021	USD	2,250.00	0.00	2,250.00
Total					2,250.00

WARNING - THIS CHECK IS PROTECTED BY SPECIAL SECURITY GUARD PROGRAM™ FEATURES

<p>NORTON LILLY INTERNATIONAL ONE ST. LOUIS CENTRE, SUITE 5000 MOBILE, AL 36602 USA</p>	<p>HANCOCK MOBILE, AL 36608 USA</p>	<p>No.: 36865 65-106/619 DATE: October 19 2021 AMOUNT: \$ 2,250.00*** US Dollar</p>
<p>PAY *** Two Thousand Two Hundred Fifty and 00/100</p>		
<p>TO THE ORDER OF</p>	<p>Broward County Board of Commis 1850 Eller Drive Fort Lauderdale, FL 33316 USA</p>	<p><i>Rachel Allen</i> _____ AUTHORIZED SIGNATURE <i>Ma. Roubal</i> _____ AUTHORIZED SIGNATURE</p>

THIS CHECK CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

⑈036865⑈ ⑆065106619⑆ 0046904041⑈