

Pacific Maritime Association Headquarters

November 8, 2006

To: Procise Development Team:

We at the Pacific Maritime Association would like to express our thanks to the Procise development team which was instrumental in the successful implementation of release 1 of the Coastwise Allocation and Labor Ordering system.

On October 18th the PMA implemented the new Allocation system. It has currently been in production for 3 weeks now with no significant issues. We currently have one pilot employer online who represents 25 – 30% of all labor orders in the Northern California Area, and we plan on implementing the system with the remaining employers by the end of November. The targeted users have all received a demonstration of the system, and the end user feedback has been overwhelmingly positive. The usability and workflow enhancements and screen modifications that Procise made after the first release were a major key to the success of the system, and its early acceptance and positive feedback from our member companies.

The development and implementation of the Coastwise Allocations System is a major objective for the PMA, and a closely monitored project by the executive management. The implementation of this system in Northern California was a key milestone in the overall project plan, and your efforts in our success are greatly appreciated.

We look forward to continued success as we move forward with the coastwise modifications and adoption of the allocations system, and the PMA has full confidence that the Procise development team will continue to rise to the challenges presented as we work to complete this project.

Sincerely,

PMA Allocation Team:

Scott Rettig

Parin Jhaveri

Tim Kennedy

Sheila Presto, V.P. of I.T. (Sponsor)

SP:sjc

Pacific Maritime Association

September 25, 2002

Re: Procace Reference Letter

The principal business of the Pacific Maritime Association (PMA) is to negotiate and administer maritime labor agreements with the International Longshore and Warehousing Union (ILWU). The membership of the PMA consists of the international and domestic shipping companies and stevedores operating in Oregon, Washington, and California. A significant aspect of the PMA is the payrolling, human resource and benefit management of the longshore labor force for the West Coast. This includes over 35,000 active and retired employees.

In 1997, the PMA under took the very significant task of replacing its mainframe systems with Oracle Applications. The project scope was expanded to encompass an in-house developed Employee Personnel System containing a massive amount of employee information specific to the longshore industry. The payroll endeavor included the implementation of Oracle Payroll and the design, development, and implementation of a number of complementary modules including Time and Attendance, Job Cost and Billing, Vacation Determination, Industry Travel, Data Warehousing, and a number of web based reporting products. The initial environment included multiple high-end Unix servers running Oracle 8 database with Oracle Application 10.7. The database was moved to Oracle 8i late in the development and the Application was migrated to 11i this year.

The PMA engaged Procace Consulting in 1998 as the primary technology vendor to assist in the design of the products and lead the development effort. Much to their credit, on January 1, 1999, the Time and Attendance, Job Cost and Billing, and Oracle Payroll went live as planned and within budget. The other modules, including the Data Warehouse, followed and were completed by the end of 2000 on schedule. The development of the web based Employee Personnel System by Procace was implemented the following year, again on-time and on budget. Procace has been, and continues to be, more than a significant aspect of our success. While their technical skills and competency are impressive, their ability to quickly and comprehensively understand our business was found to be of equal value. Procace has been in a support role at PMA since the completion of the project working as an integrated extension of the IS Department staff.

Myself and the other senior staff at PMA have been very pleased with our relationship with Procace and consider them truly a trusted business partner. We have no hesitation in assigning the smallest to the most significant project to Procace.

For further information or questions please call me.

Sincerely,

Paul Holmes
Vice President of Technology
415-576-3221