

Growing a Presence on the Great Lakes

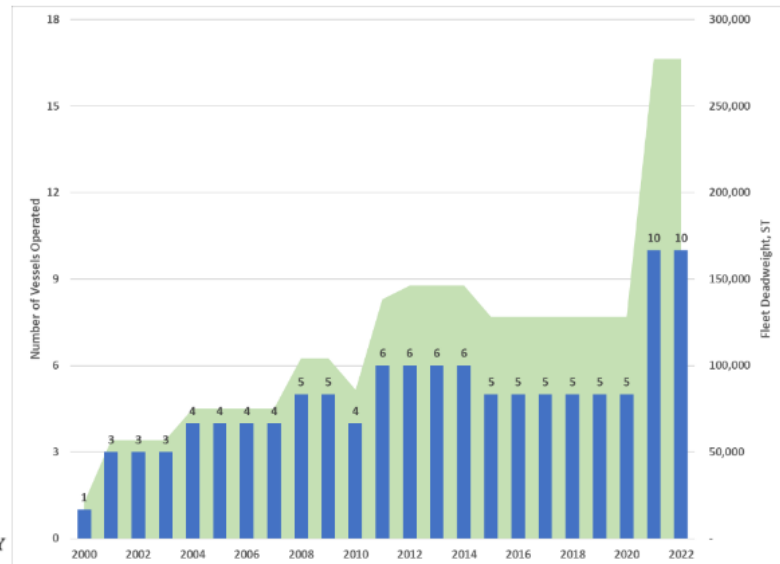
- GRN has grown steadily since its founding in 2000
- Each step of growth strengthens our “dense” transportation network
- Our growth experience is unique on the Great Lakes

What Does This Mean for YOU?

- More job offerings
- Stability
- More experience/faster
- Professional Development
- License Advancement
- Opportunity to work for a truly first-class organization



GRAND RIVER
NAVIGATION COMPANY



Benefits of working for GRN

Great Benefits

Health

- Uses the Cigna Network; this is a nationwide network; easy to find participating Doctors.
- Small Deductibles - \$250 per individual, \$500 per family
- 90 % - 10 % coverage (You Pay 10% of the contracted amount) after Deductible is met up to a maximum out of pocket of \$3000, then coverage is at 100%.
- Primary Care Physician office visits - \$15 copay, Specialist office visits - \$25 copay.

Dental

- Coverage is provided by Delta Dental using the Delta PPO & Delta Premier Networks
- 80% - 20% coverage. You pay 20% of the contracted amount (in network)

Vision

- National Coverage through EyeMed
- Program covers a two calendar year period
- Free Exam
- Free Spectacle Lenses
- Any Frame up to \$200 (Frames above \$200 available at a discounted price)
- Lens Options – Up to \$80 retail value
- Contact Lenses are covered up to a \$200 value

19

Great Benefits

Retirement

- Company Retirement Benefits are through the MM&P Plans IRAP (I.R.A. Plan)
- Payments start at 4% of your Day Rate
- Payments start after the end of your probationary period (90 Days)
- Employees may elect to put money into the MM&P 401K Plan

Continuing Education

- The Company participates in M.A.T.E.S (Maritime Advancement, Training, Education and Safety) Program
- This allows both Deck and Engine Employees the ability to attend any classes they choose at MITAGS without charge including Room and Board.
- Company provides travel to most classes.

Travel

- Company provides pre-paid travel both to and from the vessel (within the Continental US)
- Employees may access company discounts when traveling for pleasure.

Onboard Communications

- Wi-Fi is available for crew use on Grand River Vessels
- Satellite TV receivers and Televisions in each stateroom

20

Compensation More Than Just A Day Rate

Sample Compensation for 3rd Mates and 3rd Engineers

3rd Mate		3rd Engineer	
Combined Shipboard Rate	\$ 465.26	Combined Shipboard Rate	\$ 465.26
Average Sailing Days	144	Average Sailing Days	144
Average OT Hours	96	Average OT Hours	288
OT Pay / HR	\$53.10	OT Pay / HR	\$53.10
Annual Gross Salary (W/O OT)	\$66,997.44	Annual Gross Salary (W/O OT)	\$66,997.44
Average Annual OT Pay	\$5,097.60	Average Annual OT Pay	\$15,292.80
Average Gross Salary with OT	\$72,095.04	Average Gross Salary with OT	\$82,290.24
5 Year Average IC Payment (5%)	\$ 3,604.75	5 Year Average IC Payment (5%)	\$4,114.51
Annual IRAP Contribution (4%)	\$ 2,679.90	Annual IRAP Contribution (4%)	\$2,679.90
M.A.T.E.S. Contribution	\$576.00	M.A.T.E.S. Contribution	\$576.00
Health Care Premium	\$11,107.20	Health Care Premium	\$11,107.20
Total Annual Compensation	\$90,062.89	Total Annual Compensation	\$100,767.85

21