



FREQUENTLY ASKED QUESTIONS

Saltchuk PAC enables our company to positively affect the electoral process and support key federal candidates who are supportive of Saltchuk's public policy priorities. Just as important, a PAC allows Saltchuk and its employees to work together and speak with one, unified voice on key issues of importance, regardless of political affiliation.

What is a PAC?

A federal Political Action Committee, or PAC, is an entity registered with the Federal Election Commission (FEC) for the purpose of raising funds from eligible employees in order to support federal candidates for office. Under federal law, corporations cannot contribute directly to candidates in federal elections. If you want to make company-oriented contributions, it has to be through a political action committee. A company's PAC only exists by voluntary contributions from their employees. To form and build a PAC, it is a collective effort.

Why should I contribute to Saltchuk PAC?

As we grow at Saltchuk, it is important that policymakers are educated about who we are as a company and the value we add to the marketplace. The decisions made by Congress and regulators not only affect our business, but they also affect every one of our employees. Saltchuk PAC allows our companies to proactively engage in the political process by supporting federal candidates who promote sound public policy.

Do other companies have PACs?

Currently, over 2,000 business PACs help elect and reelect candidates to federal office. Corporations across the transportation and logistics, financial services, information and media, and other business sectors operate PACs.

Who will receive contributions from Saltchuk PAC?

Saltchuk PAC will contribute to candidates for federal office who support and promote policies important to the future of Saltchuk and its employees. Candidates are evaluated on a number of criteria, including their voting record on issues affecting Saltchuk, their standing on a committee or subcommittee with jurisdiction over issues of importance to Saltchuk, and their holding of a leadership or policy position in his or her party.

Saltchuk PAC heavily supports incumbents from states where Saltchuk and its subsidiaries have business operations, such as Alaska, Hawaii, and Washington. During the 2013-2014 cycle, Saltchuk PAC contributed \$168,750 to 54 incumbent candidates.

Will Saltchuk PAC support any specific political party?

Saltchuk PAC will operate independent of any party. Candidates requesting contributions will be evaluated strictly on their own merits against established criteria. Saltchuk PAC generally avoids contributing to any of the major party committees.



SALTCHUK PAC

Who operates Saltchuk PAC?

Saltchuk PAC is managed by a Board of Directors, which includes the CEO and General Counsel of each business unit and Saltchuk Headquarters. The Chairman of Saltchuk PAC is Chris Coakley, VP of Government Affairs for Saltchuk.

Who is eligible to contribute to Saltchuk PAC?

Eligible employees who are citizens of the United States (including Puerto Rico, the Virgin Islands and other U.S. territories) and permanent resident aliens (green card holders residing in the United States) may contribute to Saltchuk PAC. Spouses of Saltchuk employees who are U.S. citizens or permanent residents are also eligible to contribute to the PAC. Foreign nationals, including individuals who are not citizens of the United States or not lawfully admitted for permanent residence, may not contribute to the PAC.

Is participation in Saltchuk PAC mandatory?

No, participation in a PAC is completely voluntary. An employee's willingness to contribute to a PAC does not positively or negatively affect their employment.

How much can a person contribute to Saltchuk PAC?

Federal law limits annual PAC contributions to \$5,000 per individual. An employee's spouse may also contribute up to \$5,000 per year, whether he/she works for Saltchuk or not.

If I make a contribution, what personal information will be disclosed?

The Federal Election Commission requires that Political Action Committees disclose the name, address, employer, and occupation of all donors that provide more than \$200 in a calendar year. If you prefer, you may use your work address in place of your home address when signing up to contribute to Saltchuk PAC.

Are donations to Saltchuk PAC tax-deductible?

No. Under IRS rules individual contributions to PACs are not tax-deductible.

Thank you for your interest in Saltchuk PAC.

Should you have any questions regarding the PAC,
please contact Chris Coakley at 202-650-6910 or ccoakley@saltchuk.com.

*Contributions or gifts to **Saltchuk Resources, Inc.** PAC are not tax deductible. Contributions to **Saltchuk Resources, Inc.** PAC will be used for political purposes. You have the right to refuse to contribute to **Saltchuk Resources, Inc.** PAC without reprisal. Federal law requires that **Saltchuk Resources, Inc.** PAC use its best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 in a calendar year. This communication is intended for eligible employees only; please do not forward. Contributors to Saltchuk PAC must be U.S. citizens or individuals lawfully admitted for permanent residence in the U.S. (i.e., green card holders).*