

January 26, 2016

Mike Marshall  
Director of Membership Services  
UFCW Local 555  
7095 SW Sandburg  
PO Box 23555  
Tigard, OR 97281-3555

Re: Columbia Pacific Bio-Refinery: Layoff Notice

Dear Mike:

As you know, this firm represents Global Partners LP (Global) - Columbia Pacific Bio-Refinery (CPBR) with respect to its labor relations issues at its Clatskanie, Oregon facility.

Due to severe headwinds in the crude oil industry and a corresponding reduction in crude trans-loading activities at the Clatskanie, Oregon facility, effective January 27, 2016, all employees in the bargaining unit will be laid off. It is Global's current intention to take the necessary steps to convert the CPBR facility to accommodate ethanol trans-loading. Upon such conversion, Global will recall an appropriate level of staffing for the then planned activities.

All laid off employees will have recall rights pursuant to the terms of the existing labor agreement including but not limited to the language in Article 8.

Please note that this layoff will impact not only bargaining unit employees but also non-union personnel. On the morning of January 27, 2016, all bargaining unit employees will receive a formal layoff package which will include a formal layoff notice, the employee's final paycheck and all accrued and unused PTO as of this date. It is our understanding that the health and welfare Trust will provide COBRA notification to all impacted employees. Any laid off bargaining unit employee who wishes to continue health insurance coverage will be able to do so at his or her own expense.

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Should you have any questions or wish to discuss this formal layoff notice in more detail, please do not hesitate to contact me directly.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Alli, Jr.", with a long horizontal flourish extending to the left.

Richard J. Alli, Jr.

RJA/ddl  
cc: Client

5233/6 00672321 V 1



GLOBAL GP LLC 800 South Street, Suite 500, P.O. Box 9161, Waltham, MA 02454-9161 ph: 781-894-8800 fx: 781-398-9000

January 27, 2015

***PERSONAL AND CONFIDENTIAL***  
***BY HAND***

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[INSERT NAME & ADDRESS]

Dear [INSERT NAME]:

This letter confirms that you are being laid off from your employment with Global GP LLC (the “**Company**”) effective January 27, 2015 in accordance with Section 8.10. Layoffs and Recall of the Agreement between the Company (dba Columbia Pacific Bio-Refinery) and United Food and Commercial Workers Union, Local 555, effective from July 1, 2014 through June 30, 2017.

You will be receiving the following checks today:

- (i) A check for your base pay and overtime (if applicable) for the days that you worked from January 18, 2016 through January 27, 2016, less applicable withholdings in accordance with the Company’s normal payroll practices; and
- (ii) A check as compensation for your accrued and unpaid Paid Time Off through June 30, 2016, less applicable withholdings in accordance with the Company’s normal payroll practices.

Enclosed please find a summary of how to file for unemployment insurance benefits in Oregon. Upon request, we will provide you with a copy of the Oregon Employment Department Claimant Handbook.

You are required to immediately return to the Company all property of the Company and of Global Partners LP (“**Global**”) and its subsidiaries that remain in your possession including, without limitation, any and all building and office keys and fobs and any radios. Please leave this property of the Company, Global and/or its subsidiaries with Dylan Remley, Vice President, Terminal Operations.

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If you have questions regarding the enclosures to this letter, please call me at 781-398-4123. If you have questions regarding your benefits, please contact the United Food and Commercial Workers Union, Local 555.

Sincerely,

Amee L. Desjourdy  
Chief Human Resources Officer

Enclosures

cc: L. Paress