Inside this Issue:
♦ Holiday Donations to Local Food Banks
♦ Holiday Calendar 2017

SUCCESSFUL CO-WORKER APPRECIATION WEEK
Dear Team,

With the recent unrest in the country in the wake of the presidential election, I wanted to share some personal thoughts with you.

Our country’s constitution directs and protects us, no matter what our race, religion, color, gender, sexual preference or age may be. At Harley Marine Services, we respect everyone and celebrate our differences. Those differences make us a richer community, and it is all of our duty to provide a safe, nurturing, warm, friendly, positive work place for all.

We are not just a company, we are a family, we are a community, we are the conscience of our industry, and we are the champions for respect, not only for each other, but also for our planet.

We at Harley Marine Services stand for certain principles and standards no matter the political climate. We are who we are.

It doesn’t matter who our elected president is because we stand for environmental responsibility, inclusiveness and business and community service. That means we don’t take short cuts and stay true to our values.

We are the green guys, trustees and stewards of the environment. We love the regions where we operate our vessels, and we will do the very best to leave a smaller carbon footprint. Green Team is not just an advertising buzz term. We take it very seriously.

We are the dream team, we are America’s best, and I expect, we are together in making the world a better place for all who live peacefully in our country.

We will continue to foster an environment of kindness, cooperation and acceptance. We will be tolerant, understanding and sensitive to one another. We will work better together as a team.

So this is our company, and these are our values, standards and expectations. Please remember these values as you work with your teammates to help Harley Marine be the best company and community partner possible.

Sincerely,

Harley V. Franco
Chairman & Chief Executive Officer
Quality Systems 2016 Recap

Quality Systems

Our Quality Systems encompasses the requirements of ISO 9001 (Quality Management Standard), ISO 14001 (Environmental Management Standard), OHSAS 18001 (Occupational Health and Safety Management Systems), ISM (Safety Management) and American Waterways Operators (AWO) Responsible Carrier Program. Our Quality Systems address every element in our business operations to continually improve, minimize risk and apply international management standards to make our own program. The programs are as good as we make them and everyone’s participation is needed.

Being an ISO 9001 company gives our customers confidence in us. If we make a mistake we will learn from it and seek to improve our processes, so the mistake does not happen again. Weak or poor processes will lead to breakdowns in service and must be improved.

ISO 14001 is an environmental protection standard. ISO 14001 is very similar to ISO 9001 in the respect that it relies on business processes to meet the standard. The difference is that ISO 14001 requires certified companies to establish targets and objectives for environmental improvement.

OHSAS 18001 is the international standard that focuses on hazard identification and risk assessment. As part of our OHSAS 18001 certification, we are tasked with the identification of hazards originating outside of the workplace capable of adversely affecting the health and safety of persons under the control of the organization within the workplace.

Continual improvement is an evolving process and part of Quality Systems. Continual improvement does not happen without change. As part of this process, this year we completed the following tasks.

MOM Revisions

MOM Revisions were completed in the first half of 2016 and we’ll have another set before the end of the year. MOM Revisions are a sign of growth and have direct results of great effort by various departments (i.e. Engineering, Safety, Quality, Operations); we see each MOM revision as an opportunity to improve our business practices, operations, and safety management.

Master’s Review

One aspect of the ISM code that is rather unique is the Master’s Review. The ISM code requires that the Safety Management System is assessed for effectiveness by the master of the vessel being certified. Some Master’s Reviews result in revisions of a current written policy or writing a new policy. Earlier this year we had six revisions entered into the MOM due to Master’s Reviews. As a process, the Master’s Review is one of several methods used to determine the effectiveness and quality of the Safety Management System of Harley Marine Services.

Audits

Types of Audits – TMSA, SIRE, Internal Vessel and Office Audits, External ABS Vessel and Office Audits – ISM, ISO 9001, 14001, OHSAS 18001, AWO RCP

The OCIMF (Oil Companies International Marine Forum) maintains and operates a program called the Tanker Management and Self Assessment (TMSA). The TMSA, like ISO standards and OHSAS 18001, compel Harley Marine to continually improve in many areas.

This year we achieved 10 years of being ISM / ISO Certified and conducted our 11th companywide ISM audit – results were zero non-conformities, and one observation.

We completed numerous renewal audits on our vessels this year and were able to get through them with almost no non-conformities.

In December, HMS will undergo our annual company ISO 9001, ISO 14001, and OHSAS 18001 external audit. This third party verification audit is part of the ongoing process of continual improvement.
We are proud to announce that Harley Marine Services was awarded Environmental Achievement Awards from Chamber of Shipping of America on November 2, 2016. To be eligible for the award, a vessel must have at least a two year period of the following:

- No reportable spills
- No US Coast Guard citations for violations of MARPOL
- No port state citations for violations of MARPOL
- No violations of state/local pollution regulations

Eighty-six of our vessels received individual environmental achievement awards. These 86 vessels operated a total of 392 years in environmental excellence! Congratulations! Each vessel will be receiving their award. Post them proudly!

- AHBRA FRANCO – 3 yrs.
- ALAMO – 3 yrs.
- ALLISON JANE – 3 yrs.
- ALYSSA ANN – 7 yrs.
- ANNE ELIZABETH – 7 yrs.
- BETSY ARNTZ – 4 yrs.
- BOB FRANCO – 3 yrs.
- BRIAN S – 3 yrs.
- BROOKLYN – 2 yrs.
- BRYANT SEA – 4 yrs.
- BUTTERCUP – 3 yrs.
- CF CAMPBELL – 7 yrs.
- CHABRIA SEA – 2 yrs.
- CHAMPION – 3 yrs.
- CHRISTENSEN SEA – 4 yrs.
- DALE FRANK JR – 4 yrs.
- DAVID FANNING – 7 yrs.
- DIABLO – 4 yrs.
- DOTITE – 7 yrs.
- DR BONNIE W RAMSEY – 3 yrs.
- DUGAN PEARSALL – 7 yrs.
- DUKE – 2 yrs.
- EAGLE – 7 yrs.
- ERNEST CAMPBELL – 3 yrs.
- FURY – 2 yrs.
- GREAT STRIDES – 4 yrs.
- GRIZZLY – 5 yrs.
- GRUBER SEA – 4 yrs.
- GYRFALCON – 5 yrs.
- HANNAH 2801 – 7 yrs.
- HMS 2000 – 7 yrs.
- HMS JUSTICE – 2 yrs.
- HMS LIBERTY – 7 yrs.
- HUNTER D – 7 yrs.
- ILLIULIK BAY – 2 yrs.
- INVESTIGATOR – 7 yrs.
- JACKSON EADES – 3 yrs.
- JAMES T QUIGG – 7 yrs.
- JARED JOSEPH – 3 yrs.
- JDRF – 2 yrs.
- JOHN QUIGG – 7 yrs.
- KESTREL – 2 yrs.
- KOLACHE – 2 yrs.
- LELA JOY – 7 yrs.
- LIGHTNING – 3 yrs.
- LILY BLAIR – 5 yrs.
- LISSY TOO – 7 yrs.
- LONE STAR – 2 yrs.
- LOREN EADES – 3 yrs.
- LOVEL BRIERE – 7 yrs.
- MACI BRYAN – 3 yrs.
- MILLIENNIUM DAWN – 7 yrs.
- MILLIENNIUM FALCON – 5 yrs.
- MILLIENNIUM MAVERICK – 4 yrs.
- MILLIENNIUM STAR – 3 yrs.
- NATHAN SCHMIDT – 7 yrs.
- NICHOLAS RAY – 4 yrs.
- OLMPIC SCOUT – 7 yrs.
- OLYMPIC SPIRIT – 5 yrs.
- PACIFIC FALCON – 7 yrs.
- PAIGE KATHERINE – 4 yrs.
- PROF KARENANN BROWN – 2 yrs.
- RICHARDSON SEA – 7 yrs.
- ROBERT FRANCO – 3 yrs.
- ROYAL MELBOURNE – 7 yrs.
- SCOUT – 3 yrs.
- SHAUNA KAY – 7 yrs.
- SILVER – 3 yrs.
- SIXTY-FIVE ROSES – 6 yrs.
- ST ANDREWS – 7 yrs.
- STODDARD SEA – 3 yrs.
- TAKEUCHI SEA – 4 yrs.
- TEXAS 183 – 2 yrs.
- THUNDER – 2 yrs.
- TIM QUIGG – 7 yrs.
- TRIGGER – 2 yrs.
- VIJAY SEA – 4 yrs.
- WEBB MOFFETT – 7 yrs.
- WILAMETTE CHAMPION – 6 yrs.
- Z-3 – 7 yrs.
- Z-4 – 7 yrs.
- Z-5 – 7 yrs.
Let’s face it, none of us came into this industry with all of the knowledge we have today. In some cases, it may have been learned by trial and error. With the market as competitive as it is today, this is no longer an acceptable method, we can’t afford errors.

In most cases, it was the willingness of some experienced seamen to pass that knowledge on. Even though we’ve only recently heard the term, we were being mentored.

At Millennium, mostly due to a recent surge of new hires, I’ve had the opportunity to mentor many new crewmen. We do it all day, every day. Everything we do or talk about is mentoring.

I try to fill out a mentoring activity on the HMS Mobile site or send an email directly to the mentoring routing at mentor@harleymarine.com as soon as I can. It’s not a big deal, but it’s very important for the future of our company. Besides, we owe it to the next generation to pass our knowledge on.

Harley Franco, Chairman and CEO, recently visited Conrad Shipyard in Morgan City, Louisiana. The shipyard is currently building four ATB (articulated tug and barge) tugs for our growing off-shore ATB fleet. The first two of these tugs are similar to the JAKE SHEARER and BARRY SILVERTON with Tier 3 GE engines, the second two tugs will be delivered with Tier 4 GE engines.

The four tugs will each be paired with barges currently under construction at Conrad (1 barge), Zidell Marine (1 barge) in Portland, OR, and Gunderson (2 barges) also in Portland, OR. The tugs expected delivery dates are as follows:

BILL GOBEL – January 31, 2017
MIN ZIDELL – March 31, 2017
Tug # 6 – August 31, 2017
Tug #7 – October 31, 2017
Organizing a Birthday Party

By Rich Softyje

I am sure everyone reading this has at one time or other “Organized a Birthday Party”. You know, gifts, cake, candles, guests, etc. Well, as lifelong learners, I am going to go over the processes and procedures of assuring that the “day” will go well and all party-goers will be happy. Without sitting down in a classroom setting, sit back and read this and you will have a pleasant surprise at the end.

Steps:

1. Be sure your spouse or partner does not know that you have taken some money out of the piggy bank to finance this venture. Remember you need enough money for all activities associated with the great event.

2. Plan the day by writing down your objectives and sequence of activities for the party not forgetting the clown that will pop out of the huge cake or notification to the police to not tow away the many cars that will be parking around the block so the event is a surprise.

3. Be sure to follow your plan and coordinate all of the logistics of where all of the supplies will come from for the cake, gifts and wrappings; find out when your guests can arrive to not coincide with the arrival of the birthday girl/boy!

4. On the big day you will be able to see if items 1 – 3 above are sufficient as you launch Operation Birthday!

There you have it, you are now trained in “Organizing a Birthday Party” and you have learned the basics of the Incident Command System! The building blocks of a successful ICS is knowing the basics of F-L-O-P (Finance, Logistics, Operations and Planning). Utilizing these ICS basics will serve you well in initiating a pollution cleanup response, going on a well-deserved vacation or “Organizing a Birthday Party”!

We are excited to share the latest issue of The Maritime Executive magazine, showcasing a case study on Harley Marine Services and an Executive Interview with Harley Franco, our Founder, Chairman and CEO. Please click on the link below to access the article.

Read Magazine
Training at HMS

By Rosie Chavez

Harley Marine Services is constantly stepping up to meet the changing requirements of the maritime industry and that includes training. This year we have had various training classes out of the Harley Marine Skills Advancement Center in Seattle, as well as out of each of our regional offices. Training is a top priority at Harley Marine Services.

Below is a list of some of the training we have accomplished with each of the various departments:

- Boom Deployment Drills
- CPR / AED / First Aid
- Hazwoper
- ERM – Engine-room Resource Training (part of STCW Requirement)
- LMS – Leadership and Managerial Skills Classes (part of STCW Requirement)
- HMG Captain and Tankerman Conferences
- Tractor Training on the HMS BRAtt
- Lunch and Learns
- Mentoring
- Constant flow of Tankerman Training conducted by Barge Ops

In addition, Subchapter M will require additional trainings, on an annual basis as we move to comply with the new Coast Guard requirements. HMS will introduce classes that all crew members will participate in, starting next year. For example:

- Content and procedures of the owner or managing operator’s health and safety plan
- Procedures for reporting unsafe conditions
- Proper selection and use of PPE appropriate to the vessel operation
- Safe use of equipment including deck machinery, rigging, welding and cutting, hand tools, ladders, and abrasive wheel machinery found onboard the vessel
- Hazard communication and cargo knowledge
- Safe use and storage of hazardous materials and chemicals
- Confined space entry
- Respiratory protection
- Lockout/tagout procedures

HMS is ramping up training to a new level. We have a terrific commitment to train and learn!
HMG Channelview Facility

Construction of the new Channelview Facility continues to make progress. As the photographs indicate the roof has been installed on both the office and shop. Windows are being installed in the office. Interior framing in the shop is underway. The retaining wall separating the building area and the dock is being constructed. In December we expect significant progress on site work.

Occupancy of our world class LEED-certified facility which will be the regional headquarters for Harley Marine Gulf is planned for Summer 2017.
Holiday Donations to Local Food Banks

As in past years, Harley Marine held our annual food drive fundraiser, collecting non-perishable food items to donate during the holiday season. Along with the food items donated by employees, Harley Marine will also be donating $1,000.00 to local food banks in each regional location. With these donations, Harley Marine hopes to be able to help families that aren’t as fortunate to have a memorable holiday dinner.

Donations were made to local food banks in Dutch Harbor, Kenai, and Ketchikan, AK, Seattle, and Port Angeles, WA, Portland, OR, Alameda, and Long Beach, CA, Houston, TX, and New Jersey.

Do you like us?
Click on the “like” button to like us on Facebook.
HARLEY MARINE SERVICES
A FULL SERVICE MARITIME COMPANY
WWW.HARLEYMARINE.COM

SEATTLE, WA
(206) 628 - 0051

DUTCH HARBOR, AK
(907) 581 - 1664

HOUSTON, TX
(281) 860 - 0209

LOS ANGELES, CA
(310) 549 - 1700

PORTLAND, OR
(503) 240 - 3452

SAN FRANCISCO, CA
(510) 769 - 7700

NEW YORK, NY
(718) 875 - 7000

SEATTLE, WA
(206) 628 - 0051
Every year, Harley Marine sets aside a week where employees are encouraged to show their appreciation for each other, better known as Co-Worker Appreciation Week (CWAW). This year, CWAW took place November 7th - 10th. Every day, there were different activities such as a pancake breakfast, putt-putt golf, people bingo, and a potluck to promote interaction and appreciation across all departments and co-workers.

This year we hosted a raffle where employees could purchase “thank-you” tickets for their co-workers. Raffle baskets ranged from gift cards to Harley Marine apparel and ski-lift tickets. As a company, we collected $2,649.86 that will be donated to the Kaplan Cancer Research Fund at Swedish Cancer Institute.

Thank you everyone for your engaged participation.
HARLEY MARINE OUTFITTERS

Harley Marine’s Fall Invitational apparel is now available for purchase. Employees receive an additional 20% off ticketed price.
RECIPE OF THE MONTH

Roasted Brussel Sprouts with Pomegranate and Hazelnut

Ingredients:
1 ¼ pounds brussel sprouts, trimmed and halved
2 tablespoons canola oil
Kosher salt and freshly ground pepper
3 tablespoons pomegranate molasses
Seeds from 1 pomegranate
½ cup coarsely chopped toasted hazelnuts
Finely grated zest of 1 lime
1 tablespoon finely grated orange zest

Preheat the oven to 375°F. Put the brussel sprouts in a medium roasting pan. Toss with the canola oil and season with salt and pepper. Roast in the oven until lightly golden brown and a knife inserted into the centers goes in without any resistance (about 45 minutes). Transfer the brussel sprouts to a large bowl and add the pomegranate molasses, pomegranate seeds, hazelnuts, and lime and orange zests. Season with salt as needed.

Oven Fried Latkes

Ingredients:
Olive oil cooking spray
1 pound russet potatoes
1 large egg white
¼ cup finely chopped scallions (about 2 scallions)
Kosher salt and freshly ground black pepper
½ cup no-sugar-added applesauce
¼ cup reduced-fat sour cream

Preheat oven to 450°F. Mist a baking sheet with the cooking spray. Peel the potatoes and then grate on the large holes of a box grater. Transfer to a fine-mesh sieve and squeeze out as much liquid as possible into a bowl. Let the liquid settle for about 10 minutes, and then pour off the watery liquid, reserving the potato starch. Beat the egg white in a large bowl until it holds a soft peak. Gently fold in the potatoes, scallions, reserved potato starch, ½ teaspoon pepper. Drop the mixture by tablespoons on the prepared baking sheet, spacing the latkes about 2 inches apart. Gently spread and flatten into 2 ½ inch rounds. Roast until the bottoms are browned (8 to 10 minutes). Flip and roast until the potatoes are cooked through and the bottoms are spotted brown (4 to 6 minutes). Serve with applesauce and sour cream.

Don’t forget to subscribe!

Click on the “subscribe” button to subscribe to us on YouTube.
401(k) Plan Open Enrollment

The Harley Marine Services 401(k) is our company-sponsored retirement plan. The plan consists of two components: employee contributions through payroll deduction and a company match. Contributions can be directed to a variety of investment options and may be made either before tax, after tax (Roth option) or through a combination of the two. The plan documents provide all the plan details.

Whether retirement is far away or just a few years away, it is important to set goals, put a plan in place and to start saving for retirement today. Saving on a regular basis with a well thought out investment plan will assist you in meeting the goals you set for yourself as you build a nest egg for your retirement. Now, during our quarterly open enrollment period, is a good time to consider increasing your deferral (contribution) amount or enrolling in the plan if you are not currently participating.

The IRS recently announced the limits for 401(k) employee contributions for the coming year will remain unchanged. The 2017 employee annual contribution limit is $18,000 and employees aged 50 and over can defer additional catch-up contributions of $6,000, for a total contribution of $24,000.

Open Enrollment Meeting

Melody Prescott with Kibble & Prentice will be hosting a meeting to discuss the 401(k) program and distribute enrollment forms. The meeting will be held:

Wednesday, December 7th at 11:00 am in Seattle

(Also will be available via GoTo Meeting conference call)

After the meeting Melody will hold individual sessions for private consultation. A sign-up sheet will be made available. In addition, throughout the year you can receive plan advice by contacting Kibble & Prentice during normal business hours at the numbers on the right.

The Quarterly Open Enrollment Period for January 2017 has Arrived

Human Resources recently mailed out packets to new employees, including all necessary forms. For those currently participating and/or eligible employees, the 401(k) informational packets can be located on the ADP system, including deferral and beneficiary forms. The packets include updated educational material and information regarding investment options.

Please remember the quarterly open enrollment is the only time you can change your deferral amount. You may change your investment elections anytime online at www.moranknobel.com. The deadline for returning forms to your local HR representative is Friday, December 23rd, 2016. Due to administrative constraints, any forms turned in after the deadline will not be processed and you will have to enroll during the next open enrollment in April 2017. For additional information or questions on the 401(k) plan, please contact your HR Representative at 206-628-0051.
BIRTHDAYS

Harley Marine Gulf
Gregory Howell, 12/02
Joseph Taylor, 12/06
Maurice Rome, 12/12
Stacy DeLoach, 12/14
Robert Lee, 12/18
Brian Sander, 12/23
Chazsman Easton, 12/23
Carl Fessler, 12/27
Chris Thibodeaux, 12/27
Joe Boudreaux, 12/31

Harley Marine NY
Anton Marchev, 12/02
Arthur Stewart, 12/03
Eugene Ashton, 12/06
Robert Billiot, 12/15
Robert Thomas, 12/15
Sylvestre Parker, 12/15
Tony Spigner, 12/16
Jess Canterbury, 12/17
Rexford Nunemaker, 12/19
Saud Hashmi, 12/23

Harley Marine Services
David Dahlberg, 12/03
Sara Loyola, 12/10
Irene Dulay, 12/20
Matthew Beck, 12/25
Nancy Xiong, 12/28
Mark Stiefel, 12/31

Millennium Maritime
Marco Vuoso, 12/04
Scott Walker, 12/08
Josiah Layfield, 12/20

Westoil Marine Services
Brian Janson, 12/07
Joshua Bobic, 12/12
Nicolas Espinoza, 12/15
Nolan Padilla, 12/16
Salvatore Manzella, 12/22
John Costello, 12/23

Olympic Tug & Barge
Derrill Dizard, 12/01
Wesley Maagwire, 12/01
Joshua Swainston, 12/04
Russell Holmes, 12/04
David Ferguson, 12/07
Nicholas Ahrens, 12/07
Joseph Beres, 12/13
Brett Nelson, 12/15
Gary Ward, 12/15
Roy Hayslip, 12/15
Todd Johnston, 12/15
Kelly Darrah, 12/18
Gregory Horton, 12/19
Jason Hendrickson, 12/19
Kevin Treadwell, 12/19
Don Alder, 12/21
Donald Jeske, 12/21
Billy Kasinger, 12/25
Eric Chisman, 12/26
Shawn Van Deusen, 12/27
Curtis Hardy, 12/31

Pacific Coast Maritime
James Weimer, 12/06

Pacific Terminal Services
Mark Flower, 12/25

Starlight Marine Services
Charlotte Koskelin, 12/04
Patrick Price, 12/06
William Fairchild, 12/10
Travis McGrath, 12/10
Gabriel Cleope, 12/15
Ryan Tom, 12/18
Joshua Schneider, 12/21
Daniel Morrison, 12/23
Rudolph Grasseschi, 12/23
Michael Link, 12/24

Period of the Season:

NEW HIRES

Harley Marine Gulf
William Howes

Harley Marine Services
Nefertiti Nicole Espinoza
Holiday Calendar 2017

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, January 2 (Observed)</td>
<td>New Year’s Day</td>
</tr>
<tr>
<td>Monday, January 16</td>
<td>Birthday of Martin Luther King, Jr.</td>
</tr>
<tr>
<td>Monday, February 20</td>
<td>Presidents Day</td>
</tr>
<tr>
<td>Monday, May 29</td>
<td>Memorial Day</td>
</tr>
<tr>
<td>Tuesday, July 4</td>
<td>Independence Day</td>
</tr>
<tr>
<td>Monday, September 4</td>
<td>Labor Day</td>
</tr>
<tr>
<td>Friday, November 10 (Observed)</td>
<td>Veterans Day</td>
</tr>
<tr>
<td>Thursday, November 23</td>
<td>Thanksgiving Day</td>
</tr>
<tr>
<td>Friday, November 24</td>
<td>Day after Thanksgiving Day</td>
</tr>
<tr>
<td>Monday, December 25</td>
<td>Christmas Day</td>
</tr>
</tbody>
</table>

Note:
Part time, temporary, seasonal, and contract employees are not eligible for holiday pay.

In order to qualify for holiday pay, employees must be in paid status immediately before and after the holiday. Only excused absences will be considered exceptions to this policy. Full time regular employees will receive pay for eight hours. Paid holiday hours do not count as hours worked for purposes of overtime calculations. If a holiday occurs during a scheduled vacation, employees are eligible for holiday pay. Crewmembers and tankermen must work the holiday to qualify for holiday pay.

If you are a union employee, please refer to your union contract for holidays observed.
EMPLOYEES OF THE MONTH

Harley Marine Gulf would like to recognize Michael Mayfield as the November Employee of the Month. Michael joined the company back in January of 2014. Michael always has a great attitude and a positive outlook. He works closely with tug and barge operations to improve overall safety performance of the HMG fleet, and goes out of his way to lend a hand. He is always willing to help maintenance, barge and tug operations on investigations, SIRE inspections, equipment audits and inspections. He has proven himself to be a great asset to the HMG team. Thumbs up Mike, your service is appreciated!

Olympic Tug & Barge would like to recognize Joel Russel as the November Employee of the Month. Capt Joel came on with OTB in July of 2009. He has been in the towing business for the last 30 years doing many various jobs on the West Coast and has safely brought knowledge, guidance, dedication and professionalism to the OTB fleet each and every day he is at work. Captain Russell has been running one of our most challenging vessel/barge combinations in the fleet (ALYSSA ANN/SHAUNA KAY) and has shown his skills and talents by making the right decisions through in and throughout the last 7.5 years. He runs a tight ship and has done a great job mentoring many up-and-coming captains and mates for OTB, giving them the knowledge, insight, and skills to build on as they go forward in their careers. Thank you Captain Joel Russel for all that you do and have done in the past for OTB. We all look forward to having you with us for another 10 years or until the day you decide to retire. Cheers!

Starlight Marine Services would like to recognize Florien Scherer as the November Employee of the Month. Florien is relatively new to the company and has been working extremely hard and is always willing to lend a helping hand when one is needed.

Starlight Marine Services PNW would like to recognize Shannon Patrick as the November Employee of the Month. Shannon is a new employee and has shown great willingness to step in and help out in any way possible.

Brad Matte, Gulf Island Shipyards

Commendable Assistance Provided by HMG Employee

On Wednesday, December 7th, I was traveling on I-10 east between Winnie, TX and Beaumont when I suddenly heard a pop and experienced a flat tire. I quickly pulled off to the shoulder with no exit in sight. Anyone who travels I-10 knows that this is not the best place to be on the side of the road with car trouble and as fate would have it the flat was on the driver’s side which puts you on the side of the screaming nonstop traffic.

Thinking of my own safety I decided to call a local roadside emergency vehicle to assist me. As I was on the phone, a car pulled off the road and backed up to assist me. This young man asked if he could help me as he opened his trunk, pulled out an air compressor and power wrench, grabbed his jack and started changing my tire. He was laying down literally 2 ft. from sure death as traffic zoomed by us. Within 15 minutes he was done and we exchanged names, shook hands and he was on his way.

His name is Joseph Day an employee of Harley Marine Gulf working on the BUTTERCUP. Being in the shipyard business I am very familiar with this company and call on the guys in the Channelview location. I remember a recent lunch with these men and they were talking about how they are a close family of hard workers and look out for each other’s families when the other is out of town working. I witnessed this first hand yesterday as I met Joseph.

He showed extreme character and kindness by stopping to assist a stranded traveler on the side the road. He literally put his own life at risk to help me. It is so refreshing to know that there is still good in this crazy world. He obviously has great parents and works for an awesome company who cares for one another. Thanks again Joseph and I wish you well in this Holiday season.