MENTORING
ABOARD THE
ERNEST CAMPBELL

HARLEY MARINE’S
ENVIRONMENTAL
PROGRAM

LEARNING UNIVERSITY
ANNOUNCEMENT

UPDATES:
HMG FACILITY
& NEW BUILDS

SUBCHAPTER M
UPDATE
Team:

Even though our President has declared war on the EPA, we at Harley Marine are steadfast in our belief that you can be both pro-environment and pro-jobs.

We are investing in greener engines, systems, products and people. We have done so for the last 30 years. We will continue; no matter what the law is. We believe leaving a cleaner planet for our children and future generations is best for all of us, today and tomorrow.

Too many people die from disease and illnesses associated with poor environmental conditions. A cleaner environment in the world and work force could have prevented much of this. The key here is to reward companies like Harley Marine for their green initiatives and investments with tax breaks and grants. Follow the rules on the books and make foreign countries abide by the same rules that our factories do. We need to enforce these standards around the globe by preventing goods that do not comply from entering our country. This might mean higher prices, but our planet is worth it.

At HMS, even though our industry has had many challenges, we will fight for our employees to have a safe, clean and environmentally friendly place to work. We will fight for jobs and sustainable wages and benefits. We will educate our customers on the need and value of being a quality, consistent, reliable but competitive green provider. We will continue to emphasize that we are the best choice in Marine transportation, and we will fight for our children’s future for a better life without decimating our planet.

At HMS our green policy and initiatives are not just talk, they are the philosophy and business model we have built on for the last 30 years. We will continue to do so as long as we are Harley Marine. So everyone, think green, act green, live green at Harley Marine.

Thank you,

Harley V. Franco
When the final ruling on Subchapter M was announced back in June, the Quality Department immediately formed a Subchapter M compliance group to ensure HMS would be prepared for all upcoming changes. In our meeting held last week, the first order of business was a discussion of the Coast Guard’s new TugSafe web application that was recently announced at AWO’s Quality Steering Committee. Tug Safe is modeled after the USCG FishSafe program, which is a web application. FishSafe is a Commercial Fishing Vessel safety checklist generator.

TugSafe will act as a compliance checklist generator for towing vessels. When the user enters some basic information i.e. length of vessel, intended route and official number, the web application generates a list of compliance items. Primarily, TugSafe will generate a list of safety items that will now be required of all towing vessels. An example of some of the new safety items will be a line-throwing appliance, wheelhouse alerted system and Emergency Position-Indicating Radiobeacon (EPIRB). Depending upon the intended route and size of the vessel the requirements for Subchapter M can vary. In cooperation with our Purchasing and Safety Departments, we will create a structured, organized approach to obtaining exactly the equipment that is needed on every vessel in our fleet. TugSafe will be a great tool in helping us outfit our vessels.

Beyond adding safety equipment to our vessels, Subchapter M requires several changes in the way we operate. Harley Marine is an ISM and RCP company so we already meet the requirement for a TSMS, (Towing Safety Management System). However, there are several new requirements that we will abide by. The first is a modification to our vessel orientation program. We already have an orientation program in place, but Sub M asks us to review watertight enclosures with new hires as well as some additional vessel specific firefighting training. These two updates will require a procedural change and utilization of our Management of Change process.

Another area of change for Harley Marine will be in the area of training. Subchapter M requires specific annual trainings. Harley Marine already trains our mariners to the Subchapter M standards; however, there will be some slight changes – we will complete these trainings on an annual basis. Harley Marine has rolled out a new Learning Management System (LMS) that will simplify our training records management and we will be certain that each crewmember receives the prescribed training on schedule and before it is required.

The Navigational Assessment required by Subchapter M will be a combination of two Harley Marine processes. Harley Marine already accomplishes the majority of the requirements of the Navigational Assessment in our Change of Watch and Voyage Planning procedures. The Marine Operations Department will take the lead in concatenating these processes to satisfy Subchapter M.

A new aspect introduced by Subchapter M is the internal survey. The internal survey must be completed and reported prior to the granting of a Certificate of Inspection (COI). The requirements for the internal survey stipulates the testing of equipment and verification of the operability of systems. Of course Harley Marine performs these functions but now we need to report them differently. The Engineering Department will take the lead in establishing a new process for compliance with Subchapter M.

Working as team, with planning and preparation Harley Marine will adapt to the new standards established by Subchapter M. We will complete the task ahead of us as cost effectively and efficiently as possible. A year ago, we started a journey that will take HMS through hundreds of vessel audits, surveys and inspections. The journey will continue over the course of the next five years and will lead us to full compliance with Subchapter M.
Mentoring Aboard the Ernest Campbell during the Susitna Tow
By Rosie Chavez, Administrative Manager

After returning from a successful delivery of the M/V Susitna to the Philippines, Harley Marine goes back to take a closer look into the mentoring and training opportunities created from the 15,000 nautical mile voyage.

Prior to the ERNEST CAMPBELL’s departure from Seattle, the Specialty Tow Team worked with every department at Harley Marine Services to create a detailed tow plan for the trip to and from the Philippines. Port Captains inspected the tug to confirm the vessel was suitable for the long voyage and our Safety Department conducted inspections and audits to ensure the overall safety of the crew and vessel. The operations team handpicked a competent crew that could be trusted to successfully complete the long voyage. After weeks of preparations, Jim Flies brought on an ABS inspector to look over and audit the vessel once more before the ERNEST CAMPBELL was underway for its 120 day journey.

The crew of the ERNEST CAMPBELL set sail in October of 2016. Hailing from a variety of backgrounds including, Hawsepipers, PMI workboat program, commercial fishermen, Seattle Maritime Academy and Cal Maritime grads, the crew brought almost 40 years of experience. Due to the broad spectrum of talent and the length of their journey, they had the unique opportunity to train and mentor one another in their respective positions. With the approval of Captain Larson, the crew stepped up in new directions.

Mate Brandon Cloud was responsible for navigational watches, weather routing, training deckhands, communication with shoreside support, among many other things. On the journey, he began training with Captain Larsen running the day to day operations of the vessel, which developed into boat handling operations including flopping on the barge and other complex maneuvers during the voyage.

Brandon also began to work with Mate Bart Pinder. Bart had recently joined Olympic Tug and Barge and took to the “Navigation Officer” role with great fervor. He began to learn our systems, operational policies, and procedures, all while developing his skills with barge maneuvering and landings at all of the ports of call.

While Brandon and Bart worked into a “Training Mates” position on the vessel, Adam Lauderdale and Bryan Willis began their mentoring sessions with Captain Larson as well. Both Adam and Bryan were gaining competency in our Wheelhouse Management System, vessel communication system and sending daily position reports among their other duties aboard the vessel. With Bryan’s previous experience in the Engine Room, he assisted Chief Terry Lindsey and Assistant Lucas Murphy with engineering duties and any repairs that came up during the voyage.

Lucas Murphy worked closely with Chief Terry Lindsey during the voyage and assisted in addressing some engineering issues that arose along the route. Chief Terry Lindsey described Lucas as “an incredible asset keeping the maintenance up to par on the vessel. With his keen eye, not much can get past him.” Lucas has now been designated as a Person in Charge for fueling operations aboard the vessel and is extremely competent in many other engineering aspects.

The crew embodied our corporate culture of mentoring and training and provided an exemplary example of mentoring opportunities available onboard our vessels.
Harley Marine’s Environmental Program

By Deborah Franco, VP, Quality/Risk Management

Our Environmental Management System (EMS) that we implemented in 2007 for our ISO 14001 (International Environmental Management Standard) certification, is different from other programs in that we have been organized for participation from all employees in all areas of the company: Office, Shop, Tugs and Barges.

This is done in all of the regions in which we operate. The Green Team leaders hold quarterly meetings and determine how our Environmental program and initiatives are accomplished. This year, we are going to further engage the participation levels of our leaders to have more effective interface with everyone in their areas. We will also be announcing a very exciting and progressive initiative and partnership.

Who else is part of the Green Team? Everyone who works at the HMS, Family of Companies! If you have ideas or suggestions, you may contact your leaders or write to the green leaders at green@harleymarine.com. HMS leads the marine industry in environmental stewardship and we can all make a difference!

Here are our HMS Family of Companies Green Team Leaders:

Project Leader, HMS – Deborah Franco
Team Leader, HMS – Jim Flies
Team Leader, Seattle – Ravi Sekhon
Office Leader, Seattle – Michelle Belben
Shop Leader, Seattle – Don Cairney
Tug Leader, Seattle – Eric Skewis
Barge Leader, Seattle – Dan Allnoch
Team Leader, Alaska – Chris Iszler (PCM)
Team Leader, Alaska – Brad Kroon (OTB)
Office/Team Leader, Portland – Kirk Bonnin
Shop Leader, Portland – Phillip Jordan
Tug Leader, Portland – Adam Churchill
Barge Leader, Portland – Brad Kofstad
Team Leader, LA – Jeffrey Vreeland
Office Leader, LA – Anthony Lobro
Shop Leader, LA – Javon Ratway

Tug Leader, LA – Pat Lopez
Barge Leader, LA – Brian Vartan
Team Leader, Alameda – Dan Morrison
Office Leader, Alameda – Charlotte Koskelin
Shop Leader, Alameda – Chris Royerton
Tug Leader, Alameda – Nick Rogers
Barge Leader, Alameda – Victor Gonzales
Team Leader, Houston – Rick Stephanow
Office Leader, Houston – Hannah Hill
Shop Leader, Houston – Dru Thornburg
Tug Leader, Houston – Ashley Marks
Barge Leader, Houston – Clem Mabile
Shop/Team Leader, New York – Erika Stenson
Office Leader, New York – Chuck Grabois
Tug Leader, New York – Vincent Catanese
Barge Leader, New York – Aaron Wood

ANNOUNCEMENT

I am proud to announce that HMS has been named finalists for two prestigious awards due to our continued work in Environmental stewardship. HMS was selected finalist for the 2017 Lloyd’s List Awards – North America – Operator of the Year for our Environmental Management System and stewardship. The award recipient must be able to demonstrate how they have successfully set themselves apart, going above and beyond best practice to offer the shipping industry something exceptional.

Harley Marine Gulf has been selected as Texas Environmental Excellence Awards finalist for Pollution Prevention and Reduction through Environmental Management System. Way to go!
HARLEY MARINE
CRUISIN’ FOR A CURE
FALL INVITATIONAL ‘17

Sunday, August 13th
Registration, Opening Reception & Dinner

Monday, August 14th
Tournament

REGISTER ONLINE!
www.swedishfoundation.org/harleymarine

For more information, to make a donation or to contribute to the match, please contact:
Stephanie Gullickson at sгуllickson@harleymarine.com.

Benefiting the Kaplan Cancer Research Fund and the Patient Assistance Fund at Swedish Cancer Institute.
This year Harley Marine Services will take delivery of 11 new vessels as we expand our fleet and successfully grow our business to fully serve the needs of our customers.

By the end of April, we expect to take delivery of the Min Zidell ATB tug being built by Conrad in Morgan City, LA. Our remaining deliveries planned for 2017 are listed to the side.

### New Build Update

By Mark Stiefel, Vice President, Contract Administration

This year Harley Marine Services will take delivery of 11 new vessels as we expand our fleet and successfully grow our business to fully serve the needs of our customers.

By the end of April, we expect to take delivery of the Min Zidell ATB tug being built by Conrad in Morgan City, LA. Our remaining deliveries planned for 2017 are listed to the side.

### OTHER VESSEL DELIVERIES PLANNED FOR 2017:

**Enhanced Quigg Tugs being constructed at Diversified Marine:**

<table>
<thead>
<tr>
<th>Vessel</th>
<th>Planned Delivery Date</th>
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</thead>
<tbody>
<tr>
<td>DR HANK KAPLAN</td>
<td>MAY</td>
</tr>
<tr>
<td>RICH PADDEN</td>
<td>AUGUST</td>
</tr>
</tbody>
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**ATB Tugs being constructed at Conrad:**

<table>
<thead>
<tr>
<th>Vessel</th>
<th>Planned Delivery Date</th>
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</thead>
<tbody>
<tr>
<td>MIN ZIDELL</td>
<td>APRIL</td>
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<td>ONECURE</td>
<td>AUGUST</td>
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<td>TODD E PROPHET</td>
<td>OCTOBER</td>
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**80,000 bbl. – Class ATB Tank Barges:**

<table>
<thead>
<tr>
<th>Vessel</th>
<th>Builder</th>
<th>Planned Delivery Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ONE DREAM</td>
<td>GUNDERSON</td>
<td>MAY</td>
</tr>
<tr>
<td>ZIDELL MARINE 277</td>
<td>ZIDELL MARINE</td>
<td>AUGUST</td>
</tr>
<tr>
<td>ALL ABOARD FOR A CURE</td>
<td>GUNDERSON</td>
<td>AUGUST</td>
</tr>
<tr>
<td>HULL C1148 - NAME TBD</td>
<td>CONRAD</td>
<td>AUGUST</td>
</tr>
</tbody>
</table>
Harley Marine Services Learning University Announcement

By Rachael Haykin, Business Analyst

We are excited to announce the Harley Marine Services Learning University. Harley Marine Services takes pride in developing a comprehensive training program for crew and shoreside employees. Training is among the top priority of Harley Marine Services and contributes to a safe and efficient workforce.

The Harley Marine Services Learning University is a web-based application where employees can complete online training and sign-up for instructor led training sessions. Training from Operations, Safety, Quality, Human Resources, Engineering and Admin are included. Employees are able to do the following:

- Complete required online training such as Hazwoper and Harassment Training
- Receive email notifications on training assignments
- Browse for courses and sign up for content
- Complete tutorials on internal systems such as ADP and Concur
- Add externally received training
- Sign up for the next Lunch and Learn or another instructor led training
- Managers can assign training and view employee transcripts

The system has many functionalities and we will roll out new features at different times. Eventually the Learning University will be a place where employees can go to view development plans outlining career advancement.

Employees should look out for emails generated by the new system informing them of learning assignments. There is a tutorial on navigating the website that all employees have been enrolled in and can launch upon logging in.

The Harley Marine Services Learning University is just in the beginning stages; it will evolve and new content will be added frequently.

Employees can access the Harley Marine Services Learning University website through the Cruising for Education logo on the Homepage of ADP. If you have any questions or suggestions for the site, please contact us at apps@harleymarine.com.

Do you like us?

Click on the “like” button to like us on Facebook.
Operating in the World’s most challenging environments, the EARL W REDD uses Caterpillar’s Tier 4 emissions technology to exceed the toughest marine EPA standards.
This month, Harley Marine Services conducted ATB simulator training. The training consisted of a study of the maneuvering characteristics of our ATB vessels.

Along with learning how to maneuver the vessel, students were informed on the effects that the wind and current have on the vessel. Other simulations performed were working in restricted visibility and realistic situations that would be encountered while piloting an ATB.
Retirement Celebration
On March 9th, Millennium Maritime celebrated the career of Captain Michael Rubino. Captain Rubino has been with the Los Angeles Pilots for 38 years, serving as Head Pilot for the last 18 years. We are thankful for Captain Rubino’s friendship and guidance over the many years. We wish Captain Rubino all the best in his retirement.

Everyone at Harley Marine thanks you for your many years of service, support, and friendship.

CONGRATULATIONS
CFO of the Year – Todd Prophet

We are proud to congratulate Todd Prophet on his recent recognition from Puget Sound Business Journal as CFO of the Year for large private companies.

Click here to read the article.
Our friend, Stuart Edmonston of Thomas Miller, was recently photographed in the March issue of TradeWinds after attending the Connecticut Maritime Association (CMA) Shipping Conference.

We are excited to announce that he will be joining us in August at the HMS Fall Invitational as our Bagpiper, welcoming guests to the greens.

BOY SCOUTS OF AMERICA, GRAYS HARBOR SEA SCOUTS, SHIP # 4001
VISITED HARLEY MARINE SERVICE’S WORLD HEADQUATERS IN SEATTLE, WA
Harley Marine Services will welcome new Articulated Tug and Barge (ATB) units to the fleet this year and we are looking for experienced, professional crew. To view open opportunities and apply for ATB Captains, Mates, ABs and Tankerman positions, apply online.
HMG Channelview Facility

By Mark Stiefel, Vice President, Contract Administration

Construction of the new Channelview Facility continues to move forward at a rapid pace. Drywall is now in place in the office and shop and it is being finished to provide a smooth appearance. Data cables continue to be pulled. Interior office walls and glass have been installed. The contractor has just started on the interior finish work, specifically millwork, countertops and plumbing fixtures. Dredging of the waterway is complete and the catwalk at the tug mooring area has been constructed.

Occupancy of our world class Gold LEED-certified facility which will be the regional headquarters for Harley Marine Gulf is planned for Summer 2017.
HARLEY MARINE OUTFITTERS

Check out our new Harley Marine apparel. Employees receive an additional 20% discount.

Visit our online store to view more items.
Leaders Must Lead
By Rich Softye, Vice President, Safety

This title sounds pretty profound doesn’t it? Leaders must lead. In my many years of working in military and civilian positions, I have seen people transform from new recruits all the way to Admirals and CEOs. Not all of us have the opportunity to get to the top of our organization. As we ascend the organizational pyramid it gets smaller and smaller until one gets to the pinnacle with only one job as the overall leader. Therefore many of us rise to a level in an organization where leadership is as important in the stock room, on a vessel or in the office as it is at the very top. Leaders must lead. We are all charged with leading but what are the characteristics of a good leader?

Leaders are objective driven. Do you set out every day to accomplish something personally or professionally? The strong leaders I have followed over the years make it very clear what they want from themselves and their team. Set objectives, daily, weekly, monthly and yearly.

Leaders are people of conviction in their personal and professional lives. Non-stop day or night, at work or at home, leaders demonstrate their loyalty to everyone. We love our families as we should love our employees. Think about the hours of every day that you spend with your working family. Are you committed to them or just tolerate them? Show conviction and compassion.

Leaders have a sense of humor. What is life if we can’t laugh at ourselves once in a while? I trust you have never met a leader who was a court jester or a continuous joke teller. But we always admire when a leader can step up and sing, “Tuna Tuesday”! (This is a Harley Marine insider secret but something we hold dear as a gift from our leader.)

Leaders are good mentors. I am going to make the people in my sphere of influence as good as they can be! Get to know your team and for each employee find that one characteristic that makes that person stand out. Capitalize on it and help that individual grow. Then move on to other characteristics that need improving to help your employees grow.

Leaders challenge their employees. Get people out of their comfort zone and you will see who naturally can rise to a leadership challenge. It is human nature to stay in one’s comfort zone, but leaders traditionally step out of that comfort zone and take on challenges. Recognize this trait and challenge them.

Leaders provide structure. Alexander Hague stated, “When there is confusion at the center, there is chaos on the periphery”. So true. Leaders set the bounds for people to work within for the focused routine work of the team and when completed, give freedom to those who work outside the bounds to improve the whole.

Leaders share experiences. Telling sea stories is an age old right-of-passage for all maritime leaders. Ensure there is a lesson to be learned when telling the sea stories so that the lesson will be retained and lifelong. We are all lifelong learners; share what you know with others. This does not make a leader weaker by giving out knowledge. It makes our teams stronger and wiser.

Leaders share the victories as well as defeats with their subordinates. Credit is free! Lavish your employees with credit as everyone loves to get a pat on the back for a job well done. Keep in mind there are diminishing returns when false credit is given repeatedly when the employee is just marking time. Sharing defeats with employees is just as important as there is nothing to be gained when living constantly with rose colored glasses. Leaders will show the way when faced with adversity.

Leaders need to make tough decisions. Probably the toughest job of a leader is when you have to tell someone that they are not “cutting the mustard”. This is a law of nature. The weakest will be culled from the herd. I am not saying one will be taken down by a charging lion, as there are usually causal factors that left unabated become the factors for dismissal.

Leaders recognize budding leaders. Everyone reading this shares the same fate. Our days on this earth are numbered. We must always be looking for that worthy budding leader or leaders who in the future will be telling sea stories of their greatest leaders, how they made us laugh and how they stood up for us as well as take on adversity and gave us guidance.

Leadership is a trait that we all have within us to some degree. Practice some of the characteristics above and lead!
Chocolate Peanut Butter Bars

**Ingredients:**
- 2 ½ cups oats
- ½ cup chocolate whey protein powder
- 1 teaspoon cinnamon
- 2 tablespoons organic peanut butter
- 3 egg whites
- 2 mashed bananas
- 1 tablespoon honey
- 4 tablespoons nonfat milk

1. Preheat oven to 350 degrees and coat an 8x8 pan with non-stick spray.
2. Mix the oats, protein powder and cinnamon. Add peanut butter and stir until well combined. Add egg whites, bananas, honey and milk.
3. Spoon the mixture into the prepared pan. Place in the oven and bake for 15 minutes or until set. Remove from oven and allow to cool slightly before cutting into 8 bars.

**Nutritional Analysis:** One bar equals: 185 calories, 4g fat, 27g carbohydrate, 4g fiber, and 11g protein.

Most snack foods are complete fat traps that are filled with refined grains and sugars, guaranteed to get you off track with your healthy eating and fit lifestyle. However, there are plenty of wholesome snacks that you can make at home for convenient, on-the-go nutrition.

Don’t forget to subscribe!
Click on the “subscribe” button to subscribe to us on YouTube.
Retirement Planning – Become a Millionaire

It’s easy enough to save a million dollars if you come into a large inheritance, win the lottery or strike oil on your property. It’s a great idea to simply stick one million of your windfall into the bank. Yet, it’s not that simple or quick for most of us. Don’t let that fact discourage you. It is possible to save this much money over the course of your lifetime. You can even do so within a decade if you are careful with your money. Yes, you can save a million dollars with a bit of forward thinking and some financial restraint.

Spend less than what you earn. This is the fundamental principal of personal financial success. No matter how much money you make, you can blow it all if you don’t make a conscious effort to spend less than what you earn. Socking the difference away in savings and investments can make all the difference.

Set goals for your savings, and track your progress each month. Challenge yourself to save money that you would otherwise spend on things you don’t really need. Watching your progress each month can really inspire your efforts.

Continue to earn, save and invest your income over your working years to save a lot of money. How hard you work, how dedicated you are to saving and how successful you become financially can add up to a million dollars before you are thirty, forty or fifty. Perseverance is your biggest asset in this journey.

Below are some quick calculations to show you how much you’d need to save to reach $1 million at an 8% interest rate by age 65:

**Age 25 – Save $286 each month**
**Age 35 – Save $671 each month**
**Age 45 – Save $1,698 each month**

*These assumptions assume a zero account starting balance

Today is a great day to start a regular savings plan or to increase your savings for your retirement. You will be most thankful when that wonderful retirement day comes.
**BIRTHDAYS**

**Harley Marine Gulf**
- Charles Murphy, 4/2
- James Thomas, 4/2
- Gary Bush, 4/4
- Mark Mier, 4/11
- Jimijoe Fomby, 4/14
- Jordan Egan, 4/20
- Justin Todd, 4/21
- Bryon Oneal, 4/26
- Douglas Miner, 4/28
- Darris Jefferson, 4/28

**Harley Marine NY**
- Robert Wallace, 4/10

**Harley Marine Services**
- Victoria Sanger, 4/6
- Matt Godden, 4/7
- Deborah Franco, 4/9
- Sally Halfon, 4/10
- Christina Roth, 4/22
- Wir Smith, 4/24
- Stephanie Gulickson, 4/26
- Alison Newquist, 4/27
- Bobbie Garneau, 4/28
- Mindy Buxton, 4/30

**Millennium Maritime**
- Neal Salamunovich, 4/7
- Pat Lopez, 4/9

**Starlight Marine Services**
- Jacob Laprade, 4/6
- Stefan Thompson, 4/15
- David Cadiz, 4/17
- John Meyer, 4/26
- Michael Maclachlan, 4/29

**Olympic Tug & Barge**
- Ryan Eubank, 4/3
- Michael Morris, 4/4
- Daniel Johnson, 4/5
- Don Cairney, 4/6
- Zachary Anderson, 4/7
- Paul Thompson, 4/9
- Jayson Gould, 4/11
- Tyler Lucas, 4/11
- Terry Patterson, 4/13
- Ian Bystrom, 4/14
- Nathaniel Wehe, 4/14
- Derrick Hobbs, 4/15
- Nicholas Bahl, 4/15
- Heath Hulin, 4/19
- Maxwell Powell, 4/20
- James Chierichetti, 4/22
- Matt Gulickson, 4/23
- Jon Larson, 4/27
- Dustin Van Duin, 4/29
- Kody Neil, 4/29

**Pacific Coast Maritime**
- Ben Latham, 4/10
- Robert Johnston, 4/18

**Westoil Marine Services**
- Brian Vartan, 4/7
- Sean Humphreys, 4/7
- Dustin Nowick, 4/7
- Joseph Sasso, 4/8
- Jesse Chavez, 4/9
- Michael Ball, 4/11
- Phillip Montgomery, 4/12
- Mark Aproda, 4/13
- Abel Moreno, 4/14

**New Hires**

**Harley Marine Gulf**
- Phil Finley
- Brad Caffey
- Jonathan Trammell

**Harley Marine New York**
- John Huggins

**Harley Marine Services**
- Bethani Martin
- Connie Many

**Starlight Marine Services**
- Brian Imsland

**Olympic Tug & Barge**
- Christian Knappe
- Heath Hulin
- Cory Verbeck
- Jeremy Smith
- Michael Mena
- Tyler Michaelson
- Troy Gage
- Sean Smith

**Westoil Marine Services**
- Ryan Lincir

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**ANNIVERSARIES**

**Harley Marine Gulf**
- Clint Reed, 5
- Raul Gomez, 5
- Hannah Hill, 5
- Darryl Calhoun, 4
- Gregory Howell, 4
- David Patterson, 4
- Richard Payne, 3
- Jimijoe Fomby, 3
- George Stone, 3
- James Swayzer, 2
- Trebor Roberge, 2
- William Gardner, 1
- Michael Little, 1
- Kevin Tonne, 1
- Shawn Ward, 1
- John Kelly, 1
- Walt Brooks, 1
- William Burket, 1
- Eugene Smith, 1

**Harley Marine NY**
- Starsky Naquin, 19
- Jess Canterbury, 10
- Miguel Ortiz, 8
- Carlos Lewis, 4
- Jeffrey Cave, 3
- Matthew Miller, 2
- Nicholas Santillo, 2

**Harley Marine Services**
- Harley Franco, 30
- Keith Barnes, 12
- Irene Dulay, 8
- Derick Lillejord, 6
- Kim Cartagena, 6
- John Saltsman, 2
- Christina Roth, 1

**Millennium Maritime**
- Bob Castagnola, 17
- Mark Fuette, 17
- Donal Shundo, 17
- Michael Golden, 17
- Mario Meyers, 10

**Pacific Coast Maritime**
- Robert Johnston, 12

**Starlight Marine Services**
- Jonathan Willingham, 9
- Roy Dusenbury, 3
- Chris Wooten, 3
- Jeffery Johnson, 1
- Stefan Thompson, 1

**Olympic Tug & Barge**
- Hugh Maffett, 18
- Larry Holland, 16
- Bryan Adams, 11
- Robert Higa, 10
- Eric Boardman, 9
- John Stromberg, 6
- William Flood, 5
- Don Adler, 4
- Raymond Scott, 4
- Tyler Larson, 4
- Jakob Baken, 3
- Joshua Ellestad, 3
- Brian Larson, 3
- Michael Morris, 2
- Steven Tucker, 1
- Shane Arboagat, 1
- Zachariah Vilhauer, 1
- Nicholas Bahl, 1
- Lucas Murphy, 1
- Curtis Hardy, 1

**Westoil Marine Services**
- Raul Hernandez, 17

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**NEW HIRES**

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- Brad Caffey
- Jonathan Trammell

**Harley Marine New York**
- John Huggins

**Harley Marine Services**
- Bethani Martin
- Connie Many

**Starlight Marine Services**
- Brian Imsland
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.

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<tr>
<th>Holiday Calendar 2017</th>
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<tbody>
<tr>
<td>Monday, January 2</td>
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<tr>
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<td>Tuesday, July 4</td>
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<td>Monday, September 4</td>
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<td>Friday, November 10</td>
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<td>Thursday, November 23</td>
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<td>Friday, November 24</td>
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<td>Monday, December 25</td>
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**Note:**


Our newest ATB tug, the BILL GOBEL arrived in Los Angeles recently from Conrad Shipyards in Morgan City, LA. She is a welcome addition to our fleet.
On February 10th, Harley Marine Services christened the EARL W REDD – the world’s first U.S. EPA Tier 4 vessel. Please enjoy footage from the christening as we officially welcome her to our fleet.

Click on the photo to watch the video.

The first-of-its-kind, the EARL W REDD is equipped with Caterpillar’s Tier 4 emissions technology and enters the Harley Marine fleet as one of the most efficient and environmentally conscious vessels in the world.

Click on the photo to watch the video.

Offshore Towing at Harley Marine Services – A Case Study on the Susitna Tow to the Philippines.

Click on the photo to read the article.
Olympic Tug & Barge would like to recognize Rommel Barrera as the March Employee of the Month. Rommel has been working as a Port Mechanic for OTB since September 2014. During his time with the company he has always shown a positive attitude and a desire to learn. He has quickly become a go-to member for the shoreside staff and will perform any job thrown his way. He is always willing to assist the vessel crews as best he can in the safest and most productive way possible. OTB would like to say thank you to Rommel for his hard work and dedication as a member of the OTB Shore Side Engineering Staff.

Harley Marine New York would like to recognize Nicholas Santillo as the March Employee of the Month. Nick is a barge mate for HMNY and has been going above and beyond with maintaining the barges. Nick has also been helping out in the shop with delivering supplies to the vessels and being an important part of the team by keeping things moving forward. Nick's dedication, support, and leadership is a critical part for HMNY and its future success.

Westoil Marine Services would like to recognize John Costello as the March Employee of the Month. This year, John is celebrating his eight year anniversary with the company. He is always willing to work the extra shift, interacts cordially with dispatch and his coworkers and takes the time to share his experiences by mentoring those around him. He has recently volunteered to adjust shifts to accommodate crewmates showing that teamwork is alive and well. Thank you, John we appreciate all that you do.

Thumbs up to the crew who cleaned up the Z-FOUR after dry docking and prepped it for ship assist work: Captain Ben Ostroff, Junior Captain Mike Johnson, Engineer Jack Matievich, Deck/Engineer Florian Schreier and Brian Imsland.