



Tow Bitts



FOUR NEW TUGS HEADED FOR HAWAII Young Brothers, Ltd., a Honolulu-based inter-island freight carrier, will be getting a major fleet upgrade beginning in the first quarter of 2018 with the delivery of the first of four new ocean-going tugs. The high-powered, 123-foot-long vessels will be built by Conrad Shipyard in Louisiana. Young Brothers is a wholly-owned subsidiary of Foss Maritime. Details on page 5.

JOHN PARROTT NOW AT THE HELM OF FOSS MARITIME

Foss Maritime Company Chief Operating Officer **John Parrott** took over the role of president of Foss Maritime on August 1, assuming responsibility for the day-to-day operations of the company.

Former President, **Paul Stevens**, will retain the title of CEO of Foss

until the end of 2016, when he will move to Foss' parent company, Saltchuk, and serve as senior vice president and managing director, working on special projects.

Parrott, who came to Foss as COO in January of this year from sister company TOTE Maritime Alaska,

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Fleet Infusion in Hawaii

Young Brothers Ltd., Foss' freight-carrying subsidiary in Hawaii, has ordered four new ocean-going tugs. It's an investment of just over \$80 million that will improve the company's ability to provide regular cargo service to island communities.

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Cyber Security at Foss

Are Foss and its computers vulnerable to hackers, ransomware perpetrators and other cyber criminals? Information Technology Director **Bob Hoover** and his staff are increasing their efforts to protect the company from online attacks. Also, General Counsel **Lam Nguyen-Bull** writes about an attempt to bilk Foss out of more than \$400,000 using phony emails.

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Clip-and-Stick Chart Corrections

A Maryland-based businessman, now a Foss vendor, found a niche in the maritime industry by making clip-and-stick patches for charts to reflect weekly government corrections on buoys, lights and other aids to navigation.

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Rowers in the Ocean

California Maritime Academy graduates **Todd Bliss** and **Rick Leach**, in a Foss-sponsored rowboat, recently completed a 2,400-mile race from California to Hawaii. Their 54-day journey gave them a third-in-class finish in the Great Pacific Race.

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To submit articles for *Tow Bitts*, please contact Bruce Sherman, editor, sherman.b@comcast.net, or Sonja Baron, coordinator of production, sbaron@foss.com. The *Tow Bitts* graphic designer is Barbara Hoberecht. *Tow Bitts* is published six times a year by Foss Maritime for employees, customers and friends. Changes to the *Tow Bitts* mailing list should be referred to Rebekah Lay, (206) 381-5805 or rlay@foss.com.

Looking Back: Successfully Sailing through Challenges, Opportunities

By **Paul Stevens**
Chief Executive Officer



Paul Stevens

Since this will be my final Lines contribution, I will use it as a time to reflect on the last 13 years leading Saltchuk's tug and barge investments.

There is no doubt we have had our challenges, from a severe global recession to a significant West Coast port disruption. In spite of this, Foss and its sister companies successfully navigated through these challenges and were able to adapt and change to remain both profitable and competitive. We grew our business, expanding to Alaska, and through our projects business, expanding internationally.

Through a series of evolutions culminating three years ago, all of our towing operations were consolidated under the Foss brand. The efficiencies gained through this consolidation made operations smoother and, I believe, more competitive.

Our Operational Excellence Program, fully embraced by our employees, has made our workforce safer and is a key element of our corporate culture.

So many changes. And while our corporate structure was evolving, we were building new boats and barges, expanding our project business, and upgrading and modernizing our business systems. With support from our owners, we invested well over \$300 million.

Our Rainer Shipyard, formerly a sleepy little repair yard, built 10 Dolphin Class vessels, highly maneuverable and very powerful ship

assist tugs, two of which are hybrid-electric powered, the first of their kind in the industry.

Rainier is now building the third of three Arctic Class ocean-going tugs, 132-foot-long, ice-

strengthened vessels designed to help us continue our growth in serving the oil and gas industry, particularly in remote areas like eastern Russia and the Alaskan Arctic.

At U.S. Barge in Portland, we built four new cargo barges for Young Brothers, Ltd., our Hawaiian freight carrier. And just recently, we announced plans to build four new tugs for Young Brothers to support the company's on-time service, reliability and efficiency. (See article on page 5.)

So many changes. And now, one at the top.

Our succession planning also was underway amidst all of this activity. Now I hand the reins of the company to **John Parrott**. While officially retiring at the end of the year, in the new year I will be working on special projects for Saltchuk.

The toughest part of any succession is leaving the people you care about, and I will miss the wonderful employees of the Foss Family. I'm confident John has the experience and talent to take the company to the next level, and I wish him continued success at the helm of Foss.

I want to thank our owners, employees, customers and vendors for all their support.

For me, it's been quite a ride.



FOSS

Foss Connects with Industry ‘Rock Stars’ At Huge Shipping Conference in Athens

Be there or be square.

That’s the rule for the world’s largest shipping industry conference, called Posidonia, held every other year in Greece. This year the conference was held in early June at the Metropolitan Exhibition Center in Athens and was attended by 33,500 people from 1,825 companies.

Foss Maritime was represented by Commercial Director **Jeff Horst** and Senior Sales Manager **Conti Coluntino**.

Horst noted that Greek ship owners control 60 percent of the global shipping tonnage and are the rock stars of the conference and financial superstars in their country, where most sectors of the economy are in the tank.

“We want to protect our customer base, and we want to maintain our relationship with these shipping companies,” Horst said. “Most are family-owned and will be passing the baton to their kids. It’s important that we stay in touch with the

new generation of owners.”

Foss is represented in Greece by Navigator Shipping Consultants in Athens. **Danae Bezantakou** is managing director of the company and her father, **Dimitris Bezantakou**, is the founder and president and a former ship captain.

“They know all of the ship owners; they are so well connected in that country,” Horst said. “Foss and Navigator have a successful partnership for strong representation.”

In addition to representing Foss for U.S. West Coast harbor services, Navigator represents Moran Towing for the East and Gulf coasts. The company also represents firms throughout Europe and South America



From left at the conference in Athens were **Conti Coluntino** of Foss, **Danae Bezantakou** of Navigator Shipping, **Jeff Horst** of Foss and **Dimitris Bezantakou** of Navigator Shipping.

and provides steamship and travel agency services.

Horst said that Navigator holds its own conference in Greece every year, which Foss attends on the Posidonia off years.

“It’s important for us to keep expanding our relationships,” Horst said.

TRADE GROUP RECOGNIZES 73 FOSS VESSELS FOR SAFETY PERFORMANCE

The Chamber of Shipping of America (CSA) has recognized 73 vessels of Foss and its subsidiary companies with the 2015 Jones F. Devlin award for outstanding safety records.

The Jones F. Devlin Award is one of two award programs CSA has sponsored since 1968. The award is given to self-propelled merchant vessels that have operated for two full years or more without a crew member involved in a lost-time incident. It publicly recognizes the skill and dedication of the men and women who are responsible for safe vessel operations.

The 73 Foss vessels were recognized at the CSA Annual Safety Awards Luncheon held this year on June 8 in New Orleans. Altogether, the Foss and subsidiary company vessels achieved

the equivalent of 562 years of incident-free operation. Sixty-one vessels had five or more years, and eighteen vessels boasted 10 to 22 years without a lost-time injury.

“This year, awards were conferred on 1,522 vessels that operated 10,084 years without a lost-time incident,” said **Kathy Metcalf**, CSA President. “This extraordinary record is directly attributable to the professionalism of our seafarers and the dedication of shore-based company personnel to safe operation. These mariners are the front line in ensuring the safe and environmentally responsible operation of the vessels on which they serve.”

“Foss does not take safety lightly,” said **Paul Stevens**, Foss CEO. “We carry a deep obligation to the safety of our people and the environment, and



The crew of the Southern California tug *Carolyn Dorothy* recently received their Devlin Award for operating six years without a lost-time injury. From left are Engineer **Bobby Davis**, Capt. **Ryan SanJose**, Port Capt. **Guy Beckwith** and Able Seaman **Larry Alva**.

this is evident in everything we do. We’re constantly improving and adding to our safety programs, training, resources and operations. We want every one of our valuable people to return home safely, and we do all that we can to make sure that happens.”

JOHN PARROTT NOW AT THE HELM OF FOSS MARITIME *(Continued from the cover)*



John Parrott

takes the helm with over 28 years of maritime experience, both at sea and ashore.

“Foss is an incredibly dynamic company,” said Parrott. “We are building on more

than 125 years of safe, innovative service, and we have an exciting road

ahead. I’m honored to be part of this iconic company.”

Stevens has had a distinguished maritime career of more than 40 years.

“I’m happy to turn over the company to someone with an extensive maritime background and who has earned the respect of our owner group at Saltchuk through his contributions at TOTE Maritime,” said Stevens.

“Paul has led Foss through an incredible period of growth and has served as an adept leader within our company for more than 13 years,” said **Tim Engle**, President of Saltchuk. “We are grateful that we will continue to have Paul’s leadership and expertise serving the entire Saltchuk family of companies.”

In his new role at Saltchuk, Stevens will support various strategic initiatives and will help support Saltchuk’s growth activities.

SUCCESSION PLANNING IS A HIGH PRIORITY AT FOSS; EMPLOYEES SHOW ‘HUNGER FOR CAREER DEVELOPMENT’

Identifying and developing the next generation of corporate leaders from inside a company, a process known as “succession planning,” is a high priority at Foss Maritime and other Saltchuk companies.

While the current succession focus at Foss is on the recent promotion of **John Parrott** to president, identifying others for leadership positions is an ongoing process upon which human resources specialists are placing increased emphasis. Succession planning is a common strategy to mitigate the risk associated with vacant key leadership roles. But more than that, it’s widely recognized as “just good business.”

Over the past few months, according to Foss Human Resources Vice President **Darlene Crowder**, approximately 30 individuals at Foss have been identified as having potential to move into the first and second levels of management at the company.

“The prospects for promoting great people into higher-level management positions is very good, and there is clearly a hunger here for career development,” Crowder said. “We have a lot of good and talented people.”

A new succession planning protocol was developed last year by a committee of human resources specialists representing all Saltchuk companies. Their goal was to identify competencies that would be desirable for senior leadership and next-level positions and to conduct this identification and review process annually.

Among those competencies are good communications skills, an ability to handle difficult issues, effective process management and good interpersonal skills. The leaders also would be expected to be good team builders, be good at managing vision and purpose, and to have a high level of integrity.

“We had several meetings to

identify the bright stars,” Crowder said.

Once identified, potential leaders are asked to fill out career profiles and career development plans that include a list of possible activities to pursue to improve leadership depth.

Depending on the individual, those activities could include such things as a “360 review” (obtaining performance feedback from superiors, peers and subordinates), job shadowing and rotating through other Saltchuk companies, and taking formal classes.

“Each person in the program has been invited to work with their manager and Human Resources to identify development activities that will grow new skill sets and sharpen their existing competencies,” Crowder said.

“People were so humbled to be a part of this, to be identified and to be valued,” She added, “and I think that reflects well on these individuals.”



“The prospects for promoting great people into higher level management positions is very good, and there is clearly a hunger here for career development,” – **DARLENE CROWDER**

Foss' Hawaii Subsidiary Orders Four New Tugs from Louisiana Shipyard

Foss' Honolulu-based subsidiary Young Brothers, Ltd., Hawaii's largest inter-island freight carrier, and Conrad Shipyard of Louisiana, have signed a contract to construct four new ocean-going tugs.

The investment of just over \$80 million will support Young Brothers' on-time service, reliability, and efficiency. The tugs will be delivered in 2018 and 2019.

The new tugs will improve Young Brothers' ability to provide regular cargo service to island communities and enhance service through lower maintenance, less down time, better tow speeds, greater operating efficiencies, and lower environmental impacts.

"Our investment in these new tugs will directly support and further our commitment to frequent, reliable, affordable and universal service for

decades into the future," said Young Brothers President **Glenn Hong**.

The 6,000 horsepower, 123-foot-by-36.5-foot vessels are designed to match with Young Brothers' fleet of modern high capacity barges (delivered from 2007 to 2010).

"The new contract is a tribute to the extraordinary skills and coordination of the parties as well as our joint commitment to quality, craftsmanship and developing a vessel suited to the needs and demands of the Hawaii service," said Conrad Shipyard President and CEO **Johnny Conrad**.

The four new "Kapena Class" tugs will constitute the core of the company's towing capacity for their 35-year life expectancy. Young Brothers worked in conjunction with Foss and its naval architects to research various tug hull designs, engines, and towing equipment options.

Through this collaboration, according to Hong, Young Brothers was able to ensure that the latest advances in safety, environmental protection and crew habitability were incorporated into the tug design.

The Damen designed vessels will be powered by General Electric, 8L250MDC, state-of-the-art EPA Tier IV emissions compliant exhaust gas recirculation engines.

"The Kapena Class, or captain class, celebrates the incredible seamanship of Hawaiian navigators," said Hong. "Young Brothers will honor their skills and innovations by naming each of the four new tugs after former captains."

The tugs will be 'homeported' on the neighbor island ports, underscoring the company's service commitments to Hawaii's communities.

NEW PORTLAND CUSTOMER SERVICE OPERATION OPENS TO SUPPORT FOSS AND TWO OTHER SALTCHUK COMPANIES

Foss Maritime has consolidated its customer service and dispatch operations in Portland and now supports vessels operated by two other Saltchuk companies in addition to its own fleet of tugs and barges.

The Portland facility, known as the Foss Maritime Center (FMC), is in the company's regional headquarters building on the Willamette River. The building is currently undergoing an extensive remodel.

The Foss Maritime Center operation includes a 24/7 call center operation as well as fleet monitoring and weather service capabilities. It opened on June 1, supporting Foss' fleet as well as the vessels of TOTE Services and Tropical Shipping.

The FMC staff has been trained to enhance safety and situational

awareness of maritime fleets operating around the globe.

While a vessel's master remains the final authority on all operational decisions, the FMC staff will use multiple information sources to provide mariners and those who support them with actionable information about potential hazards to support decision making.

Emergency calls to the FMC will be forwarded to designated points of contact within the companies' respective shoreside operations.

"The Foss Maritime Center allows us to standardize and enhance support for the Saltchuk family of companies," said Foss CEO **Paul Stevens**. "We're taking state of the art technology and pairing it with our own experienced and dedicated staff — this is a natural

"The Foss Maritime Center allows us to standardize and enhance support for the Saltchuk family of companies." – **PAUL STEVENS**

extension of Foss' promise of 'Always Safe, Always Ready.'"

The staff of the center will have the ability to see a vessel's location, its route, and the prevailing weather conditions. Fleet monitoring will be enhanced through automated situational alerting and staff observations.

The FMC also will have enhanced weather tools for effective fleet monitoring and rerouting support.



Bob Hoover, Foss director of Information Technology

Cyber Security is ‘Everybody’s Business’; Here’s What Foss is Doing to Beef up Protections

Meet **Bob Hoover**, the director of information technology at Foss and the company’s chief cyber-cop.

Hoover and his team are placing an ever-increasing emphasis on protecting the company from online attacks that occur many times each day. Those attacks range from “phishes,” emails with links which if clicked could let a virus or malware into the company network, to full-blown fraud attempts.

A recent attempt to bilk Foss out of more than \$400,000 was thwarted just in time by the Accounts Payable Department. (See article on page 7.)

And ransomware, which cyber criminals use to lock up networks and demand ransom payments to free them up, is also a growing problem for companies. (See article on page 7.)

Pressure to step up cyber-security is coming from the U.S. Government, a major customer for Foss, from non-government customers who want their information protected and from risk managers at Foss and Saltchuk.

“With everything that’s happening in the world, cyber security has become one of our primary initiatives

in the last year.” Hoover said. “We’ve always been concerned, and now we’re pushing that concern to the top of our priority list.”

Key measures being taken to combat cyber attacks include employee awareness training utilizing content from Wombat Security, a vendor who specializes in cybersecurity training. One focus of that training is teaching employees to recognize fraudulent emails and to avoid opening attachments in emails from people they don’t know. “We can implement all the right technology controls we want, but in the end, it is people who are one of the biggest exposure areas we have,” Hoover said.

Also, employees are being encouraged to make passwords more complex and change them frequently and to watch out for intrusions that might open the network to malware or viruses.

Hoover and his team also circulate alerts from the Department of Homeland Security, warning of the latest cyber-scams.

The company has introduced several new programs to protect

against viruses and malware and has otherwise taken a number of measures to tighten security. Among those measures is to establish a guest wireless network for non-Foss users, which helps protect the main company network from intrusions. In addition, security patches are being automatically installed as they become available.

In one form of fraud that has become increasingly common, cyber-criminals send emails purporting to be from high-level executives, authorizing payment for services never performed. In one recent email, the criminal represented him or herself as the president of Foss, but the email was identified as phony because the fraudster spelled the domain name in their email address as Ffoss.com, with two Fs instead of one.

“It’s everybody’s business to think about cyber-security and how to be safe,” Hoover said. “When training comes, it’s everybody’s responsibility to take that training and to take that training seriously.”

A Story of Fraud: How Foss was Almost Taken for More Than \$400,000

By *Lam Nguyen-Bull*
General Counsel

In March of this year, Foss discovered that it had paid a fraudulently-altered invoice for over \$400,000. Due to quick action, great teamwork, and a fair amount of luck, Foss was able to recover the money before it was deposited into the perpetrator's bank account.

It all started in early February, when a Foss vendor for a large and complicated project and an important customer issued a press release celebrating its role in the project and its relationship with Foss. We now believe that this press release is what caused the perpetrators to target Foss, using the vendor's invoices as the method to begin the scam.

Because of the tight operational timeline, Foss's Accounts Payable and Supply Chain departments were tasked with setting up the new vendor, creating a purchase order, and issuing payments almost in parallel. No fewer than nine Foss employees across different departments were involved with trying to facilitate the setup and payment for this particular vendor. It may be true that many hands make light work, but it is also true that many hands can create a lot of confusion.

Foss had many channels of communication open with the vendor, some relating to invoices, others relating to vendor set-up, and others related to operations. In the midst of all of this activity, the perpetrator of the fraud contacted the vendor posing as a Foss employee named

Michael Osara. He said he was performing an invoice audit and requested a copy of all outstanding unpaid invoices. Even though this was an individual unknown to the vendor, it didn't seem unusual because the vendor had been contacted by multiple Foss employees. The vendor provided the invoice as requested.

Meanwhile, the vendor's real invoice had been transmitted to Foss, but not in compliance with Foss's instructions and so was not put in the Accounts Payable (AP) queue to be paid. Michael Osara, this time posing as a vendor employee, emailed Foss AP and a specific AP clerk with a doctored copy of the invoice, noting that the banking information had been changed, and requesting payment.

(Continued on page 8)

Ransomware: These viruses can lock up your computer. But don't panic and don't pay!

The Department of Homeland Security & United States Computer Emergency Readiness Team (US-CERT) has issued a Ransomware Awareness Note to inform the public of the dangers surrounding this type of virus.

This is a very timely alert since Foss has recently experienced several incidents, and everyone needs to be aware how to best protect the safety of our company.

Ransomware is a type of malicious software that infects a computer and restricts the users' access to all the files and information it contains, until a ransom is paid to unlock the kidnapped computer.

Ransomware is often spread through phishing emails that contain malicious attachments or when a user unknowingly visits an infected website and the malware is downloaded and installed without the user's knowledge.

Ransomware displays intimidating messages in on-screen alerts similar to

those shown below:

- "Your computer has been infected with a virus. Click here to resolve the issue."
- "All files on your computer have been encrypted. You must pay this ransom within 72 hours to regain access to your data."

Typically, these alerts state that the user's systems have been locked or that the user's files have been encrypted.

Ransomware attacks can lead to loss of business revenue, negative customer service experience, temporary or permanent loss of sensitive or proprietary information, disruption to regular business operations and potential harm to an organization's reputation.

Paying the ransom does not guarantee the encrypted files will be released; it only guarantees that the malicious actors receive the victim's money, and in some cases, banking or other sensitive information.

Also, decrypting files does not mean the

malware infection itself has been removed.

How to avoid Ransomware?

- Don't trust unsolicited email. If you haven't requested information and/or don't know the source, the best action is to "right-click" the email and mark as "junk."

• Treat email attachments with caution. When receiving files from outside the company, always first save that file to your local disk and run a virus scan against it. If the file is clean, go ahead and use it.

- Don't click links in email messages. This may actually download a virus. So if you are not sure about the source, you can contact the Help Desk for assistance.

• When in doubt, give the IT Helpdesk a shout!

What to do if you are infected with Ransomware?

- Don't panic
- Don't pay
- Report the incident to the IT Helpdesk immediately.

(Continued from page 7)

The next day, Foss's project controls manager emailed the real invoice to AP and the same specific AP clerk, requesting that the invoice be processed "at your earliest." Michael Osara reached out the same day to the same clerk with a new invoice attachment and payment request.

The flurry of communications continued over the next few days, with no fewer than four different versions of the "same" invoice being received at Foss, each of them with different banking information, all in parallel with several different instances of internal requests to get the invoice paid as quickly as possible. When the payment was finally processed, it was processed using payment information from one of the fraudulently-altered invoices.

The mistake was not discovered until the vendor's CFO reached out to Foss's project controls manager to request the payment date and banking confirmation. In gathering the information to respond, Foss's



project controls manager discovered the mismatched banking information. Foss immediately contacted our bank, requesting a funds recall. Sixteen days later the bank remitted Foss the recovered money.

Our investigation of this incident uncovered many failures. Most importantly, the rush to pay the vendor resulted in manual interventions throughout the normal system processes, which then didn't allow for usual processes or for a measured approach to payment processing, and opened the door for the vendor imposter to take advantage of that

opportunity. Interestingly, while this appears to be an Internet scam on the surface, the situation did not result from a computer system vulnerability.

In the aftermath of this close call, some of the business process and control changes we have initiated are:

Confirming vendor wire information through the use of a \$5 test wire for new or changed account information.

Providing Foss-wide computer training in our tool, Halogen, about email and Internet scams.

Protecting our own customers through implementing controls to ensure that we only provide customer invoices to known, valid customer representatives.

Most importantly, instituting a stop-work obligation similar to our safety processes, so that if unusual or concerning events occur, each individual involved in the process has the authority to stop and ask about the situation.

FOSS MARITIME'S ONLINE COMMUNITY

Foss' social media community is growing at a tremendous rate. We are connecting with more and more of you, hearing from our partners, customers, employees and local community members, while getting a chance to showcase the interesting projects and great work Foss does every day.

We've received some amazing photography over the past few months. If you have photos or ideas to share you can email them to socialmedia@foss.com.

If you are on social media, please consider being part of our online community by liking us, commenting and sharing your photos and events. You can find us on Facebook, Twitter, Instagram and LinkedIn as @fossmaritime, or with the hashtags #iamfoss or #fossmaritime.



Chart Correction Service Saves ‘Ton of Time’ For Foss Deck Officers

Like many small businesses, entrepreneur **John Danly** started Ocean Charting Services as a low-budget operation in the garage of his Maryland home.

Previously, in the early 1990s, he had been in on the ground floor of the technological revolution in the marine industry. He was working for a company that produced digital charts, scanned from paper ones, mainly for recreational boaters. And he saw an opportunity to branch out into the commercial area.

Starting with an ore carrier on the Great Lakes, Danly began installing electronic chart systems on commercial vessels to supplement the paper charts they were required to carry. Then he branched out into helping his customers make the transition from LORAN systems to the much more accurate GPS.

Leaving his employer, he started his own company, devoted entirely to the commercial maritime industry, and developed customers on the Great Lakes as well as on both coasts.

But servicing hardware in distant ports became cumbersome. So when the National Oceanic and Atmospheric Administration (NOAA) in 2000 started issuing electronic charts weekly with corrections on things like light and buoy locations, Danly came up with an efficient way to get those corrections to his customers.

Today, Ocean Charting Services operates out of an office in Easton, Maryland, with seven employees there and one in Traverse City Michigan. They provide weekly chart updates for 400 commercial vessels, including 67 operated by Foss. Crowley Maritime, a major competitor of Foss, also is a customer, as are Kirby Offshore Marine and Sause Bros.

Here’s how their system works:

Danly’s company maintains a database that includes the chart



John Danly, left, is the founder and president of Ocean Charting Services. With him at the company’s Easton, Maryland, office were his manager, **Russell Stone**, and Foss Quality Assurance Manager **Jim Peschel**.

inventory of every vessel it serves. They download the NOAA charts that need correcting every week, compare those to the database and produce a sheet that identifies every vessel carrying one of the corrected charts.

“We bring up the old and the corrected charts on a screen parallel to each other, and we can see how they compare,” Danly said. “We highlight the corrected area of the chart, print out peel-and-stick changes, and the printouts get grouped together for a particular boat.”

The printouts are mailed directly to vessels or to the companies that operate them. Then mates or others responsible for chart corrections apply the stickers directly to the affected charts.

Ocean Charting Services correction system saves an enormous amount of time for crewmembers who otherwise would have to plow through the

NOAA data and execute the changes themselves.

“For example, an ocean-going tug like the *Sandra Foss* might have 200 charts and 12 that need correcting each week,” Danly said. “Every week they get a package of peel-and-stick corrections tailored just to the charts they carry.”

Foss Quality Assurance Manager **Jim Peschel**, who visited Ocean Charting Services’ offices recently, said the chart correction system has proved invaluable for Foss.

“This saves a ton of man hours typically for a deck officer on each Foss vessel,” he said.

Ocean Charting Services also makes weekly corrections for the Light List and regional Coastal Pilot guides in the form of replacement pages for binders. They also produce weekly DVDs and flash drives with the updated publications.

SAFETY CORNER | Incident Prevention Can Keep Your Life Goals from Going up in Smoke



By Al Rainsberger

Director of Health and Safety

Why is it so important to prevent incidents? Do you view incident prevention as simply a way to avoid getting hurt? Do you work safely just because you want to? Maybe you just do it because you have been told to.

Of course there are many reasons that Foss wants all employees to work safely. But everyone must have a more important reason to work safely than just because you were told to do so. They must have a personal reason. Your reason may be your family. What would they do if you were to get hurt? How about your hobbies? Would you still be able to enjoy them with a serious disability?

What you do for a living is nothing

more than a means towards a goal that you have set for yourself. That goal may be the education of your children. You may plan to buy a home or a car. Maybe your goal for now is just to make it to Friday night and go out on the town. Whatever your goals may be, they all generally tie back in some way to what you do for a living. And what you do for a living could be seriously derailed by an incident. All your goals can go up in smoke if you are injured and disabled.

Our safety programs are designed to help you reach your goals. They are not there just to make you work harder, or slower, or to meet some regulatory guidelines. Safety and

incident prevention programs are designed to protect you so that you can reach your personal goals. If an unsafe act is pointed out to you, it is done to eliminate obstacles or job hindrances and to insure that you go home safely each day.

Every time you approach a project, every time you pick up a tool, every time you start a piece of equipment or machinery, think about safety. Look for what can go wrong and eliminate that possibility before your goals come to an abrupt end.

Take safety seriously. Make it a part of your life goals.



POLAR TANKERS SAFETY FORUM *Foss safety specialists gave a presentation on the company's safety programs and initiatives and reviewed Foss safety statistics in mid-July at the eighth annual Polar Tankers Safety Forum in Bellingham, Wash. In the photo, from left, are Vance Webb and Lauren Moore of Polar Tankers, and Foss representatives, Fleet Assurance Manager Beth Smith, Health and Safety Director Al Rainsberger and Commercial Director Jeff Horst.*



Rick Wilson

ICEBREAKER IN THE TROPICS *The Foss tugs Piilani, foreground, and Mikioi assisted the U.S. Coast Guard icebreaker Healy into its berth in Honolulu in June as the ship visited the port prior to a four-month Arctic deployment. The Seattle-based ship is focusing during the deployment on the biology, chemistry and physics of the Arctic Ocean and its ecosystems, as well as performing multi-beam sonar mapping of the Extended Continental Shelf. Forty-six researchers from the National Oceanic and Atmospheric Administration and the University of Alaska were on board, in addition to the 420-foot ship's permanent crew. The ship was open for public tours during its Hawaii port visit.*

FOSS-SPONSORED ROWBOAT FINISHES TRANS-PAC RACE

Rod Mayer

A Foss-sponsored rowboat crewed by two Cal Maritime Academy graduates competed this summer in one of the world's leading human endurance challenges, the 2,400-mile Great Pacific Race from Monterey, Calif., to Honolulu, Hawaii.

Todd Bliss and **Rick Leach**, friends since attending Cal Maritime in the 1980s, completed the race in their 23-foot boat, *Row Aloha*, on July 29, in 54 days, 22 hours and 17 minutes. They were the fifth boat overall to finish, and third in the pairs class.

Bliss, who is port engineer for Foss customer Matson in Honolulu, is the Foss connection.

Foss Hawaii Director of Marine Operations **Michael "Mac" Macdonald**, said crossing the Pacific in a rowboat is an "impressive feat" that got a lot of media coverage when the race finished



Todd Bliss and **Rick Leach** underway on *Row Aloha* shortly after the start of the Great Pacific Race.

in Honolulu. The sponsorship is "good advertising for us," he said.

Bliss and Leach both took up rowing at Cal Maritime. One of their hopes is that through their participation in the race, they will raise awareness of ocean pollution.

Six crews of two people and three crews of four people, representing 11 countries, were entered in the race. Their custom-built ocean boats

contained no sails or engines and were 100 percent human powered.

Row Aloha, fully laden, weighed 1,650 pounds. Equipment included solar panels for energy, two watermakers, GPS, VHF radios and a satellite phone with internet access and parachute anchors. Safety equipment included a liferaft, lifejackets, EPIRBs and spare oars.



PIPE FOR A FIREBOAT

Welder Edward Hawthorne of subcontractor Greenberry Industrial works on a piece of piping for the second of two fireboats under construction at Foss Seattle Shipyard for the Port of Long Beach.

HEADED FOR THE PHILIPPINES *The 195-foot, twin-hulled ferry Susitna was in drydock and dockside at Foss Shipyard in Seattle during the last few months as part of a repowering project prior to its transfer to the Philippines, where it will be used by the Red Cross as a mobile clinic-hospital ship serving some of the most isolated of the 7,107 Philippine islands. Originally built as an experimental craft for the U.S. Navy, the ferry is being sold to the Philippine Red Cross by Alaska's Matanuska-Susitna Borough. Plans to use the vessel in ferry service between Point MacKenzie and Anchorage fell through, and the borough has had the vessel for sale for several years.*





Jereme Ruhl

STRONG ENOUGH FOR ICE

Workers at Foss Rainier Shipyard, above, work on the ice-strengthened bow section of the Nicole Foss, the third of three Arctic Class tugs under construction at the yard. At right is the forward section to which the bow will be attached. The twin-screw, 132-foot-long tugs are designed for operation in remote areas like eastern Russia and the Alaskan Arctic. The Nicole is due for completion next spring.



Machinery Expert, Native of Germany, Finds ‘Unlimited Possibilities’ in his Adopted Country



Tonya Todd

“The greatest influences during my childhood were both of my grandfathers, my father and mother, and my high school history teacher, who opened my eyes to the rest of the world — specifically the United States.”

– HANS KRUCK

By Hilary Reeves

In 1979, 18-year-old **Hans Kruck** bought a one-way ticket to the United States and never looked back.

Born in the Federal Republic of Germany — West Germany, as it’s more commonly known — Kruck grew up in a rural community located between the north-coast town of Bremerhaven and the larger cities of Hamburg and Hanover to the east and south. After finishing high school outside of Hanover, he began a machinist apprenticeship with concurrent schooling equivalent to a community college program in the States.

“My major was mechanical engineering with a minor in industrial electrics and electronics,” he said. “Growing up, I knew that my destiny would be in the mechanical or electrical field. Being proficient with power tools and arc welding equipment at age 12 was not something my parents had looked forward to, but they tolerated it, and

my father and grandfathers made sure I played it safe and they laid certain ground rules.”

Kruck left the country prior to full graduation for what he describes as personal reasons — among them a culture of all work and no play. His father, a civil engineer who constructed commercial high rises and bridges, had difficulty separating work from family.

“The greatest influences during my childhood were both of my grandfathers, my father and mother, and my high school history teacher, who opened my eyes to the rest of the world — specifically the United States,” he said.

Kruck landed in New York City and spent a week in a downtown Manhattan hotel, sightseeing and — most importantly — car-shopping. He found a 1969 Ford Mustang for sale in the Bronx. After a brief visit to Niagara Falls, he left New York, driving west, zigzagging from north to south.

“In Wyoming, the car needed some

mechanical work, and one thing led to another.”

Between 1979 and 1982, Kruck made his living as a ranch hand, cowboy, machinist, mud logger, and snow machine guide in Wyoming, Texas, and plenty of places in between. He spent several years as a volunteer EMT in rural Wyoming.

“Eighty miles to a hospital in either direction is a long time in an ambulance, but it was very rewarding,” he said. “Honestly, I was just trying to figure it all out.”

In the year that followed, Kruck landed a job at MSHS, Inc. in Fort Lauderdale, Florida, his entrance into the marine vessel industry. He was the small, growing service company’s eighth employee.

“I started servicing European propulsion engines and equipment on ocean-going vessels,” he said. “It was mostly very old equipment.”

Kruck worked in Florida for more than a decade, advancing from the position of service technician to service engineer, and finally service manager. He traveled most of South America, the Caribbean, and the eastern and western coasts of the United States to attend to everything from major marine casualties to routine overhauls. He also received advanced factory training from several European engine builders and equipment suppliers, and advanced training in in-place machining and line-boring of engine blocks and reduction gears, and the mechanical, optical, and laser alignment of all equipment.

“By 1994, I needed a break,” he said. “I didn’t want to follow my father’s footsteps into early

retirement.”

The following year, Kruck began work as a marine/mechanical consultant and manufacturers representative. During his five-year consultancy stint, he spent more than two years at the GE Diesel Engine and Locomotive plants in Grove City and Erie, Penn. on behalf of Deutz/MWM during the prototype and production work on GE’s new locomotive and current new marine engines. In 2000, he joined a tug company in Valdez, Alaska, where he worked as a senior port engineer and then as engineering manager.

“We maintained the Valdez Tanker Escort and Response Fleet — 10-plus tugs and eight-plus unmanned response barges,” he said.

In 2010, he joined Foss in the company’s Rainier, Ore., shipyard. Among the shipyard’s most memorable achievements in the year that followed was the new construction of the *Capt. Frank Moody*, a shallow draft tug for Delta Western in Alaska. Kruck managed the machinery installations, commissioning, and sea trials. He spent the six months between October 2011 and April 2012 in Chimbote, Peru, on a contract to help build three high-speed crew boats, as well as firefighting equipment and a generator for two newly built Panama Canal tugs.

Kruck has been back at Foss since August of 2012, helping to re-power the Tidewater *Captain Bob*, and managing all the machinery installation on the brand-new state ferry, the *Sanpoil*, and the Foss Arctic Class tugs.

“We really do build boats down

here,” he said in jest.

After his father’s early retirement due to work stress and related health issues, he and Kruck’s mother enjoyed long annual camping vacations to the United States, mostly traveling the West and Alaska, fishing and sightseeing. He died in 2011. Kruck’s mother, a homemaker and the best cook he knows, is enjoying her senior years living with his little sister in Germany and visiting Kruck every few years.

“She’ll be 80 in March, and it will be my turn to visit Germany,” he said.

Kruck said he is most proud of leaving Germany when he did. He never married, but instead is looking forward to his own retirement spent traveling the parts of the world he’s not yet been, fishing, hunting and boating, and inventing new ways to accomplish mechanical and electrical feats.

“I’ve visited all 50 states and most U.S. territories,” he concluded. “I guess I’m always just waiting for that next interesting project.”

When asked why he chose the United States as his destination all those years ago, Kruck smiled.

“When I was still in school (in Germany), there was a certain mention made of the USA that stuck with me: ‘America, das Land der unbegrenzten Möglichkeiten.’ Translated: ‘USA, the country of unlimited possibilities.’ I have found this to be very true.”



Fifteen Young People Join Foss for the Summer As Part of Company's Enhanced Internship Program

Eleven interns, eight college students and three who are still in high school, are working with the staff at Foss headquarters in Seattle and the Seattle Shipyard this summer. Four interns, two college students and two seamanship cadets are working in Southern California Marine Operations.

The Human Resources Department has enhanced the company's summer internship program as part of its stepped-up recruitment effort, in hopes that some of the young people might eventually seek full-time jobs at Foss.

The Seattle Interns in the photo:

- **Jeremy Rogers** is entering his senior year at the online Western Governors University and is studying information technology management. He is working in the Engineering Department at Foss headquarters in Seattle and lives in Edmonds, Wash. He is the brother of **Zachary Rogers**, staff naval architect.

- **Matthew Williamson** is entering his junior year at Kenyon College in Gambier, Ohio, where he is studying law and society. He is working in the Legal Department in Seattle and lives in Bothell, Wash. He is the son of **Frank Williamson**, associate general counsel.

- **Chris Schasteen** is entering his sophomore year at the University of Arizona in Tucson, where he is studying business. He is working for the Marine Transportation Division at Terminal 5 in Seattle and lives in Sammamish, Wash. He is the son of **Midea Schasteen**, senior HRIS analyst.

- **Owen Tabbutt** is entering his junior year at Seattle Preparatory School in Seattle. He is working in the Human Resources Department at Foss Headquarters in Seattle and lives in West Seattle. He is the son of **Mark Tabbutt**, chairman of Foss parent company Saltchuk.

- **Camille Mora** is entering her senior year at Holy Names Academy in Seattle. She is working in the Marine Assurance Group at Foss Headquarters in Seattle and lives in Renton, Wash. She is the cousin of **Ina Burke**, a claims adjuster at Foss headquarters.

- **Erin Demaree** is entering her junior year at Raisbeck Aviation High School in Seattle. She is working in the Engineering Department at Foss Headquarters in Seattle and lives in Seattle.

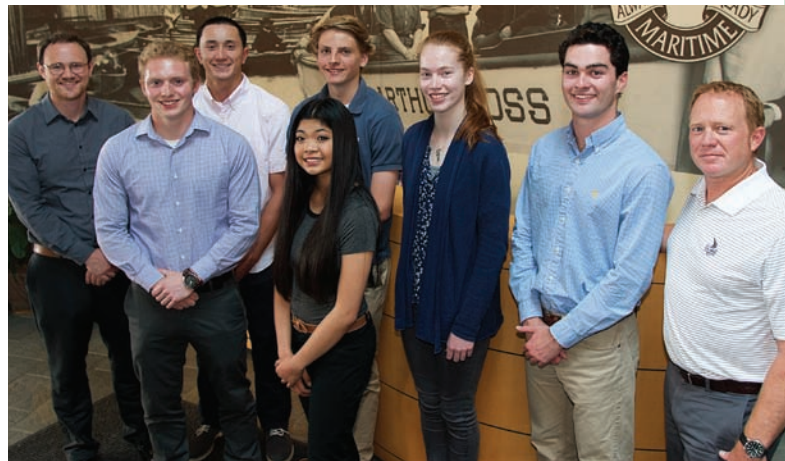
- **Jackson Foley** is entering his junior year at the University of Oregon in Eugene, where he is studying business. He is working in the Finance Department at Foss headquarters in Seattle and lives in Eugene.

Not present for the photograph:

- **Adam Crowder** is entering his sophomore year at Bellevue College in Bellevue, Wash., where he is pursuing general studies. He is working in the Information Technology Department at Foss headquarters in Seattle and lives in Issaquah, Wash. He is the son of Human Resources Vice President **Darlene Crowder**.

- **Lydia Harris** is entering her junior year at the University of Washington in Seattle where she is pursuing a degree in neurobiology. She is working in the Estimating Department at Foss Headquarters in Seattle and lives in Seattle. She is the daughter of **George Harris**, estimator project manager in the Seattle Shipyard.

- **Thomas Kourtis** is entering his sophomore year at Gonzaga University



Interns who met recently with Foss President and Chief Operating Officer **John Parrott**, right, are, from left, **Jeremy Rogers**, **Matthew Williamson**, **Chris Schasteen**, **Owen Tabbutt**, **Camille Mora** (front), **Erin Demaree** and **Jackson Foley**.

in Spokane, Wash., where he is studying engineering. He is working in the Engineering Department at Foss Headquarters in Seattle and lives in Sammamish, Wash.

- **Harrison Lee** is entering his senior year at Syracuse University in New York, where he is majoring in geography and public affairs. He is working in the Legal/Claims Department at Foss headquarters in Seattle and lives in Seattle.

The Southern California Interns:

- **Danielle Bonsky** is the daughter of **Todd Bonsky**. She is attending El Camino College in California and is in her third year studying business administration. She is an office intern in Southern California.

- **Megan Gregory**, daughter of **Bob Gregory**, regional operations manager in San Francisco. She is in her second year at William and Mary College studying anthropology and government.

- **Erick Villalobos** and **Shane Arbogast**, are cadets at Tongue Point Seamanship Academy in Astoria, Ore., and are working in Southern California marine operations.

Foss Scholarship Winners Named for 2016

Seven young men and women from four states have been named winners of the annual Foss Scholarships for children of company employees.

The winners come from Massachusetts, Washington, Hawaii and California and plan on careers ranging from law to teaching and nursing. Their parents include two tankermen, a captain, two salesmen and an information technology manager.

The winners are:

- **Ralph Coluntino** is the son of Boston-based Senior Sales Manager **Conti Coluntino**. The young Coluntino is a pre-law honors student at St. Michael's College in Burlington, Vermont, with a double major in history and political science. He works as a transportation research intern for Massachusetts U.S. Rep. Seth Moulton and former Massachusetts Govs. William Weld and Michael Dukakis. He also is a Babe Ruth League umpire.

- **Megthan Lassko** is the daughter of Pacific Northwest Capt. **Bradley Lassko**. She is a resident of Gig Harbor, Wash., and a recent graduate of Peninsula High School, where

she played varsity soccer for three years. She plans to attend Whitworth University in Spokane where she expects to major in secondary education and English and pursue studies in Christian leadership.

- **Jace Nakama** is the son of **Dean Nakama**, senior account representative at Young Brothers, Ltd., in Hawaii. He is a recent graduate of Mililani High School, where he played varsity baseball and played in the marching band. He plans to attend the University of Hawaii at Manoa to study business. After college, he plans to become an information technology consultant or an information systems manager.

- **Eliza Partika** is the daughter of **Eric Partika**, a recently retired San Francisco tankerman. A recent graduate of Benicia High School, she reads, writes for her local paper, plays the violin and sings and was involved in high school theater. She will attend the University of California, Irvine, where she plans to major in literary journalism.

- **Enid Partika** is also the daughter of retired Tankerman **Erik Partika**. She

is pursuing a degree in the science of environmental engineering at the University of California, San Diego, and hopes to work in a job that focuses on helping the environment and the world's needy people. Like her sister, she is a graduate of Benicia High School, where she ran track and was president of the Soroptimist Club.

- **Alison Tynan** is the daughter of San Francisco Tankerman **Tom Tynan**. She is a recent graduate of Windsor High School where she was a student body representative and played soccer and softball. She plans to attend Dominican University in San Rafael, Calif., where she will enter a four-year nursing program. Eventually, she hopes to earn a master's and PhD in neonatal nursing.

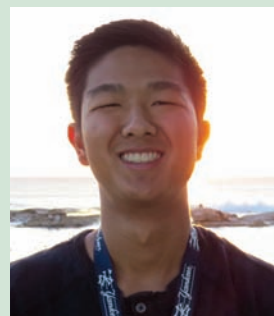
- **Violet Walsh** is the daughter of **Richard Walsh**, a senior solution architect at Foss headquarters in Seattle. She is entering her junior year at Boston University studying elementary and special education with a focus on math education. After graduation she hopes to teach first grade in a special-ed integrated classroom and pursue a master's in education.



Ralph Coluntino



Megthan Lassko



Jace Nakama



Eliza Partika



Enid Partika



Alison Tynan



Violet Walsh



GOLFING FOR CHARITY *The Towboat Invitational golf tournament at the Golf Club at Newcastle near Seattle raised \$343,250 for Virginia Mason Medical Center and the Boys and Girls Club of Southwestern Oregon on July 11. Foss employees at the event included, from left, John Marcantonio, John Parrott, Colette Lowe, Conti Coluntino, Kirstin Sandaas, Jeanne Louie, Rebekah Lay and Jeff Horst. Foss, Sause Bros. and Harley Marine Services were co-sponsors of the event*

GREAT YEAR FOR TUG SLUGGERS *The Foss Tug Sluggers softball team finished its Ballard (Seattle) Co-ed League season July 20 with a 7-4 record, losing out in the post-season tournament semi-final game to the Lab Rats by a 13-11 score. “Foss softball saw a lot of new faces on the field this year and put together a great year,” said team captain Jeanne Louie. Team members in the photograph are, kneeling from left, Mindy del Toro, Jim Peschel, Amber Thomas and Jeanne Nguyen, and, standing, Tina Wissmar, Rebekah Lay, Shelly Rieger, Martin del Toro, Jim Daley, Henry Palmer, Jeremy Ellison, Louie and Sergio Munoz. Not present for the photo were Pete Roney, Jamie Littlejohn, Debra Cobain, Kai Wood, Justin Borland and Shawna McLean.*



Ray Barkly Retired as Captain of the Arthur Foss

Capt. **Ray Barkly**, a 30-year Foss mariner who retired in 1995 as master of the tractor tug *Arthur Foss*, died July 20 at his home in Marysville, Wash. He was 82 years old and suffered from cancer.

Born in Chicago, Capt. Barkly left home and was on his own from the age of 14, working his way across the country to California with jobs in the oilfields, cleaning out air ducts and elevator shafts.

He joined the Navy at age 17,

according to his widow, Carol, who said he benefitted in the service from having food, shelter and discipline he hadn't experienced previously. After serving on the aircraft carrier USS *Antietam* in the Korean War, Barkly was discharged at the Whidbey Island Naval Air Station.

Two weeks after his discharge, he got a job at Bellingham Tug and Barge and then joined Foss as a deckhand on the *Sandra Foss* in 1966. He worked his way up to captain, finishing his

career on the *Arthur Foss*.

"He loved his job. He was determined to become a captain, and when he sat for his license he had the second highest score," his widow said. "He didn't have much education, so he had to be pretty sharp to get that license."

Following his retirement, Capt. Barkly and his wife owned pleasure boats and spent time cruising, including making two trips to Alaska.

VIGOR AT SAFECO *Ken Swingle, corporate dock master and facilities director for Vigor Industrial in Portland, took his son and a couple of friends to the Seattle Mariners game on Wednesday, July 20, courtesy of Foss. With Swingle, behind, are, from left, Ken Swingle Jr., Rebecca Wadekamper and Tyler WadeKamper. The elder Swingle said "thank you" to Foss with this photo. The Mariners beat the Chicago White Sox 6-5 with a walk-off homer by Leonys Martin in the 11th inning.*



PEOPLE NEWS

NEW EMPLOYEES

Nathan Christensen
Buyer
Seattle Corporate Office

Brittney Crawford
Naval Architect
Seattle Corporate Office

Hung Le
Financial Analyst
Seattle Shipyard

Todd Mickelson
Engineering Scheduler-Assistant
Project Manager
Seattle Corporate Office

Jenny Wright
Accounting Manager
Seattle Corporate Office

Angela Zou
Accountant
Seattle Corporate Office

PASSINGS

Ray Barkly
Captain
PNW

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customers
talk.

—FROM SATISFACTION GUARANTEED
BY BYRD BAGGETT





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ANDREW UNDOCKING *Foss Shipyard Drydock No. 3 was moved into the Lake Washington Ship Canal recently, enabling the tractor tug Andrew Foss to float out following two weeks of maintenance. The tug, in its first drydocking in five years, got a new paint job, some new piping, and underwent other routine work. Drydocks are sometimes moved into the deeper water of the canal so they can be submerged farther to accommodate deeper-draft vessels.*