



Tow Bitts




Robert Tandecki

DENISE IN THE ICE A Robert Tandecki watercolor of the *Denise Foss* towing a barge through Arctic ice floes was selected to be reproduced on the Foss holiday card and on the cover of this holiday issue of *Tow Bitts*. Tandecki's painting was one of 21 submitted in the annual Foss art competition for slots on the holiday card and company calendar. The other winning paintings are reproduced on pages 10 and 11.

A HOLIDAY MESSAGE:

LOOKING BACK ON A CHALLENGING AND EVER-CHANGING YEAR

By John Parrott
President and Chief Executive Officer

Welcome to the last edition for 2017 of *Tow Bitts*, and thank you for being part of this amazing adventure.

As we put another one into the

books, Foss and its sister companies can look back on a challenging and ever-changing year. Sometimes in focusing on what is right in front of us, running the business and taking care of our customers, it's easy to forget the special way in which we

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INSIDE



The Next Generation of Tugs

In a new-build program not unlike construction of the Dolphin Class tugs beginning in 2003, Foss and Netherlands-based Damen Shipyards are collaborating on design and construction of a new breed of assist and escort tugs. Construction is expected to begin in 2018 at Foss Rainier Shipyard.

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The Cornerstone of Safe Operations

Every Foss employee is vested with the authority to stop work if he or she sees something they believe to be unsafe, and willingness to use that authority is taking hold in the company. The crew of the *Henry Foss* invoked their stop-work responsibility recently while handling a barge in Tacoma.

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Soccer Star Represents Foss in Norway

His stardom as a professional soccer player helped propel **Ola Dybwad-Olsen** into a maritime career, representing shipping industry companies in his home country of Norway. Today, Foss is among the companies he represents, and Dybwad-Olsen says the fact that Norwegian immigrants founded Foss is a good marketing point.

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Always Safe, Ready, a Century Ago

Foss Historian **Mike Skalley** finds evidence in a tide book published in 1919 that the core values of the company have changed little. Safety and customer service were at the forefront for Foss, then as now.

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To submit articles for *Tow Bits*, please contact Bruce Sherman, editor, sherman.b@comcast.net, or Sonja Baron, coordinator of production, sbaron@foss.com. The *Tow Bits* graphic designer is Barbara Hoberecht. *Tow Bits* is published six times a year by Foss Maritime for employees, customers and friends. Changes to the *Tow Bits* mailing list should be referred to Matt Brown, (206) 381-3799 or matt@foss.com.

Foss and Damen Plan Series of 10 New Tugs to be Built at Foss Rainier Shipyard

Foss Maritime is working with Netherlands-based Damen Shipyards to build and market a next-generation escort-and-assist tug that will meet the unique environmental and operational requirements of the U.S. market.

The plan is to build a series of at least 10 tugs at the Foss Rainier, Ore., Shipyard. Damen is the world's largest designer and builder of towing vessels. The partnership with Foss will bring together the Dutch company's long history of design and construction experience with Foss' operational and shipbuilding expertise.

Foss and Damen will be refining the design of the vessel during the first part of 2018, with construction starting later in the year to deliver the first tug to Foss in 2019.

"This partnership supports our shared goals," said **John Parrott**, Foss President and CEO. "It means, we can strengthen our fleet while meeting the demands of our customers, and at the same time Damen has the opportunity

to market its innovative tug designs in the U.S."

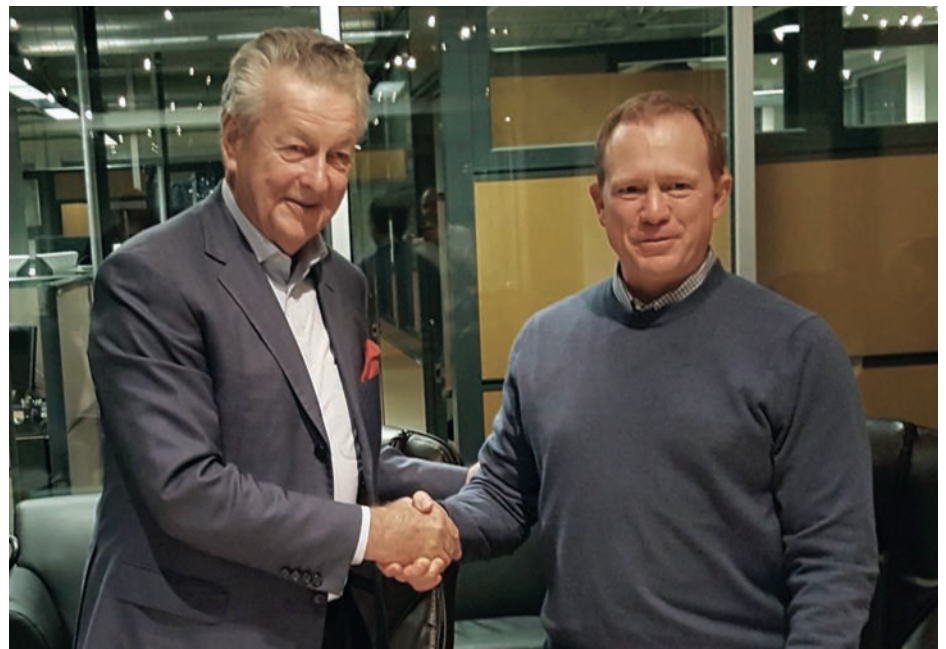
"Working with Foss will enable us to strengthen our relationship while serving the North American market with state-of-the-art, cost-effective and dependable vessels," said **Jan van Hogerwou**, Damen's vice president of new construction for North America. "We're excited about this collaboration and look forward to working closely with Foss."

Damen Shipyards Group was established in 1927 and operates 35 shipbuilding and repair yards, employing 9,000 people worldwide. Damen has delivered more than 6,000 vessels in more than 100 countries and delivers some 180 vessels annually to customers worldwide.

The Rainier yard has deep experience in towing vessel construction, having built 10 Dolphin Class tugs for Foss and its sister companies and, more recently, three

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Below are Damen Shipyards Chairman **Kommer Damen**, left and Foss President and CEO **John Parrott** at the signing of the agreement.



(Continued from page 2)

Arctic Class tugs.

Foss Chief Operating Officer **Scott Merritt** said the aim is to set up a program similar to what Foss achieved with the Dolphin Class.

“We want to build a tug that has sufficient bollard pull for larger ships in a small enough platform to be able to assist in the tight waters of Los Angeles and Long Beach, or in Tacoma’s Blair Waterway or in the tight confines of the Oakland estuary,” Merritt said. “The platform is 92-by-43 feet. Damen has designed the hull to perform well in the assist mode with high maneuverability, and also with direct and indirect steering capabilities.”

Merritt said the four new ocean tugs Foss is currently having built in Louisiana for its Young Brothers subsidiary are Damen designs, “and that started the conversation for the upcoming project.”

This is great news,” said Rainier Shipyard Director **Don Nugent**. “The



The Damen ASD 2813 escort/assist vessel, above, is rated at 6,800 horsepower with more than 90 tons of bollard pull for the U.S. market.

challenge of building these new tugs is a problem we love to have.” He said the project would provide jobs for about 25 craftsmen.



FOSS SPONSORS AWARDS BANQUET IN GREECE; HORST ADDRESSES ‘SUSTAINABILITY’ AT SHIPPING CONFERENCE

Foss reached out to key shipping industry customers in early November, sponsoring a maritime awards dinner in Piraeus, Greece, and joining a panel discussion at “The Shipping Decision Makers Forum” in that port city the next day.

Commercial Director **Jeff Horst** and Sales Manager **Conti Coluntino** represented Foss at both events, and Horst was part of the panel with the discussion topic, “Sustainable Innovation: Challenging Tradition to Create New Opportunities.”

At the Foss-sponsored Amber Award dinner, the Propeller Club of the United States recognized Greek shipping companies whose vessels had been diverted to aid mariners in distress.

Also at the meeting, the industry honored the U.S. ambassador to Greece, **Geoffrey Pyatt**, and U.S. Coast Guard Deputy Commandant **Linda Fagan**.

During the panel discussion, Horst gave a brief talk on sister company TOTE Maritime’s LNG ship construction and repowering project and addressed the skills professional mariners will need as the importance of sustainability grows.

“Everyone on the commercial and operational side of the maritime industry must have a deep knowledge of how energy is trading and trending in light of the recent fact that the United States is now the largest energy producer in the world,” Horst said. “Markets can change quickly.”



Jeff Horst, left, meeting with U.S. ambassador to Greece **Geoffrey Pyatt** in Piraeus.

The forum that included the panel discussion was organized by Navigator Shipping Consultants, which represents Foss in Greece.

A HOLIDAY MESSAGE: LOOKING BACK ON A CHALLENGING AND EVER-CHANGING YEAR

(Continued from the cover)

really serve those we touch.

We serve them safely. Sixty-five Foss vessels were recognized recently for operating for two or more years without having a crewmember involved in a lost-time accident.

Our vessels rescue others in distress, and we also aim to help people in distress. How comforting was it for the hurricane-ravaged town of Mayaguez, Puerto Rico, to have the *Ocean Constructor* and *Ocean Carrier*

providing shelter and meals as a small part of the huge relief efforts underway.

Our safety record, our rescues and the Caribbean relief effort were special accomplishments, the ones that make the pages of *Tow Bitts*, and they overshadow smaller more frequent and equally impactful examples, where the desire to serve comes first. From dispatch to drydocks, midnight emails to those underway, all tirelessly

working to take care of our customers, each other and the communities we serve.

So for all of you, customers, colleagues and friends alike, I thank you for your support, and a special holiday cheer for all of those that have in some way over the year done a little extra to help and to safely serve those that have needed our help the most.



HONG RETIRES FROM YOUNG BROTHERS, TAKES NEW POSITION IN HAWAII FOR SALTCHUK

Glenn Hong, president of Honolulu-based Foss subsidiary Young Brothers, Ltd., will retire at the end of the year and take a new position focusing on Hawaii business initiatives with Foss parent company Saltchuk.

"I've deeply valued the opportunity to serve Hawaii by maintaining and even enhancing Young Brothers' 117-plus-year legacy as the leading shipping company connecting our island state," said Hong, who will remain in Honolulu. "I look forward to pursuing a new role with Saltchuk and helping to support its family of companies in the islands."

Hong joined the Saltchuk

organization in 1999, when the company acquired Young Brothers and Hawaiian Tug & Barge from Hawaiian Electric Industries. Over the next decade, Saltchuk added Hawaii Petroleum, Minit Stop and Ohana Fuels, as well as Aloha Air Cargo.

Under Hong's leadership, Young Brothers has undergone a fleet modernization initiative to meet neighbor island cargo needs into the next generation. By the end of 2018, Young

Brothers will have made capital investment of over \$180 million in new vessels and shoreside equipment.

Last year, Young Brothers

commenced construction of four new 6,000 horsepower American-built tugs that are slated to begin service in the middle of 2018.

Saltchuk President **Tim Engle** said Hong "is not only well-regarded within our organization, he is a valued and respected member of the Hawaii business community. We are grateful for his contributions at Young Brothers and are looking forward to his new role at Saltchuk."

Foss Maritime President, **John Parrott**, recognized Hong's service and accomplishments, "We take this moment to honor Glenn for his dedication, his deep employee, community and industry relationships, and for his keen commitment to cargo services within the most water-borne dependent state in the nation. He has been steadfast in his work with the tenets of balance and justice for customers, employees and investors."



Glenn Hong



"I look forward to pursuing a new role with Saltchuk and helping to support its family of companies in the islands."

– **GLENN HONG**



Terminal 5 is a former container-handling facility, and redevelopment options are currently under consideration.

Tom Dawson

Foss Commits to Another Year at Port of Seattle's Terminal 5

Foss has extended for one year its lease on Terminal 5 at the Port of Seattle, with company officials saying the facility is a unique marine terminal that can support customer needs as well as Foss operational requirements.

In a letter accepting Foss' request to extend the lease, Northwest Seaport Alliance CEO **John Wolfe** said

his agency "wishes to express our appreciation to Foss for its success in attracting activity to Terminal 5 under the current Master License agreement; we believe this has served the interests of the maritime community, Foss and the NWSA, alike."

The port is considering development options for the former container terminal, so Wolfe said it is

unclear how long it will be available for interim maritime activities.

Foss Vice President **Paul Gallagher** said Foss "appreciates our relationship with **Scott Pattison** (NWSA senior manager, container business development) and the Northwest Seaport Alliance to use Terminal 5 for project opportunities during this redevelopment period."

SEARCH GOES ON FOR ORIGIN OF BELL; IT DIDN'T COME FROM THE ARTHUR FOSS

The Mystery of the Bell continues. But one thing is almost certain: The old bell presented to the owners of the retired tug and current museum vessel *Arthur Foss* did not come from the *Arthur Foss* after all.

"It's too small, it is stamped instead of cast, and it does not match the bell we see in photos of the *Arthur Foss*," said **Nathaniel Howe**, executive director of Northwest Seaport, the non-profit that owns the vessel that starred in the 1933 film "Tugboat Annie."

Several possibilities remain, however. The bell could have been on the tug before Foss bought it in 1929.

It was built in 1889 and originally owned by the Oregon Railway and Navigation Co.

Or it could have been on the first Foss vessel designed and built in 1914 exclusively for towing, the *Foss No. 12*, or some other early Foss vessel.

The bell was donated to Northwest Seaport by **Shannon Skinner**, whose grandmother, **Mildred Skinner Bradt**, received it as a gift when she retired from the U.S. Customs Service in 1922. Mildred Bradt told her family the bell came from "the first Foss tug" which she said (incorrectly) starred in "Tugboat Annie."

So Howe and Northwest Seaport are



The mystery bell and an accompanying letter from donor **Shannon Skinner**.

still investigating the possible origins of the mystery bell.

"In short, we're still looking into this," he said.

Foss retired the *Arthur Foss* in 1968 and donated it to the non-profit in 1970. An extensive restoration is now being planned.

SAFETY CORNER | Don't Brush off Accidents that Cause no Harm

By **Ron Sykes**

Seattle Shipyard Environmental Safety and Health Manager

Unlike a western gunfight “shoot out” at the O.K. Corral on television, serious accidents can cause real anguish and suffering so real and vivid that persons involved or nearby bystanders rarely forget the flow of blood, broken limbs, crushed bodies, or screams of pain. An accident without injury though is more like the bloodless, painless fakery of television “violence”— perhaps without real purpose in the drama, and therefore easy to forget.

In real life there is a danger in brushing off accidents that do not hurt, harm, or damage. When these accidents — or perhaps we should refer to them as near misses — happen, we should immediately run the red warning flag up the pole. Because a non-injury accident is like a 104 degree fever, it's an affirmative sign or symptom that something is wrong.

Sometimes we misdiagnose or completely fail to diagnose the symptoms of near misses, because luck or blind chance saved us from injury. We may tend to shrug it off and forget the near miss with a casual kind of ignorance. Hopefully everyone agrees that it is not a good practice to rely on luck for effective accident prevention.

One of the best ways to eliminate the likelihood of future close calls is through effective root-cause analysis and effective corrective action taken on near misses. A list of near misses can be almost endless: lack of proper machine guarding; improper maintenance or grounding of equipment; missing handrails or guardrails; poor housekeeping; improperly stored material; bumping up against a sharp object; or tripping over clutter and almost falling down. It's best to learn the real lessons from these near misses, since they are very likely to continue to occur repeatedly until an injury occurs.

A recent study found that for every

serious or disabling injury reported, there were about 10 injuries of a less serious nature, 30 property damage incidents, and about 600 incidents (near misses) with no visible injury or property damage. This study was part of the foundation for the widely accepted accident prevention theory that “increased frequency leads to severity.”

How can you help? Report each and every near-miss incident to your supervisor immediately in order to help prompt investigation and follow up actions that will reduce the potential for future near misses. Supervisors rely upon you and your fellow workers to report, as they just can't see everything.

If you are involved with or witness a near-miss incident, remember that you or your co-worker may not get a second injury-free chance to hoist that red warning flag up the pole. Do your part to help make the workplace safe for everyone involved.



Ron Sykes

SEVENTY-THREE VESSELS RECOGNIZED BY TRADE GROUP FOR SAFETY

Barry Champagne

With a combined 877 years without an accident, 73 Foss Maritime and subsidiary companies' tugs and tank barges have been recognized by The Chamber of Shipping of America (CSA) for their environmental records. CSA announced the 2017 Environmental Achievement Awards on Nov. 8, 2017, in Washington, D.C.

Foss and its sister companies have 39 vessels with 10 or more years without an environmental incident, with 11 of those vessels achieving 20+ years of environmental excellence. “This award underscores our dedication to the highest safety standards and care for the environment,” said **John Parrott**, Foss president and CEO.

“These values are an important part of our corporate culture and what our customers demand. We live, work and play on the waters and in the communities we serve, so safeguarding the environment is a core responsibility, and we take pride in it.”

The awards are open to all owners and operators of vessels that operate on oceans or inland waterways.

“These awards celebrate the dedication to environmental excellence of our seafarers and the company personnel shore-side who operate our vessels to the highest standards,” said **Kathy J. Metcalf**, president of CSA, praising the award recipients for their commitment to serving as



Foss Vice President **Susan Hayman** accepted the safety award from **Linda Fagan**, deputy commandant of the U.S. Coast Guard.

stewards of the environment.

A list of the vessels receiving the 2017 Environmental Achievement Award is posted on CSA's website, www.knowships.org. Click on “News & Events,” then “Press Releases.”

Stop-Work Authority Equates to Empowerment to do the Job Safely; Congratulations to the Crew of the Henry Foss

By Paul Hendriks

Pacific Northwest Regional
Operations Director

The systematic mitigation of risk before engaging in work is the single most important process that must be undertaken in order to assure safe operations. The primary tool, which is routinely used by our mariners when preparing to do work, and the one that everyone is most familiar with, is the JSA or Job Safety Analysis.

In this analysis hazards are identified, mitigating actions or engineered solutions are discussed, and actions are taken to eliminate identified hazards. The consistent application of this JSA process and other safety processes are important primary steps towards safe operations.

While processes are important for planning, the actual cornerstone of the execution of safe operations is the empowerment of our employees to stop work when it is not safe to proceed. This is known to our mariners as “Stop-Work Authority.”

Foss routinely delivers barge loads of material from the West Hylebos moorage area to various shoreside facilities in Tacoma. Recently, while making preparations to shift a cargo barge into one of these Tacoma terminals, crewmembers of the tug *Henry Foss* noticed significant residual cargo debris scattered along the barge walkways and throughout the areas on the barge where they would be working.

This debris presented a significant tripping hazard. Capt. **Ryan Meyer** and his crew Second Capt. **Bill Archer**, Chief **Carl Balke** and Deckhand



The crewmembers on the *Henry Foss* were, from left, Capt. **Bill Archer**, Deckhand/Engineer **Boyd Rumbaugh**, Capt. **Ryan Meyer** and Chief Engineer **Carl Balke**.

Boyd Rumbaugh called out the condition as not safe to work and made the decision to postpone the shift until the debris could be removed. They exercised their Stop-Work Authority.

Crewmembers politely asked the dock attendant to remove the debris and Capt. Meyer engaged the watchstanders at the Fleet Monitoring Center in Portland, who worked with customer management to explain the situation and resolve the problem. The customer appreciated the concern for safe operations and was obliged to remove the hazards.

Meyer said he and his crew had observed the problem with the debris several times, “and it was getting worse and worse.” He added:

“We reached a point where using

our Stop-Work Authority was the safest option to proceed with the job. The customer was very cooperative, so it was kind of a win-win situation all the way around. That was our first time to use the Stop-Work Authority and it was a very powerful tool.”

Often in the past, tug crewmembers would point out these types of hazards and leave it for management to deal with. This crew recognized that they are empowered to deal with hazardous conditions here and now, and they took the initiative to make sure the job could be done safely by utilizing Stop-Work Authority. Capt. Meyer and his crew exercised good prudent seamanship and demonstrated essential leadership in taking the initiative to assure safe operations.



“We reached a point where using our Stop-Work Authority was the safest option to proceed with the job. The customer was very cooperative, so it was kind of a win-win situation all the way around.” – **RYAN MEYER**

From Soccer to Maritime Industry Representative: Pro Sports Helped Propel Dybwad-Olsen into Business

Meet **Ola Dybwad-Olsen**, a former soccer star who represents Foss in Oslo to the Norwegian maritime industry.

In his younger years, Dybwad-Olsen was a stryker, both on national championship Division I teams in Norway and for many years on the Norwegian national team. He also played soccer for the University of Wisconsin while earning a masters degree.

“My sports career led to my name becoming well known to many people interested in sports,” said, Dybwad-Olsen, who retired from playing high-level soccer in 1980 when he was 34. “That helped to open many doors and give me a ‘free ride’ into the shipping business.”

His father was in the agency business, representing such companies as Gulf Oil in Norway, and Dybwad-Olsen took over the business when his father died in 1979. His first contact with Foss was in the early 2000’s, and after a couple of test years, he signed an agency agreement with Foss in 2005.

In addition to Foss, his company represents Crescent Towing for the U.S. East and Gulf Coasts, and Multtraship Towage in Holland and Belgium. His company also represents Chevron for Marine Lubricants. Dybwad-Olsen also is a consultant for a bunker trader/broker company called Integr8 Fuels.

One of the strong points for Foss in Norway, he said, is the fact that the company has Norwegian roots, having been founded in 1889 in Tacoma by



Dybwad-Olsen, with two young soccer players, in a photo that accompanied a recent article about him in a Norwegian soccer magazine.

Norwegian immigrants **Thea** and **Andrew Foss**.

“The film about Thea Foss was shown on Norwegian TV some years ago, and surprisingly many people here had seen it,” he said.

The fact that Foss operates in all major West Coast ports is a good selling point, Dybwad-Olsen said, adding, “Foss has a large fleet of modern tugs and is a quality provider of towage services.”

What did Dybwad-Olsen learn from his soccer years that has helped him in business? That persistency pays off.

“Be good at what you can, and stay away from things you do not command,” he said. “Humor and

a good spirit are always important. Forget the losses and negative incidents and concentrate on the positive and the things ahead. Not easy to follow up and live by, but you can try!”

“I’ve had the pleasure of working with and going on well over 100 sales meetings with Ola over the past 10 years” said **Jeff Horst**, Commercial Director for Foss Harbor Services. “Walking on the streets or into offices with Ola in Norway is like walking around Seattle with Russell Wilson. He is beloved, personable, knowledgeable and passionate about the company that bears his name. We honor our partnership.”



“Humor and a good spirit are always important. Forget the losses and negative incidents and concentrate on the positive and the things ahead.

Not easy to follow up and live by, but you can try!” – **OLA DYBWAD-OLSEN**

Lifting Sunken Containers Proves to be Tricky Salvage Job for Bay Area Crew

Foss successfully and safely completed a tricky salvage job recently on San Francisco Bay, helping to retrieve 11 containers that fell into the water from a ship during cargo operations at the Port of Oakland.

A number of the empty 40-foot boxes were filled with water and standing upright on the bottom, with their ends potentially just 10 feet below the surface. That made navigating in the area dangerous for the Foss tug *America*, which draws 19 feet.

Making the job even more challenging was the fact that a few of the containers were leaning against the hull of the ship.

“The terminal didn’t really have a plan, and we told them we wouldn’t do anything that was unsafe,” said Bay Area Port Capt. **Michael Erwin**. “So Capts. **Eric Weber** and **Jim Pascucci** along with Engineer **Will Combs** and Deckhand **Dave Hoyt** held a pre-job conference and job safety analysis dockside with the other parties involved and got a plan together and went to work.”

A small boat surveyed the area to ensure that the *America* could navigate



The tug *America* stands by as a dockside crane lifts a sunken container onto the pier.

safely through the maze of containers. Divers then attached the *America*'s tow hawser to each box, enabling the tug to carefully pull them onto their sides and drag them one-by-one along the bottom to a crane on the pier.

The captains on the *America* had to position each box very close to the apron of the dock in order to stay within the dock crane's lifting capacity. A diver then cut vent holes into the top of the boxes to allow the air to escape

and water to quickly equalize, and the crane hoisted them onto the dock.

Erwin gave the captains and crew credit for safely executing the job, and he said the port was pleased with the outcome.

“Several other vendors were involved, but the terminal manager said Foss was definitely the star of the show,” Erwin said. “We got out there, got the job done, and everybody was happy with how the whole thing went.”

SUNRISE ON THE WILLAMETTE

Dawn gave way to a brilliant sunrise in this photo shot from Foss headquarters in Portland recently by Customer Service Representative Andrew Van Curen. The span in the background is the St. Johns Bridge over the Willamette River.



Twenty-One Paintings Submitted For Spots on Calendar, Holiday Card

Maritime Artist **Robert Tandecki** of Sumner, Wash., landed the coveted spot on the Foss holiday card for what is believed to be the eighth time with a watercolor of the *Denise Foss* in the Arctic, one of 21 paintings submitted in the annual Foss art contest.

The artists vie to have their work reproduced on the holiday card and in the Foss calendar, with one painting assigned to each month. All of this year's entrants were from the Pacific Northwest, and their paintings depicted Foss tugs escorting tankers,

assisting containerships, towing barges and performing other work.

Tandecki's painting has the *Denise Foss* towing a barge through Arctic ice, with a polar bear and its cub on an ice floe in the foreground.

Tandecki, 69, is known for his



January, Steve Mayo, *Marshall Foss*



February, Paul R. Daneker, *Red Dog*



March, James R. Williamson, *Barbara Foss Assisting MATSS Barge*



April, Coral A. Lehtinen, *Making Ready the Tow*



May, Karla F. Fowler, *Moving Under the Megler Bridge*



June, Ron Snowden, *Henry Foss Assisting Tanker at Port of Tacoma*

winter scenes, and says he's always loved cold weather, though less so as he as aged.

"Last year, they had the tugs going to the Arctic and that got my wheels turning," he said of the inspiration for the painting. "I also like to paint polar

bears, even though I've been to the Arctic and never have seen one. I've just seen them in the zoo."

Tandecki said that in addition to his holiday cards, he's had paintings in the calendar about 20 times since the mid-1980s.



Robert Tandecki with his winning painting.



July, Charles Fawcett, Aloha



August, Sally Ohlsen, At Home



September, John H. Christensen, Push to Start



October, Austin A. Dwyer, Even with Just this Much Visibility ... We're Ready!



November, Austin A. Dwyer, Michele Foss, Born to Lead



December, Steve Hu, Outsized ... Never Outclassed

‘Head and Gut’ Trawler Fleet Buoy Seattle Shipyard Business

The Foss Seattle Shipyard continues to do a brisk, seasonal business with what is known as the “Head and Gut Fleet,” a group of about a dozen trawlers that harvest flatfish and cod from Alaska’s Bering Sea.

Bill Sage of the shipyard’s sales team said the vessels, owned by seven companies, range from about 140 to 220 feet in length and carry crews of 25 to 45 people. They fish by dragging nets along the bottom, bringing in 30 to 60 tons per haul, and they process and freeze the fish on board.

“They come to us because of our expertise,” said Sage, who worked in the fishing industry for many years before joining Foss. “We can do what I call full service. We have a great outside machine shop, a fantastic paint crew that gives a good bang for the buck, experienced shipwrights and electricians.”

Sage said work on the vessels includes steel replacement and repair, sandblasting and painting, maintaining rudder, steering, electrical and propulsion systems and installing equipment.



The *Alaska Spirit*, one of the “Head and Gut” trawlers, in drydock at Foss Shipyard.

The 2018 fishing season for the fleet will begin on Jan. 20. They will lay up in May or June and then fish until reaching their quotas in October or November.

Sage said Foss has one of the last remaining smaller, full-service

shipyards, and it has worked with the Head and Gut owners for many years.

“They sometimes find it difficult to go into a big yard and be treated well,” he said. “With us, there’s a trust factor.”

SHOWING THE BRAND AT MARINE EXPO *Foss Shipyard Project Controls Coordinator Luba Babadzhanov, center, and Shipyard Director Jon Hie, right, chatted with Mark Houghton in November at the Foss booth at the Pacific Marine Expo trade show in Seattle. Houghton, who formerly managed Foss Rainier Shipyard, is currently a Vancouver, B.C.,-based consultant whose specialties include engineering and technical expertise on hulls and machinery for tugs, barges and ships.*



Truck Driver and Intellectual, this Foss Employee is a Man of Many Homegrown Skills and Talents

Eccentric? If you use that word to describe **Dennis Hicklin**, he asks that you also describe him as “eclectic.”

Hicklin drives delivery trucks for the Foss department that stores and handles parts and supplies for Foss vessels and the shipyard in Seattle. He also helps manage the department’s administrative work, including making sure it is in compliance with state and federal regulations.

How unusual or eccentric Hicklin is in his free time is a matter of opinion, but his eclectic nature is a matter of fact.

“He is a wonderfully artistic and deeply intellectual man,” said **Linda Holden Givens**, a senior IT business analyst at Foss and a friend of Hicklin. “I cannot say enough about him. He is so diverse in his knowledge of just about everything. For example, music, history, philosophy, etc.”

But this is also a man who has an old aircraft fuselage disguised as a sunflower planter in his front yard in Seattle’s Fremont district and a 1946 model International fire truck in his driveway. Larger-than-life photos of Albert Einstein and Marilyn Monroe flank his front door.

“They were two of the most influential people on the planet, one from the male and one from the female side,” Hicklin said. “People stop by our house and ask about this stuff all the time. We’re just having fun. We’re old-school hippies.”

Hicklin, 64, grew up in Atwater,

Calif., the son of a wrecking yard operator, so he’s always been into machinery. Their home was near Castle Air Force Base, and he always has been an aviation buff too. (Among his many skills, he is a graphic artist and sold brightly colored tee-shirts at the Oshkosh, Wis., Airshow for many years.)

After getting out of the Army, where he worked as an oral surgery technician, he went through a marine engineering program at Seattle Central Community College’s maritime school and then joined Whitney Fidalgo Seafoods in Naknek on Bristol Bay as an assistant port engineer.

Later with Peninsula Seafoods, he combined his love of aviation with his mechanical ability to help support a DC-3 fleet used to fly fresh seafood from King Salmon, Alaska, to Kodiak.

Back in Seattle, he drove for Ballard Hardware and Ballard Transfer before joining Foss.

“I’ve only been here for five years, but I’ve been coming to Foss for 20 years,” Hicklin said.

He knows about all kinds of music, which is the source of his connection with Holden Givens, who is from a well-known musical family and whose grandfather has been credited with introducing jazz to Seattle.

“I’ve turned her on to some stuff she’s never heard of,” Hicklin said.

He’s also a self-described poet. “I have a strange, uncanny ability to write poetry,” he explained, noting that he often writes about people he knows.



Dennis Hicklin, wearing a lab coat he decorated with graphics and wore in the quirky Seattle Solstice parade.

“If you can tell a story about someone and let it rhyme, it’s kind of fun, especially when you give it to them.”

Although he is a man of obvious intellect, Hicklin said he has no regrets about not graduating from college, because if he’d done that, he probably wouldn’t have done what he’s done.

“I’ve lived the most incredibly charmed life that you could ever imagine,” he said. “I’ve been like a monkey swinging from one branch to the next, but never knowing whether the next branch will be there.”



“He is a wonderfully artistic and deeply intellectual man, I cannot say enough about him. He is so diverse in his knowledge of just about everything. For example, music, history, philosophy, etc.” – **LINDA HOLDEN GIVENS**

After a 26-year Coast Guard Career, Rob Nakama is Transitioning to Foss and the Civilian World

By Hilary Reeves

Just two weeks after accepting the U.S. Coast Guard's congratulations on a military career spanning almost three decades, **Rob Nakama** drove from Washington D.C. to Seattle to join Foss Maritime as the company's Manager, Contingency Planning and Emergency Response.

"I've been in the military for the majority of my life; the transition has been surreal," he said. "After 26 years of service, actually wearing different clothing each work day has taken some time to adapt," he laughed.

Nakama was born in Hawaii, growing up on the island of Maui as the son of a taro farmer who worked for the Aloha Poi Factory. His stepfather served in the Coast Guard, moving the family to North Carolina when Nakama was 10, and then back to Hawaii during his high school years.

"I grew up around many Coast Guardsmen, and I was able to see some of the missions they performed," he said. "I loved the life and it was then that I knew I wanted to serve in the Coast Guard."

At the age of 17, Nakama enlisted while a senior in high school. In 1990, two days after graduation, he arrived in Cape May, New Jersey, for bootcamp. His first assignment: aboard the *USCGC Cowslip*, a seagoing buoytender homeported in Portsmouth, Virginia. He served on "Deck Force" and was part of a team responsible for the maintenance and repair of navigational buoys and lights. He advanced to Seaman, assumed the role of "leading seaman," and then eventually as a Fireman when he decided to become a Coast Guard Electrician's Mate. While on ship, the crew also conducted law enforcement and search & rescue missions.



Rob Nakama

"Some of my most vivid memories of the Coast Guard are of search-and-rescue missions," he said. "I can still recall a wife pleading on the marine radio whose husband was incapacitated, their vessel severely damaged by hurricane-force winds in the mid-Atlantic. It would take the *Cowslip* about one full day to get to the vessel. The woman kept on a communication schedule, and each time, her voice was desperate: 'Help, Coast Guard. Get here as fast as you can.' When we arrived, the sailboat was still floating, but it was in shambles."

After advancing to Electrician's Mate Second Class, Nakama decided to exit active duty and return home to Hawaii as a member of the Coast Guard Reserve. He was subsequently selected for officer candidate training, went back on active duty and was promoted up through the ranks to Lieutenant, serving in the Atlantic Area Marine Safety Division's Marine Environmental Response Branch. "A few of my duties were assisting

in the creation and management of the Coast Guard's Redeployment Assistance & Inspection Detachment, a program responsible for hazardous material inspections in the Middle East in support of Operation Iraqi Freedom, and providing logistical support to the Coast Guard's Incident Management Assist Team" he said. Additional assignments included Alaska, twice in New Orleans during the recovery efforts for hurricanes Katrina and Isaac, and at Coast Guard Headquarters in Washington, D.C. during Deepwater Horizon. Nakama wrapped up his career as a Lieutenant Commander in 2016, after 26 years of service. His last assignment was as Team Lead for the Coast Guard's Exercise Support Division in Washington, D.C.

Nakama has an associate's degree, a bachelor's degree and two master's degrees, one in quality systems management and a second in health science, with a specialization in emergency and disaster management.

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He is a Certified Emergency Manager, Master Exercise Practitioner and a NIMS Type 2 Planning Section Chief.

At Foss, he is responsible for compliance with federal, state and international oil spill response, prevention and contingency-plan requirements for all company and subsidiary vessels, and the fueling facility in Portland, Oregon. Nakama's other responsibilities include maintaining the response readiness of Foss employees through drills, exercises and annual deck officer training.

"What I really like most about my position is the continual learning of regulatory requirements from an industry perspective," he said. "I'm now on the 'other side' of the table. What I most desire is to help my Foss family to provide continued optimal service to our employees



Nakama at Arisjan, a United States Army installation in Kuwait.

and customers."

Nakama's wife is also from Hawaii, and the couple has an adult daughter, who lives on Oahu, and two sons attending school.

"We're adapting well to the rain

and the winters in Seattle," Nakama laughed. "I think our duty station in Juneau helped."



REGULAR CARGO SERVICE RETURNS TO BELLINGHAM

The tugs *Wedell Foss*, foreground, and *Marshall Foss* assisted as the Bellingham Shipping Terminal received its first regular cargo shipment in 17 years in early October. Port officials hailed the arrival of the 590-foot cargo ship *MV Diana Bolten* and said significant investments had been made in the facility to bring back waterfront jobs that were lost when *Georgia-Pacific* shut down its Bellingham pulp and paper mill in 2007.

Credit/Port of Bellingham



Cal Maritime Grad Heading to Sea After Spending the Summer with Foss in Alaska

After what he described as a “great season” with Foss at Red Dog in the Alaskan Arctic, recent California Maritime Academy graduate **Aaron Danao** is preparing to continue his maritime career by going to sea.

Danao went to Cal Maritime on a Lund Scholarship, set up to launch Ketchikan residents into maritime careers. He hooked up with Red Dog Manager **Jay Schram** through the parent of one of his classmates and was hired as a dispatcher.

“I learned a lot of stuff up there about managing, time management and working with different kinds of people,” said Danao. “It was especially good to be with Foss, a very well known company. All the people I worked with were very professional, knew what they were doing, and were very experienced.”

Danao’s interest in the maritime industry grew from his job on a charter yacht in Southeast Alaska the summer before his senior year at Ketchikan High School. He said he loved being on the water, experiencing boat life, “and seeing a lot of things while I was working there.”

So he applied for the Lund Scholarship, established through a privately funded endowment for anyone who attended Ketchikan schools to have access to maritime training and education.

“The Lund Fund was created as a direct result of our longstanding effort to promote local hire of Alaskans for U.S.-flag maritime employment,” said **Richard Berkowitz**, Director of Operations for the Transportation



Aaron Danao

Institute, a non-profit organization dedicated to maritime research, education and promotion.

He said **Mark Tabbutt** helped to support the Alaskan-hire initiative that resulted in the Lund Fund. Tabbutt, currently chairman of Foss parent company Saltchuk, was running TOTE’s Anchorage operations at the time. TOTE also provided some initial funding for the effort.

The endowment generates income of about \$150,000 per year, according

to Berkowitz.

Danao, who is aiming to go to sea as a third mate through the Masters Mates & Pilots Union, said the Lund fund provided him with a full scholarship for all four years at Cal Maritime.

“I was really lucky and fortunate to have it,” he said. “Without the scholarship I probably wouldn’t have been able to attend Cal Maritime and probably wouldn’t be in the industry today.”

2018

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Foss: Always Safe and Always Ready Today and a Century Ago

By Mike Skalley

As Foss Maritime Company moves into the new calendar year of 2018 with its continued emphasis on safety and customer service, it is interesting to note the same core values were in place 99 years ago with the founding family at the helm.

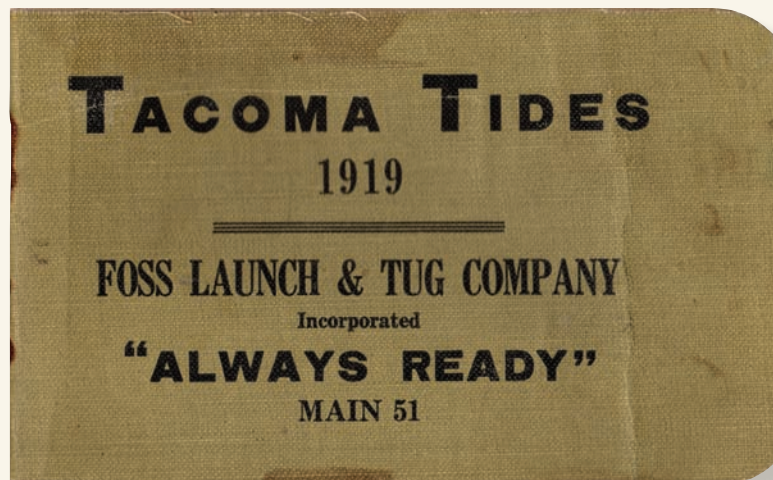
As the new year of 1919 was ushered in, **Andrew Foss** was the president with his eldest son **Arthur Foss** in the position of company treasurer looking after collections, payables and purchasing. Andrew's youngest son, **Henry**, was the company secretary looking after customer quotations, and the operations of the tugs and barges. Middle son, **Wedell** was in the U.S. Navy at the time and involved in the fighting of World War I. A close relative to the Foss family, **Fred Berg**

was vice president and looked after the dispatching and crewing of the tugs and launches.

Late in 1918 the first annual pocket sized Foss Tacoma Tide Book was printed and distributed to customers and all employees for the upcoming year 1919. At the bottom of each page there are meaningful sayings designed for the Foss crews, office staff and customers. Some of the sayings are thoughts or ideals to pursue for the upcoming year of 1919.

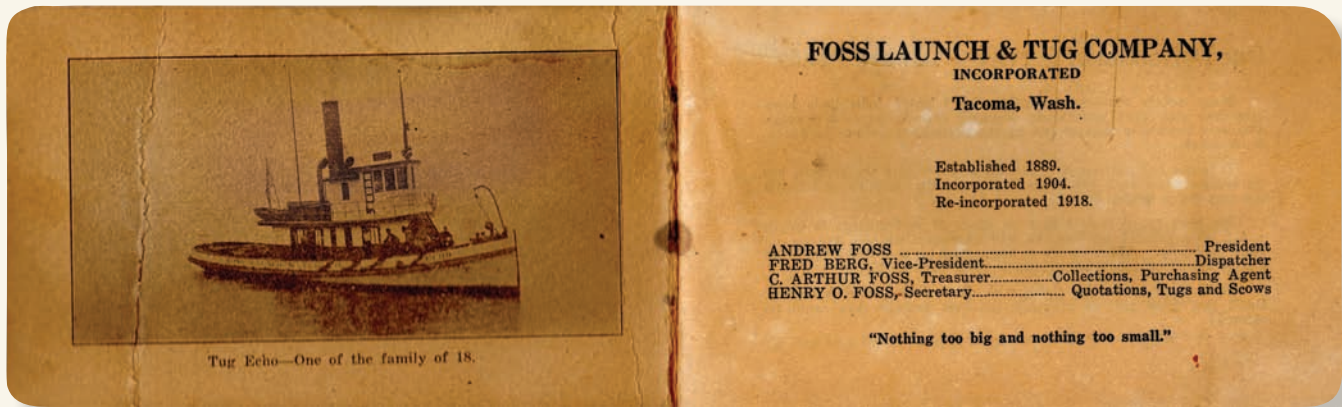
The introduction to the Tide Book is the Foss family's definition of service — "Always Ready."

The following few sentences further explain the family thinking: *(Continued on page 18)*



The cover of the 1919 Tide Book.

Late in 1918 the first annual pocket sized **Foss Tacoma Tide Book** was printed and distributed to customers and all employees for the upcoming year 1919. At the bottom of each page there are meaningful sayings designed for the Foss crews, office staff and customers. Some of the sayings are thoughts or ideals to pursue for the upcoming year of 1919.



The inside cover of the 1919 Tide Book..

There are too many sayings throughout the book to include in this short article, but suffice it to say whether it be in the arena of safety, marketing or customer relations, nothing has changed in the concepts that Foss and its employees abide by 99 years later.

(Continued from page 17)

Many scholars and otherwise talented individuals have scratched their gray matter and solemnly defined the term “service.” The trouble is that so few of the definitions define — or agree, to be exact. It is not our purpose to enter into the contest, but we believe there is a better way to settle the question and that’s the way we’re headed. We have heard it said that an ounce of performance is worth a ton of argument, so we suggest you try us on your next job. Whether it’s a log tow or a cargo move we’ll make our performance prove our claims to your satisfaction. We’ll perform the job right, with dispatch and at a fair price. Don’t you think this is probably the best answer that could be offered?

The headliner on the page prior to the beginning of the tides is entitled, “**You Don’t Care.**” Seems a very strange heading, doesn’t it. Well, read further...

In a way you don’t care about our equipment, the scows, the row boats, the docks, our workmen, office force, etc., and yet it is important to know that everything is included that is likely to be required in serving you properly.

Following this paragraph is the list of the equipment,

including 18 tugs, 40 scows, 50 rowboats and launches, one floating derrick, modern carpenter shop, machine shop and finally 70 skilled workmen.

The Tacoma tides by month for 1919 follow over the next several pages. At the midpoint of the year, two pages are devoted to a photograph of the Foss fleet of launches and tugs taken at the Foss headquarters in August of 1918.

There are too many sayings throughout the book to include in this short article, but suffice it to say whether it be in the arena of safety, marketing or customer relations, nothing has changed in the concepts that Foss and its employees abide by 99 years later. Included below are some of the highlights:

Let this idea instill itself in your mind: Better safe than sorry! Vigilance – Care – Promptitude. Three words but a single thought, when used, the best accident preventive.

A very unique phrase just before the January tides is directed to the crews of the tugs and launches:

Get ready fellows, It looks like a busy year!

Beginning with the January tides there is a repeated



The center spread of the 1919 tides book.

“Safe Service – Always Ready”. How close that is to our current motto of “Always Safe – Always Ready.” We are simply taking a page out of what has been the philosophy of the Foss organization for all these years.

phrase on the left hand page for every month. It is highlighted in bold print for all to see clearly. Very simply it reads, “Safe Service – Always Ready.” How close that is to our current motto of “Always Safe – Always Ready.” We are simply taking a page out of what has been the philosophy of the Foss organization for all these years.

There is a comment in the February tide page, directed to the shoreside staff, (and remember this is written in late 1918!)

The modern businessman does something more than look out for himself. He looks after his customers' interests as carefully as he looks after his own, and the broader his experience in business the more carefully will he safeguard his customers.

Today, in the 21st century we talk about team effort for gaining results. For the June tide page in 1919, the comment reads:

Results are always as sure as sunshine in the organization where everybody says “we” instead of “I.”

Later in the June tables the comments read:

The satisfaction of being able to look every one of our

customers in the eye will be our constant inspiration.

How about the November tides safety comment:

It is better to take pains in preventing accidents than to suffer pains as a result of them.

And finally the last page of the Tide Book, in large bold print, states;

*Principal causes of accidents are: **INATTENTION, THOUGHTLESSNESS, UNDUE HASTE, RECKLESSNESS, CARELESSNESS!***

This article is a bit different from the normal historical stories on our tug and tows of the past, but it is so fitting in today's heightened awareness of safety and customer service. These concepts are not new, as evidenced by the 1919 Tide Book. Let us keep them in the forefront as we move into the new year of 2018.

Editor's Note: Mike Skalley is the retired billing manager of Foss and is the company historian. He has written several books about the company.





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Russ Read, Port of Seattle

NIGHT LIGHTS AT PIER 90 *The sparkling lights on Foss tugs punctuate the night sky at Pier 90, the company's home dock on Elliott Bay in Seattle. The bow-out tugs in the foreground are, from left, the Nicole Foss, Stacey Foss, Drew Foss and Delta Lindsey.*