



# Tow Bitts



Craig Alness

**NICOLE HAS A HOUSE** The pilothouse was lowered by a crane onto the Arctic Class tug *Nicole Foss* Jan. 19 at Foss Rainier Shipyard on the Columbia River in Oregon, bringing the tug close to completion. Christening is scheduled for June. The *Nicole* is the third of three in the class being built at the yard. The ice-strengthened, ocean-going tugs are 132 feet long and rated at 7,300 horsepower. Photos of the Rainier team and the launching of the hull appear on page 16.

## FOSS COMPLETES MANAGEMENT TRANSITION

**John Parrott** assumed the role of president and CEO of Foss Maritime on Jan. 1 after successfully completing a four-month transition announced last July. Parrott joined Foss in January 2016 as chief operating officer; in August 2016 he assumed the role of

president from retiring president and CEO **Paul Stevens**.

“We’re fortunate to have such experienced maritime professionals and leaders within our companies,” said **Tim Engle**, president of Saltchuk, Foss’ parent company.

*(Continued on page 4)*

INSIDE



**Icy Anchorage**

Cook Inlet and the Port of Anchorage have been coping with the heaviest ice in years, prompting the Coast Guard to implement operating restrictions and creating challenges for Foss subsidiary Cook Inlet Tug & Barge and its customers.

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**A Day in the Life**

*Tow Bitts* joined the enhanced tractor tug *Lindsey Foss* for an assist and escort of the tanker *Polar Enterprise* from Anacortes to the Strait of Juan de Fuca. Photographer Paula Porosky's photo essay paints a picture of a day in the life of the tug and its crew.

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**Meet Foss CFO Kirstin Sandaas**

Adventure is the common thread woven throughout the career of Foss Chief Financial Officer **Kirstin Sandaas**, one of the few female top executives in the Saltchuk organization.

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**What is the Maritime Industry?**

That was the question posed to Manson, Wash., high schoolers by Foss retiree **Norm Manly** before he gave a group of them a tour of Foss Shipyard, the Seattle Maritime Academy and other high points recently.

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Paul Stevens: A Legacy of Safety and Trust

By **John Parrott**  
President and CEO



John Parrott

We held a retirement party on Jan. 12 for **Paul Stevens**, whom I have succeeded as president and CEO of Foss. I'm not sure we should really call it retirement for a guy that was back on the phone the next day as a senior vice president of our parent company, Saltchuk.

The party on the Seattle waterfront was full of laughter, some tears, stories and a group that just would not call it quits at the end of the night. It was capped off by the arrival of the tugs *Garth Foss* and *Lindsey Foss*, which put on a show of their own. From the opening waltz (I didn't know tugs could do that so gracefully), to the closing curtains of water from their monitors, the show had folks pressed to the windows watching in awe. I want to thank the crews of both boats for this very fitting tribute to the man who has led Foss over the past decade.

Paul leaves Foss with an incredible track record, much of it commemorated at the event. He was presented with a plaque bearing the half hulls of the three tug classes he sponsored, the Dolphins, the Arctic tugs and the newer Young Brothers Kapena tugs. The existence of the tug classes in our fleet, and the gift itself, represent solid proof of his imprint on our future. Other gifts — books for Paul and his wife, **Barbara**, to read to their grandchildren and travel accessories for the road ahead — were given with much thought from those that have worked closest to him.

This speaks to other impacts Paul has made, beyond what can be physically seen or touched. In particular I reference ideologies and values that Paul has left with us, and it is our job to carry them forward. I could make a huge list and yet will focus on just two, safety and management trust.

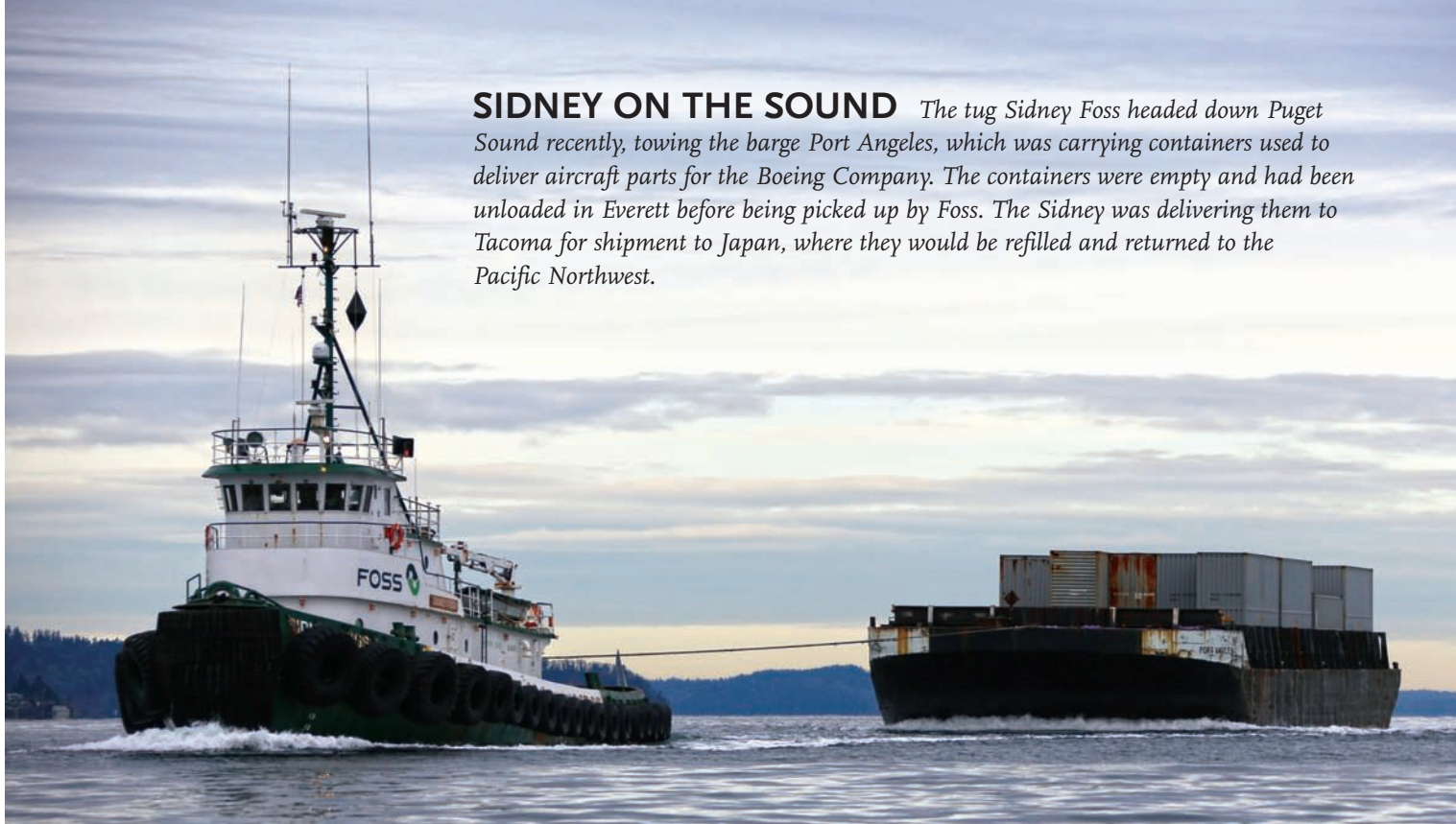
On his watch Foss witnessed epic improvements in its safety programs. This is reflected not only in our safety record, but something more enduring — our culture. We have moved from a company that *speaks* safety to one that *believes* safety, that *values* safety above all other traits in our organization. This is huge and will leave an indelible impression.

Paul is a leader who has trusted and given authority to those around him. He trusted that they would make the right decisions for their groups and for the good of Foss. In the years ahead we will strive to continue this practice by pushing the culture of personal authority and trust well down into the organization. It will now be our job to carry this legacy of safety and trust into the future.

For me, as I reflect on my time knowing and working with Paul, I will miss the laughter the most. Through the ups and downs, at the end of a stressful conversation or difficult decision Paul understood the importance of humor, the lift in one's step that laughter brings.

Thank you, Paul, for your service to us all. Please know, that like so many in our long history, you will always be part of the Foss Maritime family.

“...We have moved from a company that *speaks* safety to one that *believes* safety, that *values* safety above all other traits in our organization.” – **JOHN PARROTT**



**SIDNEY ON THE SOUND** *The tug Sidney Foss headed down Puget Sound recently, towing the barge Port Angeles, which was carrying containers used to deliver aircraft parts for the Boeing Company. The containers were empty and had been unloaded in Everett before being picked up by Foss. The Sidney was delivering them to Tacoma for shipment to Japan, where they would be refilled and returned to the Pacific Northwest.*

Jan's Marine Photography

## PUGET SOUND AREA SHIPYARDS SIGN PACT WITH OSHA THAT AIMS TO IMPROVE THE SAFETY OF WORKERS

A trade association representing Foss Shipyard and other ship repair and construction yards on Puget Sound has renewed an alliance with the federal Occupational Safety and Health Administration (OSHA) that aims to promote worker safety.

Foss Director of Health and Safety **Al Rainsberger**, who is president of the Puget Sound Shipbuilders Association (PSSA), and OSHA Bellevue (Wash.) Area Director **Jacob Ewer** signed the agreement Jan. 20 at the quarterly PSSA meeting.

Rainsberger said the alliance was originally formed in 2007 as “a collaboration between PSSA and OSHA to promote safe working conditions, best practices, and to help safety professionals keep up with safety-oriented technological advances.”

Historically, Rainsberger said, OSHA was perceived as an enforcement and compliance agency, but over the last few years has taken a more collaborative approach.

“We have a great amount of knowledge in what we do in our industry and OSHA has knowledge of the regulations,” Rainsberger said. “At the end of the day, when we put our heads together on how these regulations are interpreted, we hope to be compliant and have our people working safely.”

Ewer noted, “Renewal of this alliance will allow OSHA and the PSSA to continue combining resources to get effective workplace safety and health messages out to shipyard employees and supervisors.

“Information, training and guidance in safe work practices and employee/employer rights and responsibilities under the law will help reduce the number of fatalities and injuries that occur in this industry.”

Under the five-year alliance agreement, PSSA and OSHA agree to share information on safety and health, develop and implement training and education programs and improve communication.



Foss Director of Safety and Health **Al Rainsberger**, left, and OSHA Bellevue (Wash.) Area Director **Jacob Ewer** after they signed a pact between the federal agency and area shipyards.

Rainsberger said OSHA has similar agreements with other industry groups around the country.

“At the end of the day...we hope to be compliant and have our people working safely.”

– **AL RAINSBERGER**

## MANAGEMENT TRANSITION:

*Continued from the cover*

“John’s contributions at TOTE Maritime and his 28 years of experience both on the water and shoreside give him a unique perspective that has served us well. I am truly excited to see John lead Foss as it continues to innovate and deliver on its promise of safe, reliable service to our customers.”

Parrott completed a “listening tour” in early 2016, which included visiting Foss employees at work throughout the company. He visited with mariners on workboats in the Gulf of Alaska, California, Hawaii and Washington and craftspeople building and repairing ships at Foss’ Seattle and Rainier, Ore., shipyards. Parrott began the year with a focus on enhancing communication and efficiency at the 127-year-old company.

“It’s a great honor to lead Foss and work with the talented and dedicated maritime professionals who make it such an amazing company,” said Parrott. “We have an exciting road ahead of us.”

On January 1, upon retirement from Foss, Stevens transitioned to a new role at Saltchuk’s corporate



Foss President and CEO **John Parrott** leads a toast for **Paul Stevens**, whom he is succeeding, at Stevens’ retirement party Jan. 12 at the Edgewater Inn on the Seattle waterfront. In the photo below, Stevens displays his copy of “Suffy the Tugboat,” one of many gifts presented to the outgoing executive at the party. Stevens is moving to Foss parent company Saltchuk, as senior vice president and managing director.



home office. As senior vice president and managing director, Stevens will support various strategic initiatives currently underway and will help support Saltchuk’s growth activities.



## SAFETY CORNER | Will You Say Something if You See a Risky Situation?

*By Al Rainsberger*

Director of Health and Safety

According to research, there is a disconnect between employees’ understanding of the role safety plays and how it impacts satisfaction at work.

Only half (55 percent) of employees feel comfortable pointing out potentially unsafe behavior to both their peers and superiors; however a majority (64 percent) would appreciate if they were told they were doing

something potentially unsafe.

Of particular concern, a large percentage (52 percent) likely would not feel obligated to intervene if they saw an unsafe act and a significant percentage (36 and 38 percent) would not appreciate or actually would be offended if they were told they were doing something potentially unsafe.

These survey results point to the fact that if employees are not comfortable talking about safety and helping their colleagues be safe in the workplace, it likely will limit the effectiveness of many safety

programs, such as incident reporting, injury and illness prevention and job safety analysis — all critical programs to manage.

These survey results highlight just how important safety is to the workforce and the gaps in creating truly effective programs that promote intervention when an unsafe act takes place.

If any Foss employee witnesses a co-worker in a potentially at risk situation will you say something?

It might save a life.





## SUNRISE ON COMMENCEMENT BAY

*With a gorgeous sunrise and the profile of Mount Rainier in the background, the tractor tug Wedell Foss was working in the barge storage area of Commencement Bay near Tacoma on Jan. 26.*

Chris Mack Jr.

## POUNDING THROUGH A STORM

*The enhanced tractor tug Garth Foss pounded through the waves during a recent storm that swept through North Puget Sound. The Garth and its sister, the Lindsey Foss, are 132 feet long, rated at 8,000 horsepower, and are used primarily for tanker escorts and assists to and from north sound refineries.*





Cook Inlet tugs performing ice escort out of the Port of Anchorage for a fuel barge.

Jordan May

## Port of Anchorage Clogged with Ice; Conditions Reported Worst in Many Years

A stationary Arctic high-pressure system stretching from Siberia to central Alaska packed the Port of Anchorage with the worst ice in years beginning in early December, creating ever-growing operating challenges for Foss subsidiary Cook Inlet Tug & Barge and its customers.

“Today it’s 3 degrees and tomorrow it’s supposed to be 15 below,” Cook Inlet Operations Manager **Jim Van Wormer** said in late January. “I haven’t seen the inlet like this in a number of years, and there are no indications that the weather will let up. The port is really clogged with ice, like it used to be in the mid- to late-80s.”

In early December as a result of the ice, the Coast Guard began phasing in operating restrictions on commercial vessels. Those restrictions were imposed earlier and have been

in effect much longer than in a normal year. In the 2015-2016 winter, for example, ice restrictions weren’t ordered until February and were in effect for only a couple of weeks.

Under the restrictions, many deep-draft ships, primarily foreign-flag vessels, are required to stop in Homer for a Coast Guard inspection before entering Cook Inlet to make sure they are ice-worthy. In addition, ships transiting the ice must file voyage plans with the Coast Guard, and tug operators must follow special, industry-developed guidelines when escorting fuel barges through the ice.

Van Wormer said the ice in Cook Inlet and the Port of Anchorage ranges from skim ice to about a foot thick, with much more of the latter. He said that Cook Inlet’s tugs, which are ice-strengthened, had experienced no

ice-related breakdowns.

“And our crews are well-skilled in dealing with ice,” he said. “But it’s not easy on anybody.”

As for customers, Van Wormer said the ice can pack in against a pier, making berthing their ships challenging.

“If you come alongside to berth a ship while this ice is packed against the dock, it won’t work because the ice won’t compress,” Van Wormer explained. “Sometimes the tugs will position the nose of the ship near the dock, then get a tug between the dock and the ship, and use the tug’s propeller wash to shove that ice out of the berth.”

He described the ice conditions as “a double edged sword.”

“It’s good for business, but it’s hard on everybody,” Van Wormer said.

“Sometimes the tugs will position the nose of the ship near the dock, then get a tug between the dock and the ship, and use the tug’s propeller wash to shove that ice out of the berth.” – **JIM VAN WORMER**

## HATS OFF TO THE RIGGERS

*Marine operations managers tipped their hats to Foss Seattle Shipyard riggers over the holiday, crediting them with a quick installation of a new generator on the enhanced tractor tug Garth Foss. The starboard generator went down two days before Christmas at 9 p.m. as the tug approached Pier 90 in Seattle, and the riggers had the new unit installed and the tug fully operational in just over 24 hours. Shown pulling out the old generator is James Fox. The hands in the foreground belong to Joe Kroll. "Despite the difficulty with coordinating a job like this on a holiday; the riggers did a fantastic job, quickly and safely," said Pacific Northwest Port Captain Joe LeCato.*



## FOSS SURVIVES PORTLAND SNOWSTORM

A storm dumped a foot of snow on Portland in early January, forcing Foss headquarters there to operate on an emergency generator for a day and slowing down shipping traffic because of clogged rail corridors.

**Paul Hendriks**, Pacific Northwest marine operations director, said the snowfall was the most in Portland in perhaps 20 years.

"But it just snowed," he said. "There were no big winds or anything."

He said Foss was well prepared on the marine side and crewed vessels accordingly. The company experienced no incidents as a result of the storm.

"It was a bit inconvenient for people to get to work," Hendriks said, "but they did."

**Chris Wolf**, director of Fleet Operations Support Services, credited Hendriks plus **Dan Eddleston** and **Jim Crowley** of the Fleet Monitoring and



**Dan Eddleston**, manager, fleet monitoring and support services in California, shoveled snow at Foss headquarters after the storm. Eddleston was in Portland to help oversee the opening of the new customer service center there.

Support Services team with helping Foss get through the storm.

"During the inclement weather event Dan, Jim, Paul and our IT team did a great job of executing a business continuity response to assure we met the needs of our internal and external customers," Wolf said.

"Dan, Jim, Paul and our IT team did a great job of executing a business continuity response to assure we met the needs of our internal and external customers." – **CHRIS WOLF**

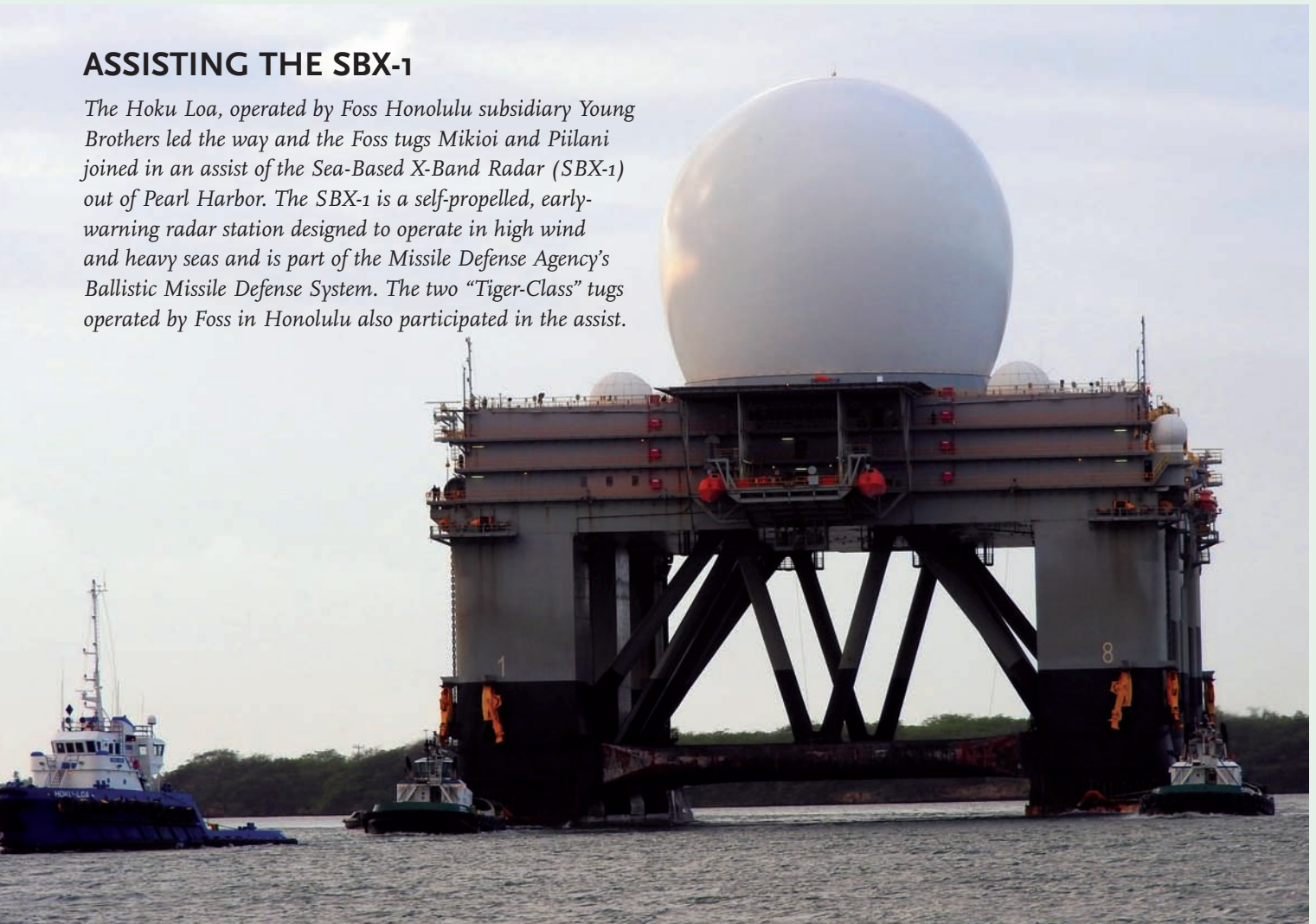


Photos by Rick Wilson

**CALIFORNIA'S LARGEST DRYDOCK** *The Barbara Foss temporarily held a 950-foot floating drydock under tow off the west coast of the Hawaiian Island of Oahu recently. The drydock and the tug Terasea Eagle were on the way from China to San Diego, and the Barbara took over while the long-distance tug went into Honolulu for fuel and stores. The drydock, delivered to BAE Systems Ship Repair, is the largest floating drydock in California. Members of the Barbara's crew were Capt. **Justin Earl**, First Mate **Glenn McVickers**, Second Mate **Eric Grosshans**, Chief Engineer **Gary Davis**, Able Seaman **David McCollough** and Able Seaman/Cook **Gary Trupiano**.*

## ASSISTING THE SBX-1

*The Hoku Loa, operated by Foss Honolulu subsidiary Young Brothers led the way and the Foss tugs Mikioi and Piilani joined in an assist of the Sea-Based X-Band Radar (SBX-1) out of Pearl Harbor. The SBX-1 is a self-propelled, early-warning radar station designed to operate in high wind and heavy seas and is part of the Missile Defense Agency's Ballistic Missile Defense System. The two "Tiger-Class" tugs operated by Foss in Honolulu also participated in the assist.*







**MISSILE DEFENSE TOW** *The Barbara Foss departed in late January from Pearl Harbor with the MATSS barge (Manned Barge Supporting Missile Defense). The tug and its tow were on a mission of several weeks to the northwest Hawaiian Islands.*

**TALL SHIP BACK IN HONOLULU** *The Foss tugs Mikioi and Piilani assisted the Japanese training ship Nippon Maru into Pier 19 at the Port of Honolulu in late December. The ship, which makes goodwill stops during its training voyages, is a four-masted barquentine, 371 feet long and with a beam of 43 feet. It carries 111 cadets and 60 crew and officers.*



Photos by Paula Porosky

Puget Sound Pilot **Edmund Marmol** leaves the *Lindsey Foss*, boarding the *Polar Enterprise* to guide it from the anchorage to Buoy “R” in the Strait of Juan De Fuca.

## A Day in the Life of the Lindsey Foss

*Tow Bitts* joined the *Lindsey Foss* and its crew during the recent assist and escort of the tanker *Polar Enterprise* from the Anacortes anchorage to Buoy

“R” near Port Angeles, where Puget Sound Pilots and tug escorts leave the big tankers. The *Lindsey Foss* is one of two “enhanced tractor tugs” operated by

the company, the other being the *Garth Foss*. The tugs, which are 132 feet long and rated at 8,000 horsepower, are the Foss’ most powerful harbor tugs. Polar Tankers is a major customer of Foss.

Deckhands **David Castner**, left, and **Jason Hudkins**, with the *Polar Enterprise* in the background.



Second Capt. **Gary Sorensen** at the helm as the *Lindsey Foss* escorts the tanker to open water.



Photo at far left: *Lindsey Foss* First Capt. **Dave Corrie**.  
Photo at left: *Lindsey Foss* Chief Engineer **Dan Krolow**.



Pulling away from the *Polar Enterprise* after the assist.



**SHIPS BERTHING AT TERMINAL 5** *The Foss-managed Terminal 5 at the Port of Seattle provided temporary moorage recently for the retired Matson container ship Lurline, inset, and for the Military Sealift Command ship USNS Sgt. Matej Kocak. Foss was helping owner Matson prepare the Lurline for a tow through the Panama Canal to a scrap yard. The crew of the Sgt. Matej Kocak planned to do some electrical work on the 820-foot ship while it was moored at the terminal.*



**TORCHING THE PROP** *The Manson pusher tug Gladys M was in drydock at Foss shipyard recently for maintenance work. In the photo above, Machinist Chris Corgain gets ready to heat up the propeller hub, enabling removal of the propeller from its shaft. Beside him is Machinist John Stasiak.*



## FERRY AT FOSS SHIPYARD

*The Washington state ferry Elwha pulled into Foss shipyard on Jan. 23 for five to six weeks of work, including replacing steel plates at both ends of the car deck where loading ramps cause wear and tear. The yard also was to replace fire sprinkler piping and other work. To the left of the ferry, bearing the Foss logo, is the ore barge Kivalina. The Elwha is 382 feet long and has a capacity of 144 vehicles and 2,000 passengers.*



## IVER FOSS HEADED TO SOUTH PACIFIC

The tug *Iver Foss* is set to tow a barge load of building materials and construction equipment to a military base on Wake Island in the South Pacific beginning in March.

The customer is Brice

Environmental, based in Fairbanks, Alaska, which specializes in environmental engineering, consulting and construction services.

Foss Assistant Marine Transportation Port Capt. **Henry**

**Palmer** said the tow will originate in Seattle and the round trip will take about 65 days. The ocean-going tug *Iver Foss* is 92 feet long and rated at 2,400 horsepower.

# Traveler and Foss CFO Kirstin Sandaas Has Seen Much of the World While Pursuing Challenging Career

By Hilary Reeves

**Kirstin Sandaas** has had three very different segments in her career: taxes, toothbrushes, and tugboats, and, underlying it all, a love of travel. During an extended trip around South Africa in 2013, the Foss CFO wrote,

“True Adventurers is what a woman living in a very remote part of the Central Kalahari Desert called us. I guess it is all a matter of perspective. I would have called her an adventurer before considering calling myself one.”

Nevertheless, adventure is the common thread woven throughout the career path of one of the few top female executives within Saltchuk companies, a thread Sandaas hopes will inspire women throughout the family of companies. Sandaas grew up in Bellevue, Wash. While earning her undergraduate degree from the University of Washington, she drove a truck, delivering ice to retail outlets.

“I physically moved about 2,000 pounds of ice every day I worked — both loading and unloading the truck, while accounting for all of the inventory, by hand. That was my first taste of both how business worked, as well as how difficult it can be for a woman to operate in the business world. Grocery store management was hugely male dominated. The store managers were mostly men, as were the department heads, while most of the check-out stands (which tend to be entry-level jobs) were run by women. I was amazed by this, as well as by the chauvinism I encountered when the store managers met me and learned that I was delivering their ice, not a man.

“Many times they would ask me

where the driver was and look at me in shock when I told them that it was me.”

After earning an undergraduate degree in business from the University of Washington, Sandaas did “what most accounting students do” and went to work for a big public accounting firm, Arthur Andersen. After a couple of years at Arthur Andersen, she had the opportunity to move to Guam.



Sandaas and Stevens stand in the entry way to Foss' headquarters in Seattle. Tonya Todd

“I worked in public accounting while I was there, but I also saw the location as an opportunity to travel to Asia,” Sandaas said. “When I returned to Seattle, I deliberately structured the next job so that I could work for 10 months every year and travel for the other two. During that time I saw mainland China, Thailand, Nepal, Eastern Africa, a bit of Europe, and Australia. I was traveling on a budget, so I frequently found myself in challenging situations. As a result, I had to figure out how to buy things, use public transportation, and eat without speaking the language and without a deep knowledge of the culture. It taught me to observe people and be sensitive to body

language. I think that those experiences really helped me better understand people’s motivations. It helped me navigate many of the issues that I encounter in my job today.” “Beyond the skills that I learned while traveling, without someone taking an active interest and a personal stake in my advancement, my career would likely not have led to the job that I have today,” she explained.

Sandaas left public accounting in the mid-90s to go to work for Optiva, the maker of the Sonicare toothbrush. “I joined the company at an exciting time. The product was one of **Oprah Winfrey’s** ‘Favorite Things’ that year. The use of sonic technology in managing oral health was a new concept, and we were changing people’s lives for the better.” The company grew through the decade, expanding internationally from 200 to 700 employees.

“In the finance department, we had a variety of liquidity transactions, including filing for an IPO, two major financial restructurings, a system implementation, expansion into the European markets, and, finally, a sale to Philips Electronics. I played a role in each of those activities. The experience was essentially an on-the-job MBA,” she explained.

After the sale to Philips, Sandaas said it was clear that the business was going to change significantly and it was likely her role would be eliminated, so she started looking around and found Saltchuk.

“My first day on the job was March 19, 2001, which was also

Mark Tabbutt's first day as president of Saltchuk," she recalled. "He held an all-Saltchuk lunch — there were about 10 of us — to discuss his role and where he saw the company going. At that time the company had about \$650 million in gross revenue and he had big plans."

Sandaas worked as Saltchuk's director of accounting for more than a year before transitioning to the position of director of finance at Sea Coast. In May of 2004, she moved to the Marine Resources Group, the prior holding company for the now Foss tug and barge businesses, working for Paul Stevens as the group controller. In 2007, she was promoted to CFO.

"During my time in this role, I helped consolidate benefit plans, freeze pension plans, implement common job descriptions and pay grades, consolidate accounting/finance and IT functions to a

shared service, implement SAP as our ERP system and ADP as our single payroll system, establish common internal controls, and, most recently, consolidate purchasing functions and processes," she said.

Sandaas said she believes an essential component to the executive career path for anyone, but women in particular, is sponsorship.

"Sponsorship is when a leader sees talent in a junior-level person and provides a significant opportunity to them, either through a promotion or a meaningful project," she said. "Sponsorship is very different than mentorship. Mentorship is advice received from someone, either internal or external, who may not have

a personal vested interest in the person they mentor. Sponsorship involves a leader taking personal risk on someone that they see has talent, in order to develop them."

Sandaas said two people in particular took personal risks to provide her with career opportunities: Mike Stull, then CFO of Optiva, and Paul Stevens, then CEO of Foss.

"Mike took many risks that gave me tremendous opportunities in the three



In 2013, Sandaas and two friends traveled throughout South Africa by small plane.

years that I worked for him. One good example was having me run the entire due diligence and disclosure schedules supporting the purchase and sale agreement when we sold the company to Philips Electronics. At that time my title was tax manager, and we had a corporate controller who might have been the obvious choice to manage that effort. The opportunity allowed me to see the inner workings of the deal, both from inside the boardroom and inside the various departments in the company. It gave me a perspective on how financial transactions work, structurally, financially and, most importantly, the impact on the people, all of which

has been invaluable later in my career.

For Stevens, Sandaas said, the risk was even greater.

"He challenged me to think about ways that we could consolidate all of the Foss accounting processes into one financial system," she said. "In considering the alternatives to achieve that, he and I essentially transformed the Foss business from one in which we had many small companies working independently to a unified whole,

with a single ERP system, common controls, and consistent processes. Without a doubt, (Stevens) promoting me to CFO was a career-making move for me. And, the risk that he took on me, with a promotion from director of finance of a \$40 million subsidiary to a (at that time) \$250 million holding company, was substantial."

The tremendous opportunities extended to Sandaas during her career prompted her participation in the founding of the Saltchuk Women's Leadership Initiative in 2009.

"It's well-documented that diverse organizations are more profitable, innovative, and generally better places to work," Sandaas concluded. "We're working to make sure the SWLI benefits all Saltchuk companies and all employees. A cross company focus on recruitment, retention and development of talent, not just female talent, is good news for everyone."

*Editor's Note: This profile was adapted from an article originally published in 2014 on PeopleofSaltchuk.com*



## NICOLE FOSS LAUNCHING

*The Rainier Shipyard team posed with the Arctic Class tug Nicole Foss before it was rolled out of its construction shed in mid-December. In the photo below, Mount Hood provided a backdrop as the brand new tug's hull was launched from a drydock in Vancouver, Wash., in late December. A photo of the subsequent placement of the pilothouse on the tug appears on the cover of this issue of Tow Bitts.*

Photos: Craig Alness





# Tankerman Harold Presswood ‘Set the Tone’ for Company Mariners

One day he was wearing Chevron’s blue and white and the next day he was wearing the Foss green and white.

That was just over 20 years ago. Tankerman **Harold Presswood** made the switch to Foss when the two companies formed what has become known as the “Chevron Alliance,” and Foss took over Chevron’s inland fleet of tugs and oil barges.

The son of a Chevron deep-sea captain, Presswood started with the company’s ocean fleet in 1969 as an ordinary seaman after graduating from high school and progressed through the ranks to become an able seaman and then a bosun.

He tired of going to sea and joined the San Francisco Bay-based inland fleet of tugs and barges in 1989. Presswood retired in December as one of Foss’ senior tankermen.

**Matt Barrett**, tankbarge manager in the Bay Area, said Presswood would be sorely missed.

“He set the tone within the company for being a professional mariner,” Barrett said. “He never sacrificed anything for safety, and he was very hard working and dependable.”

Presswood said he is enjoying his



**Harold Presswood**, at work on a Bay Area bunkering barge in 2007.

retirement, spending time with his five grandchildren, going to sporting events and walking four-to-five miles a day. He and his wife, **Christie**, live in Chico, northern California.

What did he like about his job?

“Up until the last day, I still got the adrenaline rush pumping oil —

it was still exciting,” he declared.

“I really enjoyed meeting the different nationalities on the ships, talking with them about their different cultures. And nothing was the same every day.”



## FORTY-TWO YEARS AT FOSS

*Co-workers held a get-together recently for **Arnie Backman**, stores foreman, at the Ewing Street warehouse in Seattle.*

*Backman was celebrating his 42nd Anniversary at Foss, where he started in 1974. In the photo, from left, are **Chuck Chriss**, shipping and returns, **Ron Cochran**, receiving, Backman, **Andy Lindbo**, warehouse, **Mike Beder**, stores counter, and **Joe LeCato**, Pacific Northwest port captain. A highlight at the gathering was a New York-style cheesecake with strawberry sauce from the Metropolitan Grill in Seattle.*



# Foss Retiree Introduces High School Kids to Industry Careers With a Tour of Shipyard, Maritime Academy

By Norm Manly

What is the Maritime Industry?

That was the opening question asked by yours truly, a community volunteer who retired in 2006 after 42 years at Foss, to over 50 Manson High School students during presentations in November.

Teacher **Kevin Amsden's** shop and leadership classroom was buzzing with nautical talk as I told the students of many careers both on the water and shoreside in support of the vessels at sea.

The presentation was designed to “open the eyes” of students to amazing and high-paying jobs in the maritime industry. I told the girls in the class that every job I was going to talk about was available to them, and that it's no longer a “man's world” at sea. The presentation was also designed to prepare students for a trip to Seattle Dec. 2 where they would be immersed in the maritime industry.

Six Manson students, Amsden, myself and driver **Jorge Valencia** made the trip. The first stop was Foss Shipyard, in Seattle. Port Engineer **Jack Mulvaney** and Shipyard Safety Officer **Ron Sykes** issued hard hats to the group and Sykes provided tips on safety while pointing to the company motto, “Always Ready – Always Safe.”

The kids eyes widened as they passed a storage yard filled with huge stainless steel propellers, much larger than any of the students had ever seen. Then they fixed their eyes on the two giant barges used in the Red Dog Mine project above the Arctic Circle, the largest floating steam crane in the USA and the first “Tractor Tug” built in North America, *Wedell Foss*.

Next, Sykes and Mulvaney brought the students to an area where Foss was building a fireboat for the Port of Long Beach. This vessel is 108 feet long and can shoot 41,000 gallons of water per minute through ten nozzles



From left, at Foss Shipyard, were Foss retiree **Norm Manly**, **Ben Charlton**, **Cody Krumm**, **Cody Amsden**, **Sam Mendoza**, **Jorge Valencia**, **Zach Serafini**, Teacher **Kevin Amsden** and **Misael Montes**.

and named *Vigilance*. It was due to be completed in late February.

Students also got a look at the Machine Shop, which houses one of eight trades that work at Foss. Sykes talked about the process of gaining experience and training to work in a shipyard. All positions in the shipyard are well-paying jobs with great benefits.

The tour ended aboard the *Stacey Foss*, a 3,000 horsepower ocean going tug that had just returned from a long voyage. On the stern deck of the *Stacey* students learned how the tug hooked up for a tow with its double drum towing winch. Students went down a ladder into the engine room, stood between the two impressive 1,500 HP Electro-Motive Drive (EMD) diesel engines and learned from Chief Engineer Jack Mulvaney what it was like to work there.

Back up the ladder they entered the galley and staterooms, where the crewmembers spend time while not on watch. Then one more ladder to the wheelhouse where all the action takes

place. Radios, radars, computers and more gadgets than one could imagine were stuffed into the little space. Students got a bird's eye view of what it was like to run a tugboat.

Each student was given a Foss baseball cap and memories they will talk about when back home.

The group also saw Fishermen's Terminal, home of one of the largest fishing fleets in the country and stopped at the Ballard Locks before taking a tour of Seattle Maritime Academy. They learned about deck and engineering programs offered at the school.

The highlight of the tour was the academy's full-bridge simulator, where the students had an opportunity to drive an imaginary tug around the Seattle harbor.

*Editor's Note: Norm Manly started at Foss as a deckhand in 1964 and retired in 2006 as marine personnel supervisor. He was the founder of the Seattle-based Youth Maritime Training Association and in 2004 was named winner of the prestigious Puget Sound Maritime Achievement Award.*



Alex Otero

**A JOB NEARLY DONE** *The second of two fireboats Foss is building for the Port of Long Beach was rolled a short distance from its construction shed into drydock on dollies in preparation for launching recently at Foss Seattle Shipyard. The vessel is nearly complete and is scheduled for completion at the end of February. The first of the 108-foot, state-of-the-art boats was delivered in November 2015.*

## PEOPLE NEWS

### NEW EMPLOYEES

**Antonio Anderson**  
Watchstander CSR

**Samuel Diedrick**  
LNG Tankerman  
Florida LNG Project

**Tracy Huntley**  
Accounts Payable Manager

**Rachelle Kraeger**  
Accountant Clerk III

**Mathew Rhoads**  
Desktop Support CSR

**Marjorie Zoretic**  
Manager, Tankbarge Operations  
Florida LNG Project

### TRANSFERS

**Daniel Aurella**  
LNG Tankerman  
Florida LNG Project  
from Southern California

**Alex Fairchild**  
LNG Tankerman  
Florida LNG Project  
from Southern California





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Russ Read, Port of Seattle

**SNOWY SEATTLE** *The tugs Richard Foss (left) and Sidney Foss, in the foreground, and the Corbin Foss, background, were covered with a dusting of snow at Seattle's Pier 90 after an early February storm. Anchorage and Portland also had their share of winter weather. Stories on pages 6 and 7.*