



Tow Bitts



Don Wilson, Port of Seattle

PAC STAR ON PARADE The Foss tractor tug *Pacific Star* executed a spin move as it cruised along the Seattle waterfront May 10 during the annual workboat parade held as part of the Vigor Seattle Maritime Festival. The 98-foot escort/assist tug was built at Martinac Shipbuilding in Tacoma and is rated at 6,610 horsepower.

RESCUE TUG TOWS POWERLESS FREIGHTER TO SAFETY

The tug *Jeffrey Foss*, stationed in Neah Bay as Washington's Emergency Rescue Towing Vessel, (ERTV), went after a cargo ship that lost power in the Strait of Juan de Fuca on May 19 and safely towed it 54 miles to Port Angeles.

Foss Capt. **Bill Archer** estimated

that the ship, which was seven miles off Neah Bay, could have been aground in about seven hours had the *Jeffrey* not responded to its distress call. But Archer said that in spite of losing both electrical and propulsion power, the ship had the capability to drop anchor.

(Continued on page 5.)

INSIDE

Tow Bitts

Rescue in the Strait

The *Jeffrey Foss* went on its first real rescue mission in almost two years on May 19, safely aiding a cargo ship that lost power in the Strait of Juan de Fuca. The tug, stationed in Neah Bay, is Washington's Emergency Rescue Towing Vessel.

Cover

Recognition for Safety

Foss Maritime's emphasis on the safety of its people has outsiders taking notice again. The company during the spring pulled in awards from its parent company, Saltchuk, the Pacific Maritime Association and the Chamber of Shipping of America.

Pages 3 and 4

Sister Company Profile

Sea Star Line's roots date back to 1985 when a company called Sea Barge began service between Florida and Puerto Rico. Today, owned by Saltchuk, the company operates two cargo ships and is building two new ones.

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Foss During the Depression and War Years

Moving staples that customers needed in spite of the economy, Foss continued to grow during the depression. And during World War II, a number of tugs and crews served in the Pacific Theater. This article is the third in a series commemorating Foss Maritime's 125th anniversary.

Pages 10 and 11

Starting their Maritime Careers

Cadets **Tanner Lippincott** and **Sean Russell** have enthusiastically started their careers in the maritime industry as Foss-sponsored cadets in the Workboat Mate Program at Pacific Maritime Institute in Seattle.

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Capt. Ray Crowley Remembered

Capt. **Charles "Ray" Crowley** served as captain of both the *Andrew Foss* and *Lindsey Foss* on Puget Sound and was the oldest living member of a family that has seen four generations working at the company.

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Reflecting on our Safety Culture

By *Paul Stevens*
President and CEO

The 125th anniversary of the founding of Foss has us thinking about the solid culture that the company and its people have built over the decades.



Paul Stevens

The two most important components of that culture are embodied in our company motto: "Always Safe. Always Ready."

There's a reason that the "safe" piece of that motto is first. Safety is paramount in everything we do at Foss. Our employees know well our aim to have them go home at the end of the working day in as good or better condition as when they arrived.

So it should come as no surprise that we take pride in recent honors presented to our employees for safe performance on the job.

In late May, the Chamber of Shipping of America presented awards to 73 Foss vessels for going at least two years without a lost-time injury.

At a risk managers conference held earlier in May by our parent

company, Saltchuk, three Foss groups were recognized for experiencing no lost-time injuries in 2013: Marine Transportation, Harbor Services and AMNAV's shipyard

group. Harbor Services received a second award for having the most improved lost-time injury rate among Saltchuk operating companies.

In March, our Line Services group, which ties up ships and tends their lines at Puget Sound ports, received awards from the Pacific Maritime Association for experiencing zero incidents in 2013 and for accident prevention.

(Articles about these awards appear on pages 3 and 4 of *Tow Bitts*.)

It is gratifying to us that others are taking notice of the emphasis we place on safety, an emphasis that our customers demand and our employees deserve. And make no mistake, we won't let up.

The two most important components of that culture are embodied in our company motto:

"Always Safe. Always Ready."

— PAUL STEVENS



To submit articles for *Tow Bitts*, please contact Bruce Sherman, editor, sherman.b@comcast.net, or Tina Wissmar, coordinator of production, tina@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 Colleen Liman, (206) 281-3988 or colleen@foss.com.

Everett Deal Terminated, but Resumption of Talks Possible

Foss parent company Saltchuk and Kimberly-Clark have terminated a purchase-and-sale agreement on a property in Everett, Wash., that could have become a new home for Foss Shipyard and the Foss Puget Sound operations base.

Foss President and CEO **Paul**

Stevens said, “Both parties worked very hard, but were unable to agree on the allocation of risks and responsibilities related to certain environmental conditions, soil stability and seismic concerns as they related to the property’s proposed use.”

He added that Saltchuk remains interested in the property and is open to the possibility of resuming negotiations in the future.

Kimberly-Clark and its predecessors operated paper, pulp and tissue mills at the 66-acre site from 1931-2012.

SALTCHUK AWARDS

Foss recently received four 2013 safety awards from parent company Saltchuk. The awards, presented at the company’s annual risk managers conference in Seattle, went to the Marine Transportation group for zero lost-time incidents, Harbor Services for zero lost-time incidents and most improved lost-time incident rate, and to AMNAV Shipyard for zero lost time incidents. In the photo, Foss Director of Health and Safety **Al Rainsberger** accepts the Marine Transportation award from Saltchuk President **Tim Engle**.



SAFETY TROPHIES FOR LINE-SERVICES GROUP

Foss Line Service Manager **Brian Goodwin** displays two safety trophies presented to his group at the 66th annual Pacific Maritime Association Safety Awards Banquet held recently in Seattle. The coastwide awards were for experiencing zero incidents in 2013, plus a second-place award for accident prevention. “These awards wouldn’t be possible without the leadership of our line superintendents, constantly keeping safety in mind and keeping the workplace safe out on the docks,” Goodwin said. The superintendents are **Dan Kerege**, **Dan Ryles** and **Mel Cordova**.

SAFETY CORNER | Keeping Our Safety Culture Going

By Al Rainsberger
Director of Health and Safety

The Foss safety culture is embodied in the many ways safety is managed on our vessels, in the shops, and in our offices. The culture is reflected in the attitudes, beliefs, perceptions and values that we all share in relation to safety.

The related concept of “safety climate” represents our shared beliefs about how safety behaviors are recognized and supported. As the culture grows it tends to have us perform our tasks naturally with safety automatically a part of the job at hand.

In a strong safety culture, people commit to personal responsibility for safety; act to preserve, enhance and

communicate safety concerns; strive to actively learn, adapt and modify their actions based on lessons learned from previous jobs; and strive to be proud of these values.

A positive safety culture is also characterized by communications founded on mutual trust, by shared perceptions of the importance of safety and by confidence in the efficacy of preventive measures.

Think of it as “the way we typically do things at Foss.” This relates to a full range of safety-critical behaviors from the wearing of PPE (or not), the quality and delivery of our Job Safety Analysis — or the seriousness with which safety is discussed at safety meetings.

The Foss safety culture also engrains our expectations — what we

expect for the outcome of a job done safely or what we expect of ourselves to assure that we work safely and avoid injuries.

We have seen our safety culture evolve and grow over the past few years, and that shows in the reduction of injuries. The most important thing about our safety culture is that it is never idle. We need to keep it going with the daily communications and interactions with our co-workers.

Let’s continue the successful growth of our safety culture.



Al Rainsberger



SAFETY HONORS FROM TRADE GROUP

Seventy-Three Foss vessels were honored by the Chamber of Shipping of America for going at least two years without a lost-time injury. **Susan Hayman**, Foss vice president, health, safety, quality and environment and external affairs, accepted the Jones F. Devlin awards at a luncheon May 29 in New Orleans. With her are CSA Chairman **Bruce Fernie**, left, and Vice Chairman **Richard Russell**.

RESCUE TUG TOWS POWERLESS FREIGHTER TO SAFETY

(Continued from the cover)

The 650-foot ship was outbound, carrying lumber and other cargo when it lost power.

Archer said Foss dispatchers in Seattle contacted the *Jeffrey Foss* about the stranded ship at 12:35 p.m., and the tug was underway at 12:50 p.m. It arrived at the ship at 1:30 p.m., discussed the tow plan with the ship's crew, and the tug and tow were underway for Port Angeles at 1:40 p.m.

"We were pretty quick," the captain said, noting that the seas were flat calm.

Because the ship was in the Strait, as opposed to the ocean, the *Jeffrey's* crew deployed a soft line to tow the ship and shackled it to the tug's tow wire. The ship's crewmembers, with no powered winches, were able to pull the light, soft line to the deck by hand.

Archer described his crew's performance as "excellent."

"Beforehand, we held a job-safety analysis and a safety meeting in the wheelhouse—It's always safety first," the captain said. "With the soft line and shackle, it was a pretty easy hookup."

The incident was the first time the



The cargo ship, under tow by the *Jeffrey Foss* near Neah Bay.

ERTV had been called out for an actual rescue in about two years. Earlier this year, the tug performed an escort, and it also was called upon to deliver charts to an incoming ship.

In addition to Archer, *Jeffrey* crew-

members were Mate **John Gradt**, Chief Engineer **Ted Edwards**, Cook/Deckhand **Jason Esposito** and Deckhand **Aron Brown**.

BAY AREA 'SAFETY CAMPAIGN'

San Francisco Bay Area Regional Operations Manager **Bob Gregory** and Port Capt. **Mike Harbarth** led the discussion recently during the group's first quarterly "safety campaign" meeting and barbecue. Foss divisions are using the events to supplement existing safety efforts and focus on specific areas of risk, such as use of ladders, handling lines and safe boarding and personnel transfers. In addition to employees, Foss invited contractors who were working on site to the Bay Area campaign gathering, held in the group's new training room.

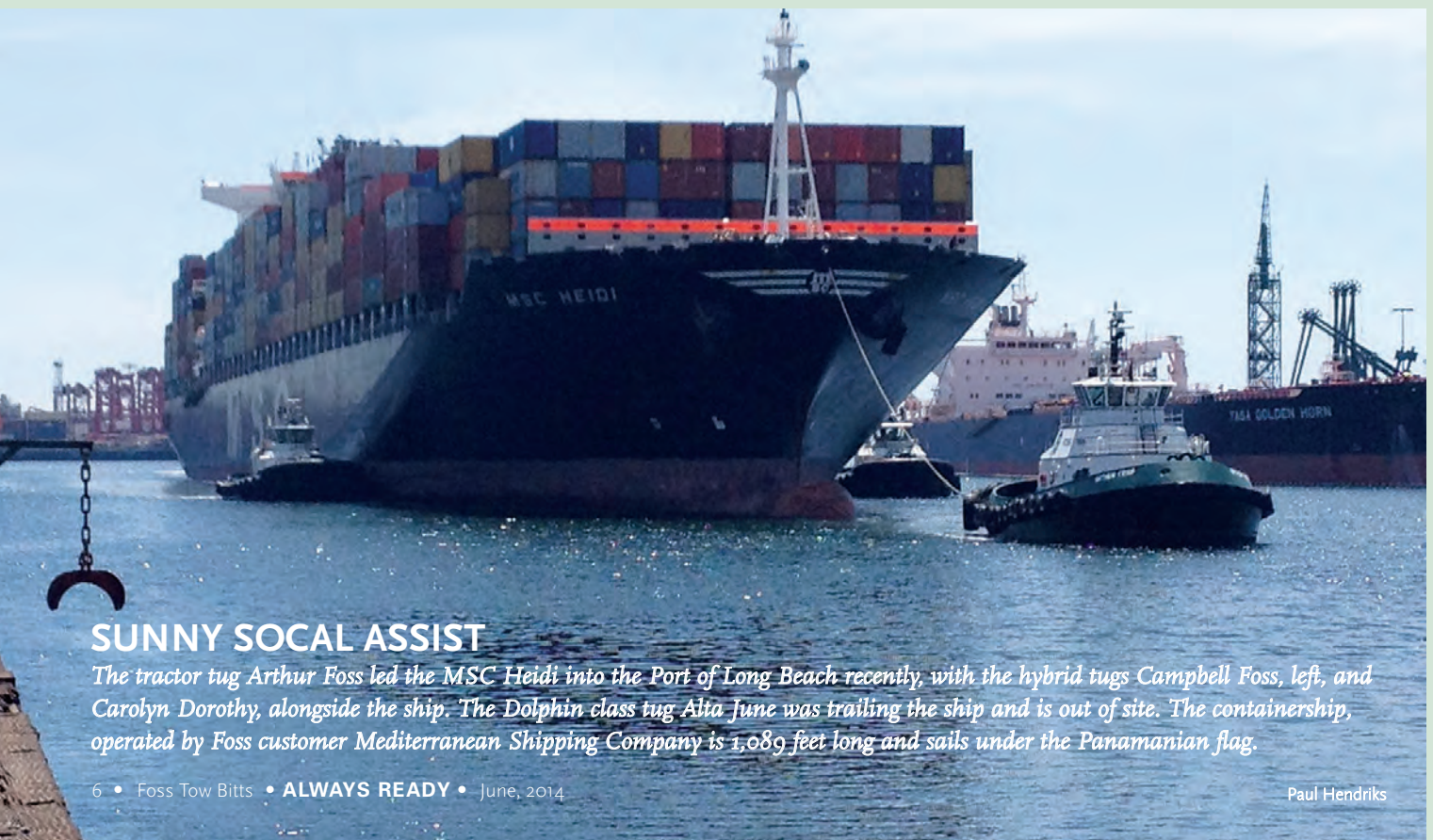




Harold Hutchinson Photography

NEW TUGS, NEW CUSTOMER

The tractor tugs Tiger 8 and Tiger 9, which recently entered service for Foss, provided the first assist for new customer Liberty Maritime on April 24 on the Columbia River. In the photo, the tugs are alongside the 623-foot bulk carrier Liberty Grace as it passes under the Lewis and Clark Bridge, which crosses the river at Longview, Wash. The ship was bound for Longview Berth 7. Liberty Maritime is based in Lake Success, N.Y.



SUNNY SOCIAL ASSIST

The tractor tug Arthur Foss led the MSC Heidi into the Port of Long Beach recently, with the hybrid tugs Campbell Foss, left, and Carolyn Dorothy, alongside the ship. The Dolphin class tug Alta June was trailing the ship and is out of site. The containership, operated by Foss customer Mediterranean Shipping Company is 1,089 feet long and sails under the Panamanian flag.

Shipyard Pulls Off Emergency Drydocking

Foss Shipyard juggled its schedule and removed ladders and fittings from the inside of its biggest drydock to squeeze in the Alaska state ferry *Fairweather* in late April. The five-day drydocking for regulatory inspections was an emergency, according to Shipyard Director of Operations **Jon Hie**, caused by drydock congestion in Alaska.

“If it hadn’t been done, the ferry couldn’t have gone back to work,” Hie said. “It would have caused a significant delay in their operations.”

Hie said the yard worked with other customers to reschedule their work and accommodate the *Fairweather*. And even with attachments removed from the insides of the dock’s “wing walls,” the 60-foot-wide ferry had only nine inches to spare on each side.

The *Fairweather*, a 235-foot-long catamaran with an operating speed of 32 knots, arrived in the yard last October to have its four main engines



It was a tight squeeze for the *Fairweather*, getting into Foss Drydock No. 2 with only nine inches to spare on each side.

replaced, plus other work. It departed after the drydocking.

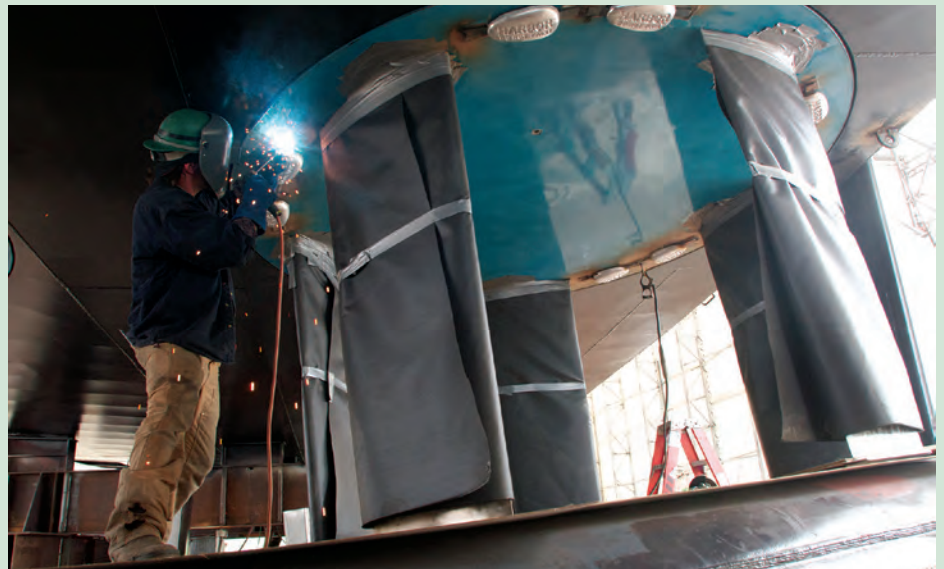
“It’s nice to have a workforce and a customer base that are flexible

in thinking and understanding,” Hie said. “When there’s something unplanned and urgent like this, we can all work together and pull it off.”



FIREBOAT BLESSED, NEARING COMPLETION

Colleen Espino on May 1 was sponsor of the new Port of Long Beach fireboat nearing completion at Foss Seattle Shipyard. With her, at left, is husband *Xavier Espino*, a battalion chief with the Port of Long Beach Fire Department. The fireboat was scheduled to be moved into a drydock and launched. Construction of a sister vessel is already underway. The Rev. *David Marshall*, appearing on behalf of the Mission to Seafarers, blessed the vessel, named Fireboat 20 Protector. In the photo below, Welder *Damon Scholl* attaches a zinc to the fireboat’s port Voith drive.



Sea Star Line is Committed to Continuous Improvement And Consistent Service in the Caribbean Trade

By *Eduardo Pagan*

Vice President and General Manager,
Caribbean Services, Sea Star Line

Sea Star Line is committed to providing reliable transportation at the fastest speed possible between Jacksonville, Fla., and the Caribbean Islands of Puerto Rico, St. Thomas and St. Croix. Our port facilities, ships, support systems and inland transportation network function as a cohesive unit to assure the efficient delivery of our customers' cargo.

Founded in 1998, Sea Star is 90 percent owned by Saltchuk and 10 percent by Taino Star Investment, Inc., an investment group involved in stevedoring, terminal, distribution, wholesale, real estate and banking in Puerto Rico.

Sea Star is the only liner operation in the Puerto Rico trade with Puerto Rican ownership. The company's roots date back to 1985 when a company called Sea-Barge began a two-barge service between South Florida and Puerto Rico. Saltchuk acquired a majority interest in the company in 1998, renamed it and began a high-speed liner service between the United States and Puerto Rico.

Over the past few years we have been working to fulfill our company vision of becoming a supply chain leader by focusing on:

- Safety, the number-one priority in everything we do.
- Quality and Integrity. We aim to be a leader in corporate ethics and social responsibility.
- On-Time Performance. At 98 percent, we have the best record in the trade.
- Compliance, with all maritime laws and regulations.
- Innovation, through new, integrated supply chain solutions and asset differentiation.



Sea Star's Ponce Class ships are capable of handling both lift-on-lift-off and roll-on-roll-off cargoes simultaneously.

We currently operate the only steamships in the trade that can handle both lift-on-lift-off and roll-on-roll-off cargoes simultaneously, allowing us to load and unload quickly. Sea Star offers cargo containers from 20 to 53 feet, 40- and 45-foot refrigerated containers, flatbeds and racks for auto transport and other cargo carrying equipment.

Our Ponce Class high-speed (three days transit time to Puerto Rico) ships were built by Sun Shipbuilders in Philadelphia, Pa. Prior to service with Sea Star they underwent significant reconstruction.

The names of the ships were selected to reflect the heritage and pride of Puerto Rico. The *SS El Yunque* is named after the Puerto Rican rain forest, the only tropical rain forest in the U.S. national forest system. The *SS El Morro* is named after the fortress that has protected the entrance of the San Juan Bay since 1540. The name of the *SS El Faro* (Spanish for

“lighthouse”) reflects Sea Star's vision, guidance, and commitment to the trade between the U.S. and Puerto Rico.

Sea Star is the only carrier with an all-wheeled equipment fleet in San Juan, meaning as soon as the cargo is unloaded it is placed on a chassis. This enables our customers to pick up and deliver cargo more efficiently. In addition, all Sea Star cargo destined to San Juan is consistently ready for pick up by noon on the day of arrival. Our San Juan facility is also equipped with above ground power supplies that are run by an underground electrical system, allowing Sea Star to continue operations in foul weather and keep the cargo safe.

Sea Star has invested significant money and time to set the best-in-class infrastructure and systems in the market. Since 2004 Sea Star has reinvested over \$150 million to update our vessels, equipment, employee



A Sea Star ship passes Puerto Rico's El Morro fortress.

development, facilities and technology.

Sea Star introduced the innovative refrigerated cargo StarGuard Service. The technology gives Sea Star wireless monitoring capacities on 100 percent of its refrigerated container fleet, in marine terminals and on vessels. This breakthrough has been achieved through the use of advanced wireless devices mounted on every refrigerated container that continuously transmit temperatures and other conditions to a web based software platform that provides total visibility and control. This feature has helped us maintain a leading reefer market share, for both head-haul volume (over 50 percent) and back-haul (over 70 percent).

Consistent performance and

continuous improvement are the keys to customer satisfaction. Sea Star's commitment to improving our services is evidenced by our Integrated Management System (IMS), through which we have been certified in the following international standards: ISO 9001, 2008 (Quality Management System), ISO 14001, 2004 (Environmental Management System) and ISO 28000, 2007 (Supply Chain Security Management System). Sea Star created the IMS in association with QMS Global, Inc., an international organization specializing in ISO Management Systems assessment, consulting, and registration.

Giving back to the communities

we serve is an integral part of Sea Star's company culture. Every year, Sea Star employees become more and more engaged in the local community through their donations of money and time. During the past decade, Sea Star has contributed over a million dollars to a variety of charitable entities as well as supporting employee/family sport, recreational and community events. Some of Sea Star's principal civic partners include: The March of Dimes, The Wounded Warrior Project, The U.S. Coast Guard Foundation, The Boys and Girls Club, Susan G. Komen—Race for the Cure and La Fondita De Jesus.

Expansion Continues in the 1930s, in Spite of Depression; Tugs Support War Effort in South Pacific Theater

(Editor's Note – This is the third in a series of Tow Bitts articles about the history of Foss Maritime to commemorate the company's 125th Anniversary.)

Foss was better positioned than most companies in the towing industry to deal with the Depression. It was primarily engaged in towing logs, wood chips and hog fuel and in barging oil to power plants and pulp mills. These were basic commodities still required by customers. Foss also trimmed costs by laying up several of its older, less economical boats.

The company also saved money by operating its own shipyard in Tacoma, where it built five new tugs between 1927 and 1931, including the *Henrietta Foss*, which was sold in 1985 as the last wooden-hulled boat in the company fleet. The *Henrietta* continues to be in operation today as a pleasure craft owned by **Mike Garvey**, former chairman of Foss' parent company, Saltchuk.

Another of those five tugs was the *Peter Foss*, the company's primary ship assist tug in Tacoma until the early 1950s. The tug also had the distinction of winning the Tugboat Annie race in 1933 on Tacoma's Commencement Bay, held in conjunction with the Tacoma premier of the motion picture *Tugboat Annie* — the film based on a series of fictional articles in the *Saturday Evening Post* inspired by the life of *Thea Foss*.

Foss was involved in two major bridge construction projects in the 1930s. The company's largest tug at the time, the 128-foot, steam-powered *Wanderer* moved the massive concrete pontoons to the construction site for the first Lake Washington floating bridge. And when the state of Washington undertook construction of the first Tacoma Narrows bridge, Foss received the formidable job of



The launching of the *Peter Foss* at the Foss Marine Ways in Tacoma in early 1930, with the shipyard crew aboard. The *Peter Foss*, named for a brother of **Andrew Foss**, was the fourth and largest of five similar tugs built at the family shipyard between 1927 and 1931.

dumping 48 600-ton anchor blocks.

Andrew Foss died at the age of 82 in 1937 following a long illness. At his request, funeral services were simple. Son **Wedell Foss** said at his father's funeral: "During all his lifetime, he had a dislike for any display and ceremony. Therefore he felt he should not have any today. His philosophy of life was based on simplicity. He was born amidst most humble surroundings. By choice, he lived his life in the same manner and wished his burial services that way."

The passing of Andrew left the firm fully in the hands of the Foss family's second generation.

The War Years: Foss Tugs Provide Yeoman's Service

With the need for a military buildup becoming more apparent almost day-by-day in advance of the Japanese

attack on Pearl Harbor in 1941, five Foss tugs went to work supporting naval construction projects in the South Pacific. The first was the 91-foot *Mathilda Foss*, quickly followed by four other Foss tugs, the *Justine Foss*, *Foss 11*, *Arthur Foss* and *Agnes Foss*.

One of those tugs, the *Justine*, met with tragic consequences. The 57-foot 200-horsepower Atlas diesel tug built at the Foss yard in Tacoma in 1930 was helping to develop an airstrip and submarine base at the U.S. naval air station on Wake Island when the Japanese attacked and then successfully invaded the island.

Drew Foss, son of **Henry Foss**, was a crewmember on the tug and was taken prisoner by the Japanese. He ultimately was transferred to a prison in Japan, where he served out the war until being freed after the U.S. victory. He was reunited in Honolulu with



Drew Foss, a grandson of **Andrew** and **Thea Foss** is shown reunited with his father, Captain **Henry Foss**, aboard the *USS Takanis Bay* while enroute from Honolulu to Seattle in November 1945. Drew spent most of WW II in a Japanese prison camp on the island of Honshu. He was a crew member of the tug *Justine Foss* when it was captured in December 1941 as the Japanese invaded and took control of Wake Island in the Southwest Pacific.

his father, a Navy captain and salvage officer who joined the service after the start of the war.

Capt. **Tom McInnis** and Mate **Ralph Van Valkenberg** were not so fortunate. They were executed and the *Justine* was scuttled by the Japanese.

Eventually the Navy took over the operation and the charter of the remaining tugs, but many Foss crews remained with their tugs.

Desperate Need for Tugs by Army, Navy

Before and after the beginning of the war, the Navy and Army were in

such desperate need of tugs and other equipment that tugs being built for Foss service were instead immediately acquired by the government and went directly into service for the military.

One such vessel was the *Oswell Foss*, a 74-foot tug built at the Foss yard in Tacoma that was recommissioned as a minesweeper. Another was the *Foss No. 18*, an 1892 vintage vessel that had undergone an extensive renovation. Also, the *Sandra Foss*, rebuilt from a salvaged wreck at Foss Shipyard, was requisitioned after only a few weeks of working for the company.

The requisitioned tugs returned

to the company after the war. They had been worked hard, and in some cases, extensive repairs were required to return the tugs to Foss operating standards.

Meanwhile, Foss was involved in numerous interesting projects at home, including laying the world's longest unspliced submarine power cable across Puget Sound for Puget Sound Power and Light Co. The company's activities in Alaska also were growing, and in 1941 Foss became the first company to provide Bering Sea ports with bulk petroleum service by barge.



NEW BOOK TELLS STORY OF FOSS

*A completely redesigned book on the history and culture of Foss Maritime, with many new photos and accounts of significant events since **Thea** and **Andrew Foss** founded the company 125 years ago, was published in early June.*

*Authors of the coffee-table-style book were **Michael Skalley**, Foss historian, and **Bruce Sherman**, Tow Bitts editor. The book will be for sale on the Foss website, foss.com. The image above is the cover of the soft-cover version of the book.*

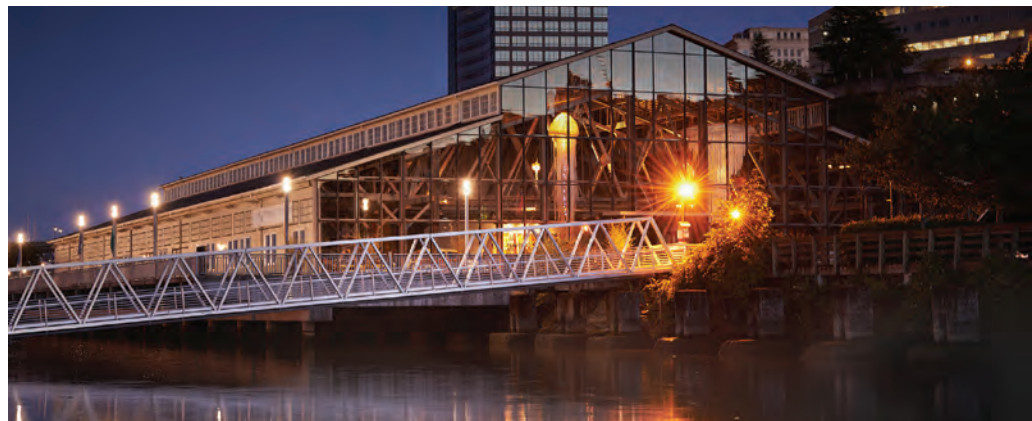
FOSS DOCUMENTARY FILM, ARTIFACTS, AT FOSS WATERWAY SEAPORT

The Foss Waterway Seaport museum in Tacoma, not much more than a stone's throw from the site where **Thea** and **Andrew Foss** founded their company in 1889, has undergone a \$1.8 million renovation, rebuilding three walls and preserving original siding and windows. The Seaport celebrates Tacoma and the South Sound's rich maritime heritage.

Executive Director **Wesley A. Wenhardt** said the Foss Waterway Seaport features a documentary film on Thea Foss by **Nancy Bourne Haley** on sale at the admissions desk and displays including original Andrew Foss rowboats.

The Seaport will be developing an exhibit plan, according to Wenhardt, and the Foss story "will be a dominant part of our messaging, along with the Port of Tacoma and the International Longshore Workers Union."

The recent renovation of the



The newly renovated Foss Waterway Seaport museum in Tacoma.

museum's quarters, the historic Balfour Dock wooden wheat warehouse, was funded by a Heritage Capital Projects grant of \$750,000 from the Washington State Historical Society and private donations.

Throughout this summer, themed programs and weekend activities will use the museum's many artifacts as touchstones to connect visitors to their

shared past—the sailors, ships, rail yards, workers and port that shaped the South Sound region.

The museum will be open throughout the summer, 10 a.m., to 4 p.m. Wednesday through Saturday and noon to 4 p.m. on Sundays. A Summer Speakers Series is being launched. For more information go to www.fosswaterwayseaport.org.



Photographed recently on the Arctic Challenger, from left, are Barge Supervisor **Buddy May**, Offshore Installation Manager **Kenneth Ricard**, Second Mate **Jacob Ellestad**, Ordinary Seaman/Cook (Front) **Shelby Cooper**, Port Captain **Jeff Rogers**, Able Seaman **Anthony Travis**, Engineer **Roger Fallon**, Barge Captain **Scott Olson**, Able Seaman **Vladimir Poseukov**, Ordinary Seaman/Cook **Rebecca Jordan**, Barge Captain **Mark McKinley**, Able Seaman **Kyle Witty**, Able Seaman **Nash Stone**, Able Seaman **Tom Conklin**, Electrician **Karen Kamerer** and Marine Transportation General Manager **Chris Mack Jr.**

Two Foss Crews Training on Barge That will be Assigned to Shell Arctic Projects

Foss has assigned two crews of nine for a total of 18 people to man the barge *Arctic Challenger*, which is under contract to Shell and houses an elaborate oil containment system that would be deployed in the event of a well blowout.

While Shell has announced that it will not drill in the Arctic this season, the Foss crews are undergoing extensive training in safety and barge operations in preparation for anticipated future work.

Foss' customer on the job is the owner of the barge, Houston-based Superior Energy, which is in turn under contract to Shell.

"One of the reasons Superior brought Foss on board is that we have 125 years of experience in managing marine crews," said **Chris Mack Jr.**, general manager of Marine Transportation for Foss. "Our safety culture and management systems are what landed this work for us."

The Foss personnel assigned to the job include everyone from the offshore installation manager (the captain of the barge), to the cooks. There are also living quarters on the barge, which has been based in Bellingham, Wash., the last two years for outfitting and testing.

Mack explained that the oil containment system includes a cylindrical dome, about 20-by-20 and 25 feet high, that would be lifted from the barge with an on-board crane and anchored over the well head if a blowout occurred. Mack said the dome has been tested and is now fully functional.

All of the water, gasses and oil escaping into the dome would be piped to the barge, which has equipment to separate the materials, pump the water overboard and then flare off the hydrocarbons.

Foss started crewing up the barge last Jan. 1, according to Mack.

"The plan moving forward is to continue maintaining the barge and providing crew and deployment training, including another sea-trial phase," he said.

SATISFACTION GUARANTEED

The only way to beat your competition is to consistently outservice them.

— FROM SATISFACTION GUARANTEED BY BYRD BAGGETT



Brimming with Enthusiasm, These Foss Cadets Are on Track for a Career in the Towing Industry

For his senior project at Monroe (Washington) High School, **Tanner Lippincott** worked with family friend and veteran Foss Capt. **Dave Corrie**, producing a paper on what it takes to be a tugboat master.

“I went out with him on the *Pacific Star*, and we assisted a 900-foot cargo ship as it arrived in port, and it was the coolest thing I had ever seen,” Lippincott said. “This was something I could see myself doing.”

Sean Russell was working on the dock and as a sometimes-deckhand for Washington State Ferries, and was cruising the Internet, looking at maritime training programs, when he came across the Workboat Academy Deck program at Seattle’s Pacific Maritime Institute (PMI).

“This two-year program just popped up, I contacted the school, got through the interviews and was picked by Foss,” he said.

Today, both young men are newly enrolled in the program, where they can earn a mate’s license through both classroom and sea time as a deckhand. Both have been paired with Foss.

Foss has supported the program since its inception in 2006, believing it fills an important need in an industry with a greying cadre of deck officers. Foss has sponsored about 9 cadets, and 34 additional Work Boat Academy partner companies also sponsor them.

Applicants must have a high school diploma or its equivalent and pass a math exam. They also must have a merchant mariner’s credential, a TWIC card, a passport and be at least 19 years old.

The Workboat Academy program operates in Seattle, Baltimore and New Orleans and offers cadets a much faster track to a mate’s ticket than would otherwise be available to them. The alternatives are four-year maritime academies and the seven



Tanner Lippincott, left, and **Sean Russell** are Foss-sponsored cadets in the mate training program at the Workboat Academy in Seattle.

The Workboat Academy program operates in Seattle, Baltimore and New Orleans and offers cadets a much faster track to a mate’s ticket than would otherwise be available to them.

years it would normally take for a deckhand to build sea time and pass the required exams.

Both Russell, 23, and Lippincott, 19, are enthusiastic about their new career paths and have been happy to soak up the material they’ve been exposed to so far, such as first aid, watch standing, firefighting and safe use of liferafts, the latter which required them to go for a swim.

A number of Russell’s family

members have had maritime careers, mainly in fishing and the Navy. He’s had some college, but the mate program seemed a natural for him.

Lippincott has spent lots of time fishing “on every lake, river and bay” in Washington but was planning to play college football until working on his project with Corrie.

“It totally turned me around,” he said.

Boston Commercial Manager Honored by Coast Guard

Conti Coluntino, Foss' Boston-based commercial manager, was awarded a certificate of merit by the U.S. Coast Guard in April for his work as president of the local Propeller Club, which has undergone a strong turnaround under his leadership.

In a citation accompanying the award, Coluntino and the rest of the Propeller Club's leadership group were commended for making the group "a forward looking collaborative maritime forum that promotes the benefit and priorities of regional maritime commerce."

Coluntino said the propeller club chapter was broke when he and his leadership group came into office about eight years ago, having been the victim of a \$65,000 embezzlement. Since then, he said, the group has become financially stable, has added members and has forged a strong relationship with the Coast Guard.

The club also raises and contributes



Conti Coluntino received the certificate of merit from Capt. **J.C. O'Connor III**, commander, Sector Boston.

thousands of dollars to missions and other maritime charitable groups. Among those beneficiaries is the Master Chiefs' Fund, where donations help pay for Christmas presents for children of Coast Guardsmen.

Coluntino said establishing bonds with the local Coast Guard would be

important, should an oil spill or other emergency occur. "They know who to go to, who to call," he said.

The citation was presented to Coluntino at the club's annual "Coast Guard Dinner," held on the base.

HUMAN RESOURCES VP MOVES TO SALTCHUK

Colleen Rosas, who joined Foss last year as vice president, human resources, is moving to parent company Saltchuk, where she will have the same title.

Rosas will work with human resources and operational leadership throughout the Saltchuk family of companies to better align HR practices and create greater opportunities for career development and growth for employees.

In an announcement of Rosas' promotion, Saltchuk Chairman **Mark Tabbutt** and President **Tim Engle** called Rosas "a proven leader



Colleen Rosas

who brings a tremendous amount of experience and insight that will benefit the entire Saltchuk organization."

They added, "We look to her to help further our goal of greater collaboration between our companies and fostering a culture where anyone would be proud to have their children work."

Before joining Foss, Rosas was director of human resources at the Seattle-based Swedish Medical Group, where she

was the top HR executive, providing strategic leadership for more than 2,000 physicians and staff, more than 100 primary and specialty care clinics

Mark Tabbutt and **Tim Engle** called Rosas "a proven leader who brings a tremendous amount of experience and insight that will benefit the entire Saltchuk organization."

and business support services.

Since coming to Foss in mid-2013, she has aligned HR systems across the organization, including implementation of a new learning management and online performance-review system. (See story on page 16.)

New System will Facilitate Training, License Tracking and Streamline Reviews

Foss is rolling out a computerized talent management system that includes learning management and appraisal functions utilizing software from a company named Halogen. Halogen will give employees access to hundreds of educational and skill-building courses, enable them to track licenses and certifications more easily and streamline the performance review process.

Shoreside salaried employees were trained and began using Halogen during the spring, and the project team, comprised of employees from every division, is working to introduce it in phases to the rest of the company by the end of 2014.

Halogen includes courses from

several different vendors and is designed to help employees build their careers by improving or gaining leadership, software and work skills. It also aims to help managers and senior leaders identify and develop talent.

The classes cover topics such as compliance, technology, management, team-building, best practices, accounting and finance, ethics and leadership. Halogen will also support the introduction of additional topics over the coming months and years, as the business has need.

Using Halogen, employees can maintain certifications and take position-required classes online, and managers have access to reports that

keep them apprised of the certification and license requirements of their employees.

Halogen's online performance review system helps team leaders, over time, to collect broader feedback and evaluate performance more objectively and accurately and assists employees in developing plans for professional growth.

"We are excited to provide this resource for managers and employees, eliminating the manual processes we have today," said Human Resources Vice President, Colleen Rosas.

"Developing people is a priority for the organization and this is a much needed step in that direction."

"We are excited to provide this resource for managers and employees, eliminating the manual processes we have today," – COLLEEN ROSAS, HUMAN RESOURCES VICE PRESIDENT



THE BIG CLIMB

A team of 19 from Foss participated in the "Big Climb" of the 76-story Columbia Center in Seattle in late March and raised \$3,214 for the Leukemia and Lymphoma Society. In a lighter moment before the grueling ascent, Collette Lowe, left, snapped a photo of teammates Tina Wissmaar, Jeanne Louie and Jeff Horst.



Jo Ann Syron

PASSING AN EAGLE ON THE WAY TO RED DOG

The Sandra Foss, towing the ore barge Noatak, passed Picnic Point, north of Seattle, on May 31, on the way to Foss' 25th season at the Red Dog Mine. Four Foss tugs and two specialized ore-handling barges left Seattle in late May for the annual trek to the mine, in northwestern Alaska north of the Arctic Circle. The Foss fleet carries ore from the mine's shallow-draft port to bulk carriers anchored in deep water.

INDUSTRY VETERAN NAMED DIRECTOR OF ENGINEERING

Michael Minnig, a 15-year naval architect with experience in vessel design, shipyard construction support and project management, has been promoted to director of engineering.

Minnig joined Foss in 2012. He has a background in vessel stability assessment, structural engineering including finite element analysis, and 3-D modeling.

"Michael brings strong technical skills coupled with extensive industry experience to his new position,"

said Mike Magill, vice president of technical services for Foss.

"Michael's been a key part of our team and this promotion is well deserved."

Minnig previously worked for Washington State Ferries, Guido Perla & Associates, Elliott Bay Design Group, and Ingalls Shipbuilding.



Michael Minnig

He is a registered professional engineer (mechanical engineering) in the state of Washington. Mike graduated with a master's in ocean engineering from Virginia Polytechnic and State University and a bachelor's in maritime systems engineering from Texas A&M University.



Jereme Ruhl

OCEAN HULL NEARLY COMPLETE

The hull of the first of three Foss ocean-going tugs is nearing completion at Foss Rainier Shipyard on the Columbia River. The Arctic-class vessels will be 132 feet long and will have ice strengthened hulls. The vessel in the photo is scheduled to be delivered in December.

Foss Deckhands and Engineers Added to Annual Training Sessions



Capt. **Ron Hedahl** approaches a tanker during training in the Voith simulator at Pacific Maritime Institute.

Annual training for harbor services deck officers on Puget Sound was expanded to include deckhands and chief engineers this year and included training sessions tailored to focus on the skills and knowledge of each job category.

Regional Operations Manager **Mike Stone** said, for example, that an electrical services company representative made a presentation to engineers and deckhand-engineers on safety and the differences between shoreside and marine electrical systems.

Also, **Joel Altus**, retired Foss rigging supervisor, gave a session for deckhands on soft lines, splicing techniques and inspection of lines.

And for masters and mates, the Pacific Maritime Institute (PMI) gave a refresher course on rules of the road.

The meetings were held in two sessions of three days each during the spring. During the training, deck officers also trained in the



Capt. **Scott McKinley** is at the controls of a tractor tug, slowing down a tanker that has lost power in Rosario Strait, during an exercise recently in the ASD simulator at Pacific Maritime Institute in Seattle. At right is Capt. **Greg Phillips**.

PMI pilothouse simulators in preparation for drills with Polar Tankers at the end of the summer.



Eldest of Crowley Clan Spent Most of Career Operating Harbor Tugs on Puget Sound

Capt. **Charles “Ray” Crowley**, who was the eldest living member of a family with four generations of Foss employees, died from heart disease on June 2 at his home in Lake Stevens, Wash. He was 77.

Capt. Crowley came to work at Foss as a deckhand in 1960, rose to captain and stayed with the company until his retirement in 1995. He spent most of his career operating harbor tugs on Puget Sound and also worked briefly for the company in Alaska.

The son of Foss Capt. **Tom Crowley**, Ray Crowley was raised in Lake Stevens and was the oldest of four boys. One of them, his brother **Duane Crowley**, also is a retired Foss captain.

Ray’s son **Jim** is a senior customer service representative at Foss, and Jim’s son **Tyler**, the fourth



Capt. Charles “Ray” Crowley

generation at the company, also works in Customer Service. Duane’s son **Monte** is Puget Sound sales manager. Several cousins also have worked or are currently working for the company.

The Crowleys are thought to be exceeded only by the Foss family

in the number of relatives who have worked for the company over the years.

Among Ray Crowley’s commands was one of the company’s first tractor tugs, the *Andrew Foss*, which was delivered in 1982 and is still in service on Puget Sound.

The highlight of his career, according to brother Duane, was when the two brothers were selected to go to Mississippi in 1993 to pick up the enhanced tractor tug *Lindsey Foss* at its

construction yard, Halter Marine, and bring it back to Seattle.

“He always wanted to make that trip through the Panama Canal,” Duane Crowley said. Both brothers subsequently served as captains of the tug.

In his spare time, Capt. Crowley loved fishing and traveling and had several motor homes over the years, visiting almost every state in the union. He and his high-school-sweet-heart wife of some 60 years, **Barbara**, owned five acres in Arizona where they spent winters during retirement. There, the Crowleys welcomed also-retired friends from Foss who would often park their motor homes on the property for several months at a time.

In addition to widow Barbara, son Jim, grandson Tyler, and brother Duane, Capt. Crowley is survived by brothers **Cliff** and **Greg**, daughter **Nancy**, six other grandchildren and 12 great grandchildren.

PEOPLE NEWS

NEW EMPLOYEES

Brielle Goodman
Payroll Accountant

Bill Hall
Financial Analyst III

Joe LeCato
Port Captain, PNW

Yolanda Mercado
Customer Service Rep, San Francisco

Robert Prichard
Claims Adjuster

Jason Rhoads
Project Manager

Tim Stach
Scheduler/Asst Project Manager

Joanna Spires
Accounting Clerk III

PROMOTIONS

Drew Arentz
Division Controls Manager to
Manager, Business Development
Planning & Analysis

Steve Caldwell
Engineer to Port Engineer, Southern
California

Mindy Del Toro
Project Controls Coordinator to Project
Controls Manager

Jeanne Louie
Senior Billing Coordinator to Assistant
Manager, Billing

PASSINGS

Ray Crowley
Captain, PNW

RETIREMENTS

Frank Huber
Deckhand/Engineer, PNW

Gregory Howard Smith
Deckhand/Engineer, PNW



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Cathy Hart

SUNSET IN ANCHORAGE *The tractor tug Stellar Wind was photographed at the Cook Inlet Tug & Barge (CITB) float in Anchorage just before a recent sunset. The ice-class tug is 85 feet long and is rated at 3,500 horsepower. It is one of two tractor tugs operated by CITB, which is a wholly owned subsidiary of Foss Maritime.*