



BEAR FACTS

ALGOMA CENTRAL CORPORATION NEWSLETTER • WINTER 2011

President's Message



We ended the summer on a very high note with the Christening Ceremony for the recently arrived *Algoma Mariner*. This vessel, the first completely new Canadian flag dry-bulk carrier to be brought into service on the Great Lakes in over 25 years, was christened during a special ceremony in Port Colborne, Ontario on August 25th, 2011.

The official Port of Registry for the *Algoma Mariner* is Port Colborne in recognition of our long association with this community. A crowd of over 200 watched as Mrs. Lisa Badawey, who is the wife of Mayor Vance Badawey, imparted a traditional blessing and then launched a champagne bottle to break against the bow of the vessel.

The day was capped off by making the vessel available for tours by the invited guests which included employees, their families, Algoma Board members and local dignitaries.

This was a historic day for the Corporation and we look forward to many more over the next few years with the Equinox Class vessels coming into service in early 2013 through 2014.

The construction of these Equinox Class vessels has started with the shipyard steel cutting for the first two gearless bulk carriers taking place on September 10th and September 23rd respectively. Our own Project Managers are on site at Nantong Mingde, as is our contracted site supervision team from Aasley Marine Limited. The site team manpower is at a minimum at this time and will grow as production ramps up. I would personally like to welcome the site team (pictured below) to Algoma and the Equinox project.

On November 2nd, we announced very positive third quarter results, reporting net earnings for the nine months ended September 30th, 2011 of \$35.5 million compared to 2010 nine month results of \$10.9 million.

This \$24.6 million improvement was due primarily to the impact of the Upper Lakes transaction, better

operating results from all four business units and a reversal of an impairment charge taken in the prior year. These increases were partially offset by higher financial expenses and an increase in the loss on the translation of foreign-denominated assets and liabilities.

We are very pleased with these results and look forward to ending 2011 on a very positive note.

I am pleased to be able to report that Algoma Central Corporation was the recipient of the St. Catharines – Thorold Chamber of Commerce "Business of the Year" award on October 27th. Following is an excerpt from my acceptance speech that evening.

"The last 12 months have been a period of tremendous accomplishments for Algoma. These accomplishments, which



From left to right: Site Team Manager Jonny Gu, Project Secretary May Miamoie, Project Manager Laurence Williams, Project Manager John Kerbrat and Hull Inspector Ding Haijun.

President's Message Continued

will significantly change the Company in a very positive way for many years to come, are a direct result of the hard work, perseverance and dedication of Algoma's 2,000 employees. I feel very privileged and honoured to be able to accept this award on their behalf. Thank you very much."

Congratulations to everyone on this achievement.

Our 2011 United Way Workplace Campaign kicked-off in October with a pancake breakfast at 20 Corporate Park. I am pleased to note that all Executives participated in the event by displaying their pancake mixing, making and flipping skills.

New to the campaign this year is the United Way logo being displayed on the accommodation area of each of our domestic vessels. On page 12, there is a picture of Captain Dan McCormick showing Francis Hallworth, Executive Director of the St. Catharines and District United Way the logo on the *Algowood*.

We encourage employees to support the United Way in your home town area and remember each dollar donated is doubled with the Algoma match.

I am pleased to note that our own Captain Seann O'Donoghue, Master of the *Algoma Spirit*, will be elevated to the position of Grand President of the International Ship Masters Association at the ISMA convention to be held in Owen Sound from February 9th to 12th. Congratulations Seann – quite a title.

We continue to work on the integration of the two fleets and the reorganization of our two St. Catharines offices. Although the end is not yet in sight, I believe we have made great progress since we began the process on April 15th.

We have not been able to complete all the name and stack changes but we are committed to have this project completed before fit-out 2012. By this time next year I am confident we will fully have ONE Vision, with ONE Purpose, operating as ONE Team.

I am very pleased to be able to report that our lost time injury statistics for our domestic shipping operations (including FMI) continue to improve. Our October 31st year-to-date

results indicate a lost time frequency rate of 1.5 and a lost time severity rate of 65.1. Although we have not yet reached our goal of zero lost time injuries our Operational Excellence strategic priority of "Don't Hurt" is definitely going in the right direction. I would like to congratulate and thank all employees for their continued focus in this very important area.

In closing, I would like to wish all employees and retirees and their families the very best for the Holiday Season and a Happy New Year.

Safe Sailing and please remember, Stop and Think and Safety First.



Captain Seann O'Donoghue's 9 year old daughter, Erin, created this Christmas picture. Congratulations to Erin - winner of this year's Children's Christmas Card Contest.

Algoma Central Corporation

New Hires



Algoma would like to welcome new employee **Michail Bryliov**. Michail joined Algoma on May 16, 2011 as Manager, Operations.



Algoma is pleased to welcome **Douglas Dorn** as Coordinator, Crewing. Douglas joined Algoma on July 18, 2011. Prior to joining Algoma, Doug was 3rd Officer with Princess Cruises.



Algoma is pleased to welcome **Joe DiSanto** as Administrator, Helpdesk. Joe joined Algoma on September 1, 2011.



On May 24, 2011, **Dalia Vanagas** joined the office as Coordinator, Crewing. Dalia was previously the Engineering Officer onboard the *Algoma Dartmouth*.



Nikolay Zhelinskiy joined Algoma as Chief Engineer on the Algoma Central Marine fleet on July 29, 2011.



On October 24, 2011, **Donna Norgate** joined Algoma as Clerk, Purchasing.

Artwork to the right is by Dante Ballon Jr., 10 year old son of **Dante Ballon**, Ordinary Seaman (O/S) on the *James Norris*.



Algoma Central Corporation

Promotions



Congratulations to **William Armitage** on his promotion to Chief Engineer in the Algoma Dry-Bulk fleet effective June 14, 2011.



On September 14, 2011, **Yun Fu Wu** was promoted to Training Chief Engineer in the Algoma Central Marine fleet. Congratulations Yun.



Congratulations to **Jerry Wheaton** on his promotion to Captain in the Algoma Dry-Bulk fleet effective October 23, 2011.



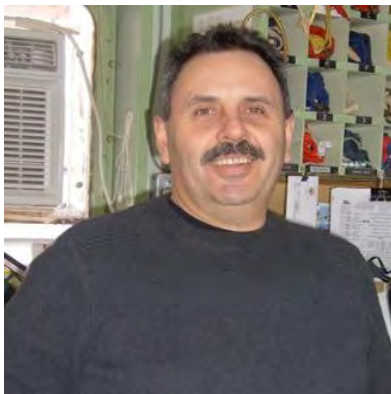
On August 8, 2011, **Duncan Roberts** was promoted to Training Captain in the Algoma Tankers fleet. Congratulations Duncan.



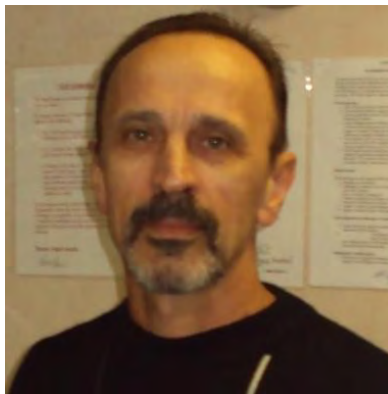
Congratulations to **Kenneth Marsh** on his promotion to Captain in the Algoma Central Marine fleet effective September 20, 2011.



On November 2, 2011, **James McAleer** was promoted to Training Captain in the Algoma Central Marine fleet. Congratulations James.



Algoma congratulates **Chesley Thorne** on his promotion to Training Captain in the Algoma Central Marine fleet effective September 14, 2011.



Algoma congratulates **Vladimir Bershak** on his promotion to Chief Engineer in the Algoma Tanker fleet effective October 6, 2011.



Congratulations to **John Ducey** on his promotion to Training Captain in the Algoma Dry-Bulk fleet effective November 6, 2011.

Algoma Central Corporation

Promotions



Congratulations to **Terry Viscount** on his promotion to Training Captain in the Algoma Dry-Bulk fleet effective November 17, 2011.

Retirements

The following employees have retired from Algoma Central Corporation in the past few months. We would like to take this opportunity to thank our newest retirees for their dedication to Algoma and wish them all the best of health and happiness in their retirement.

Mechanical Assistant (M/A) **Robert McGean** retired on July 6, 2011 after 18 years of service. Robert sailed onboard the *Algowood* for his entire career with Algoma.

On July 12, 2011, GP Watchkeeper **Gordon Black** retired. Gordon started as a Mobile Utility Crew (MUC) in 1997 and became a GP Watchkeeper in 1999. Gordon sailed onboard many vessels within the Tanker fleet.

Able Seaman (A/B) **John Shaw**, retired on July 25, 2011, after 20 years of service. John sailed onboard the *Algosteel* throughout his entire career.

With more than 27 years of service, **Captain James Wilhelm** retired on August 1, 2011. Captain Wilhelm sailed onboard many vessels within the Dry-Bulk fleet. His last sailing prior to retirement was onboard the *Tim S. Dool*.

On August 11, 2011, Oiler **John Cormier** retired. John sailed onboard many vessels throughout his 32 years of service but has been onboard the *Algoma Olympic* for the past seven years.

On August 16, 2011, 2nd Engineer **Dinko Kuljis** retired. Since 1994, Dinko sailed continuously onboard the *Gordon C. Leitch*.

Captain Kenneth Rowe retired September 1, 2011, after 28 years of service. Captain Rowe started his career as a 1st Mate onboard the *Algoport* in 1997 and was promoted to Captain in 2004.

Chief Cook **Lillian Jodoin** retired on September 12, 2011, after 26 years of service. Lillian spent her entire sailing career with Algoma where she sailed onboard the *Algoway*.

After 21 years of service, **Captain Albert Randy Smith** retired on September 13, 2011. Captain Smith started as a 4th Mate in 1980. He was then promoted to Captain in 1995. Captain Smith sailed onboard many vessels throughout his career.



Artwork by Jocelyne Plamondon. Jocelyne is 9 years old and is the daughter of FMI Field Superintendent **Paul Plamondon**.

Algoma Central Corporation

Retirements

On September 27, 2011, Wheelsman **Terrance Welsh** retired. Terrance started as a Wheelsman in 1980. He has sailed onboard many vessels but was most recently Wheelsman onboard the *Algoma Olympic*.

Deck Foreman **Gerald Ivany** retired on September 30, 2011, after 35 years of service. Gerald sailed onboard many vessels throughout his career and sailed onboard the *John D. Leitch* for the past eight years.

After 20 years of service, Electrician **Colin Murray** retired on October 1, 2011. Colin sailed onboard many vessels within the Tanker fleet but was onboard the *Algoeast* prior to his retirement.

Oiler **Thomas Guilmette** retired November 3, 2011, after 30 years of service. Thomas started sailing in 1981 and sailed onboard many vessels. Thomas retired his career onboard the *Algoma Provider*.

Mechanical Assistant (M/A) **Buddy Wilkin** retired November 15, 2011, after 22 years of service. Buddy began sailing with Algoma in 1979. He sailed as an M/A onboard the *Algorail*, *Algowood* and finally the *Algolake* where he accepted a permanent position in 1988.

Wheelsman **Robert Peddle** retired November 30, 2011, after 16 years of service. Robert sailed on various vessels throughout his career but was most recently onboard the *Algoma Progress*.

Certificate Upgrades

Congratulations to **Michael Jolliffe** who upgraded his certificate to Master Mariner on August 9, 2011.

Deaths

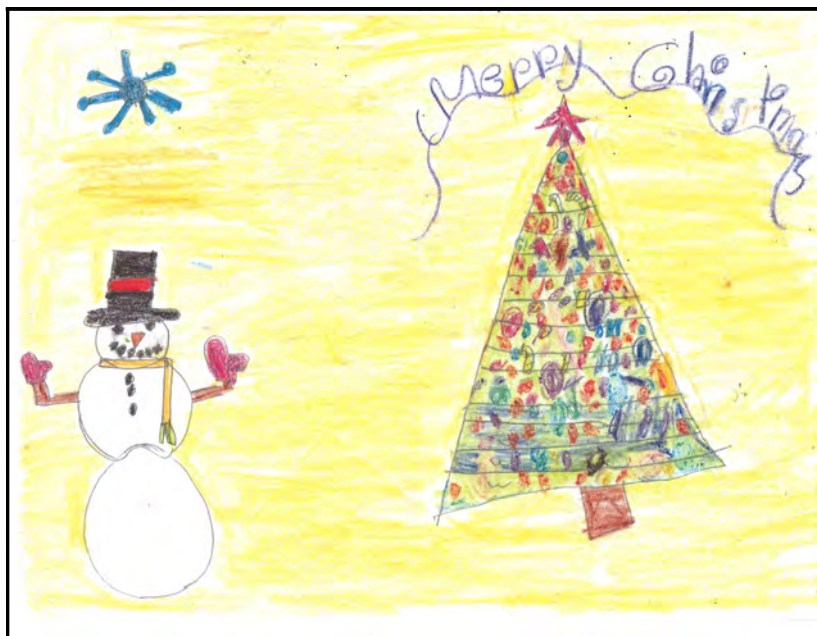
It is with our deepest sympathy that we announce the passing of Wheelsman **Eric MacFarlane** on August 7, 2011. Eric had 34 years of service and last worked onboard the *Algoma Enterprise*. Our sincere condolences go out to his family. He will be greatly missed by many.

It is with much sadness that we announce the passing of Shipkeeper **Freeman Dolimount** on September 13, 2011. Since 1994, Freeman spent many winters working as a Shipkeeper onboard several Algoma vessels. Freeman had been shipkeeping onboard the *Algosteel* since 2003 where he also assisted with lay ups and fit outs. He will be missed by many employees throughout the fleet.

Births



Congratulations to Deck Cadet **Guillaume (Bill) Chapman** and his spouse Kim on the birth of their son Quang Minh on September 30, 2011.



Artwork by Kiara DeSilva. Kiara is the 6 year old daughter of Algoma Tankers Chief Engineer **Nihal DeSilva**.

Algoma Central Corporation

Training



Algoma Tankers Ltd. was requested by one of its charterers to ready the *AlgoCanada* for the possible carriage of Crude Oil. Part of this process included the development of a Volatile Organic Compound (VOC) Management Plan and VOC Management training for its crews. Training was provided in St. Catharines via an instructor contracted through the ABS Academy in Houston, Texas.

From left to right: Operations Manager Peter Hayward, ABS Academy Instructor Ioannis Roustanis, Training Captain Duncan Roberts, Chief Officer Mark Langdon, Captain Gregory Crewe, Captain Bruce Chisling, Captain Denis Saucier, Captain Robert Sheldon, Chief Officer Craig Connors, Captain Hugh Bain and Chief Officer Ralph Trowbridge.

Toronto Brigantine Inc.



Algoma is a sponsor of the Toronto Brigantine Inc. (TBI). This exciting sail training program is a challenging and adventurous endeavor conducted onboard ships under sail.

The picture to the left is their sail training vessel Pathfinder, flying the Algoma flag. This picture was taken in Shoepack Bay, North Channel.

If you are interested in learning more about the Toronto Brigantine and the career opportunities it may lead to, please contact the Toronto Brigantine by phone at 416-596-5117 or by email at office@torontobrigantine.org.


Algoma Central Corporation


Crewing Corner

All crew members can soon expect to receive an Employee Wallet Card (see sample on right). Cards will be sent to all vessels. If you are not on a vessel when the cards are distributed, you can obtain a card once you return to the ship.

The purpose of the Employee Wallet Card is to provide employees with their crewing, travel and employee benefits contact information. There is also an area for employees to record their employee number. It is recommended that you write your employee number on your card and keep your Employee Wallet Card with you at all times. Employee numbers can be found on your pay stub. Please provide your employee number whenever making travel arrangements or traveling with any of the company's authorized taxi services. In order to avoid a delay in expenses being reimbursed, employees should include their employee number on all expense sheets.

In addition to the above, when departing your vessel, please ensure you have recorded the vessel's phone numbers. It is always good practice to contact the vessel for an estimated time of arrival (ETA) prior to making any travel arrangements. This could avoid any unnecessary delays and travel expenses.

ONE Vision. ONE Purpose. ONE Team.	
	
TRAVEL	
Vision 2000 (ACL) 800-263-8458 877-254-8191 After Hours	Niagara Worldwide Travel (ACMIATL) 800-265-0553 905-988-7546 After Hours
SEAWAY VESSEL LOCATION	
Welland: 905-688-6462	Quebec: 450-672-4115
HEALTH AND WELLNESS Fax: 905-687-7837	
Gabrielle Ross Gabe.Ross@algonet.com 905-687-7825 905-931-1679 Cell	Tina Goss Tina.Goss@algonet.com 905-687-7835
Coughlin & Associates 888-613-1234	Employee Assistance Program (EAP) 800-268-5211
Sunlife Group Benefits 800-361-6212	Transport Canada - Marine Medical Inquiry 866-577-7702
Desjardins Group 800-968-3587	Great West Life 800-724-3402

CREWING crewing@algonet.com Fax: 905-687-7841	
Brooks Cameron Brooks.Cameron@algonet.com 905-687-7822 905-401-4881 Cell	My employee number is
CREWING - OFFICERS	
Douglas Dorn, ACL Douglas.Dorn@algonet.com 905-988-4368 905-321-0467 Cell	Dalia Vanagas, ACL Dalia.Vanagas@algonet.com 905-988-4369 905-984-0682 Cell
Peter VanRooijen, ACMAT Peter.Vanrooijen@algonet.com 905-687-7842 905-401-4975 Cell	Barbara McFadyen, ACM Barb.Mcfadyen@algonet.com 905-687-7824 905-321-5295 Cell
PAYROLL payroll@algonet.com Fax: 905-687-7810	
Terry Cochrane Terry.Cochrane@algonet.com 905-687-7812	Debbie Goss Debbie.Goss@algonet.com 905-687-7814
Wanda Shaw Wanda.Shaw@algonet.com 905-687-7813	Louise Young Louise.Young@algonet.com 905-687-7818
 ALGOMA CENTRAL CORPORATION www.algonet.com	

Transport Canada Marine Medicals

Please ensure your Marine Medical Certificate does not expire. If you have a provisional Marine Medical Certificate and have not received your permanent certificate, you may contact Transport Canada directly at 1-866-577-7702 for inquiries.



Algoma Central Corporation is Hiring!

Please send
your resume to:

Careers.ACC@algonet.com



**Do you have a story or an announcement
to share with fellow employees?
If so, mail your story to:
Algoma Central Corporation
Attention: BearFacts
20 Corporate Park Drive, Suite 300
St. Catharines, ON L2S 3W2
or email us at: Bearfacts.ACC@algonet.com**



Algoma Central Corporation

Algoma has been participating in career fairs throughout southern Ontario in an effort to increase awareness in the Marine Industry. Below are pictures from the 2011 Ontario College Fair held at the Direct Energy Centre in Toronto on October 25, 2011.



Manager, Crewing Brooke Cameron (R) and Coordinator, Crewing Dalia Vanagas (L).



Chief Engineer Stephen Sparling (L) and Coordinator, Crewing Douglas Dorn (R).

2011 Academic Awards

Algoma supports the marine schools throughout Canada by providing berths for cadet officers and by providing scholarships to outstanding Marine School cadets. The following are the recipients of this year's Marine Scholarships at the Marine Institute and British Columbia Institute of Technology.



Bernie Brockerville, Placement Officer for Marine Institute (R), congratulates Alex Trehane (L) who is in the 2nd Year Marine Engineering Program.



Bernie Brockerville, Placement Officer for Marine Institute (R), congratulates Nicholas Gervais (L) who is in the 2nd Year Nautical Science Program.



The picture on the left represents Jeff Otto, Coordinator Cadet Diploma Programs for BCIT (R), and Brent Scott (L) who scored the highest grade in Marine Cargo. The picture on the right is Frank DeCrom, Valedictorian. In his speech, Frank states that while training as a Cadet with Algoma, he was "encouraged to develop an understanding of my workplace. I was fortunate enough to be trained in such an environment."



Algoma Scholarship Recipients

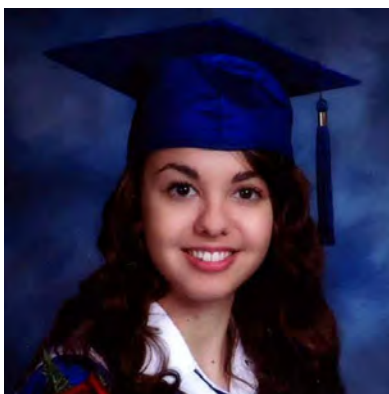
The Algoma Central Corporation Scholarship program was launched in 1993 and has since provided assistance to over 175 deserving students. To be eligible to receive the \$2,000 first-year post-secondary education scholarship, the student making the application must meet the following criteria:

- a) The student must be a dependent of an employee of Algoma Central Corporation or one of its subsidiaries (please note that all divisions are eligible), and
- b) The student has or is about to graduate from high school and/or CEGEP and has been accepted by a recognized post-secondary institution for the purpose of continuing their education.

Application packages for 2012 scholarships are available now through the Human Resources Department. For further information and an application package, please contact Judy Ann Savoia, Administrative Assistant Human Resources, 20 Corporate Park Drive, Suite 300, St. Catharines ON, L2S 3W2. Applications for 2012 scholarships must be received by the Human Resources Department no later than May 31, 2012.



Courtney Bateman
Daughter of Gary Bateman
Able Seaman (A/B), Algoway
Attending: College of the North
Atlantic/Memorial University



Monica Bridge
Daughter of Timothy Bridge
Lead Hand, Fraser Marine &
Industrial
Attending: McMaster University



Candace Carter
Daughter of Jeffrey Carter
Manager, Building Facilities
(ACPI)
Attending: Brock University



Cody Coleman
Son of Donald Coleman
Ordinary Seaman (O/S),
Algorail
Attending: Marine Institute



Danica D'Souza
Daughter of Chief Engineer
Clarence D'Souza
Attending: York University



Kristofer Green
Son of Graham Green
GP - Foreman, Algoeast
Attending: Iron Workers
Education & Training Co. Inc.

Scholarship Program



Zachary Height

Son of Eric Height
Operations Manager
Attending: McMaster University



Holly Hogan

Daughter of Patrick Hogan
Ordinary Seaman (O/S),
Algoway
Attending: Memorial University



Puneet Kapoor

Son of Ashok Kapoor
2nd Engineer, Algoway
Attending: University of
Waterloo



Maria Christina Oncescu

Daughter of Ionel Oncescu
Electrician, Algowood
Attending: Concordia University



Nikita Rao

Daughter of Captain Prakash
Rao
Attending: McMaster University



Kimberly Swan

Daughter of Bryce Swan
Head Tunnelman, Algorail
Attending: St. Francis Xavier
University

THE ALGOMA SAFETY AWARD PROGRAM IS EXPANDING TO THE DOMESTIC DRY-BULK FLEET!

The criteria for the Safety Award Program are as follows:

DON'T HURT ANYONE

(No Lost Time or Doctor Prescribed Modified Work)

DON'T SPILL ANYTHING

(No Oil to Land or Water)

DON'T DAMAGE ANYTHING

(No Dock, Cargo or Bottom Contact Causing Damage)

**WATCH FOR MORE INFORMATION FROM THE OPERATIONS
DEPARTMENT ON THIS EXCITING EXPANDED INITIATIVE**

Community Involvement

United Way

Backpacks for Kids



Together with a committee of volunteers from both public and Catholic school boards, the Backpacks for Kids program supports less advantaged students throughout the Niagara region by providing them with a free backpack filled with school supplies at the beginning of the school year. Since 2003, over 9,000 backpacks have been given to junior, elementary and senior level students.

On August 26, 2011, Algoma participated in this program and a team of 41 volunteers - including employees, family and friends, filled the backpacks with school supplies for the children.

After the backpacks were filled, volunteers loaded the backpacks onto a City Transit bus and delivered them to the school board offices. In total, an outstanding 1,444 backpacks were delivered this year.

A Bear's Breakfast



Algoma held their United Way campaign kick-off on October 28, 2011, by having a pancake breakfast. The Algoma executive team served pancakes with all the fixings! Thank you to all who came out to show their support.

Ship Visit



On November 3, 2011, a number of employees from the St. Catharines United Way, as well as some members of Algoma's United Way committee, were given the opportunity to board the *Algowood* in the Welland Canal at Lock 1 and travel to Lock 2.



Algoma shows their support by giving back to the community.

Community Involvement

Relay for Life



Celebrate. Remember. Fight Back.

The Canadian Cancer Society Relay For Life gives you and your community the opportunity to celebrate cancer survivors, remember and honour loved ones lost to cancer and fight back against all cancers.

The 2011 Relay for Life, St. Catharines, was held on June 24, 2011 and had 120 teams, 1,128 participants, 111 survivors, 96 volunteers and over \$290,000 was raised. The Algoma Care Bears raised over \$6,600 for this year's event, awarding Algoma the Top Corporate Fundraiser for yet another year.

Proceeds from the Relay for Life help the Canadian Cancer Society lead the way in the fight against cancer that include funding leading edge cancer research, local community programs for cancer patients and the families and advocacy for healthy public policies.

CIBC Run for the Cure



Rain or shine, the Algoma Care Bears show their spirit. This year, the team participated in the CIBC Run for the Cure on a rainy Sunday, October 2, 2011.

Through various fundraising events, employee donations and a Company match, Algoma raised over \$7,000 for this year's event and was awarded the Corporate Spirit Award for the highest Corporate Fundraiser. Thank you to everyone who participated and donated.



November



Crew members of the *Algoma Spirit* grew their mustaches for November. Movember is an annual, month long event involving the growing of moustaches during the month of November. This international fundraising phenomenon helps to raise awareness regarding men's health issues, specifically prostate cancer.

Over half of the crew onboard the *Algoma Spirit* participated and raised \$500 for the Movember fundraising campaign, which Algoma will match bringing their total to \$1,000!

Algoma Central Properties Inc.

New Hires



We are pleased to announce that **Heath Cronin** joined ACPI on May 16, 2011 as Building Maintenance Operations - St. Catharines. Heath brings 12 years of landscaping and property maintenance experience with him to ACPI.



Please join us in welcoming **Ian Manary** to ACPI. Ian has accepted the position of Building Maintenance Operations - Waterloo effective June 20, 2011. Ian has 15 years of landscaping and property maintenance experience.

Retirements



Bill Egan, Controller with ACPI retired October 1, 2011. Bill began his career on August 25, 1980 as Project Accountant - Elliot Lake and later became Accounting Supervisor. In 1990, Bill was promoted to the position of Controller which he held until his retirement date. We would like to thank Bill for his 30+ years of hard work and dedicated service. We wish him and his family all the best in his retirement.

Service Awards



Hans Geenen (L) presents Phil Bumbaco (R) with his 10 year service award.

Station Mall



On September 28, 2011, SportChek opened their doors to the public. As is evident in the picture above, the store is designed to their new standard. Their modern look has generated quite a positive buzz in Sault Ste. Marie, ON. Sales to date have exceeded their projections and everyone at the Station Mall in Sault Ste. Marie, ON is excited about the additional foot traffic SportChek is generating.

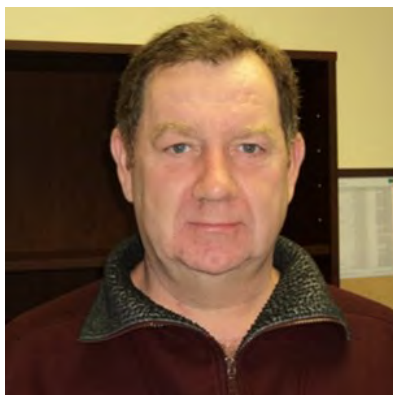
In addition, WalMart has announced that they will be taking over the Zellers location at the Station Mall with a new concept inner-city-style store, that operates in approximately 50% of the area a typical WalMart would require. Zellers will continue to operate this location until June 2012, at which time WalMart will commence remodelling the store. They hope to open in time for the back to school sales in fall 2012.

Artwork created by the grandchildren of ACPI Administrative Assistant **Mary Borowicz**. From left to right: Meagan - 10, Hannah - 8, Jessica - 4.



Fraser Marine & Industrial

New Hires



Frank Donohoe joined FMI on October 31, 2011, as Assistant Field Superintendent. Frank has previously worked at Hamilton Marine, Port Weller Dry Dock and Allied Marine. Frank brings a wealth of experience and a strong work ethic to the position.

Retirements

2nd Class Repairman, **William (Bill) Somers**, retired on September 1, 2011, after 30 years of service. Bill's skills were put to work primarily in the Fabrication Shop with brief stints in the field and included work on the *Algorail* arch renewals as well as innumerable gangways and ladders. We wish Bill all the best for a long and happy retirement.

Final Sailings

It is with much sadness that we announce the passing of **Harry Dickie** on October 30, 2011. Harry started with Fraser Ship Repairs in July 1974 and retired in 1991. For the first 13 years at Frasers, Harry worked as a 1st Class Repairman. His remaining years were spent in the Tool Room. We send out sincere condolences to his family. He will be greatly missed by many friends and family.

Update

The summer of 2011 was unusually busy for Fraser Marine & Industrial which resulted in the fortunate situation of full employment for our seniority employees. This helps maintain our Vision to be the first choice ship repair company on the Great Lakes by keeping our skilled and dedicated workforce intact.

In the spirit of maintaining the most skilled and best trained work force in the industry, a significant amount of training occurred over the summer months, including fork lift, fall arrest, hazard prevention, first aid, violence in the workplace and Canadian Welding Bureau training.



Conversation held during Violence in the Workplace training.

FMI has been instrumental in the change of names for the Algoma Dry-Bulk fleet, providing the logos, lettering and required labour for this project.



The Algoma Progress and it's newly painted stacks.



FMI employees show their support by wearing their orange colored t-shirts at the christening of the Algoma Mariner.



Gregg Dame (L) and Dana Gray (R) initiate the annual FMI food and toy drive.

Onboard Algoma Vessels



AlgoCanada
GP Watchkeeper Pierre LeBoutillier (L) and 2nd Mate Austin Flynn (R)



John D. Leitch
Electrician Bogdan Wykret



John B. Aird
Captain Dennis Taylor (L) and Able Seaman (A/B) Gregory MacRae (R)



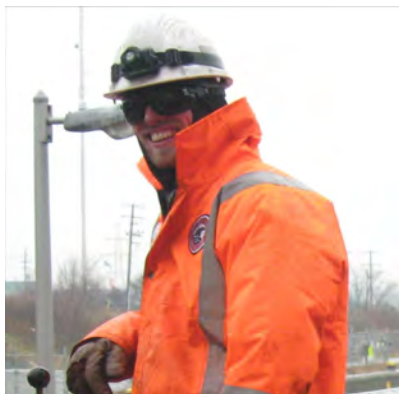
AlgoCanada
From left to right: Mobile Utility Crew (MUC) Clint Williams and Donald Gouthro, GP Watchkeepers Jimmy Phillips, Michael Dempsey and Jimmy Marchand.



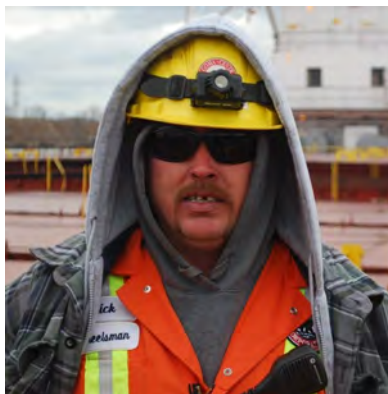
John D. Leitch
Chief Engineer Martin Olivier



John B. Aird
From left to right: Head Tunnelman John Coley, Tunnelman Jerome Keeping and Mechanical Assistant (M/A) Reginald Piercey



John B. Aird
3rd Mate Blake Gustafson



John D. Leitch
Wheelsman Ricky Hancott



AlgoCanada
Chief Cook Cheryl Hobley

Onboard Algoma Vessels



John B. Aird
3rd Engineer Real Carrey (L)
and Mechanical Assistant (M/A)
Lee Laffin (R)



John D. Leitch
Captain William Cross



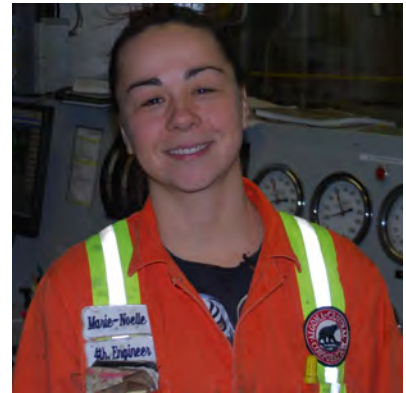
AlgoCanada
Captain Hugh Bain (R) and
Chief Engineer Igors
Martinenko (L)



John D. Leitch
Chief Cook Scott Nicholls



John B. Aird
From left to right: Ordinary
Seamen (O/S) Cecil Lockyer
and Christopher Peach and 4th
Engineer Jacques Vezina



John D. Leitch
4th Engineer Marie Beauregard



AlgoCanada
1st Mate Ralph Trowbridge



John B. Aird
Chief Cook Mance Champagne
(L) and 2nd Cook Haley
Benoit (R)



John D. Leitch
3rd Mate William Campbell

Service Awards 2011



Captain Aladino Dini (L) and Al Vanagas (R) present Ashok Kapoor with his 30 year service award.



Barb McFadyen (L) presents James Bryan (R) with his 35 year service award.



Captain Aladino Dini (L) and Al Vanagas (R) present Lillian Jodoin with her 25 year service award.



Captain David Jones (L) presents Cecil King (R) with his 25 year service award.



Eric McKenzie (R) presents Captain Don Anderson (L) with his 20 year service award.



Captain Emmanuel Sevor (R) presents Gerard Andrea (L) with his 20 year service award.



Captain Neil Olsen (L) presents David Campbell (R) with his 20 year service award.



President & CEO Greg Wight (L) and Captain Peter Schultz (R) present Stephen Craig with his 20 year service award.



Barb McFadyen (R) presents William Cross (L) with his 20 year service award.

Service Awards 2011



Captain Douglas Parsons (L) presents John Cummings (R) with his 20 year service award.



Captain Douglas Parsons (L) presents Louis Epp (R) with his 20 year service award.



Captain Denis Vezina (L) presents Morris Francis (R) with his 20 year service award.



Captain Emmanuel Sevor (R) presents Glen Harvey (L) with his 20 year service award.



Captain Dennis Taylor (L) presents James Martin (R) with his 20 year service award.



Chief Engineer Kevin Shears (L) presents Edward Pakersky (R) with his 20 year service award.



Captain Neil Olsen (L) presents Alexander Parsons (R) with his 20 year service award.



Captain Samuel Arnold (L) presents Blair Pike (R) with his 20 year service award.



Captain David Jones (L) presents Wayne Rendell (R) with his 20 year service award.

Service Awards 2011



Chief Engineer Alex Konev (R) presents Paul Sawyer (L) with his 20 year service award.



Chief Engineer Kevin Shears (L) presents Dale Slade (R) with his 20 year service award.



Captain Anders Rasmussen (R) and Human Resources Student Amanda Dyson (L) present Rene Veillette with his 20 year service award.



Captain Kenneth Marsh (L) presents Robert Chiasson (R) with his 15 year service award.



President & CEO Greg Wight (L) and Captain Peter Schultz (R) present Charles Chouinard with his 15 year service award.



Captain Werner Draenger (L) presents Neil Coleman (R) with his 15 year service award.



Captain Werner Draenger (L) presents Joseph Gale (R) with his 15 year service award.



Captain Werner Draenger (L) presents Jeannie Goveia (R) with her 15 year service award.



Captain Clarence Vautier (L) presents Haniff Jafralie (R) with his 15 year service award.

Service Awards 2011



Al Vanagas (R) presents Bruce Johnston (L) with his 15 year service award.



Captain Emmanuel Sevor (R) presents Gary Knowlton (L) with his 15 year service award.



Michael Morrisette receives his 15 year service award.



Chief Engineer Wojciech Kondratowicz (R) presents J. Wayne Rendell (L) with his 15 year service award.



Captain James Wilhelm (R) presents Alain Tremblay (L) with his 15 year service award.



Captain James Wilhelm (R) and Chief Engineer Evgueni Ananiev (L) present Paul Young with his 15 year service award.



Chief Engineer Kevin Shears (R) presents Glenn Birrell (L) with his 10 year service award.



Chief Engineer Stewart Shellard (L) presents Alain Dufour (R) with his 10 year service award.



Captain Kenneth Rowe (L) presents Daniel Duquette (R) with his 10 year service award.

Service Awards



Captain Melvin Ford (L) presents Mary Luz Friedrich (R) with her 10 year service award.



Dan Fournier (R) presents Myles Fullom (L) with his 10 year service award.



Captain Paul Morrison (R) presents Serge Girard (L) with his 10 year service award.



Captain Paul Morrison (R) presents Rodney Harris (L) with his 10 year service award.



Captain Clarence Vautier (L) presents Christopher Kellam (R) with his 10 year service award.



Captain Les Comrie (R) presents J. Richard Kelland (L) with his 10 year service award.



Captain Douglas Parsons (L) presents Ashley MacInnis (R) with his 10 year service award.



Elvin Mallett receives his 10 year service award.



Captain Neil Olsen (L) presents Richard Mason (R) with his 10 year service award.

Service Awards



Captain Emmanuel Sevor (R) presents Daniel Misick (L) with his 10 year service award.



Captain Samuel Arnold (R) presents Michael Parsons (L) with his 10 year service award.



Captain Clarence Vautier (L) presents Joshua Payne (R) with his 10 year service award.



Captain Aladino Dini (L) and Al Vanagas (R) present Lloyd Pink with his 10 year service award.

Congratulations to all employees who received a service award this year. Your hard work and dedication to Algoma is greatly appreciated.

The employees below also received a service award in 2011 but were unavailable for a photo.

Bernard Blakely - 25 years

**Douglas Fudge - 20 years
Raymond Johnston - 20 years**

Kathleen Jones - 15 years

Efren Frejoles - 10 years

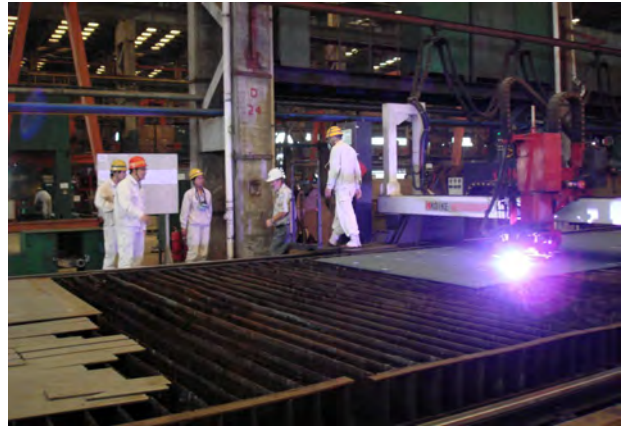


Artwork created by 8 year old Brianna Archambault, granddaughter of **Paul Ryan**, 2nd Mate on the *Algosoo*.

Equinox Class Vessels

Work on the Equinox Class vessels has commenced at Nantong Mingde shipyard. More than 4,400 tons of steel material has been delivered to the shipyard as of mid-October which consists of steel plates and bulb bar profiles.

The official steel cutting date for the first two vessels, GB 01 (MD149) was September 10, 2011 and the official date for GB 02 (MD150) was September 23, 2011.



Our own Project Managers are on site at Nantong Mingde, as is our contracted site supervision company. The site team is dealing with technical review items, material delivery inspections, and vendor qualification/facilities inspection. As the project continues, the on-site manpower will grow to meet production timelines.



Equinox Class Vessels

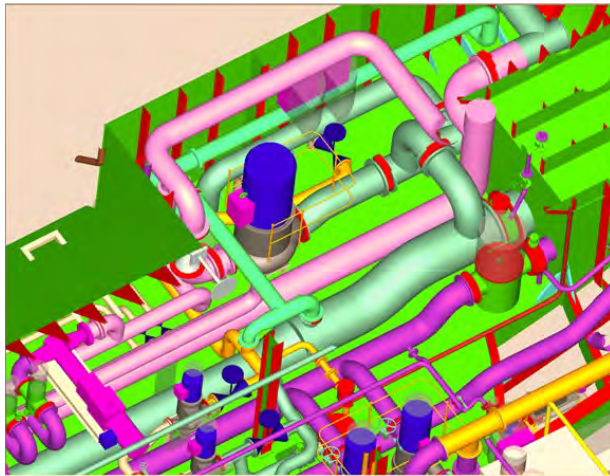
The Equinox design incorporates the latest in navigational technology to enhance the navigational safety of the vessel in all weather conditions including an integrated bridge system, a high visibility ergonomically designed bridge to give maximum advantage to the officers, a low light/infra-red camera system to improve night vision even in the worst of weather conditions.

Attention has been paid to safety and security with access and egress easily controlled and directed through the ship's office from where officers can monitor the bridge and foremast mounted security cameras.



The accommodation areas (shown above, right) on the Equinox class vessels are well equipped and comfortable. The smallest of the crew cabins is 15m² and all have private washroom modules. Cabin temperature is controlled through a dual string heating and cooling system, where one duct delivers cool air and another delivers hot air to the cabins and each cabin has a local air regulator for temperature control.

Cabins are fitted out with sleep, work and sitting areas and each cabin is equipped with connections to broadband internet and satellite TV. Beds are all full size and attention has been paid to isolate accommodation areas from machinery spaces and therefore limit noise and vibration transfer levels.



The work on the 3D model is advancing and has been a great benefit in identifying potential problem areas early in the process.



Artwork by Abbey McCulligh. Abbey is 9 years old and is the daughter of **Jo-Anne McCulligh**, Manager, Traffic.

Name the Vessels Contest



As previously announced, the first vessel of the new Equinox Class will be named the ***Algoma Equinox***.

In the last issue of the Bearfacts, we asked Algoma employees to help us name the remaining vessels. We received almost 400 suggested names. While the final selections have not yet been made, the following vessel names have been shortlisted for consideration:

Algoma Conveyor

Submitted by: Paul Young

Algoma Endurance

Submitted by: Bill Chapman, Brian Durnford, Debbie Goss, Fraser Herritt, Don Larkin and David Ross

Algoma Harvester

Submitted by: Jim Pound

Algoma Innovator

Submitted by: Roger Cox, Debbie Goss, Alan Morin and Kelly Turonski

Algoma Niagara

Submitted by: Barb McFadyen and Lois Phillips

Algoma Ontario

Submitted by: Tony Carter, Roger Cox, Eric Lance Farris, Jim Pound and Xiu Yang

Algoma Pioneer

Submitted by: Wanda Shaw

Algoma Sault

Submitted by: Alan Morin

Algoma Vision

Submitted by: Bill Chapman, Louis Drolet, Dexter Eddy, Debbie Goss, Fraser Herritt, Fred Jennings, Darryl Keeping, Brian Kezar, Tahir Khan, James Ladouceur, Robert Loveless, Wilbrod Parent, Jim Pound, David Ross, Rodney Russel, Claudio Uchi and Ricardo Walters

Thank you to all employees who submitted names for consideration. Congratulations to the employees listed above who will be awarded \$100 Bearbucks for a shortlisted entry.

Employee Photo Contest



1st Place Winner

Misty Morning

Photo taken by **Steve Wright**
Director, Operations



2nd Place Winner

Gavelly Bay Beach on Lake Erie

Photo taken by **Janine Pilon**
Administrator, Helpdesk



3rd Place Winner

Chateau Frontenac

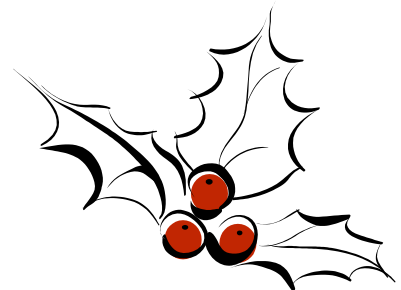
Photo taken by **Trevor D'Souza**
Chief Engineer, Gordon C. Leitch



4th Place Winner

Peggy's Cove Swissair Flight 111 Memorial Site

Photo taken by **Mitch Maltby**
General Purpose Seaman, Algoma Dartmouth



Artwork created by Abby Shedden, 5 year old daughter of **Cathy Smith**, Director, Human Resources.

Happy Holidays From The Children



This drawing was created by 10 year old Kayla Jobst. Kayla is the step daughter of Operations Manager, **David Pauze**.



11 year old, Teely Hopkin, granddaughter of ACPI - Sault Office Administrator **Jo-Ann King** drew this Christmas tree.



9 year old Sarah Trowbridge, daughter of 1st Mate **Ralph Trowbridge** of the *AlgoCanada* created this lovely Christmas scene.



This drawing was created by Natalia Sawatsky. Natalia is the niece of Payroll Clerk, **Wanda Shaw**. Natalia is 7 years old.



Mackenna Ross, daughter of Human Resources Manager, **Gabrielle Ross** and Technical Services Director **David Ross** created this artwork. Mackenna is 8 years old.



8 year old Melinda DeSilva drew this picture. Melinda is the daughter of Chief Engineer **Nihal DeSilva** of the *Algosea*.