

BEAR FACTS



Algoma Central Corporation Newsletter
Winter 2018



ALGOMA'S SUNSHINE OFFICE 6 MONTHS OF SUCCESS!

To support the growth in our international business, we opened a new office in Fort Lauderdale, Florida on the 1st of June.

The office is home to Algoma Management Services Ltd. ("AMS") which was also incorporated to provide support services for all of Algoma's non-Canadian businesses including the Ocean Self-Unloaders and the Global Short Sea Shipping business segments.

The AMS group consists of eight members distributed in the three operational areas of finance, commercial & technical operations. The finance team is headed by Fredrik Hanson as VP Finance and Administration and supported by Sergio Orellana as Senior Accountant, Alejandro Enciso as Financial Analyst and Lauren McEwen as Accounting Clerk.

[\(Continued on page 2\)](#)



INSIDE THIS ISSUE



President's Message

Happy Holidays and some company updates from Ken.

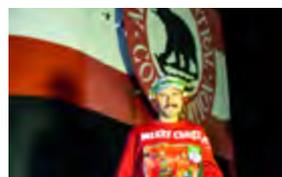
Page 1



Company Updates

Equinox Class, NovaAlgona, Safety and more!

Page 2-6



Employee News

Births, weddings, new hires, promotions, service awards, retirements & final sailings.

Page 7-22



Crew of the *Algonorth* in Sweden.



PRESIDENT'S MESSAGE

As we approach the end of another successful year, I would like to say thank you to all members of the Algoma team for your hard work, dedication, innovation and your continued support in reaching our goals. I wish you and your family a very Merry Christmas and all the best in 2019, it's going to be a great year!

This year we saw the addition of 5 vessels to the Algoma fleet, some new and some not, but all played a key part in our continued growth and demonstrates our commitment to the domestic business. A big thank you to all who made this happen.

We released our third quarter financial results in early November and I am very pleased with the outcome as we continue to experience improved results. Overall we saw a 16% increase in revenue in the third quarter compared to last year.

Further highlights from the quarter include:

- Domestic Dry-Bulk net earnings increased 8% as a result of improved freight rates.
- Product Tankers revenue increased by 24% due to the segment experiencing strong customer demand from its major customer.
- Ocean Self-Unloader revenue increased 28% compared to the prior year. This was mainly as a result of fleet being at full utilization with the return of the *Algoma Integrity* to the Pool.

During the fourth quarter, a seventh Product Tanker was purchased and the *Algonorth* has now safely made it home. I am happy to add this vessel to our fleet and look forward to being able to continue to meet our customers' needs.

Thank you to the crew who made the journey to bring her home and to our corporate office team for all their hard work in making this transaction happen.

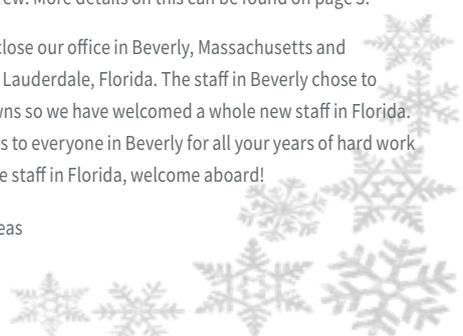
In the Global Short Sea segment, a new joint venture, NovaAlgoma Bulk Holdings ("NABH"). More details on this can be found on page 4 in the NovaAlgoma update. Stay tuned for more exciting updates in the coming months.

I am also pleased to announce that all of our domestic dry-bulk labour agreements have been ratified. Thank you to everyone's hard work; it is because of you that these agreements are in force until 2023 bringing added security to our customers and our crew. More details on this can be found on page 3.

This year we decided to close our office in Beverly, Massachusetts and open a new office in Fort Lauderdale, Florida. The staff in Beverly chose to remain in their home towns so we have welcomed a whole new staff in Florida. I would like to give thanks to everyone in Beverly for all your years of hard work and dedication and to the staff in Florida, welcome aboard!

Fair Winds & Following Seas

- Ken



The commercial team is headed by Felipe Carvalho as Director, International Sales & Business Development and supported by Andrea Ballestas as Chartering Analyst. The technical operations are led by Suhail Modak as VP Technical Operation and supported by Sergiy Yushanov as Senior Superintendent. The office will have two new additions in 2019 as legal support will be brought on-board as well as an addition to the technical operation group as they continue to build out its team in anticipation of in-sourcing the pool vessels.

By the end of January 2019, AMS will manage the technical operations of all the pool vessels as the *Algoma Vision* and *Algoma Value* are brought into in-house management. They will join the *Bahama Spirit* (in-house since September 2017), the *Honorable Henry Jackman* (since October 2017) and the *Algoma Integrity* (May 2018). The change will further enable the company to realize future cost savings as well as help align commercial, finance, and technical operation functions. With years of experience, Suhail and Sergiy are ready to expand their operations!

Additionally, AMS continues to support the Global Short Sea segment by providing commercial and finance support to the growing businesses of the joint ventures NACC, NASC and NABH. As international growth continues to be a key aspect to the Algoma's financial and strategic objectives, the team has been hard at work developing and supporting multiple business opportunities.

The Fort Lauderdale office reflects a great deal of diversity as the countries of Mexico, Columbia, Brazil, Sweden, Spain, Cuba, Ukraine, India, and New York are represented. The World Cup this past summer was an immensely enjoyable event at the office as everyone was invested.

AMS Team



EQUINOX UPDATE

In the last issue of Bear Facts the *Algoma Conveyor* project was in the very early stages and work on board had begun with the removal of the funnel or superstructure. Since then, a great deal of work has been done and the *Algoma Conveyor* is now nearing the final stages of commissioning and there is even a possibility it will be on sea trials at some point over the Christmas – New Year holiday season!

As you can see (below) the superstructure is now back on along with the shiny new EMS Tech boom and the hull is sporting the Algoma colour scheme with pride. The interior spaces of the ship are also coming along very well with the interior outfitting of the accommodations nearing completion, the cargo hold linings are already completed, all the belts have been installed and only hydraulic and electric commissioning remain in the self-unloading systems. The navigation systems on the bridge are more than 75% commissioned and the machinery in the engineroom is in a similar state.

There have been numerous updates to the Equinox design over the past few years and although this was supposed to be the first Equinox self-unloader, the 3 year “break” in construction has been a challenge to complete. The silver lining is that the experience of the last season with the *Niagara* and *Sault* in service have benefited the ship a great deal. The Algoma way of always searching for improvement in safety and performance has not been forgotten. The original MacGregor - Cargotec self-unloading system is being updated and improved through an agreement with EMS Tech to review and complete the system. This has resulted in several changes including the C-Loop, a complete new boom instead of the original fully enclosed boom and a new control

system among many other smaller changes. Also, the Nordic remote control and tank gauging system will be replaced by a system from Hoppe and will be very similar to the one installed on the *Algoma Innovator*. The mooring winches will also be modified to use SEC / THR drives and controls instead of the TTS winches.

While it remains a challenge to complete and test everything, the project team is still doing all they can to see the ship completed and ready to depart on its delivery voyage to Canada in 2019.

“Best Wishes for the Holiday Season from the Entire Equinox team in Jiangyin!”
- Bernie Johnson - Director, Special Projects





ALGOMA IS ON

Click on the Vimeo logo above to check out our page! Stay tuned for more videos and make sure to follow us on social media!

- @ALGOMACENTRAL
- #EXCITINGTIMESATALGOMA
- #SAILWITHTHEBEAR
- #THISSHIPSAILSSAFE



NEW COLLECTIVE AGREEMENTS WITHIN DOMESTIC DRY-BULK

We are proud to announce the ratification of all collective agreements within the Domestic Dry-Bulk fleet!

As of December 21, all domestic dry-bulk collective agreements have been ratified and will be in force until 2023. This includes four officer contracts with the CMSG and unlicensed collective agreements with the SIU.

The renewed agreements provide competitive compensation packages and increased flexibility to crew utilization and scheduling.



TO EVERYONE INVOLVED IN THIS PROCESS, THANK YOU FOR ALL OF YOUR HARD WORK.

These agreements mean stability to not only our valued customers but to our current and future employees. - Gregg Ruhl COO



THIS SHIP SAILS SAFE

Congratulations to Administrative Assisant, Operations Kelly Clarke who won the Safety Slogan Contest with her entry of "This Ship Sails Safe". Thank you to all employees who participated in the contest!

For many years Algoma has rewarded its seagoing staff for their efforts in achieving operations excellence. Starting from January 1, 2019 we will be expanding this program to all office staff as true excellence requires all of us to play our part.

The program will remain the same for the vessels to earn their Gold Flag for Operations Excellence. The vessel must go 365 days without a disqualifying event, these events include but are not limited to:

1. Crew injury requiring treatment greater than first aid
2. Any environmental spill greater than minor operational drips
3. Damage to either the vessel, cargo or customer property that exceeds \$10,000.

3. Damage to either the vessel, cargo or customer property that exceeds \$10,000.

Upon achieving Operational Excellence the vessel receives its flag and a reward of Bear Bucks for the regular crew. Going forward all office employees will also receive \$20 in Bear Bucks for each vessel that achieves Operations Excellence.

The program has always intended to build a team atmosphere onboard our vessels, this expansion of the program will serve to remind us all that the true team includes each and every one of us working towards a common goal.



The crew of the Algosea with their gold safety flag on August 31. Well done!



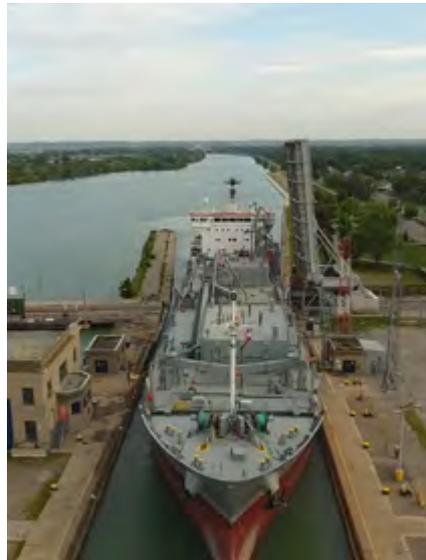
Manager - Safety Dan Fournier takes a selfie with the crew of the Bahama Spirit with their gold safety flag. Well done!

NOVAALGOMA UPDATE

NovaAlgoma's owned fleet currently comprises 16 cement carriers, 20 mini-bulkers, 4 deep-sea carriers and a 25% interest in a fleet of 7 smaller specialized pneumatic cement carriers for a total of 47 vessels.

In September, NovaAlgoma Short Sea Carriers and Peter Döhle Schiffahrts announced the creation of DNA shipping, a commercial agreement to pursue consolidation and growth within the multi-purpose project vessel (MPP) and 13,500 to 15,000 mini-grabber dry-bulk markets.

During the third quarter a new joint venture NovaAlgoma Bulk Holdings ("NABH") was created with Nova Marine Carriers and comprises four deep-sea bulkers operating internationally. This fleet is managed out of Lugano, Switzerland. There is more exciting news on the horizon for NovaAlgoma and we look forward to continuing to grow this segment.



The NACC Argonaut in lock 1

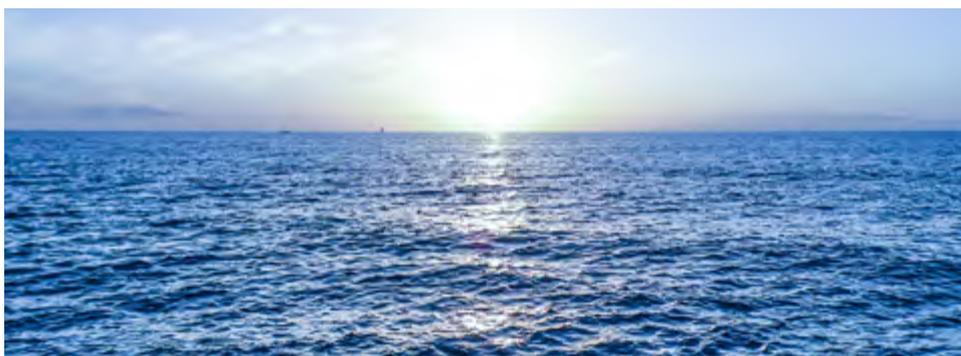
2017 SUSTAINABILITY REPORT

On August 20, 2018 the 2017 Sustainability Report was published. Three items were especially highlighted in this update: our recent safety performance, our carbon reduction progress and a description of the actions that we are pursuing to address the current Great Lakes marine industry recruitment challenge.



To view the report:

<http://www.algonet.com/sustainability/>



Coming Soon!

www.novaalgoma.com

NovaAlgoma will be launching its new website! You will be able to find fleet information, press releases, career listings and contact information all in one place!

Stay Tuned!

Don't forget NovaAlgoma is on social media!

@NOVAALGOMA

THE INTERNATIONAL BULK JOURNAL
AWARDED THE NACC ALICUDI WITH THE
SHIP OF THE YEAR! **IBJ** International Bulk Journal



The IBJ Awards is known as 'the Oscars of the Bulk handling sector'. Once a year achievements by individuals and organisations within bulk handling are saluted here and awards are given out to companies or individuals.

This year the IBJ judges selected the 120m long NACC Alicudi because she is the world's first self-discharging cement carrier with IMO Tier III compliant diesel engine driving a bulk handling system.

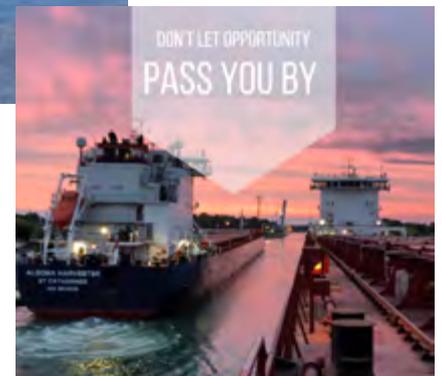
ALGOMA LAUNCHES RECRUITMENT CAMPAIGN



@ALGOMACENTRAL
#Sailwiththebear

We are beginning to roll out our new recruitment campaign! Be sure to follow, like and share Algoma on social media.

Algoma, along with its industry peers, is facing a national shortage of qualified seafarers, predominantly in the officer ranks. In light of these obstacles, Algoma has made talent acquisition a business priority and is working through several channels to increase and stabilize our labour pool. Sourcing and retaining top talent is crucial to fully utilize and protect our capital investments, create a barrier of entry to foreign ships, and to maintain a competitive advantage through the continued safe, efficient, and customer-focused operation of our fleet.



#Sailwiththebear

STEP INTO MY OFFICE





@ALGOMACENTRAL





1-833-4-ALGOMA
WWW.ALGONET.COM/CAREERS

SEA WITHOUT BORDERS

“The main reason I came to Algoma is their vision for the future; they are looking for new technologies in shipping, their fleet renewal and of course my many friends I have here. I believe in this company.” - Chief Engineer Jean Louis Girard (NACC Quebec).

Chief Engineer Jean Louis Girard is one of many new members to the Algoma shipboard team. We would like to welcome all those who have come aboard this year and thank our recruitment team who have been working hard at boosting Algoma's visibility, networking with our industry partners and finding new talent to join our team!



ALGOMA CENTRAL CORPORATION
Fleet Personnel

AFTER - HOURS EMERGENCY ASSISTANCE

outside of regular business hours call: 905-734-2111



+1-833-4-ALGOMA



crewing@algonet.com
www.algonet.com/careers

Hours 0800 - 1630 EST Monday to Friday

2018 VISION: TO BECOME A LEADER IN THE SHIPMENT OF BULK COMMODITIES
SHORT SEA SHIPPING IS OUR BUSINESS



ALGOMA IN THE COMMUNITY

Thank you to all our employees who take the time to participate in community events throughout the year! #thebearcares

On June 19, Team Algoma took part in the 20th Annual Algoma-Rotary Golf Tournament in support of the Niagara Children's Centre and the First Ontario Performing Arts Centre. This year we raised \$48,000 bringing the total to \$855,000 since the tournament began! A huge thank you to everyone who donated and participated!

On August 23, some of our shore-side staff participated in the annual United Way Backpack for Kids Program. This year Algoma filled nearly 1,100 backpacks! This is such a great cause and we are proud to do our part to make sure no child feels left out on the first day of school.



From Left to Right: VP - Commercial Bruce Partridge, Mayor of St. Catharines Walter Sendzik, President & CEO Ken Soerensen and Senior VP - Corporate Development Wes Newton



Algoma Staff at Backpack for Kids

2018 UNITED WAY CAMPAIGN



Annual Tailgate Party in support of Gillian's Place Holiday Wish List



Socks & Mittens Trees in support of Out of the Cold & United Way After School Programs

STAY TUNED FOR UPDATES IN EARLY 2019 FOR UPCOMING COMMUNITY INVOLVEMENT INITIATIVES AND HOW YOU CAN BE A PART OF GIVING BACK TO YOUR COMMUNITIES!

#THEBEARCARES



The Engine Crew on the *Algoma Strongfield* getting into the holiday spirit! Thanks for sending in the photo! Front: John Kelly, Cole Walser and Raven Boudreau. Back: Ralph Hardy, Gaurav Devgan, C/E Nicolae Coman, Martin Raynsford and C/E Muhammad Khan.

TAKE YOUR KIDS TO WORK DAY

Algoma participated in Take Our Kids to Work Day on November 14. Students were able to tour operations at the St. Lawrence Seaway, learn about trades in organized workshops, and got to operate the crane at the seaway! The students also got to take a tour of the Canadian Coast Guard!

Thank you to everyone who helped organize this event!



Top Photo: VP - Corporate Finance, Chris Lazarz and his son Luke.



Bottom Photo: Manager, Applications, Giulia Smyth and her son Nate.





THE TWELVE DAYS OF CHRISTMAS CARDS!



Drawings created by:

1. Arthur age 9, son of Supervisor - Purchasing Dalia Dief.
2. Clark age 7, son of Senior VP - Corporate Development Wes Newton.
3. Tessa age 5, daughter of Senior VP - Corporate Development Wes Newton.
4. Miller age 6, niece of Manager - Fleet Personnel Brooke Cameron.
5. Sarah age 12, daughter of Tax Specialist Paul Bradley.
6. Luke age 10, son of Tax Specialist Paul Bradley.
7. Audrey age 10, daughter of Senior VP - Corporate Development Wes Newton.
8. Miller age 6, niece of Manager - Fleet Personnel Brooke Cameron.
9. Austin age 10, Grandson of Manager - Vessel Traffic & Customer Service Laura Ireland & Captain Doug Ireland.
10. Emma age 12, Granddaughter of 2nd Cook Cindy Simpson.
11. Jacey age 5, daughter of O/S Calvin Chaulk.
12. Alva age 5, daughter of VP - Finance & Administration Fredrik Hanson.



ALGOMA CHRISTMAS CARD CONTEST WINNERS



CONGRATULATIONS TO THE WINNERS OF THE CHRISTMAS CARD CONTEST! THIS YEAR WE JUST COULDN'T PICK ONE!

Drawings in the top row (from left to right) created by:

- Angelin age 9, daughter of 2nd Engineer Jimmy Austin.
- Serina age 10, daughter of Chief Engineer Nihal De Silva.
- Katie age 8, daughter of AVP - Marketing Jeff DeRosario.

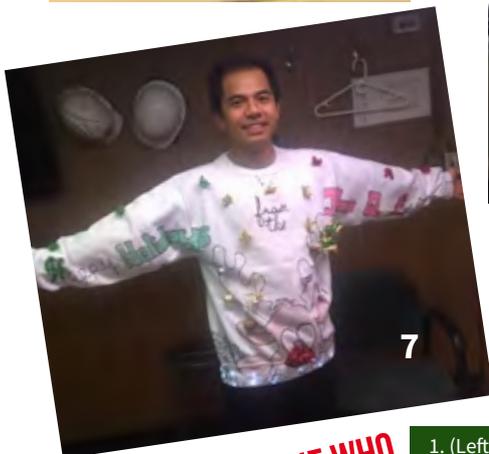
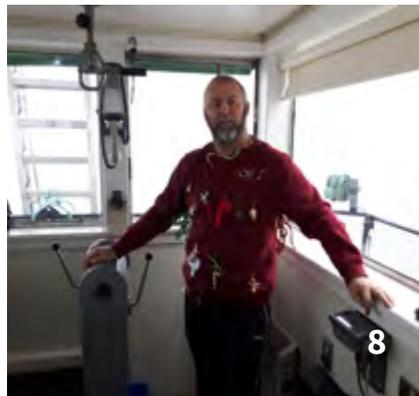
Drawings in the bottom row (from left to right) created by:

- Piper age 8, daughter of Manager - Payroll Charlene Horton.
- Abbey age 12, daughter of AVP - Human Resources Cathy Smith & Charlotte age 12, daughter of Manager - HR Gabe Ross and General Manager - ASR Dave Ross.
- Nicholas age 9, son of Chief Engineer Nicolae Coman.



THANK YOU TO ALL OUR BEAR CUBS WHO SUBMITTED A CHRISTMAS DRAWING! GREAT JOB!

ALGOMA TACKY CHRISTMAS SWEATER CONTEST!



THANK YOU TO EVERYONE WHO PARTICIPATED! GREAT JOB!

1. (Left to Right) Management Trainee Ryan Muil, Training & Development Specialist Jamie Regular, Administrator - Helpdesk Janine Pilon.
2. *Algoma Guardian* - 3rd Mate Sebastien Boucher
3. *Algoma Niagara* - Captain Charlene Munden
4. *Algoscotia* - Captain Robert Sheldon
5. *Algoma Transport* - Deck Cadet Adam Czich
6. *Algoma Strongfield* - 4th Engineer Raven Boudreau
7. *John D. Leitch* -
8. *Algoma Buffalo* -
9. *G3 Marquis*

Sweater Teams and their models!

FIRE UP THE REINDEER - WE HAVE OUR WINNERS!



Corporate Office Team 1
Sweater worn by Administrator - Helpdesk Janine Pilon



Algoma Transport
Sweater worn by Deck Cadet Adam Czich



Algoma Guardian
Sweater worn by 3rd Mate Sebastien Boucher

GIVING BACK ON THE SHIPS



The crew on the *Algoma Discovery* visited a Metro store in Hamilton and bought 90 bags of food worth \$540! All of the food will go directly to the local food bank. The crew raised all of the funds on their own! Way to go *Algoma Discovery*! Captain Tom Higham of the vessel says that the crew are all extremely proud of themselves, and you definitely should be!

Photo Left: Captain Tom Higham.

Photo Right: AB Cliff Ginter & 2nd Cook Pamela Francis.



ANNUAL ALZHEIMER'S VESSEL CAMPAIGN

The annual Alzheimer's vessel campaign ran through September and although the final numbers are not in, we are looking at a donation of approximately \$14,000 which includes the Algoma match. Congratulations to all the vessels that participated!

Many thanks to all who participated, with your help and support, we were once again able to make a significant contribution to the Alzheimer's foundation on behalf of Algoma!

Alzheimer Society
CANADA



1st Place - *Algoma Equinox* in Toronto - submitted by 2nd Engineer Gaurav Devgan.

EMPLOYEE PHOTO CONTEST WINNERS



2nd Place - *Algoma Niagara* by Île Parisienne submitted by 3rd Mate Alexandre Therrien.



3rd Place - *Algoma Innovator* in the Saginaw River submitted by 2nd Mate Chad Ruffett.

WE NEED MORE PHOTOS! KEEP
THE SUBMISSIONS COMING!



send to bearfacts@algonet.com

ALGOMA CENTRAL CORPORATION SCHOLARSHIPS RECIPIENTS

**Congratulations to our
scholarship recipients!
We wish you all best in your
future endeavours!**



The Algoma Central Corporation Scholarship program was launched in 1993 and has since provided \$528,000 to 290 deserving students.

To be eligible to receive the \$2,000 first-year postsecondary education scholarship, the student making the application must meet the following criteria:

1. The student must be a dependent (age 24 or under) of a permanent employee of Algoma or one of its subsidiaries;
2. The student has or is about to graduate from high school and/or CEGEP and plans to enroll for their first time in a full-time graduate degree credit program at an accredited college or university in a two, three or four year program.

Application packages for 2019 scholarships (which include the full consideration criteria) will be available beginning in January 2019 through the Human Resources Department. Interested students must complete the application and mail it to the Human Resources Department no later than July 1, 2019.



**Desiree Armstrong (L) - Stepdaughter of
Captain Ross Armstrong
Attending: OCAD University**

**Isabella DiBenedetto (R) - Stepdaughter
of 4th Engineer Francois St.Pierre
Attending: Carleton University**



**Amy Feehan(L) - daughter of O/S
Angela Feehan
Attending: Memorial University**

**Winston Halder(R) - son of Chief Engineer
William Halder
Attending: York University**



**Nicholas Loveless (L) - son of Captain
Robert Loveless
Attending: Marine Institute**

**Simin Modak (R) - son of VP - Technical
Operations Suhail Modak
Attending: University of North Florida**





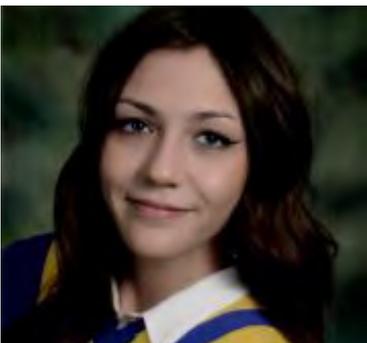
Colin Pearson - son of Director of Operations Darren Pearson
Attending: Brock University



Cameron Starr - son of ASL Controller Lisa Starr
Attending: Quinnipiac University



Reilly Walters - son of Chief Engineer Todd Walters
Attending: Memorial University



Alexis (Lexi) Woods - daughter of Engineering Superintendent Todd Fleming
Attending: Seneca College

CERTIFICATE UPGRADES

Congratulations to Keith Stone & Robert McGarrity for upgrading their certificates!

ALGOMA CENTRAL CORP. SCHOLARSHIP RECIPIENTS



Marine Institute of Memorial University

Sr. Placement Officer, Bernie Brockerville presented the Algoma Central Corp. Scholarship to two MI students on November 21.

Top Photo: Jason Henricksen Nautical Science Year 2 (L) & Bernie Brockerville (R).

Bottom Photo: Jin Wang Marine Engineering Student (L) & Bernie Brockerville (R).



Final Sailings

It is with our deepest sympathy that we announce the passing of the following employees and retirees. Retired 2nd Cook Penelope (Penny) Kukta passed away on July 6, 2018; ACL 3rd Engineer Terry Bysterbosch passed away on August 9, 2018 and Retired Chief Engineer Edgar Harris passed away on November 4, 2018. Our condolences go out to all the family and friends of these employees.



BIRTHS

Congratulations!



Engineering Superintendent, Danny Dempsey and his wife Jami are proud to announce the birth of their daughter Kate, born November 10.



Director, Information Systems John Brenton is proud to announce the birth of his granddaughter Lily, born on October 24.



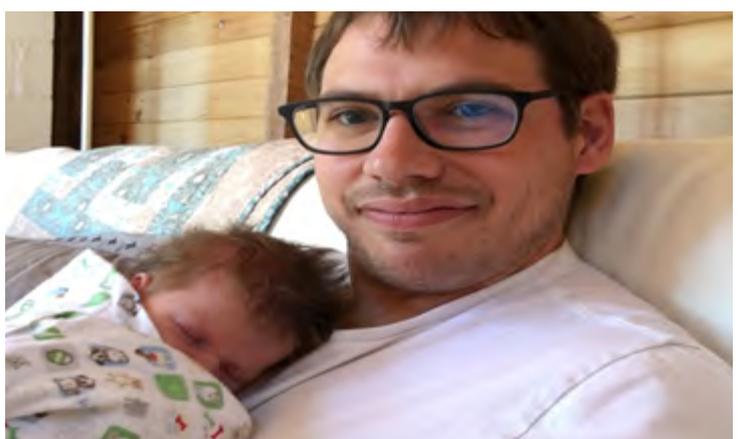
CE Calvin Poole is proud to announce the birth of his grandson Clark born on October 10.



Supervisor - Purchasing, Dalia Dief is proud to announce the birth of her son Franklin, born July 19.



ACM 3rd Mate, Brett Massender is proud to announce the birth of his daughter Gage, born July 7.



NACC Quebec 2nd Mate, Ryan Mullen is proud to announce the birth of his daughter Teagan, born June 13.



Dream
BIG
Little Bears



WEDDINGS

Congratulations!

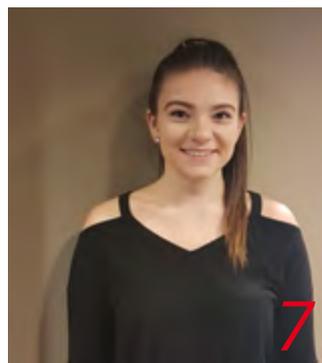
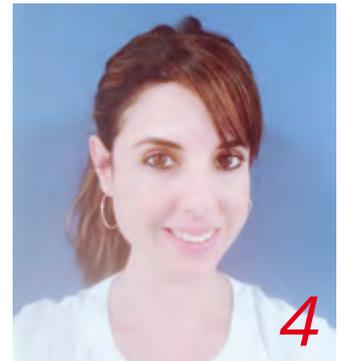


Manager - External Reporting Tina D'Agostino was married on May 26.



Accounting Clerk Lauren McEwen (Montano) was married on October 14.

NEW HIRES



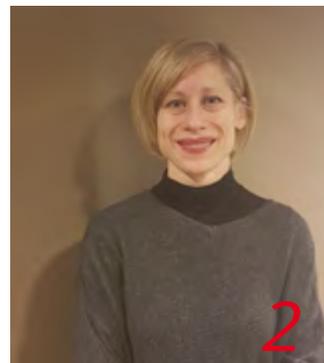
1. Chief Engineer John Stephen was hired full time on May 2.
2. Paul Bradley was hired full time on June 4 as Tax Manager.
3. Andre Chabot was hired full time on June 4 as Management Trainee.
4. Lauren McEwen was hired on June 11 as Accounting Clerk at AMS.
5. David Maritan was hired full time on August 1 as Junior Analyst.
6. Miranda Mullet was hired on August 13 as Sales & Traffic Associate.
7. Rebecca Gauvin was hired full time on September 4 as Management Trainee.
8. Goldwin Guenther was hired full time on September 4 as Application Support Analyst.

NEW HIRES (CONTINUED)



9. Chief Engineer Kirby Biggin was hired full time on October 22.
10. Chief Engineer Muhammad Khan was hired full time on October 22.
11. Chief Engineer Jean-Louis Girard was hired full time on November 1.
12. Chief Engineer Valeriy Karcheglo was hired full time on November 6.
13. Nouman Sheikh was hired full time on November 13 as Corporate Accountant.
14. Captain Harold Ouellon was hired full time on December 3.

PROMOTIONS



1. On June 12, Jo-Anne McCulligh was promoted to Manager - Commercial.
2. On June 12, Barb McFadyen was promoted to Senior Contract Administrator.
3. On August 27, Tyler Davidson was promoted to Captain.
4. On September 1, Simeon Kendall was promoted to Captain.
5. On December 10, Rob Mc Garrity was promoted to Captain.



SERVICE AWARDS



Peter Winkley (R) presents Walter Korneluk (L) with his 40 year service award.



Joshua Juel (L) presents Michael Dempsey (R) with his 40 year service award.



Chief Engineer Anthony Arcand (L) and Dave Pauze (R) presents Edward Day (M) with his 40 year service award.



Kelsey Luchyshyn (L) presents Donald Byrne (R) with his 40 year service award.



Steve Wright (M) and Chief Engineer Xiu Yang (R) presents William Brown (L) with his 35 year service award.



Chris Lazarz (L) presents Vern Rendell (R) with his 30 year service award.



Steve Wright (L) presents William Kadwell (R) with his 25 year service award.



Steve Wright (L) and Captain Chesley Thorne (R) presents Krzysztof Lewandowski (M) with his 25 year service award.

SERVICE AWARDS



Kelsey Luchyshyn (L) presents Tomasz Szulewski (R) with his 25 year service award.



Chief Engineer Anthony Arcand (R) presents Eric Farris (L) with his 20 year service award.



Steve Wright (R) and Captain Melvin Ford (L) presents Grace Szczyglowska (M) with her 20 year service award.



Dave Pauze (R) presents Bogdan Wykret (L) with his 20 year service award.



Steve Wright (L) presents Paula Morley (R) with her 20 year service award.



Steve Wright (R) presents Edmund Bynoe (L) with his 15 year service award.



Adam Regular (R) presents Bruce Duffett (L) with his 15 year service award.



Robin Waldie (L) presents Calixte Roque (R) with his 15 year service award.

SERVICE AWARDS



Dan Fournier (R) presents Daniel Ackom (L) with his 10 year service award.

Adam Regular (R) presents Kevin Berg (L) with his 10 year service award.



Captain Neil Olsen (R) presents Kenneth Bye (L) with his 10 year service award.

Dan Fournier (R) presents Calvin Durnford (L) with his 10 year service award.



Chief Engineer Calvin Curry (L) presents Darryn Hannigan (R) with his 10 year service award.

Darren Pearson (L) presents Alan Leblanc (R) with his 10 year service award.



EMPLOYEES THAT ALSO RECEIVED A SERVICE AWARD IN 2018 BUT WERE UNAVAILABLE FOR A PHOTO INCLUDE:

45 Years - Douglas Donnelly.

35 Years - Doris Naud.

30 Years - Eric Jennings.

25 Years - Gary Boudreau.

20 Years - Jason Dewling, Grzegorz Kowal, Sylvain Lauze, David McGregor, John Mac Beth, David McPhee, Richard Titus, Roman Tymkiw, Nabil Zaki, Damon Jones.

15 Years - Ronald Elgie.

10 Years - Florante Agliam, Daniel Courteau, Cole Dewolfe, Brien Eaton, David Keeping, Timothy Lamond, Graham Lindfield, Kevin MacNeil, Kyle Wiley, Raymond Young.

CONGRATULATIONS TO ALL EMPLOYEES WHO CELEBRATED A SERVICE MILESTONE! THANK YOU FOR YOUR CONTINUOUS YEARS OF SERVICE AND DEDICATION TO ALGOMA!

RETIREMENTS



CAPTAIN DENNIS KEATING

Retired on September 1 after almost 44 years of service. Captain Keating sailed throughout the Tanker fleet but most recently on the *AlgoCanada*.

WALTER KORNELUK

Retired on June 30 after almost 42 years of service. Walter worked in the head office most recently as Analyst, Applications.

JOCELYNE NADEAU

Retired on October 31 after almost 39 years of service. Jocelyn sailed throughout the domestic dry-bulk fleet as a 2nd Cook.

FRANKLIN SWEETLAND

Retired on August 17 after 39 years of service. Frank sailed throughout the domestic dry-bulk fleet as an Ordinary Seaman.

DIANE SHAW

Retired on September 2 after 38 years of service. Diane sailed throughout the domestic dry-bulk fleet as a Wheelsman.

JANICE CROZIER

Retired on June 30 after 37 years of service. Janice sailed throughout the domestic dry-bulk fleet as a Chief Cook.

CAPTAIN MELVIN FORD

Retired on December 15 after 37 years of service. Captain Ford sailed throughout the domestic dry-bulk fleet most recently on the *Algoma Spirit*.

RODNEY LEE

Retired on July 11 after 36 years of service. Rodney sailed throughout the domestic dry-bulk fleet as a Dayman.

CAPTAIN NEIL OLSEN

Retired on October 1 after 34 years of service. Captain Olsen sailed on the *Captain Henry Jackman*.

CHIEF ENGINEER STEFAN DANIELSKI

Retired on September 30 after 34 years of service. Chief Danielski sailed throughout the domestic dry-bulk fleet primarily on the *Algolake*.

CATHERINE CALVERT

Retired on July 31 after 31 years of service. Cathy worked at the head office most recently as Director of Sales (Tankers).

WILFREDO ALLONAR

Retired on June 15 after almost 30 years of service. Wilfredo sailed on the *Radcliffe R. Latimer* as a 3rd Engineer.

ROGER BOWN

Retired on September 23 after 29 years of service. Roger sailed throughout the domestic dry-bulk fleet as an Ordinary Seaman.

KENNETH KEEPING

Retired on July 8 after 28 years of service. Kenneth sailed on the *Algolake* as an O/S on Watch.

CAPTAIN WAYNE PENNEY

Retired on December 10 after 27 years of service. Captain Penney sailed on the *Algoma Enterprise*.

RETIREMENTS



EDWARD CASEY

Retired on June 25 after 23 years of service. Ed sailed most recently on the *Algoma Harvester* as a 3rd Mate.

JOHN SKINNER

Retired on July 24 after 19 years of service. John sailed throughout the domestic dry-bulk fleet as a Wheelsman.

CLAYTON FRANCIS

Retired on June 30 after 18 years of service. Clayton sailed on the throughout the doemstic dry-bulk fleet as a Wheelsman.

PORFIRIO PERNETA

Retired on June 30 after 17 years of service. Porfirio sailed on the *Captain H. Jackman* as an O/S.

ROBERT COOK

Retired on October 2 after 17 years of service. Robert sailed on the *Algoma Guardian* as an Able Seaman.

EDMUND BYNOE

Retired on November 25 after 16 years of service. Edmund sailed primarily on the *Algolake* as a Mechanical Assistant but was most recently on the *Algoma Sault*.

RAYMOND YOUNG

Retired on September 25 after 11 years of service. Raymond sailed on the *Radcliffe R. Latimer* as an O/S on Watch.

FRANK DALTON

Retired on October 19 after 8 years of service. Frank sailed on the *Algoma Hansa* as a Chief Cook.



**WE WISH YOU ALL A HAPPY AND HEALTHY
RETIREMENT AND APPRECIATE YOUR MANY YEARS OF
DEDICATED SERVICE!**