



Special Edition

BEAR FACTS

Algoma Central Corporation Newsletter | Winter 2019



PRESIDENT'S MESSAGE

Algoma Central Corporation's growth and strong performance is a direct result of the individual and collective efforts of our employees. We are extremely fortunate to have a great group of employees who make up the Algoma family.

I would like to personally thank everyone for their hard work, loyalty and dedication to Algoma. From shipboard to shoreside, every employee plays a key role in moving us forward, making us better and making us the Marine Carrier of choice. As mentioned in the previous Bear Facts, as we continue to evolve as a Company, so should the way we recognize our employees. With that in mind, we are excited to introduce our new Service and Retirement Awards Recognition Program with you!

Warmest Regards,

Gregg

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NEW RECOGNITION PROGRAM

SERVICE AWARDS

The new service award program was successfully rolled out earlier this year and employees have started to place their orders! The new service awards program has over 25 options for every 5 year milestone. So far, lifestyle selections such as electronics and household items have been popular but traditional type awards such as clocks, jewelry and watches are also common choice.

How the program works:

The new service award plaque will be given out to employees once they reach 10 years. The new program includes gifts for every 5 years of service with Algoma starting at 15 years. Any employee who has surpassed their 10th year anniversary with Algoma will receive the new award once they reach their next milestone year along with a medallion for each of the milestones they have celebrated up to that time.

Below are some examples of the service award gifts (which are subject to change):

15 Year Award Examples



20 Year Award Examples



25 Year Award Examples



30 Year Award Examples



35 Year Award Examples



40 Year Award Examples



45 Year Award Examples



CONGRATULATIONS TO ALL OUR
EMPLOYEES CELEBRATING SERVICE
MILESTONES - THANK YOU FOR YOUR
HARD WORK, DEDICATION AND LOYALTY

RETIREMENT AWARDS

The old retirement awards program awarded a ship's wheel or barometer to employees with over 25 years of service. The new program provides a retirement gift to those with over 10 years of service. The new program has two offerings: one for employees with 10 to 24 years of service and one for employees with 25+ years of service. Each milestone has over 30 options to choose from.

Below are some examples of the retirement award gifts (which are subject to change):

Retirement Level 1 Examples



Retirement Level 2 Examples



Questions?

If you have any questions regarding your service or retirement award email package please contact Laura Banks at Williams Recognition. Laura's email is laura@williamsrecognition.com.

Below is an example of the new service award plaque for an employee who celebrated 25 years and their retirement with Algoma.



The Human Resources team would like to thank you for your patience during this transition and hope you enjoy the new plaque and gifts! If you would like to provide us with feedback about the new program, please contact serviceawards@algonet.com.

2018 Service Awards



Martin Barriault
with Captain Martin Bateman (L)



Ian Boulanger
with Martin Neuenhagen (L)
and Captain Rob McGarrity (R)



Ahmed Chemissa
with Captain Edward Kemp (L)



Kevin Chevrier
with Captain Peter Schultz (L)



Craig Connors
with Captain Bruce Chisling (L)



Wilfred Covey
with Captain Peter Schultz (L)



Daniel Dumont
with Darren Pearson (L)
and Paul Plamondon (R)



Dexter Eddy
with Captain Duncan Roberts (R)



Austin Flynn
with Dan Fournier (R)



Kevin Forrest
with Chief Engineer Stephane
Gilbert (R)



Brian Hoffe
with Dan Fournier (R)



Patrick Hogan
with Captain Kirk Lake (R)



Mira Hube
with President & CEO Gregg Ruhl (L)



Chief Engineer Wacław Janda
with Brad Tiffin (R)



Richard Keeping
with Chief Engineer Calvin Poole (L)



Ricky Lavallee
with Chief Engineer Yun Fu Wu (R)



Pierre LeBoutillier
with Captain Jamie White (L)



Wayne Lefrense
with Captain Aladino Dini (L)



Valier Levesque
with Captain Charlene Munden (L)



Bernard Maloney
with Captain Christopher Mitchell (L)



William McCormick
with Captain Wallace James (L)



Suhail Modak
with Julie Nieuwesteeg (R)



Chief Engineer Serguei Morozov
with Brad Tiffin (R)



Derek Park
with Captain Bernard Moore (L)



Jeffery Provencal
with Chief Engineer Francois
Tremblay (L)



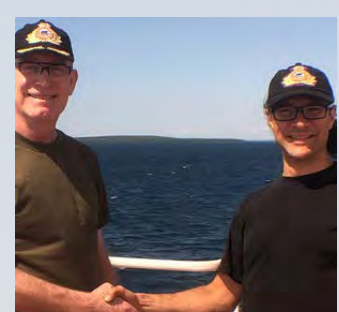
Adam Regular
with Brad Tiffin (R)



Jarrett Rideout
with Captain Martin Bateman (R)



Bernard Rivero
with Captain Tom Higham (L)
and Dave Pauze (R)



Chief Engineer Martin Schoenherr
with Captain Ray Schrempf (L)



Cathy Smith
with President & CEO Gregg Ruhl (L)



Giulia Smyth
with President & CEO Gregg Ruhl (L)



Derrick Spurrell
with Captain Christopher Mitchell (L)



Craig Strickland
with Dan Fournier (L)



Chief Engineer Glenn Titford
with Captain Christopher Mitchell (L)



Armando Tuy
with Darren Pearson (L)
and Paul Plamondon (R)



Sean Wade
with Captain Mark Young (L)



Gordon Waterman
with Captain Mark Young (L)



NO PHOTO AVAILABLE:

Gerald Chisholm
Edward Kirchlechner
John Lander

Jaroslav Pacasa
Alan Robertson
Tony Morgan



Mario Battista
with President & CEO Gregg Ruhl (L)



Simon Beaulieu
with Captain Jeffrey Pink (R)



Wade Bragg
with Captain Ray Schrempf (L)



Benito Golveque
with Captain Ray Schrempf (R)



Randy Hancott
with Captain Robert McGarrity (L)



Captain Duncan Roberts
with Chief Engineer Cindy Martin (R)



Dietz Solondz
with Captain Peter Schultz (L)



NO PHOTO AVAILABLE:

Herman Keeping
Osvaldo Marrero Lugo

Blake Seymour



Perry Baker
with Chief Engineer Trevor
D'Souza (R)



Andre-Marie Chantal
with Captain Edward Kemp (R)



Craig Coleman
with Captain Martin Bateman (R)



Tom Collins
with Captain Doug Inglis (L)



Joe Costabile
with Dave Ross (R)



**Chief Engineer Mustapha
Guedroudj**
with Captain Peter Petrov (L)



Andre Gushue
with Captain Jamie White (R)



Captain Tom Higham
with Brad Tiffin (R)



Captain Wallace James
with Brad Tiffin (R)



Andre Johansen
with Captain Edward Kemp (R)



Craig Jones
with Chief Engineer Valeriy
Karcheglo (R)



Robert Joshua
with Dan Fournier (L)



Robert Joyce
with Tahir Khan (R)



Mervyl Kennedy
with Captain Bruce Chisling (L)



Gilbert Laliberte
with Captain Edward Kemp (L)



Wayne Lawrence
with Captain Peter Petrov (R)



Serge LeClerc
with Captain Jamie White (R)



Ed McPhee
with Dave Ross (R)



Jimmy Phillips
with Captain Edward Kemp (L)



Guy Poirier
with Dan Fournier (L)



Dave Ross
with Kelly Humes (L)



William Ryan
with Captain Simeon Kendall (L)



Gilles Sauvageau
with Captain Edward Kemp (R)



Rodney Savoury
with Captain Bruce Chisling (L)



Corey Spicer
with Captain Edward Kemp (R)



Greg Thorsteinson
with Chief Engineer Dave Allan (R)

NO PHOTO AVAILABLE:

Chief Marc Cimon
Gary MacLean

Gisele Rondeau



Norman Gerrow
with Dave Pauze (L)
and Steve Wright (R)



Ronald Ingram
with Captain Ray Schrempf (R)



Carl Swan
with Captain Ray Schrempf (L)



Chief Engineer Jacques Trudel
with Brad Tiffin (R)



Robin Waldie
with Steve Wright (R)



John Brenton
with President & CEO Gregg Ruhl (L)



Pat Chiarelli
with President & CEO Gregg Ruhl (L)



Frederick Collins
with Captain Robert Loveless (L)



Tammy Fournier
with President & CEO Gregg Ruhl (L)



James Fulford
with Captain Robert Loveless (L)



Michael Graham
with Captain Robert Loveless (L)



Leslie Harvey
with Captain Tom Higham (R)



Rex Harvey
with Captain Kirk Lake (L)



Randy Kelland
with Captain Wayne Penney (R)



Don Larkin
with President & CEO Gregg Ruhl (L)



Robert MacDonald
with Chief Engineer Darren Nichol (L)



Derek Wheaton
with Captain Tyler Davidson (R)



Paul Wright
with Captain Tyler Davidson (R)



Jean Bouffard
with Captain Paul Morrison (L)
and Joshua Juel (R)



Captain Doug Inglis
with President & CEO Gregg Ruhl (L)
and Brad Tiffin (R)



Stanislaw Michalski
with Chief Engineer Michel
Brassard (R)



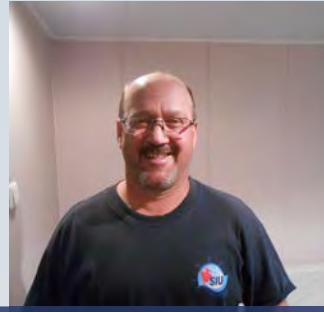
Kevin Minkoff
with Steve Wright (R)



Steve Wright
with President & CEO Gregg Ruhl (L)



Jerome Bishop
with Captain Charlene Munden (L)
and Chief Engineer Martin Olivier (R)



Tony Carter



Robert Knox
with Captain Richard Hesketh (L)



Brant Marsh
with Captain Robert Loveless (L)



Cindy Miatello
with President & CEO Gregg Ruhl (L)



Gilbert Toope
with Captain Tyler Davidson (R)



Captain Mark Young
with President & CEO Gregg Ruhl (L)
and Brad Tiffin (R)



Captain
Edwin Seward

2019 Service Awards



Dave Belisle
with President & CEO Gregg Ruhl (L)



PC Brunet
with Bruce Partridge (L)



Mitchell Cook
with Captain Doug Inglis (L)



Mike Deinhart
with President & CEO Gregg Ruhl (L)



Sylvain Denis
with Captain Martin Bateman (L)



Robert Edwards
with Captain Hugh Bain (R)



Terrence Keeping
with Captain Bernard Moore (L)



Mitchell Maltby
with Captain Hugh Bain (R)



Brian Munden
with Captain Edward Kemp (R)



Joshua Rideout
with Captain Gregory Crewe (L)

**NO PHOTO
AVAILABLE:**

**Bruce Bryan
Marie Line Le Boutillier**



Bruno Cote
with Chief Engineer Michel
Brassard (R)



Chief Engineer Stephane Gilbert
with Captain Peter Carpenter (R)



Chief Engineer Victor Gordynskii
with Captain Peter Klaassen (L)



Roy Hadland
with Chief Engineer Darren Nichol (L)



Chris Halliday
with Chief Engineer Darren Nichol (L)



Ralph Hardy
with Captain Wallace James (R)



Jason Irvine
with Captain Michael Jolliffe (R)



Noel Jackson
with Chief Engineer Calvin Poole (L)



Wayne Kaiser
with Captain Tom Higham (R)



Brian Kezar
with Dave Ross (L)



Jacqueline Lelay-Legault
with Captain Peter Klaassen (L)



Captain Robert McGarrity
with David Brown (R)



Fredrick Nippard
with Captain Paul Morrison (L)



Francois St-Pierre
with Chief Engineer Darren Nichol (R)



Martin Raynsford
with Chief Engineer Francois
Tremblay (L)



Chad Ruffett
with Captain Ray Schrempf (L)



Willis Thomas
with Chief Engineer Darren Nichol (R)



Shannon Tucker
with Captain Michael Jolliffe (L)



Martin Vachon
with Captain Michael Jolliffe (R)



Greg Willison
with Captain Peter Klaassen (L)



Eric Wilson
with Chief Engineer Dave Allan (L)

NO PHOTO AVAILABLE:

Constantin Baetu
Richard Carter
Chief Calvin Curry

Chief Wojciech Kondratowicz
Bryan Linthorne
Douglas Matthews



Tom Anderson
with President & CEO Gregg Ruhl (L)



Chief Engineer Evgueni Ananiev
with Captain Les Comrie (R)



Philip Bumbaco
with Mike Szczapaniak (R)



Karyn Dale
with Captain Rob McGarrity (R)



Derek Donnelly



Michael Feehan
with Captain Michael Jolliffe (R)



Denis Levasseur
with John Brenton (L)



Jo-Anne McCulligh
with Bruce Partridge (L)



Cindy Simpson
with Captain Charlene Munden (L)



Glen Whitt
with Captain Michael Jolliffe (R)



Greg Zufelt
with Chief Engineer Vatssek Janda (R)

NO PHOTO AVAILABLE:

Jackson Dewar
Clifford Gillis
Rachel Kawalec
Kelly Keeping

Alexander MacDougall
Samuel Riggs
Rodney Wells
Alan Wooller



Todd Bazinet
with Kelly Humes (L)



Wayne Blagdon
with Captain Wayne Penney (R)



Dennis Boudreau
with Captain Peter Klaassen (L)



David Brown
with Captain Robert Mc Garrity (L)



Leo Byrne
with Captain Robert Loveless (R)



Michael Byrne
with Captain Robert Loveless (R)



Les Crossan
with Captain Tom Higham (R)



Robert Eckmier
with Captain Ross Armstrong (L)



Dan Fournier
with Kevin Reid (L)



Laura Ireland
with President & CEO Gregg Ruhl (L)



David Keough
with Captain Michael Jolliffe (R)



Andre Leclerc



Captain Robert Loveless
with Chief Engineer Trevor
D'Souza (R)



Captain Colin Mark
with Ramil Ringor (R)



Larry Markarian
with Captain Robert Loveless (R)



Chief Engineer Cindy Martin
with Captain Duncan Roberts (L)



Stu McLean
with Dave Ross (L)



Chief Engineer Darren Nichol
with Captain Peter Klaassen (R)



Wade Ostermaier
with Captain Robert McGarrity (L)



**Chief Engineer
Calvin Poole**



**Captain
Peter Schultz**



Chief Engineer Kevin Shears
with Captain Ross Armstrong (L)



Richard Sweetland
with Chief Engineer Trevor
D'Souza (R)



Todd Williams
with Captain Charlene Munden (L)



Chief Engineer Erik Zielonka
with Captain Peter Klaassen (R)

**NO PHOTO
AVAILABLE:**

Scott Belyea
Robert Lawlor
Allen McAlpine



Peter Altobello
with Chief Engineer Michel
Brassard (R)



Real Carrey
with Chief Engineer Stephane
Gilbert (R)



Sheldon Carter



Melvin Chaulk
with Captain Les Comrie (R)



Captain John Croucher
with Alex Tapp (R)



Alexander Ferguson
with Captain Tom Higham (R)



Wallace Green
with Captain Kirk Lake (L)



Bob Hicks
with Wayne Hennessey (L)



Blandford Keeping
with Captain Tom Higham (L)



Robert Keeping
with Captain Ray Schrepf (R)



Sheldon Marks
with Captain Ray Schrepf (R)



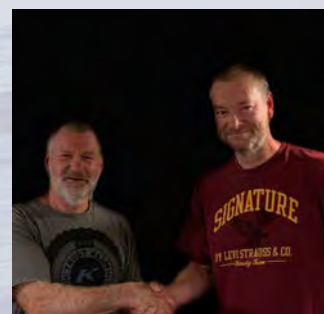
Blaine Marsh



Chief Engineer Peter Pennock
with Captain John Lavery (L)
and Todd Fleming (R)



Ross Sampson
with Captain Jeffrey Pink (R)



Terry Sharron
with Chief Engineer Kevin Shears (R)



Ted Simms
with Captain Robert Loveless (R)

NO PHOTO AVAILABLE:

Norman Brochu
David Buckland
Colin Caines
Mark Clarke
Christopher Hayward
Larry Meade

Donald Piercey
Danny Piercey
Arthur Seymour
William Swan
David Tigert
Jacques Vezina



Gary Bond
with Captain Wallace James (R)



Matthew Brennan
with Captain Robert Loveless (R)



Captain Les Comrie
with Chief Engineer Jacob Vos (L)



Edward Fitzgerald



Peter Hayward
with Avi Roy (L)



Tony Nystedt



Janine Pilon
with President & CEO Gregg Ruhl (L)



Chief Engineer Peter Stanley
with Captain Paul Morrison (L)

**NO PHOTO
AVAILABLE:**

Shawn Thorne



Greg Bolivar
with Captain Robert Sheldon (L)



Norman Brayon
with Captain Mark Young (L)



**Captain
Peter Carpenter**



Captain Gregory Crewe
with Nathaniel Wheeler (L)



Leno Del Duca
with Chief Engineer Trevor
D'Souza (R)



Andre Joly
with Captain Bruce Chisling (L)



Chief Engineer Brad Misener
with Captain Doug Inglis (L)



Michael Nicholls
with Captain Edwin Seward (R)



Edward Nolan
with Captain Mark Young (L)



Kevin Ossinger
with Captain Robert Loveless (R)



Captain Robert Sheldon
with Captain Bernie Moore (L)



Robert Stavenow
with Captain Peter Klaassen (R)

**NO PHOTO
AVAILABLE:**

Robert Sweetland

RETIREMENTS



DANIEL CAMPBELL

Retired on February 22, after 37 years of service. Daniel sailed most recently on the Algosea as a Chief Cook.



JOSEPH GALE

Retired on February 24, after 23 years of service. Joseph sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Spirit as a 2nd Engineer.



CHIEF ENGINEER CHARLES FORDE

Retired on February 28 after 41 years of service. Chief Engineer Forde sailed on the John D. Leitch.



CAPTAIN DENNIS TAYLOR

Retired on March 1, after 28 years of service. Captain Taylor sailed throughout the domestic dry-bulk fleet, most recently on the Algowood.



WALTER ROSE

Retired on March 31, after 35 years of service. Walter sailed throughout the domestic dry-bulk fleet, most recently on the G3 Marquis as an Able Seaman.



ALEXANDER MORRIS

Retired on April 3, after 7 years of service. Alexander sailed throughout the domestic dry-bulk fleet, most recently on the Captain Henry Jackman as an Able Seaman.



DAVID HOADLEY

Retired on April 9, after 3 years of service. David sailed throughout the domestic dry-bulk fleet, most recently on the Tim S. Dool as an Able Seaman.



GARY MACLEAN

Retired on April 30, after 21 years of service. Gary sailed throughout the tanker fleet, most recently on the Algoma Hansa as a GP Watchkeeper.



GUY TARDIF

Retired on June 1, after 8 years of service. Guy sailed on the Algoma Discovery as the Chief Cook.

RETIREMENTS



SYLVAIN LAUZE

Retired on June 2, after 21 years of service. Sylvain sailed throughout the tanker fleet, most recently on the Algoma Hansa as a 3rd Engineer.



ROBERT DIAMOND

Retired on June 30, after 23 years of service. Robert sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Transport as an Ordinary Seaman.



JUDY ANN SAVOIA

Retired on June 30, after 12 years of service. Judy Ann worked in Algoma's head office most recently as Receptionist.



ELI CHISLETT

Retired on July 3, after 25 years of service. Eli sailed throughout the DDB and tanker fleets, and completed his career on the NACC Argonaut as a GP Watchkeeper.



LARRY MEADE

Retired on July 31, after 30 years of service. Larry sailed throughout the domestic dry-bulk fleet, most recently on the Radcliffe R. Latimer as a 4th Engineer.



NICKLAUS MILLER

Retired on August 6, after 23 years of service. Nicklaus sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Conveyor as a 1st Mate.



JO-ANN KING

Retired on August 16, after 12 years of service. Jo-Ann worked in Algoma's head office most recently as an Office Administrator.



ALAN MACPHAIL

Retired on August 28, after 11 years of service. Alan sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Niagara as the Chief Cook.



CHIEF ENGINEER WILLIAM HALDER

Retired on October 19, after 22 years of service. William sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Mariner as Chief Engineer.

RETIREMENTS



RONALD ELGIE

Retired on October 27, after 17 years of service. Ronald sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Sault as a MUC.



ALAIN TREMBLAY

Retired on October 28, after 24 years of service. Alain sailed throughout the domestic dry-bulk fleet, most recently on the Tim S. Dool as an Ordinary Seaman.



MAXWELL HOOKEY

Retired on October 29, after 24 years of service. Maxwell sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Transport as a Deck Foreman.



SYDNEY GOLDFARB

Retired on November 9, after 14 years of service. Sydney sailed throughout the domestic dry-bulk fleet, most recently on the Algoma Conveyor as a a Wheelsman.



ERIC JENNINGS

Retired on November 26, after 32 years of service. Eric sailed throughout the domestic dry-bulk and cement carrier fleet, most recently on the Algoma Transport as a 3rd mate.



GUY POIRIER

Retired on December 14, after 21 years of service. Guy worked throughout the Tanker fleet, most recently on the Algoscotia as the Chief Cook.



TERRY TEMPLE

Retired on December 19, after 13 years of service. Terry worked throughout the domestic dry-bulk fleet, most recently on the Algoma Discovery as a 2nd Engineer.

CONGRATULATIONS TO ALL OF OUR RETIREES -
THANK YOU FOR YOUR YEARS OF SERVICE, AND
ALL THE BEST IN THIS NEXT STAGE IN YOUR LIFE