

BEAR FACTS



Algoma Central Corporation Newsletter
Winter 2020



MESSAGE FROM OUR PRESIDENT & CEO



I would first like to take this opportunity to wish everyone a Merry Christmas and all the best in the New Year. Congratulations on making it to the end of 2020 - I am incredibly proud of our Algoma family for the way we continue to come together and successfully adjust our operations to the challenges this new environment has presented us. Thank you for your courage, perseverance, and commitment to your role as essential workers that has allowed Algoma to play our part in keeping supply chains moving, not only for the benefit of ourselves, but society as a whole. As we look forward to 2021, let's continue to apply what we have learned to keep each other and our operations safe.

This time last year, we announced a new vision - to be the Marine Carrier of Choice. Due to the efforts of every Algoma employee, we have continued to earn and uphold this title while pressing on in our goal of securing a sustainable future, even in the face of a global pandemic. In the second half of 2020, we have:

- Raised \$102,000 in donations for United Way including employee donations and the company match. These funds are used to support our local communities across the country in a great time of need. I am consistently blown away by your generosity - thank you and way to go!
- Expanded our domestic dry-bulk fleet with the delivery of the Algoma Intrepid, and the keel-laying of the Captain Henry Jackman, which will be launched on Christmas Day.
- Completed a strategic review and re-committed to our 2020 focus areas for 2021: Strategic Development, People, Fleet Optimization, and Process Improvement. We have developed a list of projects under these prioritized areas that will allow us to bring our goals to life.
- Re-structured our balance sheet through a re-financing that significantly lowered our cost of debt and allowed us to reward shareholders with a \$100M special dividend.
- Achieved Operational Excellence in 50% of our fleet for the first time in Algoma's history. This is no small feat and you

should be incredibly proud of yourselves - I know I am. Let's keep the momentum going and aim for 100%!

- Our Oceans team had to adjust their plans from China to Turkey for a major dry-docking and overcome serious hurdles related to crew changeover and repatriation for seafarers.

I know this year has been difficult and most of us are relieved to see it come to an end, however we are not at the finish line yet. While there is light at the end of the COVID-19 tunnel with vaccines beginning to roll-out worldwide, it is imperative that we do not become complacent. We must continue to take ownership and act with integrity to keep each other safe as we meet our customers' requirements.

2020 has shown us what we are capable of - we have proven our ability to overcome immense challenges, and we have done so together as the Algoma family. I believe in this team, and have full confidence we will surmount any obstacles that may come our way in 2021.

For now, Merry Christmas and a safe and happy holiday season from my family to yours.

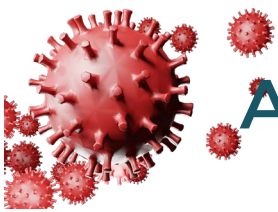
- Gregg



Gregg, his wife Dianne, and grandson Logan



Gregg and Dianne's four children - David, Abby, Katie and Jacob



ACC COVID-19 TASK FORCE UPDATE

With the holiday season quickly approaching, there has been a re-introduction of both shoreside and shipboard protective measures and a tightening of restrictions in response to the continued surge in COVID-19 cases. The following is a summary of some of the key measures put in place by the ACC COVID-19 Task Force to prevent the introduction and spread of the COVID-19 virus.

Shipboard COVID-19 Testing Status

The Company continues to explore, with our various medical service providers, the availability of remote COVID testing of shipboard crews. Shipboard testing remains a challenge due to many factors specific to the marine industry: limited time in port, remote port locations, vessel delays and schedule changes, availability of medical personnel to administer testing, time to get results back, and the accuracy of portable rapid response kits that are on the market. Local government public health agencies control the administration of the “swab” or PCR COVID-19 test, which is currently restricted to COVID-19 symptomatic persons at fixed locations with a pre-booked appointment time. The PCR test is currently the “gold standard” for COVID-19 testing. This type of test does not work well with the dynamic nature of our industry.

The decision to send a crew member ashore for COVID-19 testing is made based on medical guidance and recommendations provided by a Third Party medical consultancy service - Future Care. If a crew member is reported not to be feeling well for any reason, there is ongoing consultation between the vessel Captain, Algoma Human Resources, and Future Care as to the proper precautionary measures and the next course of action to be taken. Precautionary measures may include: in-cabin self isolation for a period of time; administering common cold and flu medication, and/or evacuation ashore for emergency medical assistance with possible COVID-19 testing. Other crew members should continue to practice the existing COVID-19 safety protocols of physical distancing, the wearing of non-medical face masks where safe to do so, and sanitization measures.

The Company will keep you updated if practical, government approved and accurate onboard COVID-19 testing options are made readily available to rapid testing onboard.

Shore Leave

Due to the increased number of COVID-19 cases being reported in many of the port communities that our vessels call on, the ACC COVID-19 Task Force has made the difficult decision to permit shore leave to all but very few ports. Shore leave has been restricted in those port areas with high COVID-19 infections rates including those ports in the “orange or red zone designations”, as well as those in lockdown status. Since the onset of the declared pandemic, shore leave has not been permitted in any US ports.

Lay-up Planning

Winter lay-up 2021 is fast approaching, and Algoma will be making some improvements to our COVID-19 procedures to accommodate the concerns that a vessel out of service and under repair may present. Forward looking contingency planning is underway to be able to respond with effective measures so that essential lay-up work can be completed, and our domestic fleet is readily able to “answer the bell” for fit-out 2021. This includes: measures to ensure that critical vessel repairs and maintenance can be completed; the adequacy of available contractor personnel; availability and delivery of key parts with their timely installation onboard vessels, and the safety and availability of Algoma personnel involved in lay-up and fit-out work.

As part of our lay-up planning, we are asking our main contractors to review their COVID-19 procedures to ensure that they are equivalent to Algoma’s own. Our contractors are being strongly encouraged to have COVID-19 procedures in place that embody the applicable requirements of the Chamber of Marine Commerce’s Ship Owners Trusted Partners initiative. Link below: <https://www.marinedelivers.com/marine-industry-trusted-partners-initiative/>

Office Response Plan

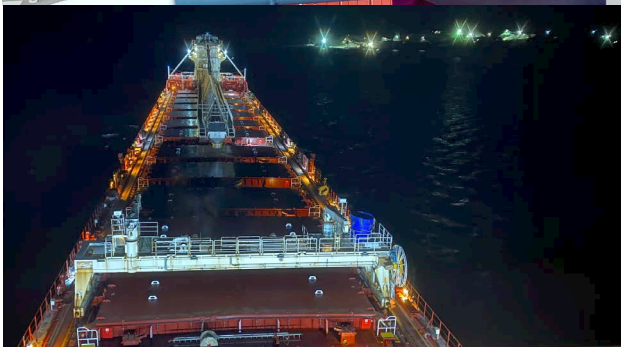
The St. Catharines office Pandemic Response Plan remains in place and is reviewed periodically to ensure its contents are in accordance with the guidance and regulatory requirements provided by federal and provincial governments and their health agencies. The plan outlines office capacity limits based on five (5) phases. The decision to move from one phase to the next will be determined by considering multiple factors including but not limited to: the precautionary measures already in place; risk; virus status both locally and provincially; government restrictions and public health guidelines.

The upcoming holiday season will be difficult for many of us as the pandemic will prevent us from being with many family members and friends. Our festive family traditions may be severely impacted, altered or cancelled altogether. It will be hard for many of us this year.

However, we can still make it a special holiday season and develop new traditions this year to celebrate. We can come up with innovative ways to celebrate holidays safely with others. One of the best gifts we can provide to others and ourselves this season is to follow public health recommendations and guidance to prevent the spread of the COVID-19 virus. Please look after yourselves and stay healthy.

Tom Anderson

Director, Marine Operations
On behalf of the ACC COVID-19 Task Force



THIS SHIP SAILS SAFE

Congratulations to the following vessels for their Operational Excellence in 2020!

Algoscotia	G3 Marquis
Algonova	Algoma Harvester
Algoma Hansa	Algoma Sault
Algosea	Algoma Enterprise
Algoterra	NACC Quebec
Algonorth	NACC Argonaut
Algoma Equinox	Algoma Vision
Algoma Guardian	Hon. Henry Jackman
Algoma Buffalo	Algoma Integrity
Algoma Compass	

50% of our fleet currently holds Operational Excellence status - a new benchmark achievement for Algoma. This is not due to chance, but from hard work and a commitment to safety and each other.




Which ships will join the elite group in 2021?



Operational Excellence is:

1. No treatment above first aid
2. No oil spill to water, land or deck
3. No ship, dock, cargo or bottom contact (causing damage greater than \$10k)

FOLLOW US

@AlgomaCentral

Job postings, company news, events, crew stories and more!

CALLING ALL EMPLOYEES:

We want to share your stories! If you'd like to see your content featured on our social media platforms, please send any photos/videos to social@algonet.com (and ensure proper PPE)!

EQUINOX UPDATE

Captain Henry Jackman

The launch of the *Captain Henry Jackman* was originally scheduled to take place early December of this year. Although the pandemic has had its effects, on the shipyard as well as many of the major equipment suppliers the team has worked with, the shipyard and I are very pleased to report that the launch is now scheduled to take place on Christmas Day. As China is currently 13 hours ahead of Canada, the entire Algoma Family will wake up knowing there is a very, very large Christmas present under the tree.

Throughout the spring and summer months, the yard and site team were fully occupied with block fabrication works inside the shops, as well as Factory Acceptance Tests (FAT) of equipment. The first blocks began entering the blasting and painting buildings in July/August and completed final outfitting and Grand Block assembly near the slipway through the end of September.

The first Grand Block was landed on the slipway, marking the start of the erection process, on September 30. The final superstructure block was landed on the ship on November 15 with the overall erection process taking only 46 days.



First block on Slipway September 30, 2020



Main engine being installed

As mentioned in previous articles, this facility uses a floating dock for launching the vessel, which allows the shipyard to reach a higher level of completion on the various installations. This includes: insulation, flooring, furniture and piping due to the removal of weight related restrictions associated with inclined

slipway launching. They are taking full advantage of this with three to four hundred workers on board every day, cranes constantly delivering materials to the deck accommodations, and a steady stream of cables, pipe sections and small equipment components streaming into the machinery spaces. At this stage of the build it seems like total chaos wherever you look, but over the last weeks the appearance of a few service engineers is signalling the approach of final installation checks prior to launching.

The goal here is to have the ship in a condition to start systems commissioning immediately after launching. This means pressure testing, flushing and most significantly the electrical and control systems connections and testing. The current plan calls for sea trials to be taking place in the second half of March, and all going well the delivery could be as early as March 31, 2021 which would allow the ship to depart and be in service in Canada in early June.



Erection completed November 15, 2020

Bernie Johnson

Director, Special Projects

Algoma Intrepid

The *Algoma Intrepid* is Algoma's newest domestic self-unloader. The vessel was delivered by the 3 Maj shipyard on September 29, 2020, with the Croatian Prime Minister and the Canadian Ambassador in attendance at the delivery ceremony:



The vessel is identical to that of the *Algoma Innovator*, with some operational improvements.



The ship departed Rijeka, Croatia on October 05, 2020 bound for the port of Split, Croatia for a load of ballast stone – the stone being necessary to achieve the strength and stability characteristics required for the delivery voyage over the North Atlantic. The *Algoma Intrepid* departed Split on October 10 and started her journey home, with a planned stop at Gibraltar to take on bunkers for the Atlantic crossing.

The vessel departed Gibraltar area on October 24, 2020. While there were some areas of concern weather-wise and it looked like she may need to head to Bermuda for safe harbour, the weather service monitored these events and directed the ship to minimize the impact of the weather fronts on the vessel's operation. She safely made her way to Canada, arriving in Montreal on November 10, 2020.

The vessel underwent flag change at Montreal to bring her under Canadian Flag and for the Algoma crew to take over the ship. On November 17 she tied up below Lock 1 and the ship was made ready for cargo unloading. The vessel's unloading gear, the winches and the deck crane all had minor issues to be dealt with before discharge could take place, and by November 18 the ship had started to discharge her stone load. On November 19 the ship set sail for Goderich and a load of salt, and began permanent service on the Lakes.

Rob Houston
Senior Technical Consultant



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FLEET UPDATE - WINTER WORK

Every year we start planning for winter work well in advance, and this year is no exception. The planning for the winter to come starts even before the current winter is over. The 10 year fleet plan is updated on a regular basis, and it is the starting point for each year's LU (lay-up) budget discussions. The fleet plan captures routine maintenance cycles for all machinery, various upgrades, and important survey cycles such as dockings, ITSS, and SS. Specifications are developed for major works including dockings, steel works, machinery upgrades and other work. In some cases, we go out for quotations on this work as early as July.

This year, DDB has two dockings: the *Algoma Mariner* in Verreault, and the *Algoma Buffalo* at Donjon Shipyard in Erie. These contracts were awarded early after an extensive quotation process to ensure we get our pick of yards.

A number of vessels have ITSS coming due which can result in significant steel work. Other work being planned includes the start of a scrubber upgrade program for the Equinox Class vessels. We still consider the Equinox Class to be new vessels, but some components in these systems are already obsolete, and over the next 2 – 3 years will be replaced. Winch upgrades are also planned for two Equinox self-unloaders which should improve their performance. We now have to plan for earlier obsolescence of equipment that in some cases would have lasted 20 – 30 years or more. Variable frequency drives and other equipment tend to require much earlier replacement than the older technology these replace. Some of the older equipment including main engines, generators, etc., now require some parts to be ordered 12 months in advance, as it is becoming increasingly difficult to obtain parts for legacy vessels.

The quotation process is important to our winter works to ensure we get the best price at good quality. Even routine work that is

performed every year, such as the overhaul of main engine and generator cylinder heads, goes out for quotation. Without good planning, winter work will not be as successful and effective as it has to be to ensure vessels are reliable for the following operating season. We do not have an unlimited maintenance budget so we have to effectively plan and prioritize what needs to be done.

Despite all the planning that goes into preparing for winter work, there are some things that are difficult to plan for. We expect COVID-19 to have an impact on 2021 winter work, but to what extent? Appropriate and practical precautions will be put in place to protect crews remaining onboard. Ongoing diligence will be required by everyone – crews, contractors, and shore staff visiting vessels. Some of the risk can be managed with the now well-understood precautions. What we don't know is the impact COVID-19 may have on technicians travelling from out of the country, or even a different province, what material shortages there may be, or how outside labour could be impacted for any number of reasons.

Positioning ships to where they need to be is always a challenge. There are less winter berths available to us than years ago, and some of these berths come with restrictions that make it difficult to go about our business. Getting a ship to the intended location can have a significant impact on what work gets done.

Every winter period has its challenges, and occasionally some surprises. Regardless of what they are, they will be handled by our professional team of shipboard and shore staff, with the support of our contractors and suppliers. The winter work period may be the most important thing that the engineering and technical staff do, because it sets us up for the success in operating season that follows.

Steve Wright
Vice President, Engineering



Algoma Mariner



Algoma Buffalo

COMMUNITY MATTERS

United Way Campaign Results

The ways in which we get involved in our communities have been significantly impacted this year, but the need has been even greater. Recognizing this, Algoma continued our annual support of United Way and we were even able to participate in a few days of caring (socially distanced of course). Thanks to your incredible generosity, we were able to raise **\$51,940** through employee donations and fundraisers. Along with the Company match, a total of **\$102,275** will go to making a difference in communities across Canada! A sincere thank you to everyone who participated - we could not have done this without you!



**\$102,275 raised
thanks to you!**

Days of Caring



Thanks to the careful planning of UW organizers, a group of shoreside employees were able to safely continue an annual tradition - **Backpacks for Kids!** The group packed 1900 pencil cases for children/youth in need with school supplies and a \$25 Walmart gift card while practicing social distancing and wearing masks.



In early December, another small group of shoreside employees (taking appropriate COVID precautions) gathered at the UW warehouse to pack 35 **Welcome Home Kits!** These kits provide basic household supplies to individuals and families transitioning from shelters to permanent housing. They enable recipients to start their new lives with the materials required to cook and serve meals and to attend to personal hygiene. As a result, recipients are able to focus their limited funds on essentials such as rent and food.



In an effort to keep our employees safe as well as support our communities, Algoma made our own **branded face masks** available for purchase with all proceeds going to United Way! Thank you to everyone who purchased masks - stay safe!



This day of caring was inspired by our friend and colleague, Bruce Partridge. To honour his memory, shoreside employees participated in a **food drive for Community Care**. Algoma employees and board members contributed food and monetary donations, together raising over \$5,500 for Community Care - an organization close to Bruce's heart.



PUMPKIN CARVING CONTEST

- WINNER: Zachary Vallee (*Compass*)**
1. Janine Pilon
 2. Shannon Convery
 3. Leo Angel
 - 4&5. Janice Sharp
 - 6&10. Noel Miller (*Equinox*)
 - 7&8. Robert Joyce (*AlgoCanada*)
 9. *Algoma Guardian*
 11. Gilbert Munden (*Compass*)
 12. Michaela Gallant (*Niagara*)
 13. Dalia Dief
 14. Trevor Shipman (*Compass*)
 15. Calvin Chaulk
 16. Francois Thibault
 17. Jenny Beadle
 18. Harvester
 19. Jacob Russell (*Innovator*)
 20. John D. Leitch

EMPLOYEE RECIPES

Thank you to everyone who took the time to share their recipes with us! Unfortunately we were unable to select them all - here are a few of our favourites to try over the holidays!

Sweet & Sour Chicken

Submitted by Antonio Sartillo, Chief Cook

Prep Time: 15 minutes

Cooking Time: 45-50 minutes

Ingredients:

- 500g skinless, boneless chicken breast, cut into 2.5 cm pieces
- 2 tbsp. soy sauce
- 1 tbsp. rice wine
- 8oz. can pineapple chunks in natural juice, drained and juice reserved
- 2 tbsp. corn flour
- 3 tbsp. sunflower oil
- 1 green pepper, cut into bite-size pieces
- 1 red pepper, cut into bite-size pieces
- 1 celery stalk, thickly sliced
- 1 onion, cut into bite-size pieces
- 4 tbsp. tomato ketchup
- 8 oz. Lychees (optional)
- Salt and black pepper to taste
- Fresh coriander, chopped for garnish

Instructions

1. Toss the chicken pieces in a large bowl with soy sauce and rice wine.
2. Cover and marinate in the refrigerator for at least 30 minutes.
3. Meanwhile, make the reserve pineapple juice with water and blend with the corn flour. Set aside.
4. When the chicken is done marinating, heat the oil in a wok. Add the chicken and stir for about 3-4 minutes until golden all over.
5. Add the green and red peppers, celery and onion to the wok and stir for about 5 minutes.
6. Add the pineapple and corn flour juice mixture, as well as the ketchup and lychee to the wok and cook for about 3 minutes until thickened.
7. Season with salt and pepper and serve immediately.
8. Garnish with chopped fresh coriander.

Thanksgiving Vegetable Casserole

Recipe by Grace Klaassen

Submitted by Captain Peter Klaassen

Cooking Time: Approx. 50 minutes

Makes: 8-10 Servings

Ingredients:

Filling

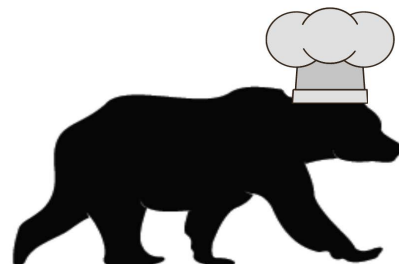
- 5 large sweet potatoes
- 2 lbs. carrots (approximately 12 carrots)
- 3/4 cup orange juice
- 2 tbsp. liquid honey
- 2 tbsp. butter
- 2 tsp. cinnamon
- 2 cloves garlic, minced
- 1 tsp. salt

Topping

- 1 ½ cups fresh bread crumbs
- 1/2 cup chopped pecans
- 1/3 cup melted butter
- 1 tbsp. fresh parsley, chopped

Instructions:

1. Cook potatoes and carrots, then drain and puree.
2. Preheat oven to 350 degrees.
3. Add remaining filling ingredients to puree and blend well.
4. Spread filling mixture evenly in a suitable baking dish.
5. Combine all topping ingredients in a bowl, and sprinkle over filling mixture.
6. Cover with foil and bake for 20 minutes.
7. Uncover and bake for an additional 30 minutes, or until heated through.



Caribbean Hot Sauce

Submitted by Captain Craig Smith

Prep Time: 10 minutes

Cooking Time: 20 minutes

Ingredients

- 1 green mango, peeled, seeded and chopped
- 5 scotch bonnet peppers
- 1 red pepper, seeded and chopped
- 1 onion, peeled and chopped
- 4 tomatoes, chopped
- 4 cloves of garlic, peeled and chopped
- 4 tbsp. fresh lime juice
- zest from 1 lime
- 1 tbsp. Worcestershire sauce
- 4 tbsp. Dijon mustard
- 1½ cup cider vinegar, divided
- Salt to taste

Instructions

1. Combine all ingredients except cider vinegar in a blender and blend until smooth. Add some cider vinegar as needed to process.
2. Transfer to sauce pan with the rest of vinegar and simmer for 20 minutes, season with salt to taste.
3. Strain and bottle in sterilized jars.

Tomato Basil Squares

Recipe by Sharleen Hayward

Submitted by Peter Hayward, Senior Superintendent, Operations

Ingredients:

- 1 pkg. pizza crust (President's Choice Splendido Crust is recommended)
- 2 cups shredded mozzarella cheese, divided
- 1/4 cup parmesan cheese, grated
- 2 tbsp. snipped fresh basil OR 2 tsp. dried basil
- 2/3 cup mayonnaise
- 1 clove garlic, to be pressed
- 4 plum tomatoes, thinly sliced

Instructions:

1. Preheat oven to 375 degrees.
2. Sprinkle crust with 1 cup of mozzarella cheese, set aside.
3. In a bowl, combine parmesan cheese, remaining mozzarella cheese, basil and mayonnaise, and mix well.
4. Using garlic press, press garlic over cheese mixture and mix well.
5. Arrange tomatoes in single layer over mozzarella cheese on the crust.
6. Scoop and spread the cheese mixture evenly over the tomatoes.
7. Bake for 15 to 20 minutes or until top is golden brown and bubbly.
8. Cut with pizza cutter and serve warm.

Orange Cranberry Delight Cake

Recipe by Sue Roy

Submitted by Avi Roy, Director, Tankers

Prep Time: 20 minutes

Cooking Time: 30 minutes

Ingredients:

- 170 g. flour
- 170 g. sugar
- 170 g. butter
- 4 eggs
- 1 ½ tsp. baking powder
- 1 ½ tsp. vanilla essence
- 1/2 cup unsweetened shredded coconut
- 1/2 cup dried sweet cranberries
- 1/4 cup sliced almonds, divided
- 2 medium oranges
- 2 tbsp. icing sugar
- 2 ½ tbsp. orange zest

Instructions:

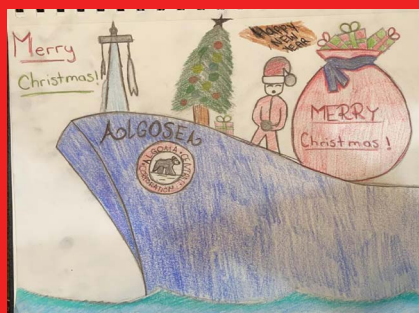
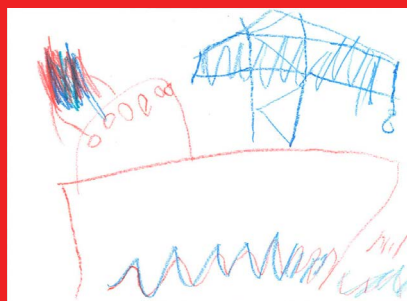
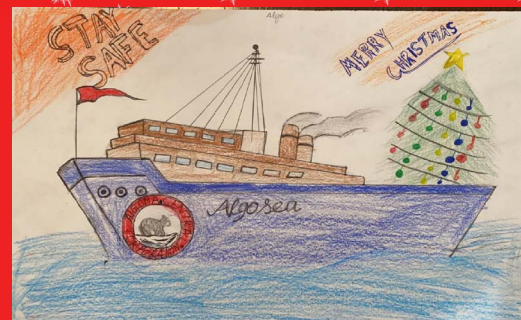
1. Preheat the oven to 350 degrees.
2. Melt butter and mix with sugar in bowl till fluffy.
3. Beat the eggs in a separate bowl, and then add the butter/sugar mixture.
4. Add the juice of the two oranges, as well as the pulp of one orange. Mix well.
5. Add flour bit by bit, continuously stirring until the mixture is smooth and without lumps.
6. Add the baking powder and vanilla essence, and mix again
7. Add the coconut, cranberry, orange zest and 1/8 cup (or 2 tbsp.) of the sliced almonds.
8. Mix thoroughly with spatula.
9. Grease a flat baking pan with butter and pour the mixture into the pan.
10. Place the pan into the oven and bake for approximately 30 mins (exact time will depend on the type of oven).
11. Once done and cooled, garnish the top with the remaining sliced almonds and sprinkle with icing sugar. Slice to size as required.

Tips & Tricks

- For gluten free cake - instead of the regular flour, use half almond flour and half gluten free flour for a total of 170 g.

CHRISTMAS CARD CONTEST

Thank you to all
our Bear Cubs who
submitted a drawing!
Great job everyone!



Top Row (left to right):

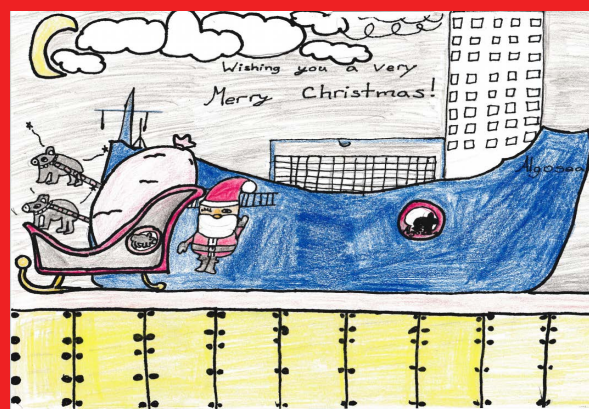
- Miller, age 8, niece of Senior Manager, Fleet Personnel Brooke Cameron
- Parneet, age 9, daughter of 3rd Mate Manmeet Grewal

Middle Row (left to right):

- Hannah, age 7, daughter of GP Watchkeeper Eduard Lemery
- Jaxon, age 4, nephew of Management Trainee, Brandon Andres
- Nico, age 6, daughter of Corporate Counsel, Mike Vanoostveen

Bottom Row (left to right):

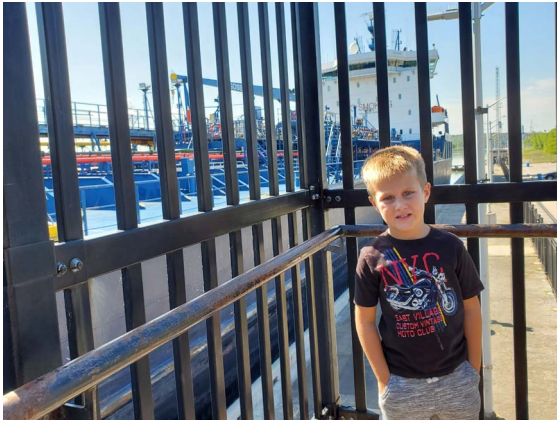
- Ethan, age 5, son of GP Watchkeeper, Marlybe Tabobo
- Guman, age 11, daughter of 3rd Mate Manmeet Grewal
- Ashreet, age 6, daughter of 3rd Mate Manmeet Grewal



OUR WINNER:

Amelia, age 10, daughter of 2nd Mate Jarrett Rideout

SHARE YOUR STORY



Manager, Human Resources Julie Nieuwesteeg caught the *Algosea* transiting the Welland Canal with her nephew! If you look closely, you can see Captain Durnford run out to give them a wave!



Late night fun making subs together on the *Tim S Dool*!



Clerk, Billing Shannon Convery shares, "Our new weekend tradition is driving along the canal in hopes of finding some vessels from Mommy's work. Liam LOVES watching and chasing the boats along the canal."

Want to share your story? Submit your photos and description to Bearfact@algonet.com!

CERTIFICATE UPGRADES

Congratulations to the following employees for upgrading their certificates!



Peter Kosior - Master Mariner
Alexandre Therrien - Master, Near Coastal
Hugo De Praeter - Chief Mate
Ben Murray - Chief Mate
Simon Beaulieu - Chief Mate, Near Coastal

ALGOMA SCHOLARSHIP RECIPIENTS



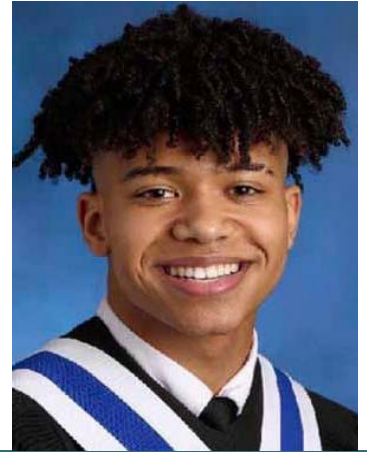
Anne-Carolyne Baetu

Daughter of Electrician
Constantin Baetu
Attending University of Montreal



Tori Dominix

Daughter of Mechanical Assistant
Marshall Dominix
Attending Memorial University



Josiah Forde

Son of Chief Cook John Forde
Attending University of British
Columbia



Nathan Hesketh

Son of Captain Richard Hesketh
Attending Memorial University



Michael Hoffe

Son of 3rd Engineer Brian Hoffe
Attending College of the North
Atlantic



Syed Maaz Javed

Son of Chief Engineer
Syed Javed Masood
Attending University of Guelph



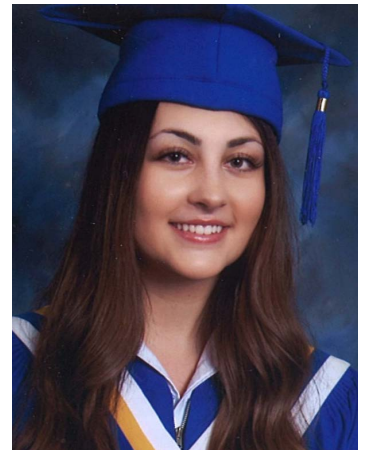
Kailee Kearley

Daughter of Captain Jeff Pink
Attending Memorial University



Mark Joseph Magnaye

Son of Chief Cook
Melchor Magnaye
Attending York University



Abbey McCulligh

Daughter of Senior Manager,
Commercial Jo-Anne McCulligh
Attending Western University

*CONGRATULATIONS TO OUR RECIPIENTS! WE WISH YOU ALL
THE BEST IN YOUR FUTURE ENDEAVOURS.*



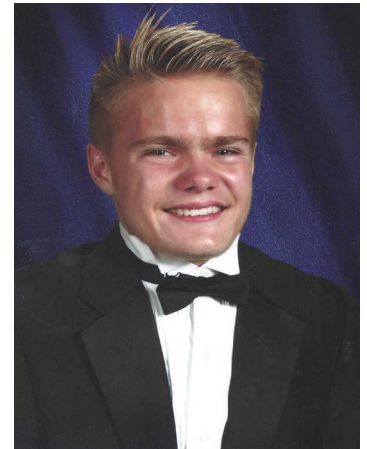
Sidney Mkeyenge

Son of Mechanical Assistant
Athumani Mkeyenge
Attending Western Univeristy



Jocelyne Plamondon

Daughter of Engineering
Superintendent Paul Plamondon
Attending Fanshawe College



David Ruhl

Son of President & CEO Gregg Ruhl
Attending the State University of
New York



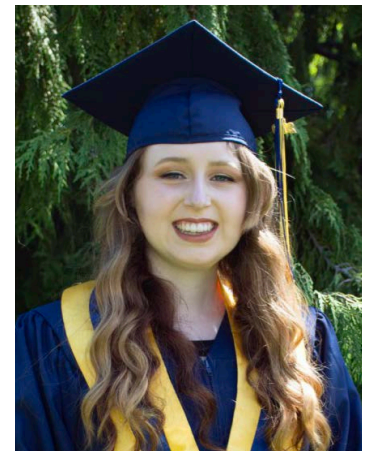
Ailish Sullivan

Daughter of Able Seaman James
Sullivan
Attending Mount Saint Vincent



Sarah Throwbridge

Daughter of 1st Mate
Ralph Throwbridge
Attending Memorial University



Fiona Waldie

Daughter of Director, Engineering
Robin Waldie
Attending Brock University



Maggie Wan

Daughter of Clerk, Accounting
Grace Chen
Attending Cornell University



Megan Waskawich

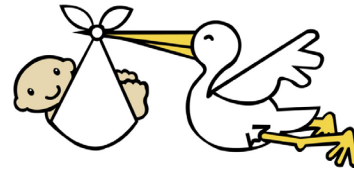
Step-Daughter of Clerk, Payroll
Wanda Shaw
Attending Niagara College



The Algoma Central
Corporation Scholarship
Program was launched in
1993 and has since provided
\$580,000 to **216** deserving
students

BIRTHS

Congratulations!



Coordinator, Investor & Media Hannah Bowlby is proud to announce the birth of her daughter Isla Joyce, born on July 21.



Captain Darnell Normore is proud to announce the birth of his daughter, granddaughter of Captain Trevor James, Abigail "Abby" Cynthia, born on October 4.

Dream BIG Little Bears

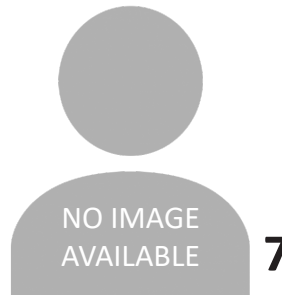
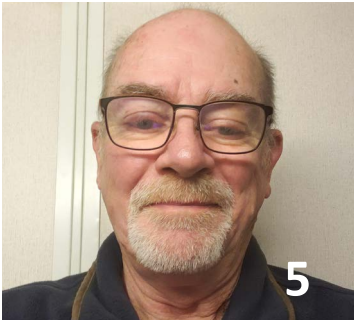
FINAL SAILINGS

It is with our deepest sympathy that we announce the passing of the following employees and retirees: Vice President, Commercial Bruce Partridge passed away October 6; Wheelsman Andre Hamel passed away October 17; Captain Tom Hutchings passed away November 16, and retired Administrative Assistant (Leasing) at ACP Mary Borowicz passed away November 25.

Our sincerest condolences go out to all of their family, friends and colleagues.

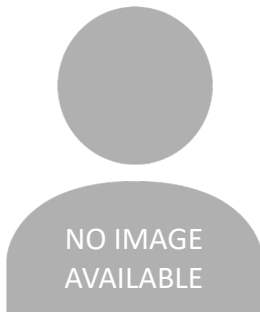


NEW HIRES



1. Katelyn Marino was hired full time August 24 as Administrator, Human Resources
2. Andrew Greenham was hired full time September 10 as Junior Naval Architect
3. Alexandra Tremblay was hired full time September 28 as Coordinator, Fleet Personnel
4. Michael Hube was hired full time November 1 as Junior Electrical & Automation Engineer
5. Chief Engineer Bruce Taylor was hired full time November 1
6. Training Captain Steven Knee was hired full time November 1
7. Captain Glenn Powell was hired full time November 15
8. Training Captain Dale Bruce was hired full time November 15
9. Training Captain Gordon "Conrad" Lambert was hired November 15
10. Maryum Ghayur was hired full time November 16 as Manager, Tax
11. Training Captain Clovis Saccomano was hired full time November 16
12. Training Captain Antoine Bouchard was hired full time December 1

PROMOTIONS & POSITION CHANGES



1



2



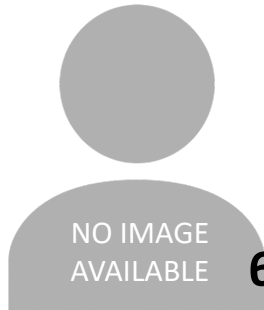
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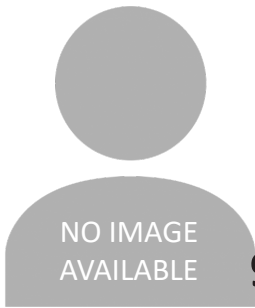
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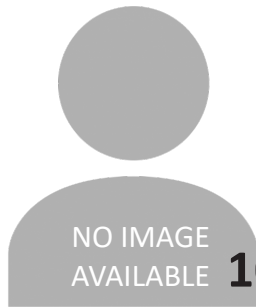
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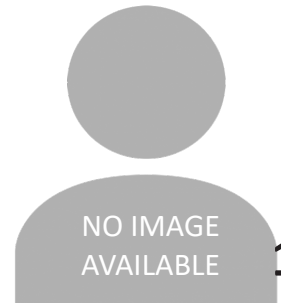
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12

Congratulations!

1. Orval Bouchard was promoted to Captain July 20
2. Rebecca Gauvin was promoted to Coordinator, Sustainability July 20
3. Rolly Abaigar was promoted to Captain July 31
4. Trevor Haslam was promoted to Coordinator, Fleet Personnel September 1
5. Jamie Regular changed positions to Associate, Vessel Traffic & Customer Service September 1
6. Tahir Khan was promoted to Training Captain September 27
7. Jeff DeRosario was promoted to Vice President, Commercial October 13
8. Gaurav Devgan was promoted to Superintendent, Engineering October 15
9. Chris Nixon was promoted to Training Captain November 1
10. Morgan Pendergast was promoted to Training Captain November 1
11. Karl Radam was promoted to Superintendent, Engineering November 2
12. Peter Koisor was promoted to Training Captain November 15

SERVICE AWARDS

Since vessel visits were restricted to those for essential purposes, we were not able to get everyone's service award picture this year. However, this does not take away from the importance of these milestones and we appreciate and celebrate the following employees' service with Algoma just the same. Congratulations on your achievement, and we thank you for your passion and dedication to Algoma.



Juan Anderson, GP Watchkeeper
Kent Crompton, Repairman
Michel Gregoire, GP Watchkeeper
Monique Hansen, Chief Cook
Gregory Harvey, O/S on Watch
Captain Simeon Kendall
Michael Ryan, Wheelsman
Sheldon Sheppard, GP Watchkeeper
Bernd Ullmann, 3rd Engineer
Peter Winkley, Chief Financial Officer
Gregory Young, GP Watchkeeper

Robert Ames, 1st Mate
Gary Bateman, O/S on Watch
Austin Randy Ly Chislett, O/S on Watch
Harold Clay, 3rd Mate
Chief Engineer Nileththi DeSilva
Shawn Grandy, 2nd Mate
Gerald Joseph Guimond, Able Seaman
Benjamin Harpwood, 2nd Engineer
Terry Holder, 2nd Mate
James Klauck, Repairman
Sheila Koudjis, Supervisor, Accounts Payable
John Lowe, Mobile Utility Crew
Chief Engineer Igors Martinenko
Joe McNeil, Administrator, Network & Infrastructure
Clinton Meade, Mechanical Assistant
Emile Mercier, Assistant Head Cargo Maintenance
Athumani Mkeyenge, Mechanical Assistant
Roy Myers, GP Watchkeeper
Wanda Pye, Chief Cook
Chief Engineer Andrey Serdyuk
Wanda Shaw, Clerk, Payroll
Brook Shipp, 1st Mate
George Taylor, GP Watchkeeper
Chief Engineer Francois Tremblay
Ralph Trowbridge, 1st Mate
Conrad Wheeler, 2nd Mate





Chief Engineer Anthony Arcand
 Michel Simon, 2nd Engineer
 Chief Engineer Anthony Coleman
 Alain Dufour, Chief Cook
 Douglas Fisher, Director, Sales
 Mary Luz Friedrich, 2nd Cook
 Rodney Harris, O/S on Watch
 Christopher Kellam, 2nd Mate
 John Kelland, O/S on Watch
 Chief Engineer Alexandre Konev
 Captain John Lavery
 Ashley MacInnis, 2nd Mate
 Michael Mallett, Able Seaman
 Richard Mason, Able Seaman
 Barbara McFadyen, Administrator, Senior Contract
 Jeffrey Panunte, Repairman
 Michael Parsons, 1st Mate
 Lloyd Pink, Able Seaman

Todd Babineau, Oiler
 William Byrne, Ordinary Seaman
 Seymour Chaulk, Ordinary Seaman
 Charles Chouinard, 2nd Mate
 Douglas Diamond, Oiler
 James Donnelly, Wheelsman
 Chief Engineer Trevor D'Souza
 Bradley Duncan, Chief Cook
 Jacalyn Dusome, 2nd Cook
 Kevin Guhl, Assistant Head Cargo Maintenance
 Peter Jackson, Wheelsman
 Haniff Jafralie, Chief Cook
 Captain Trevor James
 Ronald Knox, Head Cargo Maintenance
 Gilbert Lovell, Assistant Head Cargo Maintenance
 Christopher Nicholls, 2nd Cook
 John Nolan, 2nd Cook
 Dwayne Peckford, Wheelsman
 Paul Plamondon, Engineering Superintendent
 J. Wayne Rendell, 4th Engineer
 Bramwell Richards, 2nd Cook
 Gabrielle Ross, Manager, Disability & Risk Management
 James Smith, 3rd Mate
 Chief Engineer Todd Walters
 Paul Young, 3rd Engineer





Gerard Andrea, Able Seaman
 Neil Barker, 2nd Cook
 David Campbell, O/S on Watch
 Harvey Chaulk, Chief Cook
 John Cummings, O/S on Watch
 Louis Epp, 2nd Mate
 Douglas Fudge, Head Tunnelman
 Glen Harvey, O/S on Watch
 Captain Richard Hesketh
 Meurwyn Jeffreys, Supervisor, Maintenance & Custodial
 Liam Jones, Oiler
 Captain Peter Klaassen
 Kenneth Laws, Oiler
 James Martin, Able Seaman
 Captain Douglas Parsons
 Blair Pike, 2nd Mate
 Captain Jeffrey Pink
 Ottis Simms, 2nd Cook
 Dale Slade, O/S on Watch
 Rene Veillette, 2nd Mate

Captain Hugh Bain
 James Bryan, O/S Day Work
 Captain Bruce Chisling
 Captain Brian Durnford
 Cecil King, 2nd Mate



Gary Bailey, Ordinary Seaman
 Lambert Broughton, Wheelsman
 Danny Brown, Ordinary Seaman
 Douglas Elliot, Senior Manager, Purchasing
 Ashok Kapoor, 2nd Engineer
 Alvin Pardy, Wheelsman
 Joseph Richards, Ordinary Seaman
 Walter Ross, Oiler
 Captain Raymond Schrempf
 David Snell, Chief Cook
 Captain Terry Viscount



Frederick Randell, 2nd Mate

RETIREMENTS

CARL CAREY

Retired on August 4 after 37 years of service. Carl worked as an Engineer onboard the *Algoway*. After the *Algoway* retired, Carl worked as 4th Engineer on board the *Algoma Compass*.

GORDON WATERMAN

Retired on September 8 after 12 years of service. Gordon worked throughout the ACL fleet as Ordinary Seaman, most recently on the *Algoma Transport*.

ROMAN TYMKIW

Retired on September 9 after 23 years of service. Roman was a Wheelsman and worked throughout the domestic dry-bulk fleet, primarily on the *John D. Leitch*.

DOUGLAS DIAMOND

Retired on September 21 after 25 years of service. Doug worked throughout the ACL fleet as Dayman and Oiler, most recently on board the *Algoma Harvester*.

MELVIN CHAULK

Retired October 1 after 31 years of service. Melvin worked most of his career onboard the *Algowood* as Ordinary Seaman until the vessel retired. Most recently, Melvin worked on board the *G3 Marquis*.

CHIEF WOJCIECH KONDRATOWICZ

Retired on October 1 after 16 years of service. Chief Kondratowicz worked throughout the domestic dry-bulk fleet, most recently on the *Radcliffe R. Latimer*.

CAPTAIN COLIN MARK

Retired on November 1 after 25 years of service. Captain Mark worked on our tanker vessels, most recently on board the *AlgoCanada* and *Algoma Hansa*.

TONY CARTER

Retired on November 5 after 42 years of service. Tony provided many meals to crew throughout his career as Chief Cook. Tony worked throughout the ACL fleet, most recently onboard the *Algoma Mariner* and *Algoma Transport*.

Congratulations to all of our retirees! Thank you for your years of service and wishing you all the best in your next chapter.

Fair Winds &
Following Seas

