

# BEAR FACTS



Algoma Central Corporation Newsletter  
Summer 2021



# MESSAGE FROM THE CEO



As vaccinations become more and more readily available and COVID-19 restrictions begin to loosen, it seems fitting to look back and take account of all we've overcome together these past 18 months. How has it changed us as an organization? What have we learned?

To start with, we can now better recognize our resilience in overwhelming times. Our company structure is sturdy. Our book of business is solid. Our employees are strong. We also learned that we can truly trust each other. You can trust your shoreside staff to have your best interests at heart. You can trust your shipmates to follow COVID safety best practices (both at home and aboard). We can trust each other to get vaccinated where and when we have the opportunity - and push through challenges that came with getting vaccines to our crew members on board. And by the way, 100% of our ocean and domestic fleets have been offered the opportunity to get vaccinated. We have worked together to keep ourselves, our families, and each other safe as a team. We can all be proud of the passion demonstrated by so many of the Algoma family. We have accomplished so much these past 18 months.

While it is important to recognize where we have been, it's even more important to look forward. While we celebrate our successes, we don't rest on our laurels and accept things the way that they are - we always strive to be better. Algoma is a great company with a promising future. We have such confidence in our future that we did not press pause during the pandemic on our new vessel deliveries and designs. We continued construction of our new and improved Equinox 3.0 gearless bulker, the Captain Henry Jackman, right through the heart of the pandemic and took delivery this spring. We continued to crunch numbers and develop ideas that are not incorporated into the new and improved Equinox 2.0 self-unloader design. Then we ordered that self-unloader, which will be delivered in 2024. Exciting times at Algoma to be sure!

I do want to push one pause button thought, and openly admit that we are not perfect. In our continuous effort to learn from our mistakes, this year, we will be putting into practice an Environmental Compliance Plan (ECP) as a result

of an accidental discharge that occurred in 2017. Guided by our values of ownership and integrity, we have begun dedicating significant time and resources to making absolute certain that these kinds of discharges do not happen again. We are committed to doing better, and I am asking you to join me in renewing your commitment to doing the right thing, and doing things right.

If we don't embody this culture of continuous improvement, we will lose the battle to be the Marine Carrier of Choice. We are fighting for talent, so we have been listening to our people. In late 2020, we conducted an employee engagement survey, and plan to communicate results and action items in the coming weeks. The feedback we received helps us better understand what we are doing well and should continue to do, as well as areas we should focus on to make improvements.

Remember, we cannot rest on our laurels. We cannot drive forward while looking in the rear view mirror. We have competitors, and our customers have competitors, and the supply chains we support have alternate competing routes and modes competing feverishly to take our cargoes another way. We must fight to retain the business we want. How? We must ensure our cost structure remains competitive and the quality of our service is best in class.

As we enter the second half of 2021 and the world continues to open up, I encourage you to not stay still. Do your part to be better. Let's keep looking and moving forward so we can continue to champion the title, *Marine Carrier of Choice*.

*Gregg Ruhl*  
President & CEO

# COVID-19 UPDATE

## WINTER 2021 LAY UP

This winter, Algoma put into place special COVID-19 preventative measures to protect our vessel crews and contractors. This ensured: that critical vessel repairs and maintenance could 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 all personnel involved in lay up work.

The ability to have essential foreign-based technical service representatives admitted without quarantine restrictions was a unique challenge this past winter. Changing entry requirements at airports and land borders were of concern as we needed critical technical support for advanced shipboard systems that only existed outside Canada. With a lot of effort, we succeeded in getting foreign based technical service representatives into Canada to perform their necessary work safely.

Specific COVID-19 related procedures were essential for our lay up vessel crews, attending Operations and Technical personnel, and contractors. Algoma requested our main contractors have COVID-19 safety procedures in advance of work undertaken and evaluated them to ensure they met the standards of the Algoma Trusted Partners Program. Algoma required our lay up contractors to screen daily their employees who were working on our vessels. Contractor screening records were made available to Algoma as requested for compliance and auditing purposes.

As the 2021 winter lay up season unfolded, unique challenges related to COVID-19 continued to present themselves and additional measures were implemented as required. We were able to work collaboratively with contractors to keep everyone safe, and the Algoma fleet was able to “answer the bell” on time for the 2021 navigational season.

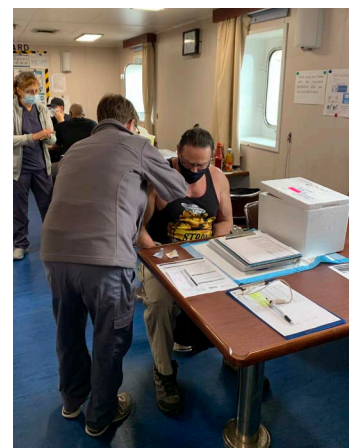
## VACCINATIONS

As vaccinations became available to many in Canada in the early spring of 2021, Algoma worked hard with our industry and government partners to get priority vaccinations for seafarers as essential transportation workers. We had hoped for opportunities to have nurses deliver vaccinations onboard vessels in high transit areas such as the Welland Canal. Unfortunately, this could not be arranged through the local health unit and the Province of Ontario, despite all the hard work by Algoma in attempting to implement practical solutions.

Algoma has been able to arrange for onboard vaccination clinics in the port of Quebec as well as at various shoreside locations through out the Great Lakes, both in Canada and the United States. The priority is to get our crews their first dose of the vaccinations.

Recognition is given to Algoma's Health and Wellness team for arranging and coordinating crew vaccination efforts, as well as a number of crew members that were helpful in seeking out vaccination opportunities in local ports.

As many crew members received their first dose of a COVID-19 vaccine either at home or during their time onboard, the work on vaccinations has pivoted to looking for opportunities to get our crew their second dose. Algoma encourages all employees, whether shipboard or shore-based, to get a vaccination whenever it is available to them. Public Health agencies reiterate that the best vaccine is the one that is available to you. Getting a COVID-19 vaccine protects you, your family, and your vessel crew mates against the introduction and spread of the very contagious COVID-19 virus. In the future, proof of vaccination may be a requirement for unrestricted domestic and international travel.



Photos of vaccinations taking place in Quebec on board the Algoma Niagara

## SHORE LEAVE

In recent weeks as provinces start to reopen and lift COVID-19 restrictions in response to improved conditions, shore leave has gradually been reinstated. The approach has been a measured and conservative return to shore leave, understanding that despite being on a downward trend in reported COVID-19 cases, we are not out of the woods yet. Ongoing crew vaccinations and continued adherence to the existing COVID-19 procedures, both onboard and ashore, will help lead us back to the full reinstatement of shore leave.

During the COVID-19 pandemic, the imposed restrictions on crew shore leave have been the toughest decision that the COVID-19 Task Force had to make, but it was the right decision to ensure the health and safety of our shipboard crews. We are very appreciative of the understanding, cooperation and patience from crews and our labour partners on shore leave restrictions.



*Tom Anderson*  
Director, Regulatory & Management Systems

## THIS SHIP SAILS SAFE

Congratulations to the following vessels for their Operational Excellence!

Algoscotia	Algonorth	Algoma Compass
Algosea	AlgoCanada	Algoma Sault
Algonova	Algoma Equinox	NACC Quebec
Algoma Hansa	Algoma Guardian	Algoma Vision
Algoterra	Algoma Harvester	Algoma Integrity



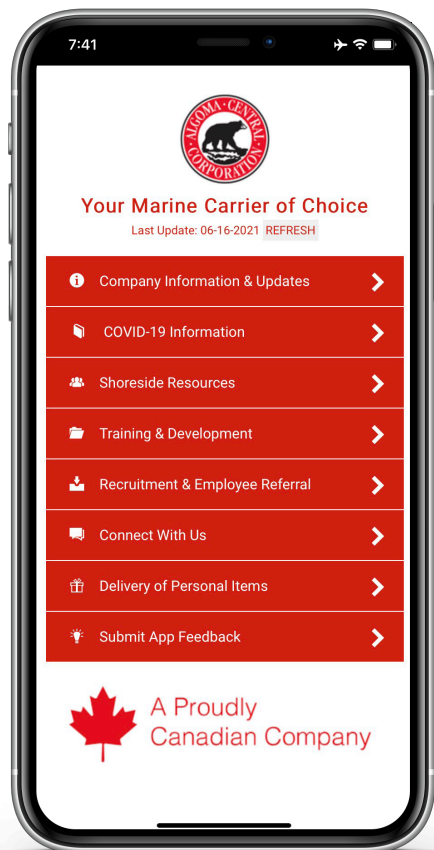
### Operational Excellence is:

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)

**Which ships will be next to join the elite group?**



# INTRODUCING: THE ALGOMA APP



An interdisciplinary shoreside team, lead by the Fleet Personnel Department, have recently created an Algoma App for your mobile phone. This team has kept your communication needs in mind when designing the app and are constantly adding new content.

The Algoma App provides many useful resources including:

- Important COVID-19 information and updates
- Travel booking information and guidance
- Department and vessel directories
- Company news and updates
- Access to the Bear Store
- Expense submission

These are only a few of the many features within the Algoma App.

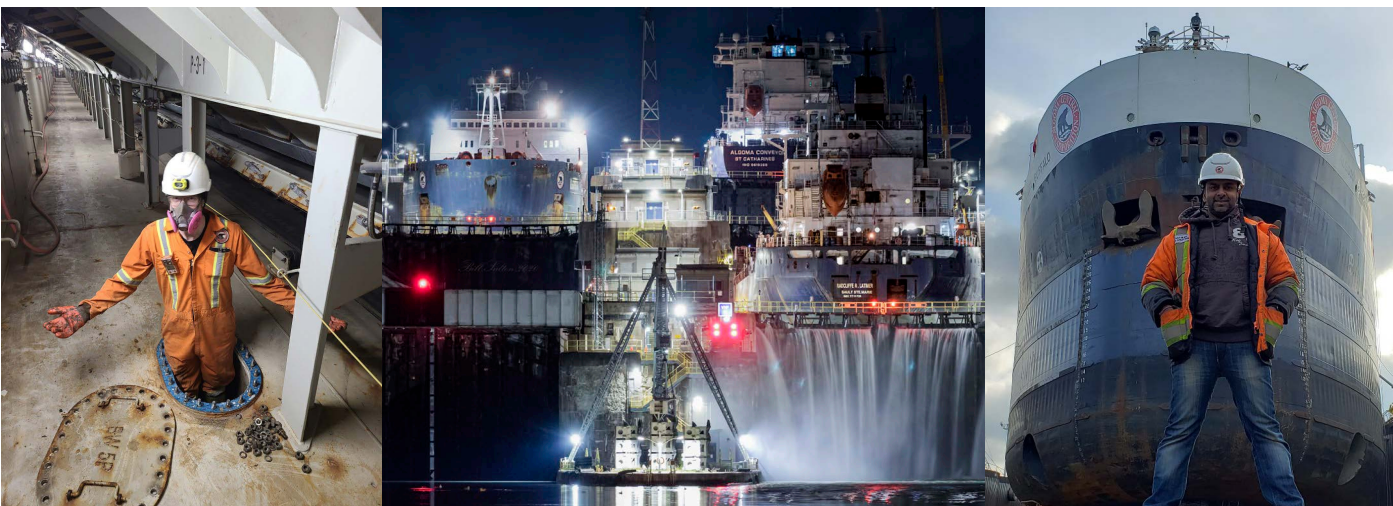
Since its release this spring, the app has grown to over 600 unique users and has been visited over 6,500 times. There are plans to add even more content to the app, such as pension and benefits guidance, service and retirement award details, and scholarship program information.

Check the app regularly for new updates!

If you have not yet downloaded the Algoma App, please contact [andre.chabot@algonet.com](mailto:andre.chabot@algonet.com) for a personalized download invitation.

## FOLLOW US

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



@algomacentral

Want your content shared? Send your photos or videos to [social@algonet.com](mailto:social@algonet.com) with your name and position.







# EQUINOX UPDATE - Captain Henry Jackman

Despite a worldwide pandemic and only through the combined efforts of both Algoma and Yangzijiang – Mitsui Shipbuilding, (YAMIC), the Captain Henry Jackman was officially delivered on April 2, 2021. This is only about 1 month behind the official contract schedule delivery date that was set in 2019 - achieving this delivery date is considered a great success.

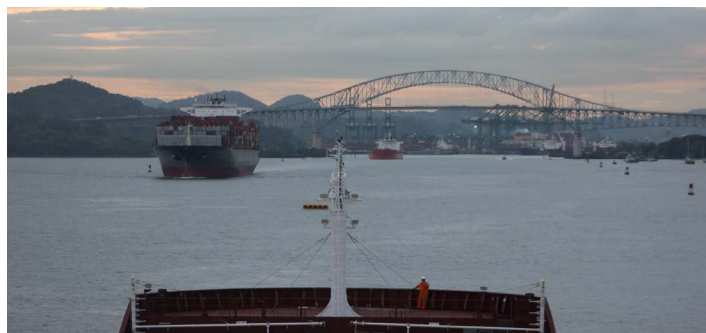


The Captain Henry Jackman departed the shipyard in Taicang, PRC on its delivery voyage the afternoon of April 29, 2021. From here it travelled down the Yangzi River past Shanghai and turned South East to pass Taiwan on its West, making its way to Batangas, Philippines for an underwater inspection and to top off fuel prior to departing to cross the Pacific Ocean. We were able to complete the port call in Batangas in a little over 24 hours, and departed on May 4 with an ETA for Balboa, Panama of June 8.

The ship performed perfectly during this leg of the voyage and enjoyed relatively favourable weather on the crossing of the Pacific, allowing it to make a favourable speed, often close to 14 knots at only 80 RPM / 55% engine load. This is significant, as one of the design enhancements implemented on the Captain Henry Jackman to increase cargo capacity was the twin rudder design, but as is usually the case there are always compromises. The downside of this enhancement was initially estimated to have up to a 6% propulsion (power) penalty based on the results of CFD (Computational Fluid Dynamics) analysis, but with the fine tuning of the hull lines, adjustment of the position and geometry of the rudders and the addition of a finned boss cap on the propeller, the estimated penalties have been more than compensated.

In addition, the ship's propeller was manufactured to a much higher tolerance of both dimensional accuracy and surface finish making it more efficient at delivering the power of the engine via thrust from the propeller. The final result of these efforts has yielded a best in class performance for speed and fuel meaning the cargo efficiency of the Captain Henry Jackman has improved significantly over the previous Equinox design.

The Captain Henry Jackman safely dropped anchor in Balboa on June 6, two full days ahead of schedule. Here the vessel was required to complete inspections for transit approval and take fuel prior to entering the Panama Canal on June 7. The canal transit was completed in 10 hours, with the ship clearing Cristobel at 03:30 June 8 steering Northwards across the Caribbean to enter the Atlantic Ocean just south of Florida. For her final leg of the journey, she made her way up the U.S. East Coast to round Nova Scotia and enter the Gulf of St Lawrence through the Cabot Strait and make its first Canadian port of call in Montreal.



The Captain Henry Jackman will become the most efficient gearless bulk carrier in the domestic dry bulk fleet, but the good news at Algoma doesn't stop there. Armed with the advancements made on the gearless design, on April 29 (the day the Captain Henry Jackman departed China), Algoma confirmed to the shipyard the intention to proceed with one of our remaining options, pending approval of the Algoma Board of Directors. This approval was received later in May as confirmed in CEO Gregg Ruhl's official announcement May 31, 2021.

The design team is already hard at work creating the Equinox 2.0 self-unloader which will include not only the hull form and machinery upgrades of the Captain Henry Jackman, but also aim to address issues with sticky cargo that the self-unloading dry bulk fleet has been dealing with over the last few years. Advancements in both the cargo holds and self-unloading equipment will be just a couple of items the design team will be focusing on with full collaboration and support from the Operations and Commercial departments.

The Captain Henry Jackman and Equinox 2.0 are and will be two shining examples of the culture and drive at Algoma to produce continuous advancements in sustainability, environmental and commercial performance, providing investment value not only to the shareholders but also the Algoma family who build, support and work the ships of Algoma Central Corporation, making us that much more... the Marine Carrier of Choice.

*Bernie Johnson*  
Director, Special Projects



# THE FINAL VOYAGE OF THE ALGOMA ENTERPRISE









# OCEAN UPDATE

This year started with our technical team travelling to Turkey for the ongoing dry docking of the Algoma Valour and for the planning of the Algoma Value docking which occurred in March 2021. All of this was happening while the Algoma Victory was just returning back into service after her first docking under Algoma ownership.

The Algoma Valour was originally planned for a China docking, however due to COVID restrictions and travel visa suspension, plan B was initiated. The vessel was dry docked at Tuzla Shipyard in Turkey for a 45 day docking with major steel work in four top side ballast water tanks. Approximately 120 tons of steel was renewed on the vessel, along with a 15 year special survey. The docking survey involved removal of the ship's rudder, propeller and tail shaft, and re-metalling of the intermediate shaft bearing. A UV-type ballast water treatment system was fitted and installation completed during the docking. The BWTS is now towards the end of commissioning while the vessel is in service.



Propeller removal



Rudder removed

The Algoma Value dry docked at Desan Shipyard in Turkey just a few days before the expiry of her tail shaft survey towards the end of February. This vessel being a forebody conversion, had her forward hull subjected to the 15 year survey rules while the aft hull along with double bottom tanks in the engine room subjected to the 40 year surveys. The docking survey involved removal of the propeller and tail shaft which was done afloat to save on the actual time in dry dock. New hold washing platforms were installed for safety standards in all cargo holds and major work carried out in replacing the walkways inside the loop casing to improve safety. An Electro-chlorination type of BWTS was installed on her in less than 30 days and this system is now at the final stages of commissioning.

Retrofitting of the BWTS equipment within the tight machinery spaces and integration of the new ballast valve controls into the existing system was a challenge well handled by the vessel Superintendents and their onboard teams. Both dockings were carried out while operating under a local lockdown in Turkey and within a bubble arrangement.



On the blocks at DESAN Shipyard, Tuzla, Turkey

COVID-19 and Crewing: Travel had eased up at the start of 2021 for the crew as well as technical team while COVID testing protocols were maintained. Some of us have taken the RT-PCR test 6 times in a span of 5 weeks. While cases in USA declined and the Fort Lauderdale team was getting vaccinated, the second wave of COVID-19 hit India, affecting our manning resource centres there. Crew travel was suspended from the last week of April and remained suspended until the start of June. This was a tough period for all of our floating staff as most of them have been impacted directly or indirectly. The onboard motivation and efforts to maintain the calm by our Masters and Chief Engineers during this second wave of pandemic has been remarkable.

Thanks to all on board, and especially those who had to stay away from home for a little longer due to the temporary suspension of travel. We have now commenced crew changes in smaller batches while following an elevated COVID travel protocol. With every single person's efforts the fleet has been COVID free this far, and just this week we have hit the target of providing vaccinations to all of the 8 Ocean ships and about 200 crew members. Hoping for a better year ahead and looking forward to the good old days of something called shore leave for our crews.

*Suhail Modak*  
Vice President, Technical Operations







MOVE TO THE

RIGHT PLACE



**Officer Recruitment  
Program**



# EARN CASH AND HELP US GROW THE ALGOMA FAMILY!

Reap the rewards of working for Algoma, whether you are a new hire or long-time employee. For a limited time, we are pleased to re-introduce our industry-leading officer recruitment and referral program. Whether you are joining the Bear or are an employee making a referral, there's abundant opportunities to bring home some extra cash! Act now, as this offer expires on **August 1, 2021**.

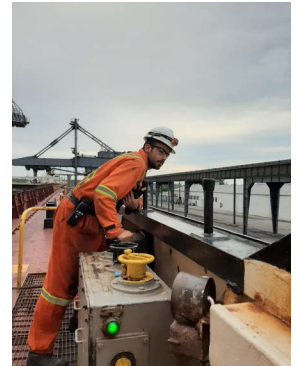
The program is simple:

- First Mates and Second Engineers hired between July 1 and August 1, 2021 are eligible for a financial incentive;
- A matching incentive is available to Algoma employees who make a successful referral;
- Detailed program criteria, payment amounts and schedules, and terms are provided below.

Officer Incentives - Recruitment & Referrals			
1ST MATES	@ 30 Days	@ 180 Days	TOTAL
Pilotage credentials for all 5 GLPA Districts	\$6,000	\$9,000	\$15,000
Pilotage credentials in 4 GLPA Districts	\$5,000	\$8,000	\$13,000
Pilotage credentials in 3 GLPA Districts	\$4,500	\$6,500	\$11,000
Pilotage credentials in 2 GLPA Districts	\$4,000	\$6,000	\$10,000
Pilotage credentials in 1 GLPA District	\$3,500	\$5,500	\$9,000
Great Lakes experience; no pilotage credentials	\$3,000	\$5,000	\$8,000
2ND ENGINEERS	@ 30 Days	@ 90 days	TOTAL
	\$6,000	\$9,000	\$15,000

Have a referral? Visit [www.algonet.com/careers](http://www.algonet.com/careers) and select "Officer Recruitment Program" for more information and next steps.

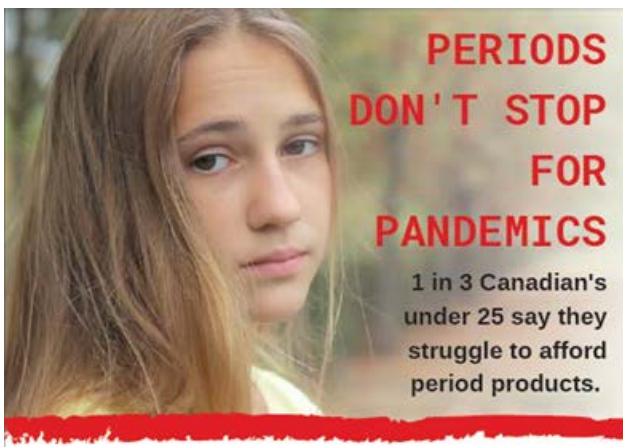
# CADET RECRUITMENT UPDATE



With the challenges posed by pandemic restrictions, the Fleet Personnel Department has adapted to ensure cadet recruitment proceeds with minimal disruption. Traditionally, Algoma sends representatives to visit each Canadian marine school in person. Company representatives normally deliver presentations, answer questions from students, and conduct cadet interviews. This season recruitment has been much different, as all activities have taken place virtually. Although recruitment may look different, the Fleet Personnel Department remains focused on sourcing the strongest cadets and believe this year's class is no exception.



## COMMUNITY MATTERS



This was the second year Algoma has participated in United Way's Period Promise initiative to provide young women access to essential feminine hygiene products. As COVID-19 continues to hinder our ability to aid our communities in person, participants either purchased products to be picked up from their porch, or contributed by means of a monetary donation. Thanks to you, we were able to raise \$455 dollars in addition to a substantial amount of period products.



# SHARE YOUR STORY

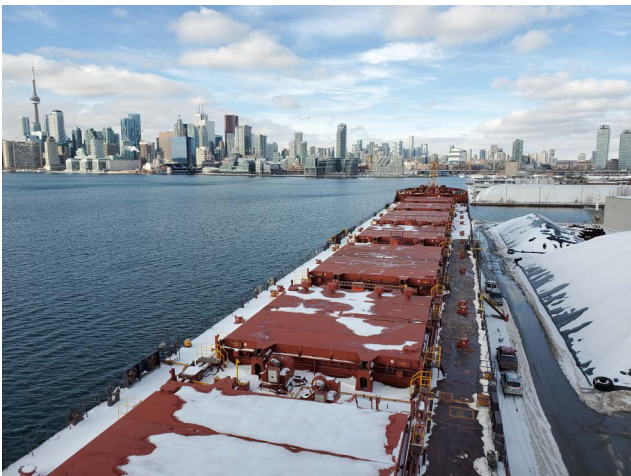
send your story to [bearfact@algonet.com](mailto:bearfact@algonet.com)!



Chief Engineer Calvin Poole sent in this photo of himself performing a main engine crankcase inspection during winter lay-up. Calvin retired March 1st, but shares he's "always loved this job".



Captain Robert Loveless sent in this photo of Captain Martin Neuenhagen in front of the freshly painted Algoma Mariner.



Engineering Superintendent Paul Plamondon shares: "After a hard season of trading, the Algoma Discovery take rest in the Port of Toronto awaiting the return of her crew to start a new season."



Coordinator, Logistics MayBeth Szilagyi shares: "A couple of weeks ago I was in my office at The Consolidation Centre watching one of our vessels go by leaving Lock 8. At that moment I realized that I was standing right in front of one of the models. I can't recall which vessel was in the lock, (it was not the Intrepid, as the model), but still looks pretty neat with a real, actual vessel in the background."



Director, Vessel Traffic & Customer Service Wayne Hennessy shares: "Our good friends at CCG got a couple of outstanding shots of the Compass Salt Mine in Goderich."





# SHARE YOUR STORY

send your story to [bearfact@algonet.com](mailto:bearfact@algonet.com)!



Engineering Superintendent Paul Plamondon shares this photo from the Mariner docking in Les Mechins: "When the ship is in drydock, the wind is howling over 80Km/hr, they close the highway down and conditions are not fit for man or beast? Engineering Superintendents go out!"



Engineering Superintendent Paul Plamondon shares: Algoma Mariner's 2nd Engineer, Frank "the Tank" St-Pierre conducting clearance measurements for all of the critical bearings of the main Engine. Everything is A OK!"



## The Welland Canal

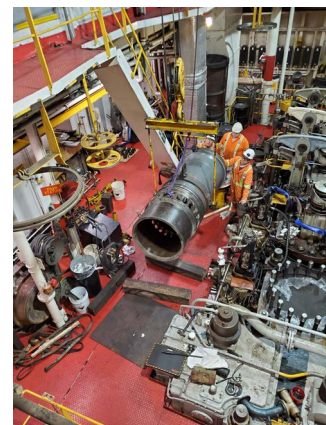
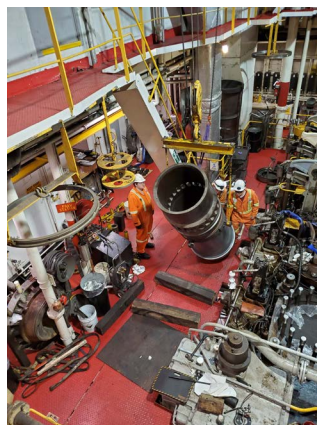
Group post by Ron Lapointe · 5h · 🌐

To the Captain of the Tim S Dool, thank you for making a 4 yr old boys day the best to date! No pics sorry, but yesterday 4/20 my grandson and I were walking along the canal in Welland, Memorial Park area. and the Tim S Dool was going down the canal, the little guy is waving to the bridge and running a race with the ship, when the Captain tooted his horn he literally jumped out of his boots, then the Captain came out with his bull horn and asked how we were doing? The little guy has to tell everyone he sees today about the loud horn. Thanks

A feel good story about Captain Paul Morrison was shared to the Welland Canal Facebook page - way to go, Captain! Maybe you've inspired a future seafarer.



Captain Robert Loveless shares a photo in Lower Cove, Newfoundland from the Algoma Mariner.



Engineering Superintendent Paul Plamondon shares: "ER crew on the JDL working hard at winter maintenance and were preparing to install a replacement main engine cylinder liner...it's about 8ft tall. They need to flip it for installation. We're calling it engine room acrobatics - fun times!"





Photo: Captain Rolly Abaigar







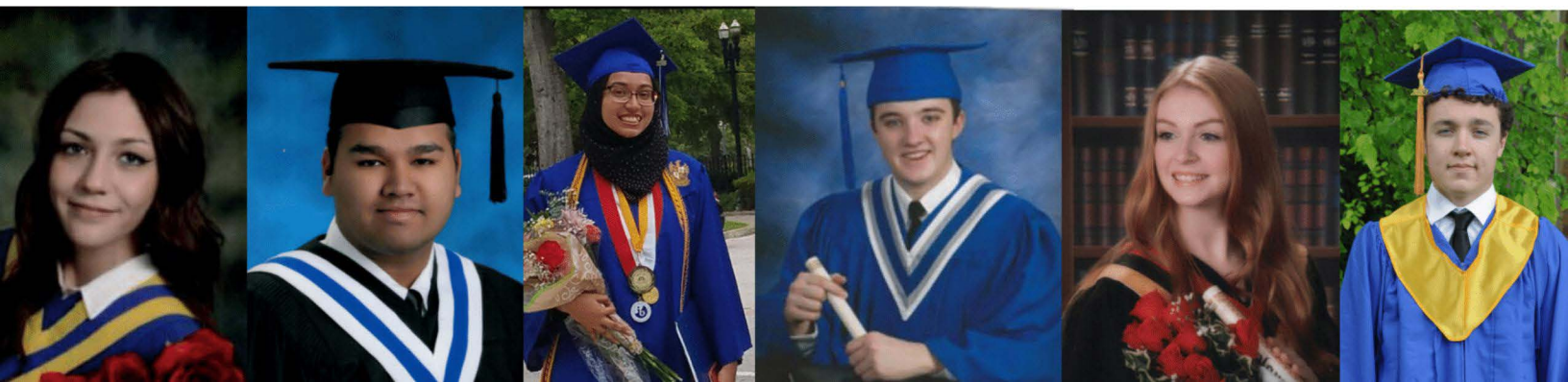
# ALGOMA'S SCHOLARSHIP PROGRAM

Algoma continues to provide assistance to employees' children who plan on attending post secondary education. The program provides a monetary award to assist students in securing the first year of full-time post secondary education.

Scholarships are offered to dependents (age 24 or under) of permanent full-time employees of Algoma. Scholarships are funded by Algoma and are offered for full-time study at an accredited institution.

If you have a child that would be interested in the scholarship program, please contact your Captain or Chief for additional information and for a copy of the **Scholarship Program Policy**.

**The application period is open until July 15th.**





# MARINE SCHOOL SCHOLARSHIP RECIPIENTS



**Marine Engineering Technology**  
**Elif Pitirli**

"This award has a great impact on my life since my husband and I are financially affected by the COVID-19 pandemic. It will not only help me pay my school tuition, but it will also help me focus on my courses more deeply rather than thinking about my financial condition... Moreover, being a female in a trade, and receiving an award from one of the main industry partners, clearly demonstrates that they are welcoming to female engineers and officers which highly encourages me for my studies. Thank you!"

**Marine Navigation Technology**  
**Courtney Goddard**

"I would like to say thank you for providing me with this award. As an older student than most in my studies, making such a big change in my life, it is nice to know that hard work can continue to lead to better things. This award will have a great impact on my education at NSCC. With the financial benefit of this award, I can work less outside of school time hours and focus more on my studies. With the extra time dedicated to my studies, I can continue to do my best and learn all the material needed to succeed in the marine industry."



**Marine Engineering Technology**  
**Joshua Bamengzut**

"I have been focused on my career path as a marine engineering student. I had a diploma in marine studies from Ghana which gave me the opportunity to continue the path in Georgian college. I love the field and getting the opportunity to sail with Algoma during my sea time increased the love I have for this program. My experience with Algoma has given me great impact in my career. I will work harder in my studies and aiming to sail in the future with Algoma when I am given the opportunity. Thank you, once again for this grant. I really appreciate the support and love from Algoma towards my school studies."

**Marine Navigation Technology**  
**Daniel Torres Flores**

"I would like to extend my deepest gratitude, happiness, recognition of hard work from the bottom of my heart. This award means a lot to me because it helps me financially to keep investing in my studies. Also, this award gives me mental strength by inspiring me to keep working hard and getting me closer to achieve my goals."





# TRAINING CAPTAIN PROGRAM GRADUATES

Morgan Pendergast: appointed to Captain May 14th  
Jackson Dewar: appointed to Captain June 12th  
Austin Moore: appointed to Captain July 1st



## CERTIFICATE UPGRADES

Travis Shipman: upgraded from Chief Mate, NC to Master Mariner, NC March 16th  
James Sellens: upgraded from Chief Mate to Master Mariner March 30th  
Apoorva Srivastava: upgraded from 2nd Class Engineer to First Class Engineer April 9th  
Adam Czich: upgraded from Watchkeeping Mate to Chief Mate, NC February 10th  
Karim Rahmouni: upgraded from Chief Mate to Master Mariner February 18th

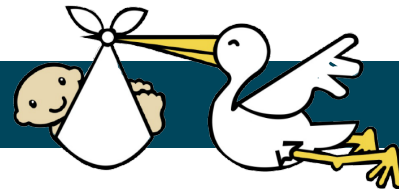
**Congratulations to all on your incredible achievements!**



Photo: Andrew Russell



# BIRTHS



Accountant Lauren Montano is proud to announce the birth of her daughter, Bella Lucia, born July 31, 2020.



1/M Dan Lundstrom is proud to announce the birth of his son, Warner Bjorn, born November 4, 2020.



1/M Jeremie Tessier is proud to announce the birth of his daughter, Léa Tessier, born November 11, 2020.



1/M Matt Conrad is proud to announce the birth of his daughter, Aria Conrad, born December 5, 2020.

**Congratulations to the parents of these adorable Bear Cubs!**

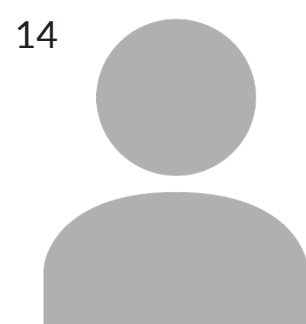
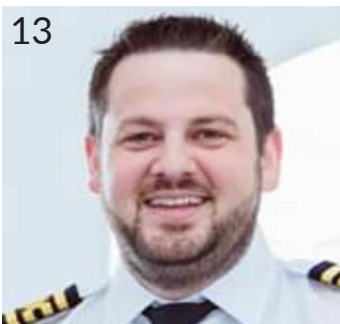
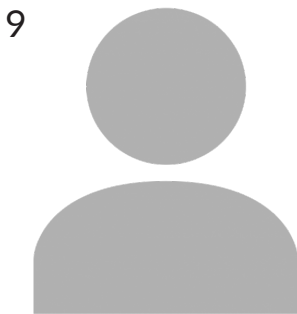
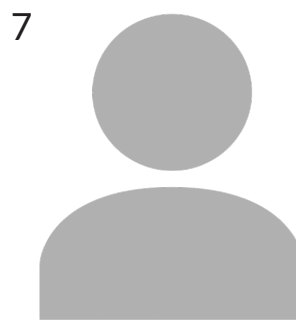
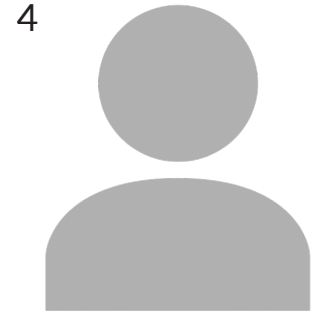
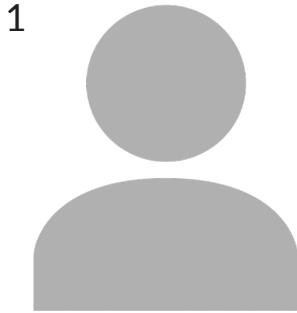
# FINAL SAILINGS



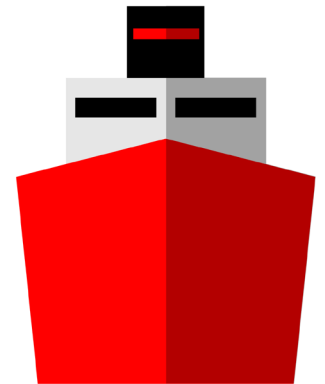
It is with our deepest sympathy that we announce the passing of 2nd Cook Timothy Lamond on April 13th, 2021. Our sincerest condolences go out to his family, friends and colleagues.



# NEW HIRES



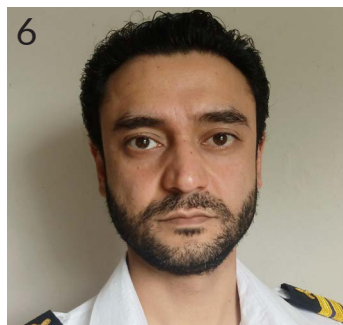
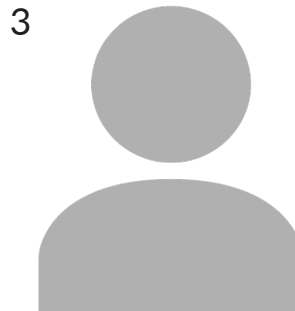
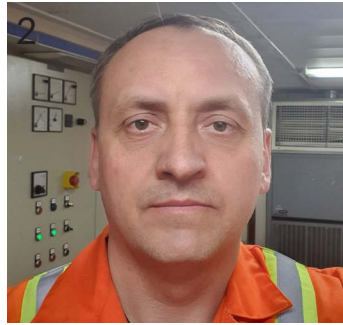
WELCOME  
ABOARD!



1. Training Captain David Evans was hired February 1
2. Helene Gianneschi was hired as Buyer at AMS February 1
3. Maurice Tempelaars was hired as Engineering Superintendent February 8
4. Chief Craig Blanchard was hired March 1
5. Chantal Lessard was hired as Manager, Vessel Traffic & Customer Service March 1
6. Shane Ciacci was hired as Financial Analyst at AMS on March 8
7. Chief Jean-Philippe (JP) Marquis was hired April 15
8. Osama (Oz) ElAraby was hired as Senior Manager, Quality, Safety & Environment April 26
9. Captain Robert Wilkie was hired May 1
10. Tracey Siddons was hired as Senior Corporate Accountant May 10
11. Chief Doug Patey was hired May 15
12. Training Captain Michael Stokes was hired June 1
13. Training Captain Joe Costello was hired June 15
14. Captain Frédéric Girard was hired June 15



# PROMOTIONS



## CONGRATULATIONS

1. Jesse Vidal was promoted to Senior Manager, Sales January 1
2. Oleg Mamonkin was promoted to Training Chief Engineer February 1
3. Rodion Demyanenko was promoted to Chief Engineer March 1
4. Miranda Mullett was promoted to Manager, Vessel Traffic & Customer Service March 1
5. Jamie Regular was promoted to Assistant Manager, Vessel Traffic & Customer Service March 1
6. Simranjit Singh was promoted to Training Chief Engineer March 12
7. Grace Chen was promoted to Senior Accounting Clerk April 1
8. David Maritan was promoted to Financial Analyst April 1
9. Santosh Matthew was promoted to Senior Superintendent April 1
10. Amy Mondadori was promoted to Senior Buyer April 1
11. Lauren Montano was promoted to Accountant April 1
12. Cathy Phillips was promoted to Payroll Specialist April 1



# PROMOTIONS

13



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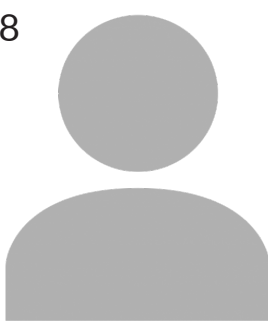
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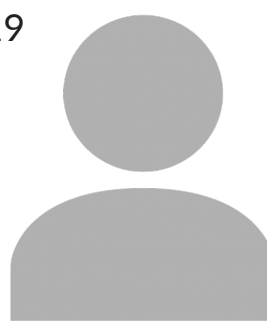
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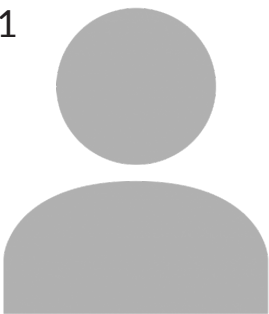
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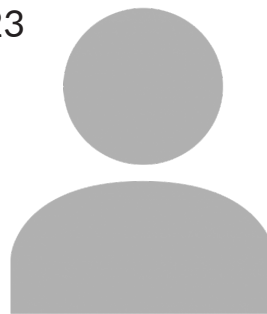
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## CONGRATULATIONS

- 13. Gabe Ross was promoted to Senior Manager, Insurance April 1
- 14. Wanda Shaw was promoted to Payroll Specialist April 1
- 15. Steve Sliwka was promoted to Superintendent April 1
- 16. Cathy Smith was promoted to Vice President, Human Resources April 1
- 17. Mike Vanoostveen was promoted to Senior Corporate Counsel April 1
- 18. Morgan Pendergast was promoted to Captain May 14
- 19. Travis Shipman was promoted to Training Captain June 1
- 20. Jacob Wilson was promoted to Junior Naval Architect June 1
- 21. Jackson Dewar was promoted to Captain June 12
- 22. Subhashish Sarkar was promoted to Training Chief Engineer June 16
- 23. Austin Moore was promoted to Captain July 1



# SERVICE AWARDS

Congratulations to the following employees on their milestone achievements! A sincere thank you for your dedication to and passion for sailing with the Bear.

## CELEBRATING 10 YEARS

George Harvey, Able Seaman  
Robert Hurlbut, Fourth Engineer  
Bernie Johnson, Director, Special Projects  
Roel Acierto, O/S on Watch  
Gregorio Baldoza, Mechanical Assistant  
Calvin Chaulk, Able Seaman  
Dalia Dief, Manager, Environmental Operations  
Wayne Edmison, O/S on Watch  
Jason Finck, Second Engineer  
Muazzam Hussain, Chief Engineer  
Christopher King, Mechanical Assistant  
Peter Kwofie, GP Watchkeeper  
Christopher Lazarz, Vice President, Corporate Finance  
Donna Norgate, Buyer  
Steven Robert, Assistant Head Cargo Maintenance  
James Sullivan, Able Seaman

## CELEBRATING 15 YEARS

Daniel Lepage, Second Engineer  
William Peckford, Chief Cook  
Winston Billard, Mechanical Assistant  
Marshall Dominix, Mechanical Assistant  
Todd Fleming, Engineering Superintendent  
Charles Harris, GP Watchkeeper  
Barbara Janzen, Assistant Controller  
Blair King, First Mate  
Yun Fu Wu, Chief Engineer

## CELEBRATING 20 YEARS

Kelly Clarke, Administrative Assistant, Operations  
Dennis Courtney, Third Engineer  
Keith Stone, Second Engineer  
Jacques Dumont, Mechanical Assistant

## CELEBRATING 25 YEARS

Ewan Mc Minn, First Mate  
Denis Saucier, Captain  
Martin Bride, Third Engineer  
Brooke Cameron, Senior Manager, Fleet Personnel  
Aladino Dini, Captain

## CELEBRATING 30 YEARS

Delbert Clowe, O/S on Watch  
Leslie King, O/S on Watch  
Timothy Pitts, Second Mate  
Mark Redman, Able Seaman

## CELEBRATING 35 YEARS

Phyllis Derragh, Chief Cook  
Winston Gill, Chief Cook

## CELEBRATING 40 YEARS

Paul Brown, Ordinary Seaman  
Terence Dominic, Wheelsman  
Deborah Goss, Clerk, Payroll  
Graham Green, GP Watchkeeper  
Wayne Hennessy, Director, Vessel Traffic & Customer Service





# RETIREMENTS

**Arthur Seymour** retired on November 13 after 31 years of service. Arthur sailed as O/S most recently on the G3 Marquis.

**Robert Town** retired December 14 after 39 years of service. Robert Town sailed as Fourth Engineer on the Algoma Buffalo.

**Mark Clarke** retired December 31 after 31 years of service. Mark sailed as an O/S on the Algoma Mariner.

**Laura Ireland** retired December 31 after 26 years of service. Laura worked at Algoma's head office as Manager, Vessel Traffic & Customer Service.

**Captain Robert Sheldon** retired January 8 after 41 years of service. Robert sailed most recently on the Algoscotia.

**Robert Stavenow** retired January 8 after 41 years of service. Robert sailed as Second Mate most recently on the Algoma Harvester.

**Kenneth Cooper** retired January 14 after 9 years of service. Kenneth sailed as O/S on the Algoma Enterprise.

**Harvey Chaulk** retired January 31 after 30 years of service. Harvey sailed as Chief Cook most recently on the Algoma Conveyor.

**James Field** retired January 31 after 39 years of service. James sailed as Wheelman most recently on the Algoma Harvester.

**Captain Hugh Bain** retired March 1 after 35 years of service. Hugh sailed on the Algoma Dartmouth.

**Chief Calvin Poole** retired March 1 after 26 years of service. Calvin sailed most recently on the Algoma Strongfield.

**Captain Douglas Parsons** retired March 1 after 30 years of service. Douglas sailed most recently on the Algoma Spirit.

**Chief Michel Brassard** retired March 1 after 29 years of service. Michel sailed most recently on the Algoma Transport.

**Chief Daniel Leblanc** retired March 1 after 25 years of service. Daniel sailed most recently on the Algoma Enterprise.

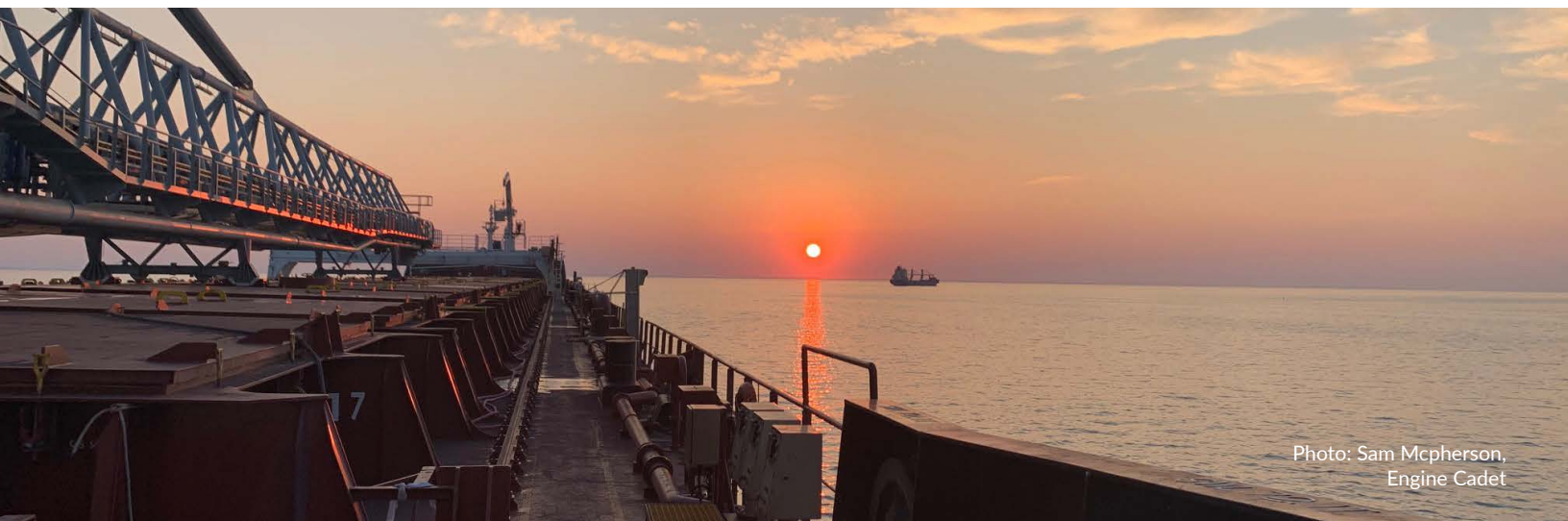
**Captain Leslie Comrie** retired March 1 after 36 years of service. Leslie sailed most recently on the G3 Marquis.

**Bob Hicks** retired March 1 after 31 years of service. Bob worked at Algoma's head office as Manager, Vessel Traffic & Customer Service.

**Athumani Mkeyenge** retired March 8 after 15 years of service. Athumani sailed as Mechanical Assistant most recently on the Algoma Spirit.

**Gary Bond** retired March 15 after 36 years of service. Gary sailed as O/S most recently on the Algoma Strongfield.

**Gordon Outhouse** retired March 16 after 23 years of service. Gordon last sailed as O/S on the Algocape.





# RETIREMENTS

**Blandford Keeping** retired March 25 after 31 years of service. Blandford sailed as O/S most recently on the Algoma Discovery.

**Douglas Fisher** retired March 31 after 21 years of service. Douglas worked at Algoma's Winnipeg office as Director, Sales.

**Stanley Toope** retired April 11 after 58 years of service. Stanley last sailed as Assistant Head Cargo Maintenance on the Algoma Transport.

**Gregory Bolivar** retired April 20 after 41 years of service. Gregory sailed as GP Watchkeeper most recently on the Algoterra.

**Bruce Duffett** retired April 21 after 19 years of service. Bruce sailed O/S most recently on the Algoma Buffalo.

**Michael Dempsey** retired April 30 after 43 years of service. Michael sailed as GP Watchkeeper most recently on the AlgoCanada.

**Kevin Reid** retired April 30 after 39 years of service. Kevin worked at Algoma's head office as Director, Management Systems.

**Edward Kirchlechner** retired May 6 after 12 years of service. Edward sailed as Dayman most recently on the Algoma Harvester.

**Gilbert Laliberte** retired May 10 after 23 years of service. Gilbert sailed as GP Watchkeeper most recently on the AlgoCanada.

**Michael Graham** retired May 17 after 32 years of service. Michael sailed as Second Mate most recently on the Algoma Enterprise.

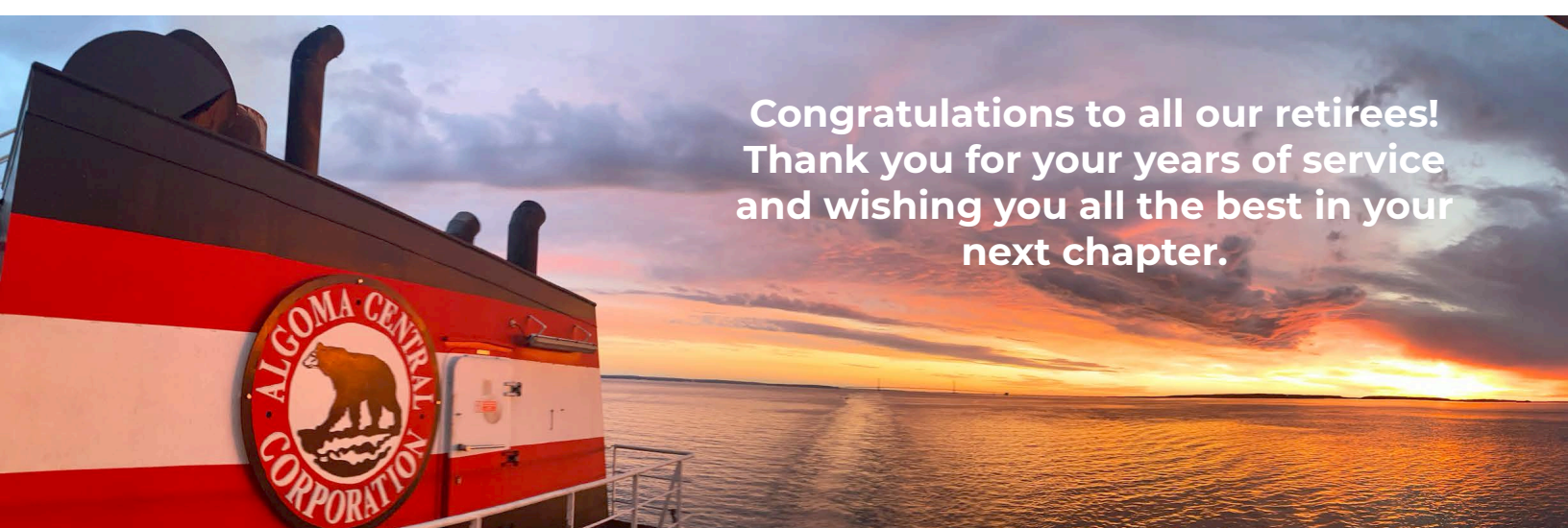
**Brad Misener** retired June 15 after 41 years of service. Brad sailed as Engineering Officer most recently on the Algoma Dartmouth.

**Michael Mallett** retired June 18 after 21 years of service. Michael sailed as Able Seaman most recently on the Algoma Discovery.

**Captain Aladino Dini** retired July 1 after 25 years of service. Dino sailed on the Algoma Guardian.

**Darren Pearson** retired July 1 after 29 years of service. Darren worked in Algoma's head office as Assistant Vice President, Operations.

**Captain Gregory Crewe** retired July 1 after 41 years of service. Gregory sailed most recently on the Algonova.



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