



C & B Newsletter

Issue 40

April 2016

Matt Kristof COO

I just wanted to take a moment to welcome and introduce the following new team members. **Captain Donald Blum** started on Monday, April 25th, and will serve as the Manager of Hebron Operations. Don comes to us with 30+ years of marine experience in a variety of operations holding many positions from vessel operations to Port Captain, and from auditor training to certified Marine Surveyor. **Captain Paul Wiesner** started on Monday, May 2nd, and will serve as the G.M. of Energy Services. Paul also joins us with over 30 years of marine experience. Paul was the Principal, President and CEO of Aquarius Marine prior to selling the company. Paul is an experienced boat captain, heavy equipment operator & commercial diver. He has worked, managed and overseen a wide variety of marine jobs from pile driving to heavy lift to major commercial construction projects. **Chris D'Andrea** will start on Monday, May 9th, and will serve as the Warehouse Manager. Chris owned and operated a commercial cleaning business for 20 years until he sold it. He then worked for Inland Marine Service doing all the purchasing and requisitioning for both the office and the vessels – no small feat when their fleet reached as many as 30 boats. Most recently, Chris worked at the Corporate HQ of Kroger's where he headed up and ran a division of their maintenance staff. Please join me in welcoming and congratulating them on joining the C & B family!

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The Lazy Bench

La Bella Riviere

Greg Schabell
Safety Manager

The Ohio River is formed by the confluence of the Allegheny and Monongahela rivers at modern-day Pittsburg. It ends approximately 981 miles downstream at Cairo, where it flows into the Mississippi. It received its English name from the Iroquois word "O-Y-O," meaning "the great river". One of the first Europeans to see the Ohio River was Frenchman Rene de La Salle in 1669. He named the river "la belle riviere" or "the beautiful river." During the 1600s and 1700s, the Ohio River served as the southern border of what later came to be called the Northwest Territory. In several treaties, the river also served as a dividing line between British settlements in Kentucky and American Indian communities in Ohio. The British generally remained south of the river, while the American Indians continued to live and hunt north of it until the end of the American Revolution. As settlers pushed west across the Appalachian Mountains, many of these people used the Ohio River to transport their families and belongings westward. Several of the first permanent settlements by people from the newly formed United States were founded on the river's banks, including Marietta, Steubenville and Cincinnati. During the 1800s, the Ohio River became an important commercial route for Ohio, Kentucky, Indiana, and Illinois. Farmers and manufacturers sent their crops and finished products on flatboats and barges downstream to the Mississippi. Upon reaching New Orleans, freight was loaded on ocean-going vessels for delivery to eastern seaboard ports like Philadelphia, New York, and Boston. This water route was much faster and less expensive than taking goods by wagon over the Appalachian Mountains. Despite the arrival of railroads, improved highways, and air travel, the Ohio River continues to serve as a major artery for transporting bulk commodities. The Ohio truly is "la belle riviere!"



Taking a TIME OUT

It's fourth down and two with less than a minute to go in a closely fought game. 20 seconds in the huddle just isn't going to be enough time to analyze the options, consider the defense, and play "WHAT IF" so the quarterback wisely makes the familiar "T" gesture, and the official signals a TIME OUT. Even though the quarterback is an all-pro and his teammates are among the best, he recognizes the value of stopping to collect everyone's thoughts and ensure they choose the right course of action. The same thing happens before a surgeon reaches for his scalpel. No matter how many times the surgeon may have performed the procedure, he and his team stop to make sure everyone knows what's going to happen and has everything needed for every contingency. In fact, the surgeon's "time out" is mandated by healthcare's national accreditation body. As fans, we place a significant amount of trust in the quarterback's judgment. As patients, we place our lives in the surgeon's hands. If they're willing to take a time out to ensure that they're ready to proceed and do the right thing, shouldn't we?

Before the actual work begins, does everyone on your work team take a moment to review what needs to be done, consider the hazards and how to protect against them, verify that all the proper equipment is on hand, and clarify questions to ensure everything is clear? In our world information needed for a time out is discussed in the tailgate/pre-job briefing with the Job Hazard Risk Assessment Briefing where all the hazards related to a task and safe work practices are detailed. Sometimes, we just need an extra time out during a job to slow down, re-align (especially if the job scope changes), and make sure everyone is still on the same page. None of us would want a quarterback to make a bad decision just to speed up the game, and we wouldn't want a surgeon to cut first and think about what he or she is doing later. Even when we're in a hurry to wrap up a project, we'd be wise to remember those examples and take a TIME OUT to ensure everyone's safety.

Safety Department

2016 RCP Manual and Black Box Update

Greg Schabell
Safety Manager

The Safety and Compliance Department has distributed the updated C&B Marine Policy & Procedure (RCP) Manual and updated the vessel's Black Box. The new manual meets all the new requirements of the Responsible Carrier Program and the proposed Sub Chapter M. This manual is the...

foundation of the Safety Management System to guide us into being an inspected industry under Sub M. The major changes were discussed when the manual was put onto the vessel, and we'll continue to discuss them as we visit the boats in the coming weeks and during the annual Captain/Supervisor Meetings. A couple of the major changes regard Critical Equipment and Risk Assessment, which will both be discussed further in these newsletters, email memorandums, and training. Please take some time to familiarize yourself and your crew with the new manual.

We also made some significant changes to the vessel's Black Box. The SDS Manuals have been removed – the only way to keep them up-to-date and always available is to post them online and they're available on DropBox in the "Resource Material" folder. Also, significant changes occurred to the Trip Pilot Manual, Emergency Response Manual, and the Fuel Log Manual. The first two were updated with the new RCP Manual materials and a table of contents was added to make them more user-friendly. The Fuel Log has been replaced with the fuel/oil/bilge transfer procedures, necessary forms, spill response procedures, incident reporting procedures, and vessel piping diagrams. Space was made available to include your critical manuals, including the Vessel Security Plan, Rules of the Road, Radar, Fire Alarm, MSD, GPS/AIS, and other critical manuals. The purpose for these changes is to set up the Black Box as an "audit box" for vessel inspections where all of your manuals are in the Black Box and all of your documents are in pre-labelled folders in the filing cabinets, so the crew will only need to search in two specific locations that are labelled and organized. We hope that both of these changes will improve the C&B Safety Management System and make it easier for everyone to use our resources and successfully complete inspections. Please contact me if you any questions!

Accounting Department

Employee Corner – Paycor Employee Mobile App

Emma Obertate
Assistant Controller

Paycor has introduced an Employee Mobile App designed specifically for employees currently using Online Check Stubs. This easy-to-use app allows employees to view their pay information securely from their mobile devices. Simply sign in using your current Paycor.com username and password or register for a username at Paycor.com by clicking the sign-in button. Key Features: view paycheck details, including earnings, deductions, taxes, and year-to ...



-date totals; request time off from work and view a visual map of your time off; utilize the same username and password as your online check stub account; to download the app, search for "Paycor Employee Mobile" on your mobile device.

National Maritime Day

Greg Schabell
Service Coordinator

May 22 is the day the nation recognizes the service of the maritime industry and all mariners to the country. In 1933, Congress declared May 22 as National Maritime Day. May 22 is the date that the American steamship Savannah sailed from the US to England, marking the first successful crossing of the Atlantic using steam propulsion. During WWII, more than 250,000 American Merchant Marines serviced, 6700 giving their lives, hundreds taken prisoner, and over 800 ships were sunk or damaged. The US, and C & B, still recognize the immense service that everyone in the marine industry contributes to the nation's prosperity and security.

Service Department

Maintenance Tip – Vibration Abrasion

Dave Westrich
Service Coordinator

The USCG recently released a safety alert regarding a loss of electrical power on a vessel caused by their generator being tripped off line when one of the primary leads exiting the generator housing chafed against the steel enclosure. Upon inspection, several vessels in the company's fleet were found to have the same abrasion damage to their wiring. The simple fix was to wrap the worn areas with friction or electrical tape. Additional rubber protectors were also installed to eliminate chafing. Vibration can loosen and chafe equipment components. Inspect at-risk areas such as piping, engine mounts, pipe clamps, wire bundles, brackets, and where components pass through decks and overhead as part of the vessel's preventative maintenance.

Safety Department

National Nutrition Month

Greg Schabell
Safety Manager

March was National Nutrition Month and spring is here. Warmer weather gives us the chance to get out of the house and enjoy the benefits of physical activity. With a balanced eating plan, exercise is...

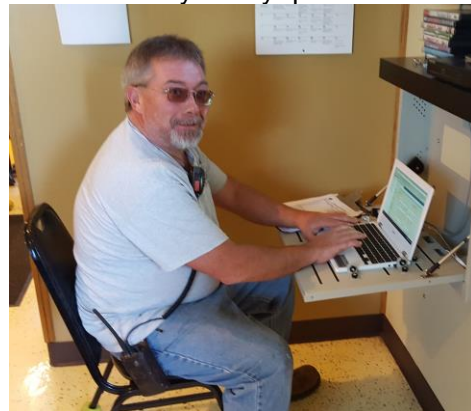
important both for losing weight and maintaining your overall health. It is recommended that adults engage in a minimum of 2 ½ hours of moderate-intensity aerobic activity or 75 minutes of vigorous-intensity activity a week. With planning, you can easily fit 30 to 60 minutes of aerobic activity into your routine most days of the week. To increase your levels of aerobic activity, first decide which activities you enjoy and look at your daily schedule to see where you can fit in these activities. If you're starting from little or no daily physical activity, check with your physician first and begin with 5 to 10 minutes per day. Increase your duration every week by 10-minute increments until you're up to 30 to 60 minutes most days of the week. As you develop your physical activity plan, remember nutrition is fundamental to your physical performance. To put in your best effort, you need carbohydrates, proteins, fats, vitamins, minerals and water. If you're highly active, you may need slightly more of some nutrients. Whatever your level of activity, maximize your performance by consuming a wide variety of foods and adequate calories.

Compliance

Doing Forms Online

Gordon Putzke
Compliance Manager

Laptops will go out to all vessels for the deckhand to be able to complete online documents from the galley! All vessels are now required to use the online VGP forms on TowWorks and the paper copies no longer need to be completed. The laptops for the galley should make it easier and more convenient for everyone to fill out their online paperwork and complete their monthly safety quizzes on MindFlash.

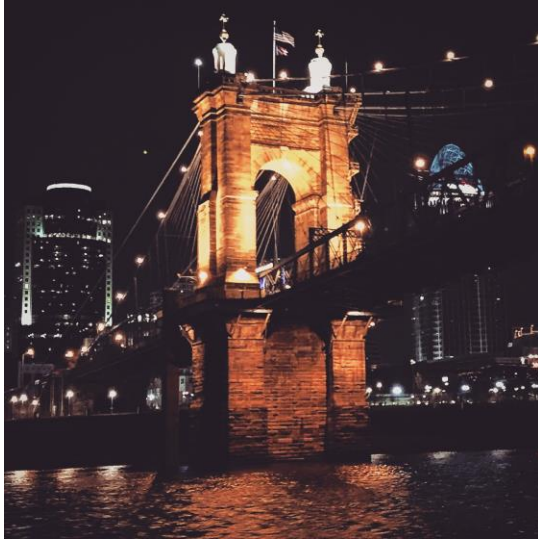


Shawn Kerns completing the vessel's ERL from the galley.

Quote of the Month

"The wind and the waves are always on the side of the ablest navigator."
Edmund Gibbon

The Roebling Suspension Bridge by Corey Davis. Winner of the monthly pic contest!



Cincinnati Fireworks by Ed Eicchorn



Louisville's Thunder Over the Ohio from the Fran C by Coleman Yauch



The Stuart Deer Rescue Squad, Jeremy Vise and Justin Dewitt



The Enterprise at St. Louis, Missouri by Josh Wilson



Wesley Huber and Brandon Johnson ("Bologna Boy") practicing making up lines.



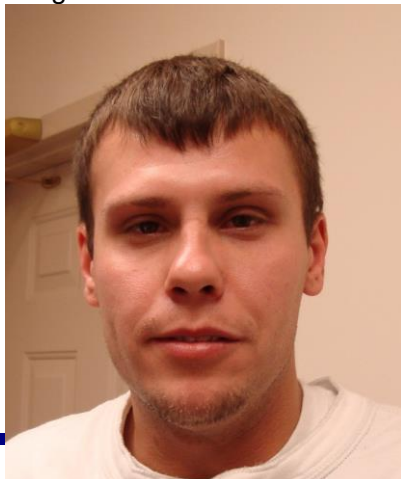


BIRTHDAYS & ANNIVERSARIES

Full Name	Birthday
Abrams, David A	31-May
Boyer, John	17-May
Braden, Joe	18-May
Davis, Corey J	2-May
Davisson, Michael S	26-May
Eichhorn, Edward	25-May
Everett, Justin E	10-May
Groves, Rocky	18-May
Harms, Derrick	1-May
Heath, Gary	9-May
Hess, Christopher W	4-May
Kuhr, Stephen	8-May
Lapikas, Edward	12-May
Larsen, Wesley S	19-May
Phipps, Mark	20-May
Shawen, Christopher C	14-May
Smith, Jason	26-May
Springer, Ernest J	30-May
Wise, Kevin	14-May

Full Name	Hire Date
Abrams, Jerry L	5/7/2015
Everett, Justin E	5/5/2015
Farmer, David W	5/5/2015
House, Aaron	5/20/2004
Johnson, Jennifer A	5/1/2014
Jones, Jerry	5/5/1999
Jump, Danny	5/27/2013
Lapikas, Edward	5/15/1999
Laslo, Gary Lee	5/5/2015
Loschiavo, Thomas	5/23/2012
Lucas, Jeffrey	5/7/2012
Madaris, Damen	5/4/2011
Mullins, Brian	5/19/2003
O'Bryan, James E	5/6/2014
Raines, Terry	5/1/1997
Supple, David	5/6/2014
White, Joshua R	5/5/2015
Yates, Joey	5/6/2014
Youngman, Richard	5/26/2010

Anthony Raines swears in for his Steersman License on 5/6/16. Congratulations!!

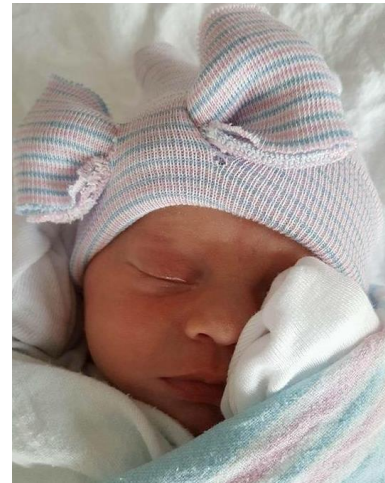


ANNOUNCEMENTS

Reggie Miller welcomed Ayden Carson, 7.9 lbs 21"



Brandon and Rebecca Weisner welcomed Abigail Anna Marie on 4/18/16!



Grandpa Brandon Phillips welcomed James Bryant Cole Phillips, 7.14 lbs 22"

