



C & B Newsletter

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December 2014

A Blessed New Year

Bill Bray
CEO

As we closeout 2014, we would like to thank everyone for all their hard work and dedication. It has been a good year for us and we expect that 2015 will be even better. With delivery of the M/V Enterprise & M/V Discovery – and next year the M/V Atlantis – we are well positioned to expand our business opportunities beyond our current geographical area. None of this would have been possible without everyone here working together.

We hope that all of you had a wonderful Christmas & that you have a safe and blessed New Year! Again thank you for everything!



The Christmas Tree Ship – Captain Santa

The *Rouse Simmons* was a three-mast schooner that hauled lumber during the height of the age of sail on Lake Michigan in the late 1900s. By that time, the German tradition of decorating an evergreen tree in the home was popular in the US, and the demand for Christmas trees was great. Herman Schuenemann had acquired an interest in the “tramp” vessel and hauled trees directly to Chicago docks to sell, using the slogan “Christmas Tree Ship: My Prices are the Lowest” with electric Christmas lights and a tree atop the mast. The Chicago newspapers and residents bestowed him with the title “Captain Santa” for his reputation for generosity and giving trees to the city’s needy. On November 22, 1912 they sailed with ~5000 trees, so that the vessel looked like a “floating forest.” Severe weather and approaching storms had deterred most ships from sailing. The vessel passed several docks flying its flag at half-mast, a universal sign of distress, and a rescue attempt was made with a powered vessel, but the ship never made it to Chicago and was never seen again. Christmas trees washed onto the shore for months. The legacy of the ship and crew lives on in frequent ghost sightings and ghost stories for tourists. In early December of each year, the final voyage of Captain Santa and the Christmas Tree Ship is commemorated by the USCG Cutter *Mackinaw*, which makes the journey from northern Michigan to deliver a symbolic load of Christmas trees to Chicago’s disadvantaged.

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C&B’s Captain Santa: Cpt. Dan Yauch!





Operations

Training New Hires

Ed Eichhorn

Senior Captain

Can you remember your first day on the river? When you first stepped foot on a towboat? For me it was July 4, 1988. I was quiet and shy back then and later on I was told that no one thought I would last through my first trip...and they were almost right. The Mate I had to work with didn't seem to like me and seemed to go out of his way to make me miserable. When I was about to quit and prove everyone right, the pilot took me aside and gave me some words of encouragement. Thanks to the pilot I stayed on, finished my trip, and continued my river career. The Mate, however, was fired and didn't return. The next Mate I rode with took me under his wing and became my mentor, and that's when I knew that the river was going to be my life. When dealing with new hires, who can you most relate to: the Mate or the Pilot? What you say to a new hire can adversely affect his future. As the Captain, it is your responsibility to set expectations and to give the new hire direction. Have them come up to the pilot house and see things from your view so that they can better understand what is expected of them. Make sure you do an On-The-Job performance evaluation (B 40-41 RCP) and a New Hire Vessel Orientation (A-4 RCP). These are designed to familiarize a new hire with the layout of the boat, fire safety, emergency procedures, and will cover the basics of what his new job will entail. This will give them a better understanding of their job and what is expected of them. Keep in mind, most new hires will look up to you and respect you as soon as they get on the boat. Whether or not he keeps that respect is up to you.

Accounting Department

Employee Corner – Open Enrollment

Emma Obertate

Assistant Controller

Open enrollment is now complete and the applications have been submitted to Anthem. Please watch for your new health insurance cards the first week of January. Please note they may come in an unmarked envelope. If you do not receive your cards and you need to go to the doctor, please call and we can give you the plan information. Also keep in mind that you are required to have the card with you when filling prescriptions. I want to thank everyone for your cooperation and...

timeliness. I appreciate all the effort you put into submitting your benefit enrollments! Happy New Year!

Safety Department

Compliance

Gordon Putzke

Safety & Compliance Manager

I just want to thank all of the employees that I have met so far here at C&B. I have been here in Compliance/Safety for only a few months, but I have been in the maritime industry for over 35 years and I can see what already sets C&B apart from other marine companies: the mariners and all the employees here at C&B. As we move into 2015, I will be working with Greg Schabell to promote and apply SAFETY as the core principal for all of our operations. What is compliance and what does the Compliance manager do? As the word implies, it is working to comply with the rules & regulations that are placed on the company. The Compliance manager works with the USCG and other regulatory agencies that might impact our operations to confirm that C&B is doing everything required. He/she works to identify possible regulatory issues within a company and then work with management to resolve any issue. The Compliance manager works with other managers & supervisors to ensure that strategies are in place prior to an incident to safeguard the C&B reputation and integrity. One of the biggest complaints that I hear from employees is the amount of paperwork that is needed to get the job done. We agree! Over the next year, Greg and I will try to slim down, squeeze together, or eliminate some of that paperwork. Lots of these items are absolutely required and we cannot do anything about it. There are many others that we will update to make more practical and easier to complete. As we continue to grow in 2015, we all know how important communication is to a growing company. I believe that management continues to work towards constantly improving communications: the newsletters, Captain's/Supervisor's Meetings, and through continued visits by company personnel to listen and work together. Please continue to communicate in all areas of our operations, especially in the area of SAFETY. If you see something, say something! I look forward to meeting each employee here at C&B. Thanks for all your hard work in 2014 and let's continue to communicate, work safe, work smart, and participate in the company's growth.



Operations

Happy New Year

Ed Lapikas

General Manager

Last year was a challenging year; thank you for your effort, energy, resilience and commitment. As we start this new year with greater clarity, a greater determination to succeed and a renewed commitment to provide exceptional customer service, we ask just one thing from each of you – be better!

- Be better in your work – think creatively, efficiently and get the details right (thoroughly).
- Be better with our customers – in how you plan, how you communicate and how you add value.
- Be better with your teammates – in how you support each other, how you communicate and how you care about them as people.
- Be better to yourself – in your personal expectations and in your commitment to being all you can be. Take better care of yourself.

Commit to being better every day and set goals for the new year on how you will accomplish those goals! We should strive to improve ourselves a little each day. Thank you for your loyalty and effort. We look forward to a great, productive and successful year.

Energy Services

Inspecting Equipment

Buddy Begnoche

General Manager

I want to talk about the importance of inspecting equipment before using it, especially all rigging. This past month, we had a sling wire suddenly brake when just starting a lift. If they had got farther into the lift, it could have been extremely dangerous and property would certainly have been damaged and possibly people as well. Wires don't just break one day. There were conditions that lead up to the wire breaking: time, fatigue, weather, and wear and tear. The most critical factor is the lack of inspection that would have discovered these conditions so it could have been taken out of service before it failed. Remember that inspections are not for the sake of the equipment, they are for sake of those operating it. Always perform quick visual observations of your equipment before use. The inspection forms we provide show you the specific items to inspect also to prevent these type of failures. Take the time to ensure that the equipment is safe to use.

Dispatch and Logistics

2015 Here We Come

Vicky Schottelkotte

Dispatch Manager

2014 is coming to a close, I want to thank all of you for the great work that you do. The dedication and continued growth each of you achieves is why C&B Marine and Energy Services have grown into the companies they are today. We will continue to expand the use of TowWorks, which has required some of you to be more familiar with computers than you would like, but the use of this system allows C&B to provide a needed and valued service to our customers. All TEAMMEMBERS, working together, allow each of us to do what we need to do to get the job done. Thank you for a great year! 2015 here we come!

Safety Department

"Hurry Up" Can Hurt!

Greg Schabell

Safety Coordinator

In the same way that race cars are marked with racing stripes, people who race on the job are marked with cuts, bruises and bandages. All of us have been guilty of racing through a job at one time or another. How many of you didn't wear safety glasses or hearing protection because it would be real quick? Or didn't use the proper tool because the correct tool was 100 feet away? Does any of this sound familiar? We've all cut corners for the sake of efficiency. Most of the time nothing happens and sometimes a near miss occurs. It is only a matter of time before a serious incident or injury occurs. Is it worth risking your eyes, limbs or life – or somebody else's life – to save a few minutes? Recall previous newsletter articles discussing Efficiency v Thoroughness. This is a 5 mph industry! You will get a check if you get hurt, but you will not be able to play with your grandkids, go hiking out west, or take those hunting trips if you blow your back out. A check will not allow you to hear a child's laughter or see that perfect sunset. SLOW DOWN and PLAN YOUR WORK! Nothing is more important than your safety and the safety of your co-workers. Choosing efficiency over thoroughness and cutting corners eventually lead to injuries. Hurrying up can indeed hurt!

Quote of the Month

"We see things not as they are, but as we are."
Neil Postman & Charles Weingartner



Leaving Cairo.



Dan Yauch receiving the USCG sticker for the Beverly Wayne



Enterprise and James H at Hebron Harbor.



First barge cleaned at the newly set up Hebron Cleaning Operation.



New hire training at Ghent.



Gladys G





CALENDAR OF EVENTS

BIRTHDAYS

Bennett, Justin	11-Jan
Deer, James	14-Jan
Freeman, Charles	4-Jan
Fryman, David	14-Jan
Gesler, Kyle A	12-Jan
Johnson, Jennifer A	19-Jan
Jones, Jerry	8-Jan
Leach, Edgar	21-Jan
Lenear, Robert H	28-Jan
Raines, Terry	29-Dec

ANNIVERSARIES

Bray, Chad	1/10/2000
Bray, Scott	1/10/2000
Caldwell, Johnny	1/13/2014
Harris, Robert	1/23/2007
Monroe, Anthony	1/6/2006
Swanger, Andrew	1/7/2014
Webb, Rickey	1/13/2009



Questions and Answers

We are asking that if you have any questions or would like clarification on something that you send us your questions and we will address them in this section. We look forward to hearing from everyone.

Q: How do I get in the Newsletter?

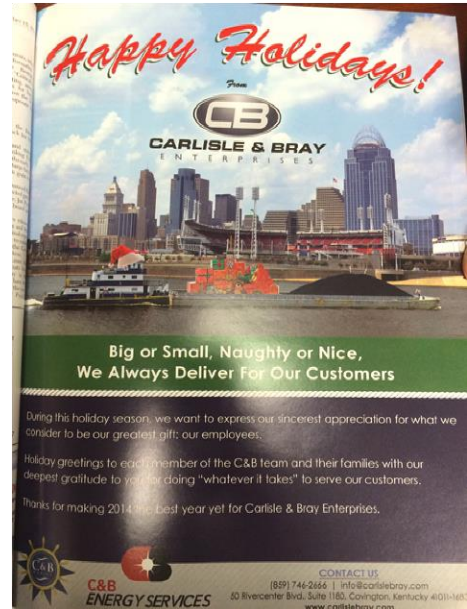
A: Everyone is encouraged to send in pictures and articles to be published in the newsletter. If you have a picture and an issue you want discussed, please let us know.

Q: Can I be trained as a deckhand and loader operator?

A: Yes! Contact your Manager or the General Manager, Ed Lapikas.

ANNOUNCEMENTS

Waterways Journal advertisement: "Big or small, naughty or nice, we always deliver for our customers!"



Eric Harris' newest edition in time for Christmas! Congratulations!

