



C & B Newsletter

Volume 19, Issue 19

July 2014

Senior Captain

Chad Bray
COO

As of 8/1/2014, Ed Eichhorn has accepted a promotion at C & B to Senior Captain. In his over 15 years with the company, he has worked his way up from Pilot, to Captain, to Senior Captain. He's currently Captain of our newest and largest investment, the 2600 HP M/V Enterprise. In his duties, Cpt. Eichhorn will be responsible for all line boat crews, setting expectations, and monitoring performance. We all would like to congratulate Ed on his new position!



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What Does a Professional Vessel Office Look Like? - Authority & Responsibility of

the Master, Part 2

Andy Cannava

Score Global Vice-President

As we move through the scope of the professional V/O's authorities and responsibilities, we have touched on crew safety, safe navigation, and taking care of equipment in the first part of our discussion. In this issue we will focus on the appearance and behavior of the V/O; and creating an attitude and environment where teaching, learning, coaching and the development of skill sets exists.

It has always been said that first impressions are the ones that everyone remembers, especially about someone in authority. Whether you are at home or on your vessel, make sure you look and act like an officer—like a professional. Your appearance is very important and so is your conduct. Set the example for others to follow. Believe me, people at home, at work, or the companies' customers consider your professional appearance and conduct to be very important. Neat vessel and clean of clothes. Also monitor what comes out of your mouth as far as language is concerned. It is important and people pick up on that very quickly and equate that with your professionalism. It says something about your boat, your crew, your company, and **YOURSELF**. Spend some time brushing up on these skills—clean clothes, no torn up clothes, proper foot gear, having bathed, shave if you don't have beard, and if you have a beard, make sure it is trimmed adequately, hair brushed or combed. Your responsibility for yourself is important, but your authority also extends to your crew. Make sure your crew knows what your standards are and that you will monitor their appearance and conduct accordingly. I know we are not on the fashion circuit, but appearance and conduct count!

Creating an environment and developing an attitude of taking care of your people is part of a V/O's authority and responsibility. Learning, teaching, and coaching are all skill sets that a V/O must have to produce a productive vessel. An ill-trained crew...



does no one any good. Developing the attitude of teaching and helping others to do their jobs safely is a skill set that takes years to accomplish. Monitoring performance, knowing what to look for to help someone else to learn something is a talent that has to be learned and nurtured through the years. Taking the time to instruct a crew member in the correct way to perform a task is some of the most important work a V/O can do. Planning and a good communications network onboard helps in this challenge. Knowing who your crew members are, their skill sets, and their individual abilities in how they learn are all important factors. Taking the time and being patient is something that can be the most difficult thing to control, especially in our modern, hurry-up world. Teaching and learning takes time. Knowing how to create the environment where your crew feels they can approach you is vital. Without inter-crew communication, skill set information does not get transferred from those who know to those who do not know.

Sales Department

C&B Fleet Continues to Grow

Gordon Putzke

Sales Manager

On July 22, C&B Marine took possession of the second new build this year from Marine Builders. The MV Discovery is 60'x 25' twin screw, 1320 HP work boat. Propulsion is provided by two Cummins QSK 19 Tier III engines rated at 660 HP @ 1,800 RPM, driving through two (2) Twin Disc MG-5170DC reverse reduction gears. The MV Discovery immediately went to work in the Cincinnati Harbor and is currently at our Silver Grove fleet facility to help out with the anticipated heavy grain season expected for this area in a few more weeks. "In these times of increased regulations our focus is always on employee safety! This new vessel is loaded with safety features. From the dual steering systems, to new wheelhouse electronics, these new vessels will add to C&B's commitment to our employee's safety!" according to Chad Bray, COO. The MV Endeavour was also added to C&B's fleet this month. The MV Carolyn Z was taken on charter as of April to assist in C&B's increased business level. In July, C&B purchased this vessel from Ohio River Salvage and renamed the vessel the MV Endeavor. This vessel is 65'X27' and is powered by two (2) Cummins QSK-19-M rated at 1,320 HP. The MV Endeavour was built in 1981 by Dravo-Steel-ship Corp., Pine Bluff, AK. Our crews already are reporting how much they like this vessel as well as the newer crew comforts this re-done/re-powered

vessel provides. After being re-powered in 2011, and with extensive work to the crews living and berthing areas, C&B knew that this vessel would be the perfect fit to the C&B fleet. The MV Endeavour is currently working in the Cincinnati fleet. These welcomed "new" additions to the C&B fleet of vessels only enhance C&B's commitment to our customers, as well as our employees. New vessels are always welcomed by employees who take pride in the upkeep and the working pride that comes with a new vessel. As C&B continues to grow our employee's grow as well. Through increased safety training and committed wheelhouse management, C&B will strive to ensure that each C&B employee is working in the safest environment possible, with the finest equipment.

Safety Department

How Do You Assess Risk in Your Environment

Greg Schabell

Safety Coordinator

There is still some confusion on how to use and how you benefit from the CTA Sheets and the Job Hazard Briefing Form. These are tools to identify and document risk/hazards, how to avoid risk/hazards, and ultimately make the safest decision possible. Most of you are hunters. What are the risks associated with hunting? How do you carry your shotgun – pointing it at your buddy or at the ground? How do you cross a fence line while carrying the gun – with the safety on and placing the gun on the other side before attempting to cross, or leave the safety off and hop on over? What could happen?? If you are a competent hunter, then you know the hazards, how to avoid the hazards, and what can happen if you do not avoid those hazards. We are asking you to do the same type of hazard analysis while at work. The CTAs identify the hazards of specific tasks and how to avoid those hazards. It is the gun safety class in this context. When you go hunting with a group a people familiar with each other and the specific hunt you're doing, then a quick 60 second brief to get everyone on the same page is enough. When you go out with people who are not familiar with each other, not experienced hunters, or the specific type of hunting you will be doing, then a more detailed briefing is necessary. Job briefings avoid incidents and save lives! The CTAs identify hazards and how to avoid/mitigate those hazards. The Job Hazard Briefing Form is your documentation that you've done that prior to any given task. The Vessel Officer is responsible for these briefings. Remember: **DON'T ASSUME THAT EVERYONE KNOWS THE RISKS OR HAZARDS OF A PARTICULAR JOB – ENSURE EVERYONE KNOWS!**



Operations

Quizzes & Drills

Martie D'Andrea

Crew Dispatcher

On August 29th, we're going to have a drawing for all employees who have their quizzes and drills up to date including August. I will send an out an email to all the boats and cleaning crews listing any employees with outstanding paperwork that needs to be completed and sent back to me. The deadline to have paperwork turned in for the drawing is Friday, August 22nd. On August 29th, we will draw 4 names for \$50.00 gift cards. We will announce the winners in the September newsletter. I would also like to take this opportunity to say thank you to everyone for welcoming me and stepping up to help out the many times I have called to fill shifts. I know your days off are important and well deserved, and I truly appreciate when someone gives up their family time to come in and work! We couldn't do our jobs successfully without each one of you! I have worked in this industry for 12 years, and although I have only been here 3 months, I can honestly say that C & B has some of the most dedicated, incredibly hard working employees I've worked with. We have a great team and I am happy to be a part of it! I am hoping to get to the boats and cleaning facilities more often, and I'm eager to meet each one of you.

Score Global

AMSC Table Top Exercise

Craig Burrus

Vice-President Safety

On August 6th the Area Maritime Security Committee will be conducting a Table Top Exercise involving the USCG, Law Enforcement from both sides of the river and area first responders (fire and emergency services). C&B allowed access to our flats at Hebron for the AMSC exercise. By participating in this exercise we'll receive credit for the yearly exercise mandated by our facility and vessel security plans. On August 5th we will be conducting a MARSEC Level Drill, which we will also receive credit for our participation from the USCG, in conjunction with the above mentioned Table Top exercise. You be receiving details regarding this exercise on Monday August 4th about your responsibilities. Our participation in both these events has made area industries and our government agency partners aware that C&B is an active member of the Homeland Security Community in the Sector Ohio Valley. Thank you for your participation in these exercises but...

more importantly your understanding that these exercises are important parts of keeping our industry and our country safe!

Accounting Department

Paycor

Emma Obertate

Assistant Controller

C&B Marine is switching payroll processors from ADP to Paycor effective October 3rd pay date (payroll period 09/22/14 – 09/28/14). Until then all policies and procedures will remain the same. Please continue to enter your time in ADP. In next month's newsletter look for more detailed information on the switch. Rumor has it you will not have to enter your time online anymore! Until then let's send ADP out with a bang! Also with this change C&B will switch providers for our Employee Assistance Program. More details to follow.

Safety Department

Fuel Consumption

Greg Schabell

Safety Coordinator

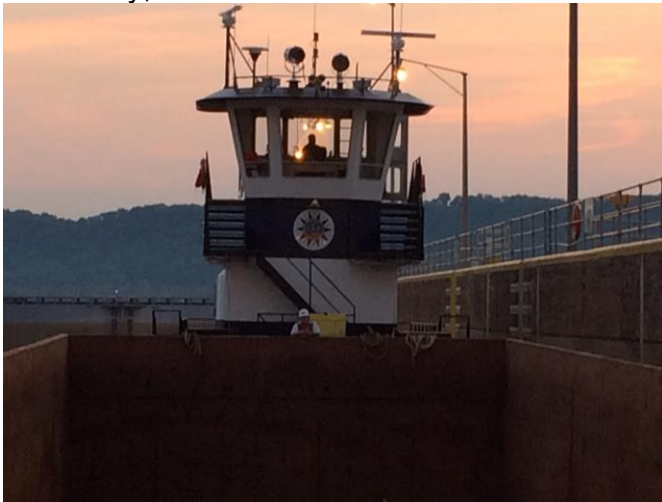
Fuel is one of the biggest expenses at C&B, and there are several ways to easily reduce this expense and improve our bottom line. I would like every Vessel Officer and Energy Supervisor to actively consider how you can reduce waste in our fuel consumption. First, shut down the engine or go onto shore power whenever there is a delay. Always make such decisions based upon risk assessment and the prevailing circumstances. There may be opportunities when it is possible to go on 1 engine when light boat. Minimize fuel burn on southbound runs by taking advantage of water speed and using the throttles only for steering. Ensure that the tow configuration is optimal to reduce drag. Lastly and most importantly, DO NOT rapidly change throttle positions! Steady, slow changes in throttle position will improve fuel economy and reduce the wear and tear to the engine. The same is true for the cleaning rigs: slow down and do not throw the equipment from forward, to reverse and back – this is a safety hazard too! A small improvement in efficiency, consistently done over an extended period, will have significant impacts in our fuel expense and efficiency.

Quote of the Month

"Hard work beats talent when talent fails to work hard."
Kevin Durant



Discovery, 1st lock



Mary Jane/Killen New Hire Training – Richard Griffith & Brandon Castle doing a great job!



Stuart Cleaning



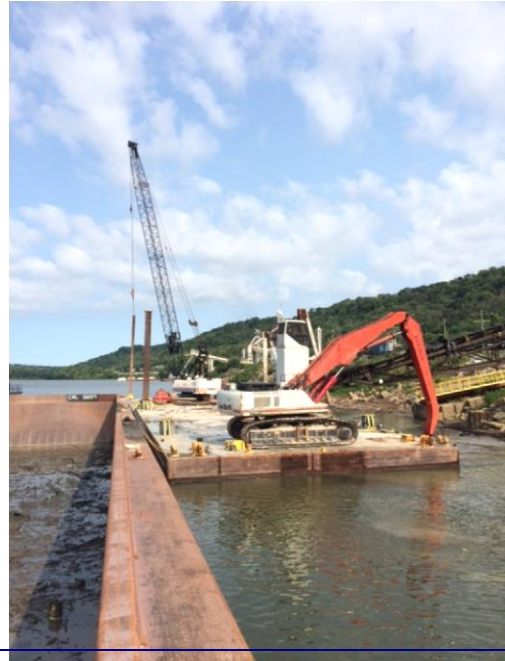
AMSC Table Top Exercise



Ghent New Hire Orientation Trainers – Wayne Freeman & Cody Parsons



River Terminal Dredge





CALENDAR OF EVENTS

BIRTHDAYS

2014-AUGUST ANNIVERSARIES		
2012	7-Aug	West, Raymond
2012	7-Aug	Yates, Michael A
2003	8-Aug	Franz, Leonard
2013	8-Aug	Conley, Landen G
2013	8-Aug	Urlage, Nicholas C
2013	8-Aug	Westmoreland, Robert L
2004	26-Aug	Stimetz, Glenn R.
2008	26-Aug	Middleton, Ricky E
2012	27-Aug	Harris, Eric

ANNIVERSARIES

2014-AUGUST BIRTHDAYS	
7-Aug	Cunico, Allen D
9-Aug	Druin, Matthew A
9-Aug	Gallentine, George Philip
11-Aug	Conley, Landen G
13-Aug	Gentry, Michael S
14-Aug	King, Don
14-Aug	Raines, Thomas L.
14-Aug	Youngman, Richard D
15-Aug	Rhodes, Robert L
19-Aug	Williams, Donald Frederick
20-Aug	Cucinotta, John B
20-Aug	Phillips, James B
21-Aug	Holley, David M
23-Aug	Guenther, Matt H
24-Aug	West, Raymond
26-Aug	Butler, Astin P
28-Aug	Bower, Dennis W.
29-Aug	Swayne, Jeffrey A

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 send pictures to be published in the Newsletter?

A: Yes! Send pictures to Greg Schabell or your manager.

ANNOUNCEMENTS

M/V Discovery, 1320 HP at Silver Grove, ready for service.



M/V Endeavour, 1320 HP. Another addition to C&B's expanding fleet.



M/V Enterprise was featured for assisting the American Queen on her journey to Pittsburg in The Waterways Journal.

