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Mowi Charity Salmon BBQ
Applications now accepted

Did you know?

February is the only month of the year that can pass without a full moon. This doesn't happen often but February went without a full moon in 2018!

Trivia time!

What figure of speech meaning, "including everything", comes from three major parts of a musket?

Answer on page 4

Mo gives Hardwicke Island the seal of approval

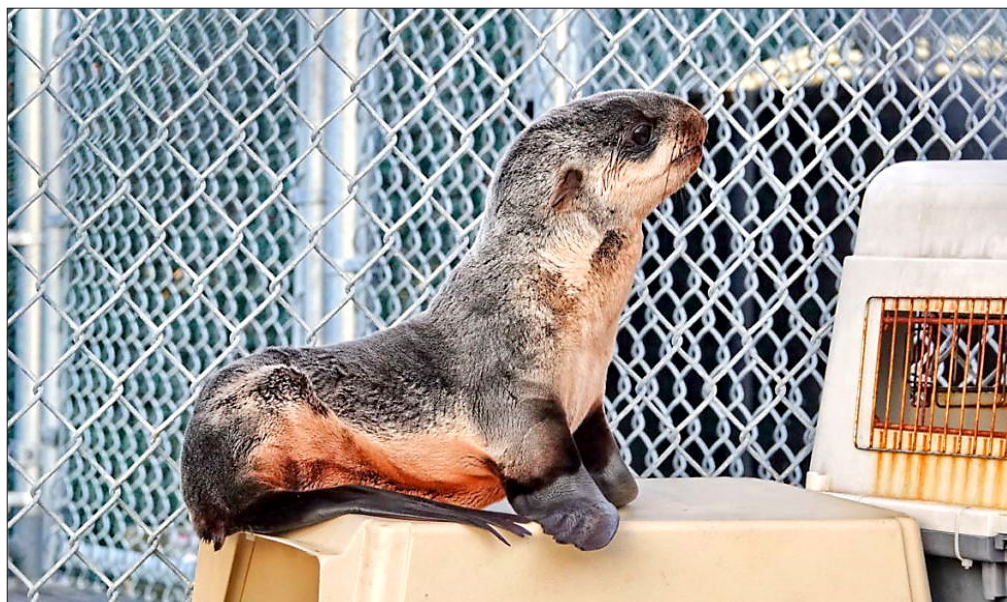


Photo Credit Vancouver Aquarium Marine Mammal Rescue Centre

A calm day in late January is a blessing and the perfect time to get the morning routine done and get started on other tasks. For Sheldon Holloway and the team at Hardwicke Island, this plan went out the window pretty quickly. "The weather was so calm and it was really quiet and peaceful," said Sheldon. "It was so quiet I could hear this splashing and slapping in the water. I couldn't see what it was so I radioed up to Keith Matthieu and asked him to take a look on

the dome camera. He could see there was something in the water like a sea otter or a young seal but couldn't quite tell, so we agreed I'd take the skiff out and see what it was."



Sheldon Holloway
proud to have played his part in the rescue

A closer inspection revealed a juvenile seal, clearly in distress. "She was floating sideways, couldn't dive, and clearly wasn't in a good place. Keith and I decided to try and catch her. She was easy to catch in the dip net I had with me;

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New Directors in Post

Mowi Canada West is pleased to announce the promotion of Mike Sharko to Saltwater Director and Juan Carlos Sanchez Millar to Freshwater Director. These are two new roles within the Senior Management Team of Mowi Canada West, created with the departure of Production Director Dougie Hunter, who is leaving to take up a new role with Mowi Scotland.

Mike Sharko has been working with Mowi in British Columbia for almost 15 years, having began his career with the company in 2004 as Operations Manager for the Campbell River area. He has since led the Saltwater Production teams in Campbell River, Klemtu, and most recently, Port Hardy.

Juan Carlos Sanchez Millar has been with Mowi in British Columbia for the past 10 years, originally joining the Mowi's Chilean operations in 2005 as an Assistant Manager. A Doctor of Veterinary Medicine from Iberoamerican University of Science and Technology, Juan has continued to progress in his career with Mowi Canada



Juan Carlos



Mike Sharko

West including positions as Assistant Manager, Freshwater Planning Manager, and most recently as the Freshwater Production Manager.

"Both Mike and Juan Carlos will be excellent additions to our Senior Management Team. I look forward to adding Mike's leadership in Saltwater Production and experience in working in

First Nations communities to our team, and I am also very pleased to have Juan Carlos provide his input and excellent fish knowledge into our Company operations," said Mowi Canada West Managing Director Dr. Diane Morrison.

Mike and Juan Carlos will assume their new responsibilities immediately.

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Mo gives Hardwicke Island the seal of approval

she didn't struggle at all. I got her back to the barge and Keith had already done a bit of research and worked out she was a Northern Fur Seal. Keith contacted a friend of his in Vancouver that works with the Vancouver Aquarium Rescue and we gave them as much information as we could and then spoke to DFO and made a plan of action to get her to the aquarium. Our crew boat driver, Mike O'Keefe, came to Hardwicke, took her back to Campbell River, and completed the handover to DFO.

I'm so pleased that we were able to help Mo out and to get her to the right place so quickly with so many people coming together to help."

Mo is continuing to be cared for by the Vancouver Aquarium Marine Mammal Rescue Centre and is still in need of significant attention. You can keep up with her progress at the following link: <https://mmrpatients.org/patient/cu1901-mo/>



A chance to learn in Klemtu



By Chris Tomasi

I have had some amazing opportunities in my time with Mowi. I started on the sea sites in the Campbell River area and then moved to the sites in Port Hardy. After over five years on the farms I put in for a

position at the Port Hardy Processing Plant where I'm proud to work with the great team there as a Floor Supervisor. This led to a great opportunity to take a shift up in Klemtu and work at the processing plant. What an amazing place! That area is one of the most beautiful that I have got to work in.

The main reason for my trip was to learn more about the running of the Klemtu plant – to understand some of the processes there that are different to the ones I know from Port Hardy. There has been a little bit of sharing resources between the two plants in the past and it makes sense that there are people who know the processes in both places so that we have the capacity to deal with the unexpected. I'm always keen to learn and this was a great opportunity.

The crew in Klemtu are amazing, and with them I was able to see the whole process. I was able to be on a harvest with the Nicole Joye, which brought back memories from my days on the farm. Being out there made me think about how much I missed working on the water, but the 65 knot winds that hit a few days later reminded me that I didn't miss it that much! In the plant, I was blown away by the skill and hard work; the hands on nature of the process there means that there are skills in use that have been lost in the automation of Port Hardy. The passion and teamwork of the team there was just the same as I know from Port Hardy. We've all got the same goal at the end of day: processing the great product that the farms work hard to grow, as efficiently as possible.

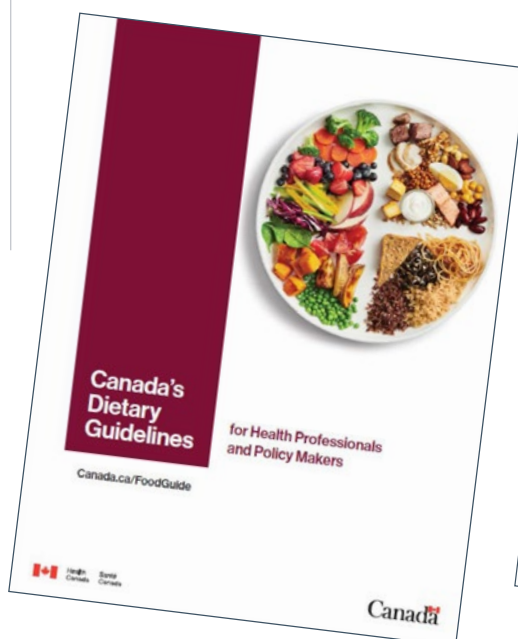
Healthy Eating Recommendations

Two recently released reports have added to the consensus that eating salmon is a great part of a healthy diet. The Canadian Food Guide released in January 2019 encouraged a diet including fruits and vegetables, whole grain foods, and proteins. The guide also references the importance of Omega 3 oils within the diet with which our salmon is rich.

The EAT Lancet Report convened 37 leading scientists from 16 countries in various disciplines including human health, agriculture, political sciences, and environmental sustainability to develop global scientific targets for healthy diets and sustainable food production. It was the first attempt to set universal scientific targets for the food systems that apply to all people and the planet. One of its recommendations was two servings a

week of fish, which would warrant an increase in fish production of >50% by 2050. The report went on to recommend

that this increase should come from sustainable aquaculture.



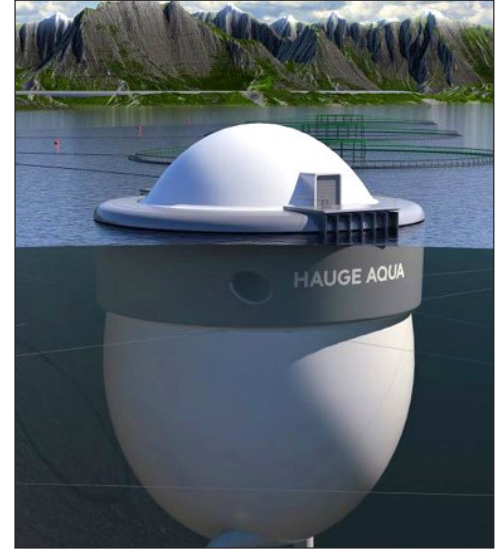
2019 Management Conference



Rodrigo Cristi took us from the beginnings of aquaculture to the latest innovations.

Mowi Canada West got ready and focussed on the year ahead at the 2019 Management Conference. This year the event had a twin focus: a focus on

building relationships and also sharing the innovations that are being implemented or are to come in 2019. Nearly 100 Mowi staff gathered in Campbell River for a day



of excellent presentations and a chance to share ideas and experiences. Everyone came away with some fresh ideas and an excitement about the year to come.

Kaso provided dedicated service for more than a decade



By Gina Forsyth

It was the end of an era on October 31, 2018 when the 56 foot Kaso was decommissioned. The former work boat and RONC (Remote Operated Net Cleaner) vessel had come to the end of its working life. Many are sorry to see it go.

"The Kaso - the oldest vessel in the MCW fleet - has reached the end of her service life; thus, for the assurance of safety and

the interest of cost effectiveness, it was time to retire her," says Cindy Taylor, Vessel Superintendent.

The Kaso was originally built for the armed forces as a landing craft. Marine Link purchased the vessel and added the wheelhouse and lengthened her by 20ft.

The vessel was purchased from Marine Link in the mid 1990s where it was used to haul freight, including feed, and used as a harvest support vessel.

The Kaso was operated for many years by Daryl Misky, beginning in 2004-5. "We harvested with it for five years. We'd load fish and ice water in totes three high on the deck. It was quite the operation just loading them. We'd get to Brown's Bay in time for the afternoon processing shift," he says.

Daryl also remembers challenging weather. "We'd go sideways coming around Cape Mudge at the south end of Quadra," he says.

Ben Richards, who also ran the vessel, remembers the Kaso being used for the BBQ at Hardwicke Island during the Van Isle 360 yacht race. "We loaded her up with food, BBQ, and porta potties and headed for the site. When we headed back to Campbell River after the event, we could smell the porta potties all the way home," he says. Ben also recalls hauling 22 tonnes of chain link.

Additionally, he remembers a frog he carved out of bark while on board the vessel. "I carved it while Daryl and I were waiting for the tide after cleaning up the

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Answer: Lock, stock, and barrel

A Focus on Supervising Safety



In December and early January, the Senior Management team noticed an uptick in potentially serious incidents and high UICs. They followed the BrainSafe principle of “doing your 50%” and invited all MCW managers to a one day safety meeting on January 24, 2019. Facilitated by our Safety Manager Blaine Tremblay, managers were part of a process that we think will reinvigorate our approach to safe work. Managers were provided with



a number of facilitated thought exercises. Human Resources Director Dean Dobrinsky and Processing Director Stephen Hall shared very personal stories where they were involved in serious safety incidents. The day featured an interactive session with Rob Fontaine who showed the group how to move better and smarter which would help avoid incidents. A highlight of the day was an improvisational accident investigation skit that included new



Managing Director Diane Morrison as well as the aforementioned Dean Dobrinsky and Stephen Hall. The final portion of the day was taken up with the managers thinking about, and then writing, their vision for a safe worksite. All in all, it was a great day to pull 75 MCW managers together to work towards a common goal of an injury free workplace.

Not so “Undercover Boss”

LETTERS TO WHARFSIDE

I’m sure many people have seen the TV series Undercover Boss in the last few years. Some CEO or Managing Director dyes their hair and puts on work gear and goes site to site working with staff and they have no idea that it is, in fact, their boss.

I’ve always thought how funny it is considering we work in a company of 600+ and maybe only a handful of new hires wouldn’t be able to pick Diane out in a crowd.

I remember last winter, smolts were being loaded at Kelsey Bay and my wife and I went to the Co-op and grabbed coffees and hot chocolate for the loading staff there as it was a cold, rainy day. It was a weekend, and out of nowhere Vincent came walking up with his high vis vest on.

He knew us by name and just came up to “see how things were going.” It was so random, but I know it means a lot to our staff here at MOWI that no matter what level you are, you are comfortable to hang out with each other. I won’t soon forget that day. The Roy Kristian crew, hatchery staff, the wife and I and Vincent all hanging in the rain having some good laughs way out at Kelsey Bay.

Now that Diane has taken over the reigns and has been travelling around site to site seeing the operations, I know it will be just as it was. Maybe other than a few new hires, Diane knows us all and loves to come and say hi and see how things are going. Not just work life, but life in general. Those who she hasn’t met would certainly be greeted and introduced to one another.

I’ve been here at MOWI now 10 years, and my wife longer than that. It’s always been a pleasure to see our now Managing Director show up on site over the years, and even more wonderful to see that even though the workload has probably tripled or more that we still get to say hi to her and chat and have good laughs all around.

I think that speaks a lot about the culture where we work: people can be so open with each other and that if someone doesn’t know who someone is, we look forward to introducing ourselves and getting to know them and look forward to working together, sharing stories, knowledge and laughs.

Kristian Fletcher

Mowi Charity Salmon BBQ – Applications now accepted



Our charity BBQ application process is now live. If you know of any community groups or charities who would like the BBQ to attend an event and raise some funds, please direct them to the application form that can be found here <http://mowicanadawest.ca/people/supporting-the-community/bbq-application-form/>.

All funds from the sale of our salmon burgers and salads goes direct to that group, so it is a great way of raising much needed funds.



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Kaso provided dedicated service for more than a decade



site at Dunsterville. Daryl kept it on the boat for good luck."

Kit Taggart of Innovative Pressure Systems, a contractor for Mowi Canada West, says,

"I'm very sorry to see it go," adding that the first job he did for the company was rewiring the Kaso. The wiring required upgrading from copper wire to tinned wire, which protects from corrosion. "It took 130 hours to complete the job and Daryl Misky's eyes were like saucers when I started pulling out all the old wiring," says Kit.

James Rogers says the Kaso was a "lesson in adaptability," adding that "she's done

whatever has been asked of her for a long time."

The Kaso was converted to a RONC vessel three years ago and served the Campbell River region.

"We added net washing gear in later years and it became our top-producing net washing boat," says Steve Kommnick. "It was a good boat for sure," he adds.

Comments about this Newsletter?

Please email comments, articles and ideas to Chris Read, Communications Manager, at Chris.Read@mowi.com



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Equipment For Sale

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