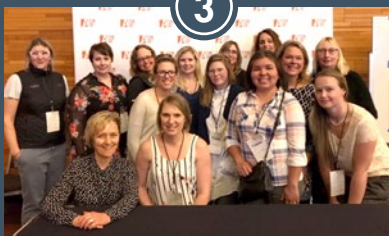


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## Did you know?

There are more fake flamingos  
on Earth than there are real ones.

## Trivia time!

How big was the largest snowflake  
ever recorded?

Answer on page 4

## Guiding the Aqua Tromoy from the Atlantic to the Pacific



Fraser Ullström enjoys a quiet moment during the transit between Atlantic and Pacific

By Fraser Ullström

I departed Campbell River on December 13, 2018 with a long journey ahead of me, ultimately I was a part of the team to ready the Aqua Tromoy for service and to bring her across the Atlantic and through the Panama Canal. Initially this meant flying to Sandnessjoen, Norway to join the Aqua Tromoy there. The purpose of the first part of my trip was threefold: to learn the vessel and its complex systems, to keep Mowi Canada apprised of the vessel trials and situation, and to train the Norwegian crew in well boat operations.

While in Norway we tested the vessel's numerous systems, primarily transporting

harvest fish in northern Norway above the Arctic Circle. When we were ready, we sailed for a shipyard in southern Norway for maintenance and a final cleaning and disinfection of the vessel before departing on the long voyage to Canada. When that was complete, we set sail for Las Palmas in the Canary Islands. Our planned voyage set us up for a southerly Atlantic crossing to avoid the low pressures in the North Atlantic during winter and put the prevailing wind and current on our stern.

After rolling around in the Bay of Biscay and re-provisioning in Las Palmas, we began the approximately 3850 nautical mile crossing to Panama, arriving at the Atlantic Anchorage

CONTINUED ON PAGE 2





## Guiding the Aqua Tromoy from the Atlantic to the Pacific

CONTINUED FROM PAGE 1



A view over the stern in the Panama Canal

on the 10th of March. The crossing was uneventful, with steady rolling the entire time. There was no wildlife or birds for days, but once we entered the Caribbean Sea we saw numerous flying fish. After waiting for pilots and transit approval we began our transit of the Panama Canal late

on the 12th and entered the Pacific Ocean on the 13th. When going through the locks we had 12 Panamanian line handlers onboard and two pilots. It took less than 12hrs to complete the Canal. My plane left Panama City on the 14th of March, arriving back in Campbell River on the

15th, marking an end to over three months onboard the Aqua Tromoy. It was good to be home, but as usual after being at sea for a long period I had to get used to being around people and traffic again!

## Making Payroll Simpler

Continuing positive changes are coming to the finance systems of Mowi. Wharfside brought you an update on the changes to purchasing systems last month, and this time it's an insight into changes that are coming down the line for our payroll

systems. A replacement for the Dayforce system is being prepared that will bring with it a number of simplifications that will provide both users and the back office staff with significant time savings. The new software is provided by ADP and is

currently being prepared for its roll out. Training for this system is planned for June, with follow-up sessions available for all users if they are required. Keep a lookout for notifications regarding training and make sure you're able to attend.

# Art of Leadership Provides Inspiration for Mowi Women's Event



Inspired what they heard, the attendees of the Art of Leadership, L-R Michelle Bluhm, Meghan Mills, Dr. Diane Morrison, Tiffany MacWilliam, Carmen Coburn, Jody Atkinson, Sam Tomkinson, Eli Fraser, Kristi Super, Lauren Edgar, Sharon DeDominicis, Tina Garlinsky-Gonsky, Michelle Stuart and Tara McBryan.

A group of women from Mowi attended The Art of Leadership for Women, a conference in Vancouver that focuses on the topics and trends most critical to women leaders. Organised by Diane Morrison, the group was able to hear from a collection of world leaders, business icons, and bestselling authors, including the inspirational speaker Malala Yousafzai. Providing opportunities for women working for Mowi to learn, share their experiences and continually develop is very important to Mowi. The day left a powerful impression on those who attended:

**Michelle Bluhm:** "First and foremost, it was very powerful and inspiring being under the same roof with ~400 other women leaders, and to share that experience with MCW leaders. I am grateful to work for a progressive company that sees value in providing leadership training. All the presenters provided some quality takeaways; however, the keynote Malala Yousafzai hits home how fortunate we

are. Imagine not having the privilege to education because of your gender?"

**Tina Gonsky:** "I was fortunate to be selected to attend the Art of Leadership for Women with Diane Morrison and other fantastic ladies who work for Mowi. The event was something truly special. It was inspiring to hear women leaders' stories and how they have flourished in their industries. It was a day of inspiration and personal and professional growth shared with wonderful female co-workers. Much thanks to Mowi for this super great experience!"

**Jody Atkinson:** "The Art of Leadership for Women Conference was very inspirational. All of the speakers had to overcome obstacles in order to be successful in their careers, and had relatable experiences. Some of the key takeaways that stuck with me were:

- The success of an individual is directly related to the opportunities presented to them.

- Young women are more likely to go into STEM careers if they see women in management positions. If we want to bring our representation of women up in our company, then we need to encourage more women to apply, and encourage more women to work their way to the top.
- Self-aware and emotionally-intelligent people are more successful in their careers. Self aware leaders trust their power, introspect productively, and proactively seek feedback from trusted people.

This was an important experience because women on the sites don't often have the opportunity to interact and form relationships with other women in the company because of the remoteness in time and space. It was especially beneficial for the women with less experience to spend time with our women in SMT and higher management roles; to learn from their personal experiences and strategies. I came away from the conference inspired and with the confidence to lead my own staff with a stronger voice."

## Malala Yousafzai is

a Pakistani activist for female education and the youngest Nobel Prize laureate. She is known for human rights advocacy, especially the education of women and children in her native Swat Valley in Khyber Pakhtunkhwa, northwest Pakistan, where the local Taliban had at times banned girls from attending school.



# Mowi Takes Two to the Snow to Surf



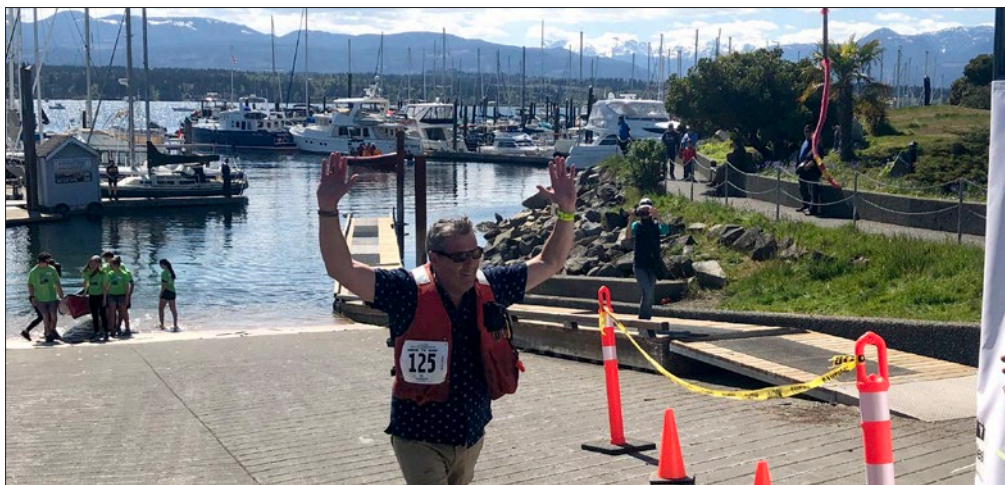
Both teams gathered together at the end of the race, sharing stories and making plans for next year.

For the second year running, Mowi entered the Royal LePage Snow to Surf event, this year with two teams tackling the endurance race. The event is a relay that takes competitors from the summit of Mt. Washington to the marina in Comox via a variety of sports: skiing (both alpine and nordic), running, biking (road and mountain), kayaking, and canoeing. A beautiful sunny day greeted the racers at the top of the mountain and the weather remained perfect for the whole day. Among the many individual stories from

the day, Dean Dobrinsky winning his race within a race against Richard Opala on the alpine ski leg is a story that won't be allowed to be forgotten! We send get well soon wishes to Sam Tomkinson from team Mowi Power who fell awkwardly during her nordic ski leg. Congratulations to team Sterling Salar, the Mowi team on their second year attending the event, who managed to knock an hour off their overall time compared to last year's time. A big thank you goes out to the huge number of volunteers who make the event possible.



Everybody gave their all to complete their leg in the shortest time.



Dave Gibbs soaked up the applause as he rang the bell to complete the race!

## Team Sterling Salar

Richard Opala, Tiffany MacWilliam, Jody Hagel, Greg Gibson, Juan Carlos Sanchez-Millar, Yvonne Sheehan, Diane Morrison, Kristi Super, Keith Petrie.

## Team Mowi Power

Dean Dobrinsky, Sam Tomkinson, Jamie Rouleau, Chris Read, Corey Silliker, Gary Knowles, Rodrigo Cristi, Jed Jackson, Dave Gibbs.



# Aqua Tromoy Comes to BC



Courtlan Thomas, Lead Wellboat Captain, with Aqua Tromoy

The largest and most technologically advanced vessel to ever serve the Canadian aquaculture industry is now in BC waters. Aqua Tromoy is a well boat that has a capacity three times the size of any other operating in BC. She combines this size advantage with the ability to create her own freshwater, providing an additional treatment method for our fish.

"This vessel is on the cutting edge of aquaculture technology and is a crucially important tool in our integrated pest management strategy, allowing treatment with both freshwater bath and hydrogen peroxide – two sea lice treatment methods encouraged by the Aquaculture Stewardship Council," said Mowi Canada West Managing Director Dr. Diane Morrison. "Aqua Tromoy dramatically enhances Mowi Canada West's ability to proactively manage our fish health in an environmentally friendly manner."

Aqua Tromoy's arrival has been greatly anticipated by everyone within Mowi Canada West, although someone who has spent more time with her than almost

anyone else in Mowi is Courtlan Thomas. As the Lead Well Boat Captain for Mowi, Courtlan has been involved in the project from the beginning, spending a lot of time in Europe as the Aqua Tromoy was built in Poland and then moved to Norway for her initial trials and testing.

Having gained experience on the Orca Chief and other boats in the Mowi Canada West fleet, Courtlan is particularly enthusiastic about the opportunities offered by Aqua Tromoy. "I'm most excited about using the under pressure loading system which will allow us to load the fish more quickly and also more carefully than ever. That, combined with the reverse osmosis freshwater generation, is a massive step forward in the technology that we are able to use to treat our fish."

The reverse osmosis system on Aqua Tromoy has the capacity to create 6000m<sup>3</sup> of freshwater from seawater in 24 hours. To put that into context, this is equal to the daily freshwater use of 26,000 Canadians. This freshwater is able to be retained between treatments by using dewatering processes as the fish are discharged, retaining the freshwater within the vessel where it can be treated to prepare it for the next load of fish.



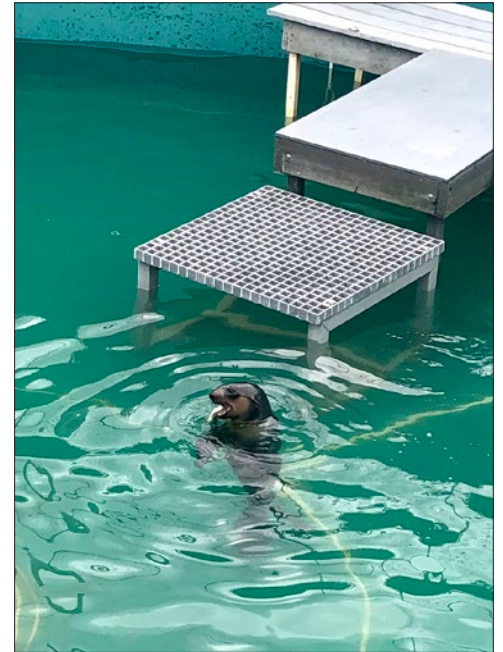
Aqua Tromoy looms over the dock in Victoria as she is prepared to begin operations in BC



# Hardwicke Seals its Friendship with Mo



L-R: Mike O'Keeffe, Sheldon Holloway, Keith Matthieu, and Andy Haslam.



Mo is working hard to put on the weight necessary for her release.

It was a happy reunion when the team who rescued Mo were able to visit the Marine Mammal Rescue Center in Vancouver. Sheldon Holloway, Keith Matthieu, Andy Haslam, and Mike O'Keeffe made the trip to Vancouver to visit Mo and find out more about the process of her recovery. A short tour of the facility, including the well-equipped operating theatre, preceded the moment of truth when they were able to stand on the viewing platform of Mo's tank and see her for the first time since they had rescued her.

Mo seemed determined to put on a show, demonstrating how much she has improved from her condition in January. For Sheldon it was great to see that the seal he had first met, floating sideways and unable to dive, had progressed as much as she had. "It's great to see her doing so well; she's unrecognisable from when I first saw her. The team here at the Rescue Center have done such a great job getting her back to a healthy state."

Sheldon and the team were delighted to be able to pass on Mowi's contribution to the fundraising campaign to cover the costs of Mo's care. Having seen for themselves the hard work and passion that goes into looking after animals, they were pleased to be able to provide some support. The

fundraising campaign for Mo is still running and can be found [here](#).

For Mo, her job is to keep eating and gaining weight so that she is ready to be released. Having seen her enthusiastic approach to eating, her rescue team is confident she'll be hitting that target soon!



Sheldon Holloway hands Lindsay Akhurst Mowi's donation of \$2500 towards Mo's care.



# Quatsino First Nation Observe an ASC Audit

The Monday Rock site in Quatsino recently underwent their Aquaculture Stewardship Council (ASC) audit and it was a pleasure to be able to welcome members of the Quatsino First Nation to accompany the auditors and monitor the process. The ASC audit process is a rigorous examination of the performance of farms and it was great to be able to share that with our partners in the area.



Carole Perrault from Quatsino First Nation observes a fish health check.



Monday Rock Site Manager Michelle Bluhm talks to Carole Perrault and James Redford from Quatsino First Nation about the feeding systems.

## VIU Students See the Theory Put into Practice



The Fisheries and Aquaculture students of VIU at Hardwicke Island farm.

Mowi was delighted to host a visit from a delegation of students from the Vancouver Island University's Aquaculture and Fisheries Course. On their visit, the students visited Dalrymple Hatchery and then went on to visit Hardwicke Island. The visit gave the students the opportunity to see how the knowledge they had been learning in the classroom was being put into practice. The students came away impressed not only by the scale of the operations, but also by the knowledge and passion shown by the Mowi staff with whom they met. Thank you to all involved for taking the time to share your knowledge.



## It's BBQ Time

It feels like summer has started as the first of Mowi Salmon BBQs got underway. Easter Saturday saw the first BBQ of the year in support of the Campbell River Killer Whales Swim team. The sun shone on a busy Spirit Square as people enjoyed the various activities offered and took advantage of the fresh BBQ'd salmon. Alongside the always popular salmon burgers, a new salmon dish was available this year: the new Salmon Taco Salad which was a delicious combination of BBQ'd salmon, mango salsa, tortilla chips and fresh salad. The following weekend saw the BBQ set up at the Royal LePage Snow to Surf event, supporting the Mt. Washington Ski Team. Another day of blue skies and sunshine saw racers and supporters out in force. So far the Mowi Salmon BBQ seems to be a good luck charm for the weather – fingers crossed that continues!



The BBQ Crew at the Spirit Square BBQ.

## BBQ Schedule for May

Charity	Date	Location	Serving Time
Georgia Park Elementary PAC Spring Fun Fair	May 22	Campbell River - Georgia Park Elementary School	Dinner
Campbell River Twinning Society Japanese Cultural Fair	May 25	Campbell River - Spirit Square	Lunch

## Klemtu Beach Clean

Earth Day was on April 22nd and Mowi staff joined the Klemtu school children in their annual clean up of the town and beaches. A combination of people worked together to make this happen, Justin Magnuson the principal of the Klemtu school, Klemtu Stewardship and Mowi Canada West, all worked together to make this a totally fun and clean day!



L-R Ben Richards, Rob Duncan, Mike Tuttle and Emmett Sommer

### Comments about this Newsletter?

Please email comments, articles and ideas to Chris Read, Communications Manager, at [Chris.Read@mowi.com](mailto:Chris.Read@mowi.com)



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