

Following Smolts To Sea

Freshwater, saltwater. Saltwater, freshwater. Salmon farmers have a strong connection with the fish they farm as they grow from smolts in fresh water to full sized salmon in saltwater farms.

Throughout the process, Mowi farmers learn how fish behave in different situations. This accumulated knowledge makes them better able to optimize their care for the fish, including determining the right times to feed them and monitoring unusual behaviour, which usually indicates a change in water conditions. Observing them in both environments and monitoring their growth and progress along the journey has helped improve the entire salmon farming process.

Quatsino Production Manager **Gerry Burry** has long been an advocate of the benefits of getting to know fish populations in advance. He has encouraged staff to visit their fish in hatcheries prior to being shipped out to the saltwater sites, which gives them an opportunity to find out about feeding and other aspects of the growth cycle.

"Sharing knowledge between departments can often lead to improved ways of doing things," Gerry observes. "We are all one Mowi at the end of the day, and we all want happy, healthy fish."

Michelle Bluhm, Manager of Quatsino's **Monday Rock** site, recently visited her incoming population of fish at Dalrymple Hatchery before they arrived.

"It's important for us to see our soon to be smolts up close in their fresh water environment, and during vaccination is a great opportunity," Michelle notes. "We (the Monday Rock team) find our tours of the Dalrymple Hatchery very interesting, in particular the Recirculating Aquaculture System (RAS). It's an opportunity for staff to share knowledge and ask questions."

She adds that discussing the KPIs with Dalrymple Manager **Lance Page** is crucial.

"The current feeding regime, number of visits, percentage of body weight/day fed out and feed size, average weight, and mortality is also discussed," she says. "This information allows us to program the smolt cyclical feeding plan on site. We try to mimic the feeding from the



At the end of the process – beautiful, healthy, tasty salmon. Dalrymple staff on their visit to Monday Rock. From left to right: Phillip Zivny, Jordan Smith, Zachary Smithers, Steve Klassen

hatchery, and the smolts will receive 1,000 plus visits per day per pen, giving them every opportunity to feed."

Michelle points out that vaccination takes place fairly close to smoltification and ship-out which allows them to see the next crop of fish they'll be receiving.

"This is the second crop where we have exchanged visits," she says. "I know Monday Rock looks forward to having the Dalrymple team visit and see their smolts at sea."

Another benefit of getting to know the fish population so well is that when they leave to go to a new site, you can keep track of how they're growing.

Lance took a group of his employees out to Monday Rock recently to visit the fish.

"This was the second visit from some of the Dalrymple Hatchery staff to Monday Rock. Our staff take great care of the fish for the one year that they look after them at Dalrymple and they

have really enjoyed seeing the same levels of care being taken of the fish now they are at a sea site. The fish face different challenges at sea than they do at the hatchery but the levels of care and attention are just the same.

There has been an additional benefit to this information sharing. We are going to install similar equipment in our feeding system to that which is already in use at Monday Rock, so it has been a great opportunity for our team to learn from the experience of the Monday Rock team."

There's a lot more going on with the fish before staff gets them at the ocean sites. Many employees would never see what was going on, so they've been encouraged to go to the hatchery before they receive the fish. Knowing what takes place in the process from egg to plate gives a greater appreciation of the entire process.

Freshwater staff visiting saltwater, and vice versa, is helping that immensely.

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Mike Goodman Will Be Greatly Missed

The passing of Mike Goodman was an immeasurable loss. A proud father of two twin boys and a devoted husband, our thoughts remain with his family and will continue to do so.

Mike started working for Mowi in the summer of 2004 and worked at all of our sites in the Broughton Archipelago. His passion for life meant that coworkers quickly became friends and many of them have fond memories of working with him. Some of those memories have been shared here as we remember Mike.

Kristian Fletcher

Two years ago for Canada Day we went down to the Spirit Square in Campbell River to see the live music and hang out. Mike was with his wife, his kids, and father. His two boys and his father were part of the show and when they starting playing, Mike sat back with the camera and started recording.

It would be hard to find a man that looked as proud as he did while we enjoyed their great music. The crowd started to gather and people were dancing and having an absolute blast. We all sat back and truly enjoyed every minute of them totally rocking it for everyone's enjoyment. What a proud father he was. He had a smile from ear to ear. It was great to be a part of that!

Kevin Holliston

Mike was the type of person who could make anyone smile or laugh. He liked to joke and play around; he really made the workplace a fun and enjoyable experience. He made



everyone feel welcome and was open to anyone's opinion or suggestions.

Kelly Osborne

Deb Marlin was a site manager in the Broughton; Mike had worked with her for many years. Sadly, she passed away from cancer in 2010. After Deb's celebration of life, Mike, Angie, their two boys, and myself were invited by her brothers to help spread Deb's ashes down by the river at her house

joked with countless coworkers and friends over the years, making each work place a bit more fun to be at. In addition to being a designate supervisor, Mike was an informal leader, showing the new and up-and-comer workers the way, just by being himself, effortlessly showing his passion for the industry, his work ethic, and just how to be a great co-worker. His infectious smile, laughter, and leadership can't simply be replaced, and will never be forgotten. We are all grateful for the time we

had with Mike as a colleague and for the work and life skills he's passed on to so many.

Brad Rempel

Mike was a great guy and a friend of mine since we met. He taught me a lot about farming and we had good talks about life in general. It was always a great laugh or joke when Mike was around. I enjoyed the time we had at Humphrey before we both left to AM positions. We spent lots of time in the dark figuring out generator issues but laughing the whole way through.

This is one of my favourite pictures of Mike taken by Eric Overhoff at Humphrey when we all worked together.



Archie Robinson Sr: 1935-2020



By Ian Roberts

This past month, friends and family of Archie Robinson Sr. paid their respects and celebrated the life of a man who was, simply put, a pleasure to have known.

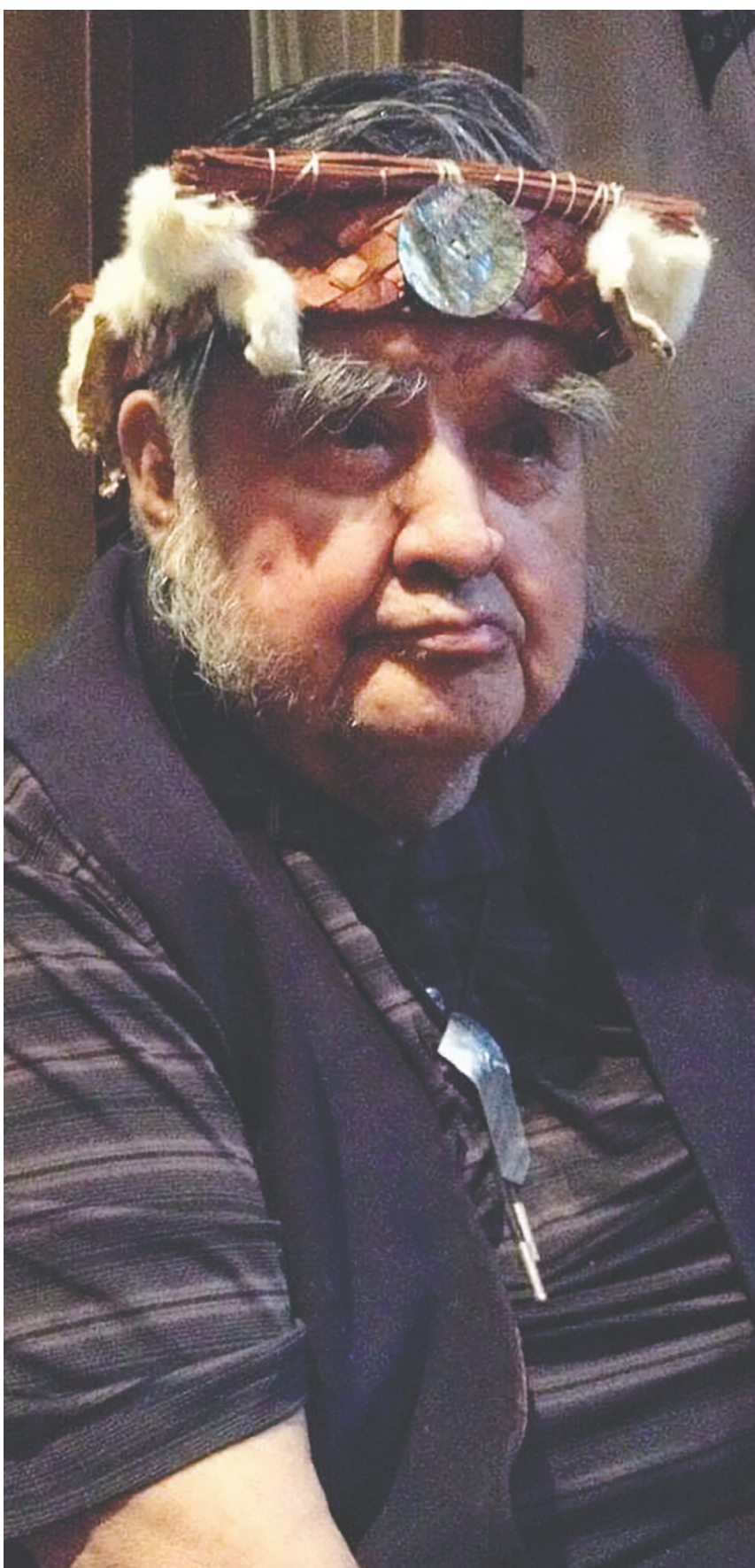
I first met Archie in 1997 when I arrived by float plane to his community of Klemtu on Swindle Island – a remote village far north of Vancouver along Canada's west coast and home to the Kitasoo/Xai'xais First Nation. Klemtu's leadership, which included Hereditary Chief Archie Robinson, had invited our company to visit the community and discuss the potential to partner with their well-established aquaculture business.

But before I met Archie that day, he had already put in six full decades.

Archie Robinson was born in Bella Bella in 1935 and grew up in Klemtu as any boy would: fishing, adventuring, and playing basketball. He married his wife Ruth (Hall) in 1964, and they had five children: Susan, Gideon, Kelly, Selina, and Archie Jr.

Archie always had work to do; first fishing and then tree planting, before finding his niche as a school coordinator and basketball coach.

It was at a relatively young age that he was elected by his community as Chief



Councillor, which he served a few terms. It was during his tenure as elected Chief Councillor that important business investments were made in Klemtu, including building a community hall, band store, and a seafood processing plant. The latter would be a key investment for the First Nation's future venture into salmon aquaculture.

When I spoke to Ruth last month, she spoke about many fond memories during her 55 year marriage to Archie. "We

were always getting our food together," she recalled. "We would gather halibut, red cod, salmon, seaweed, and deer for the family, and we really enjoyed doing it together."

Whenever I met with Archie, his priority was very clear – his community, an extension of his family.

Archie was determined to see the community's youth have opportunities in front of them, whether it be in sport, education, or employment. He was ever-present at community events, taking the microphone with ease and never missing the opportunity to remind the younger generation to excel at school, play with vigour, and to work hard to provide for their families.

He often remarked how he loved to watch community members walking with purpose: up the hill to attend sporting events or community dinners, or perhaps across the boardwalk to put in a full day at the salmon processing plant.

My last meeting with Archie had us sitting around his kitchen table. We talked, and he carved. That day it was a small totem pole with a raven at the top. I told him that after a decade

of managing the salmon farming operations in Klemtu, I was changing positions in the company and wouldn't be visiting as much. He grinned before asking me "not to be a stranger."

Archie's request of me was an easy promise to keep. No one feels like a stranger after visiting Klemtu, and that's in no small part owing to people like Archie.

Archie will be sorely missed. But the lessons he has bestowed upon everyone who knew him cannot be missed, nor forgotten.

APPLY NOW FOR MOWI SALMON BBQ

Do you know of a community group or sports team that needs funds?

From Comox Valley to Port Hardy, our salmon BBQ goes everywhere! Since 2011, we've been proud to help raise money in support of local charities and community groups on the North Island, simply by grilling up some delicious salmon! Applications are now open for the BBQ season 2020, so don't wait – reserve the Mowi salmon BBQ for your event and let us help you make a difference. Application and submission guidelines at mowi.com/caw/about/community/bbq-application-form/



Check-In System Helps With Remote Communication

Mowi employees often find themselves in remote locations where electronic communication can be difficult.

When they are, they have a new check-in communication system implemented by **Kelly Osborne** in 2018 that allows them to communicate with home base from hard-to-reach areas that helps them be safe, and feel safer.

Boris Montana, who is the Maintenance Manager in the Infrastructure Group in the Saltwater Operations department, notes that while traveling to north Vancouver Island from Campbell River, there is no cellular phone service. The check-in system uses group messages and texting to fill in those gaps and makes communication possible.

"Every user of this group traveling outside of Campbell River needs to send a quick text message before departure and at arrival," he explains. "The message before departure includes departure location, destination, the number of people in vehicle if more than one and the estimated time of arrival (ETA). Any other member of the group who sees the message will acknowledge it."

"If a traveller has not reported arrival 30 minutes past the specified ETA, any other user of the group will initiate a check process by sending a text and calling the traveller, checking on their status. If communication is not established with the traveller, the calls are directed to people who should have seen the traveller at arrival point. If that is not successful, the next call would go to emergency response."

Mowi vehicles also have a Spot (spot satellite messenger) tracking system.

"This device sends satellite message to a web-based platform, reporting the location of the device. It also has an S.O.S. button that allows us to send an emergency message if necessary," he adds. "The check-in messaging group system provides us with redundancy when travelling on these roads without cell service, and allows more than one person to be aware that someone from our team is travelling."



Boris Montana is the Maintenance Manager with Mowi

Mowi has seven users in the maintenance department including four field technicians, and another six members of the Operations department.

The system improves communication within the team, so everyone knows where other team members are going, and where. It's also good for team building, as team members communicate and converse regularly.

"I think it make us feel safer as we know someone will come look for us if we don't report to our destination on time," he says. "If a Spot device is on board and activated, there are higher chances they can find us. Someone is watching our back!"



This device sends satellite message to a web-based platform, reporting the location of the device. It also has an S.O.S. button that allows us to send an emergency message if necessary

Slips, Trips & Falls: How To Avoid Them



While the days are getting slightly longer, it's still winter and it's cold, making surfaces slippery around work sites.

Slips, trips, and fall incidents, which constitute a large majority of general industry accidents, can be prevented by taking extra precautions. As incidental factors like ice and cold weather, getting in and out of boats, power washing on ladders, getting off forklifts, and other tasks are part of regular work duties, situational awareness can help avoid incidents.

Some trip, slip and fall hazards are inherent to a workplace and require constant attention, procedures, and controls to lower the probability of an incident. Some are harder to identify than others, partially due to staff who may be unaware or even complacent.

The varying degrees of personal risk tolerance will have a major effect on the overall safety culture of the workplace.

Following is a list of information of which all Mowi staff should be aware:

- When ice and slick surfaces are present, these should be mitigated daily as part of planned routine throughout the winter.



- The act of mitigating ice in itself can be dangerous and lead to injuries. This needs to be included in risk assessments and procedure programs.
- Insufficient lighting or rapid transitioning from dark to light areas can make it difficult to see obstacles or notice changes on a walking surface, such as ice.
- Changes in elevation such as climbing or descending stairs are a major source of tripping accidents.
- History shows that workers are more diligent while climbing ladders due to the inherent risk of working at heights, yet most falls from ladders happen while descending as workers tend to get complacent the closer they get to

the ground.

- Keeping stairs and handrails in good repair and tidy is essential to preventing accidents. More importantly: use the handrails.
- Walking is such a common activity that most people pay little attention to destination hazards or correct them while en route.
- Have a procedure to deal with spills and ice and ensure they are cleaned up immediately.
- Wear proper footwear for better traction.
- Maintain stability and use three points of contact. This is extremely important while getting in and out of boats.
- Staff should perform EyeChecks and Supervisors complete Eye Observations regularly.
- Identify trip, slip, and fall hazards in risk assessments and Tool Box Talks (informal safety meetings led by supervisors focusing on specific job-related topics), and document findings.
- Report unsafe conditions that present slip, trip, and fall hazards.