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POSTMASTER Time Value Expedite



On the Cover

32 Key to Recruiting & Retaining

Kirby Corporation's market cap is in excess of \$4B, its fleet of approximately 350 boats and 950 barges commands 35% of the U.S. market. Kirby's investment in its employees is key to that success.

The story begins on page 32.



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The third quarter brings serious challenges to the domestic waterfront. Separately, and even as the greater economy continues its recovery, lingering high unemployment in other sectors continues to dog the rebound. That said; it seems ludicrous to say that the most serious of looming maritime issues is the dearth of qualified personnel who want to work on the docks, on the boats and in shipyards. And yet, a good percentage of maritime executives will tell you just that. What's a mother to do?

In this issue of *MarineNews* – one which has as its lead focus, “Manning: Recruitment & Retention” – we nevertheless spend more time talking about training than perhaps anything else. That's because the most forward thinkers in marine transportation, Kirby Corporation among them, are convinced that only with the continued investment in people through skills development will they be able to attract and keep the best of possible employees. It's hard to argue with that tenet, especially given the explosive growth and continued parallel success that Kirby has demonstrated over time. Although increased volume of business typically means a degradation of service to customers, Kirby has shown that this doesn't always have to be the case. The story begins on page 32.

Continuing our focus on employees and mariners, it's true that the United States has not ratified the MLC 2006 code, and probably never will. That doesn't mean you can't take care of those mariners in the manner that they deserve. That effort, of course, can take the shape of any number of initiatives. On noisy, busy workboats that accomplish a myriad of missions on the same day, we can all agree that it is to not only important to help them hear better, to protect that hearing and also make operations that much safer. One sure way to do that is through the use of wireless communications. In this issue, and out in advance of the coming North American offshore wind power boom, you'll find that there is more than one 'take' on that idea.

If necessity is the mother of all inventions, then it also won't be any surprise that technology and emerging trends combine to round out the balance of our coverage in this month's edition. On one hand, it circles back to training requirements that, via continued improvements in simulation equipment, demand the delivery of breathtakingly realistic training scenarios (tailored specifically for any number of different platforms) for seafarers and those tasked with sending the best of possible mariners onto the boats. Soon to be gone forever are the days when maritime operators will accept generic simulation training for their personnel. The same holds true for naval architects and equipment designers whose clients are looking for innovative ways to get the job done better, safer and quicker.

No matter how you look at it, this edition is about service and equipment providers rising up to meet the challenges that we alluded to at the start of this note. For our part, we never doubted that they could.

Joseph Keefe, Editor, keefe@marinelink.com





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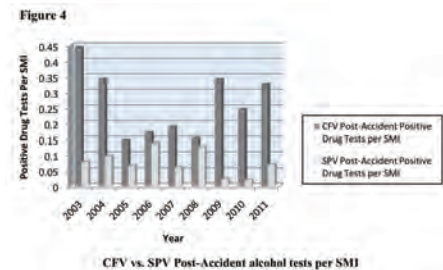
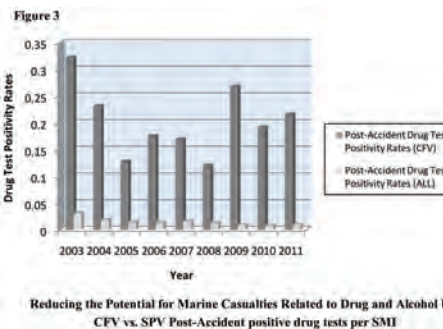
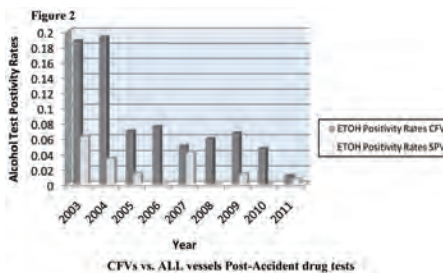
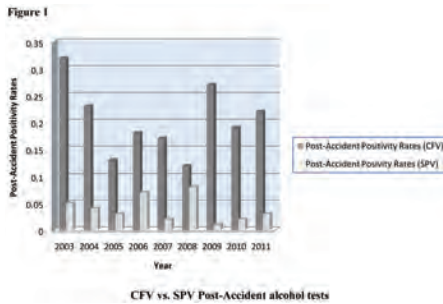
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Drug & Alcohol Testing of Commercial Marine Personnel

In 1988, the Coast Guard implemented chemical testing to discourage drug and alcohol use by commercial vessel personnel, and in general, enhance maritime safety. A recent academic study gauged the effectiveness of this chemical testing. Post-Accident drug and alcohol test results of crewmembers from two vessel categories – minimally regulated commercial fishing vessels (CFVs) with no chemical testing requirements except for Post-Accident drugs and alcohol and the other, highly regulated small passenger vessels (SPVs) of 100 tons or less with comprehensive chemical testing requirements – were compared. The drug test results that marine employers submit to the Coast Guard each year, 2003-2011, were also compared. U.S. Documented small passenger vessels (SPV) and their crewmembers are among the most heavily regulated of all U.S. documented categories. Conversely, U.S. Documented commercial fishing vessels (CFVs) are subject to the least amount of Coast Guard regulation. CFV's are, however, subject to Post-Accident drug and alcohol testing – presenting a perfect contrast to SPV crewmembers for comparison. In all instances, the probability that drug and alcohol test positivity rates between CFV crewmembers and SPV crewmembers was due to chance is much less than five percent and thus statistically significant.



CFV vs. SPV Post-Accident Positive drug & alcohol tests: Figure 1 compares Post-Accident verified positives for one or more drugs between CFVs and SPVs from 2003-2011. Each year, the positivity rates of CFVs are higher than the positivity rates of SPVs by at least 32% and as much as 96%. SPV crewmembers averaged 77% fewer positive drug tests than CFV crewmembers. Figure 2 compares Post-Accident alcohol test positivity rates between CFV and SPV crewmembers. Despite some expected variations, all Post-Accident alcohol test positivity rates of SPVs were lower than CFVs by at least 14% and as much as 100%. SPV crewmembers averaged 73% fewer positive alcohol tests than CFV crewmembers.

CFVs vs. ALL vessels Post-Accident drug tests: Figure 3 compares Post-Accident verified positives for one or more drugs between CFVs and ALL vessels with crewmembers subject to comprehensive chemical testing from 2003-2011. Post-Accident positivity rates of crewmembers subject to chemical testing from ALL vessels were at least 89% lower and as much as 97% lower than Post-Accident positivity rates of CFV crewmembers. Crewmembers from ALL vessels averaged 92% fewer Post-Accident positive drug tests than CFV crewmembers.

CFV vs. SPV Post-Accident positive drug & alcohol tests (per SMI): Does chemical testing reduce marine casualties related to drug and alcohol use? Post-Accident positive drug tests were compared to the yearly 2003-2011 serious marine incident (SMI) in which drug tests are reported. Comparisons were presented “per-incident” instead of “per-person” and include only SMIs in which drug tests are reported. Figure 4 shows SPV Post-Accident positive drug tests per SMI are much lower than CFV



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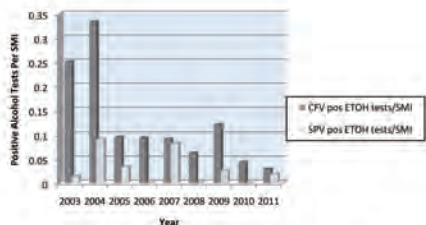
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Figure 5



Enhancing the Safety of the Marine Transportation Industry
Random vs. Post-Accident drug test positivity rates

Figure 6

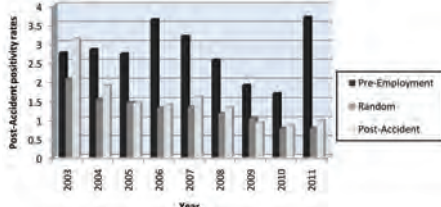


Figure 7 Trend Line of Random and Post-Accident positivity rates

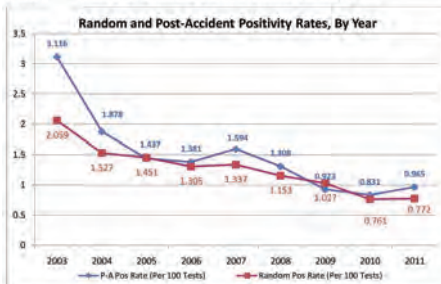
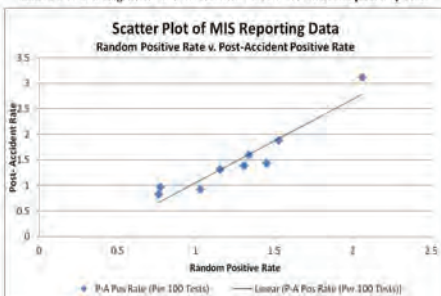


Figure 8 Scatter Plot and Regression line for Random versus Post-Accident positivity rates



Post-Accident positive drug tests per SMI by at least 17% and as much as 93%. SPV's Post-Accident positive drug tests per SMI averaged 64% lower than CFV Post-Accident positive drug tests per SMI. Similarly, Post-Accident positive alcohol tests were also compared. **Figure 5** depicts that SPV positive alcohol tests per SMI were much lower than CFV positive alcohol tests per SMI by at least 8% and as much as 100%. SPV Post-Accident positive alcohol tests per SMI averaged 73% lower than CFV Post-Accident positive alcohol tests per SMI. Variations with year to year results do exist. This first factor involves the two hour time period in which alcohol tests must be ordered. This leaves out instances in which tests should have been ordered but were not due to the remoteness of the vessel. Commercial fishing vessels ordinarily operate farther offshore than small passenger vessels. Secondly, the relatively small number of tests could cause wide swings in the percentages of positive tests per SMI. Nevertheless, the ratio of positive alcohol tests per SMI consistently shows crewmembers of SPV's test positive for alcohol less than crewmembers of CFV's.

Random vs. Post-Accident drug test positivity rates: **Figure 6** shows yearly 2003-2011 Pre-Employment, Random, and Post-Accident Random drug test positivity rates from ALL vessels with crewmembers subject to chemical testing. The differences in positivity rates are startling. Pre-Employment drug test eliminates those persons whose drug use would appear to be so much a part of their lives that they are unable to suspend it long enough to pass a drug test even with advance notice. Random and Post-Accident positivity rates also appear to have a gradually decreasing trend. Annual drug test results marine employers submit to the Coast Guard represent more than a mere sampling of crewmembers subject to testing; therefore, the trend in **Figure 7** is representative of the crewmember population. **Figure 8** shows Random and Post-Accident positivity rates in a scatter plot with a regression line.

There is a very straight linear relationship between Random and Post-Accident positivity rates. Statistically, this linear relationship has a near perfect correlation coefficient of 0.9464. It is sufficient to conclude that decreasing Random positivity rates have predicted decreasing (2003-2011) Post-Accident positivity rates. Where comprehensive chemical testing is required, lower Random positivity rates result in fewer serious marine incidents with drug involvement. Put another way, there is less likely to be drug and alcohol use in the more highly regulated segments of the maritime industry. *BY THE NUMBERS*, Chemical testing not only reduces the potential for marine casualties, but also enhances the safety of the maritime transportation industry.

NOTES: The data depicted is a summary of the dissertation submitted in partial fulfillment of requirements for the Ph.D. in Judicial Studies earned by Walter J. Brudzinski, Chief Administrative Law Judge, U.S. Coast Guard. The report was Entitled "*Chemical Testing of Commercial Vessel Personnel: An Analysis of Archived Test Results*". His report did not necessarily reflect the opinions of DHS.

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Maritime employers, thirsting for quality employees in numbers sufficient to run their far flung businesses, continue to struggle to recruit and retain talent despite lingering high unemployment across the other sectors of the economy. On the waterfront, there are many models for producing marine professionals; some quite new and others, time tested. Brad Lima is the Dean and Vice President for Academic Affairs at the Massachusetts Maritime Academy. As a 1974 graduate (BS; marine engineering) of the nation's oldest continuously operating academy, he also boasts experience as a licensed seagoing engineer with an oil major, as a reserve officer in the United States Naval Reserve and additionally has earned a master's degree in Management along the way. Lima has served as U.S. Delegate to the International Maritime Organization Council. Through the years, Lima has seen all of the changes – from outside and looking into the current maritime educational system in this country. As uniquely qualified to comment on this subject as anyone else, he is additionally responsible for a \$9,000,000 operating budget with 75 full-time faculty, 75 part-time faculty and an administrative staff of ten. In addition to his Unlimited horsepower Chief Engineer's license, Lima also possesses a Chief Engineer Stationary Engineering License and is a Certified Plant Engineer (CPE), along with myriad other technical qualifications too numerous to mention here. Listen in as he shares the formula for producing the next generation of marine professionals.



The methods used by maritime educators have changed radically over the past 25 years. What's the biggest of those changes?

The biggest change, of course, is the addition of the international STCW standards to the curriculum. U.S. maritime academies satisfy regional and specialized accreditation standards, STCW standards, and national standards while also attempting to provide the industry specialized certifications such as VSO, PIC, DP, Fast Rescue Boat, and for engineers, Refrigerant Recovery certification. The real challenge is to accomplish all of the requirements of STCW and all of the requirements of national regulation while maintaining academic accreditation and maintaining a four-year graduation time frame. "Seasoning" comes after graduation: only after a student has received the educational foundation to be a good mate or engineer do they leave the academies and learn from the school of hard knocks. The U.S. maritime academies' philosophy of producing a well-educated and properly trained mate or engineer has never wavered, but is fundamentally different from the international model of STCW, which is based on the apprenticeship concept; front loading experience at the expense of education. Although the American educational challenges have been brought forward at IMO in London, the international maritime community has little sympathy for the U.S. academies. In addition to the rapidly changing regulatory environment, technology is changing and

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the range of topics that students must learn and prepare for the USCG licensing exams is staggering. We live in the real world in which ECDIS has replaced paper charts and dynamic positioning is the hot new trend. Yet, domestic requirements still have an entire module of the USCG exam that tests on Celestial Navigation. It is hard to grasp in this day of technology the number of hours of practice that a cadet must apply to be able to perform a three star fix within one-half mile of accuracy when the reality of needing this skill is as remote as using a slide rule.

Can maritime academies absorb the additional burden of STCW and maintain a four year university-style experience?

Prior to STCW, the maritime academies needed to satisfy accreditation standards, while cadets obtained the necessary sea service and they passed the USCG exam. When STCW came into effect, the academies were told that they would not feel the impact of STCW. STCW compliance today has a hefty price tag of approximately \$5,000,000 annually for all the state maritime academies. The additional STCW load results in “Ghost Credits” – time which is required of a cadet to satisfy STCW but has no academic credit) – which can easily be equated to an additional semester of academic load. Can the academies continue to graduate a cadet in four years? Yes, especially when you realize that a calendar year has 12 months and that all the months are used to satisfy regulatory requirements. It is not uncommon for a cadet to carry 17 to 19 credits in a single semester. The academic credit load for any of the maritime academies license programs is comparable to five years worth of study and that does not include the semester worth of Ghost Credits. Success at any of the maritime academies, therefore, can be attributed in part to exceptional time management skills. STCW has become an additional layer of requirements on top of all necessary training to prepare a cadet for the USCG exam. The hardest point to grasp is that the competency measures for U.S. seafarers, prior to STCW implementation, do not satisfy a single element of STCW. Domestic regulations and international standards have become polarized when harmonization of the two should be the course chosen. We maritime academies have been told that things will get better and we will be able to ascertain this once the proposed rule making becomes final.

So-called brown water vessels comprise all but 500 hulls in the U.S. Merchant Marine. Give us a few examples of how you are altering curriculum to reflect this fact.

To meet the needs of the incredible opportunities that

the inland and offshore towing industry provides, the Academy created the MMA Mate of Towing Vessels Program. This program provides theoretical knowledge and practical hands on training required for our cadets to obtain the “Mate (Pilot) of Towing Vessels” endorsement to their Third Mate license. To support the practical training, the Academy invested heavily by acquired two training tugs, and a barge. Cadets get underway under the supervision of designated examiners to practice maneuvering tasks required in the Towing Officer Assessment Record. Additionally, the Academy installed a state of the art towing simulator. Here, cadets are trained in all aspects of towing including inland towboats, coastal towing, articulated tug and barge, ship assist, and azimuthing drive operations.

Mass. Maritime for many years had just two majors – deck and engine. Graduates, for the most part, who went to sea for a living on deep draft bluewater tonnage. Which sector of the maritime industry now receives a simple majority of your product?

Actually, the Military Sealift Command continues to hire more Mass Maritime graduates than any other single employer. A total of 25 graduates from the class of 2013 made their decision to hire on with MSC this year. Interestingly though, a total of 29 new graduates were hired by companies in the oil and energy fields, especially those based out of the Gulf of Mexico. Some of these companies included Otto Candies, Kirby, Noble, and Sea Drill and offered jobs afloat to Marine Engineering and Marine Transportation graduates. The next largest sector of industry that our cadets go to is shore-based engineering firms, such as Entergy, Ensco, Siemens, Able Engineering and Veolia Engineering.

What percentage of graduates go to sea versus immediately working office and/or land-based positions?

Licensed graduates comprise about 45 percent of the graduating seniors and the vast majority of these students work afloat after graduation. Less than 5 percent of these students report taking jobs ashore. Graduates from our other majors, Marine Safety and Environmental Protection, International Maritime Business, Facilities Engineering and Emergency Management typically seek shoreside positions. As many as 15 percent of those graduates, however, will seek employment at sea – for example, as Environmental Officers on cruise ships. What our statistics tell us is that our graduates seek and are offered employment in the fields that they study for, which indicates to us that we are remaining current and are able to prepare our students for the real world.

What is the long term trend for cadets in terms of

their focus for chosen careers, post-graduation?

The present freshman and sophomore classes show a significant increase in selecting the USCG license programs. This is in part due to increased opportunities in brown water and off shore exploration. The numbers of senior mate candidates stands at 65 while the freshman class has 94. A total of 78 marine engineer candidates in our senior class contrast sharply to the freshman class total of 161. For some cadets, the challenge is the license exam at the end of four years of arduous study which sends a signal to employers that they have met a challenge that others may never achieve in their working career. We know that engineers are more likely to come ashore earlier in their career due to highly transferable skills, but employers want those who know how to be part of a team and play by a prescribed set of rules. We are finding graduates after shipping being employed by municipal, state and federal agencies because of their work ethic. National Defense contractors find our graduates employable due to the ability to be decisive and resourceful while spending long periods of time away from home. We are initiating a study to measure to see where graduates are; two and five years out and see what path they opted to get there.

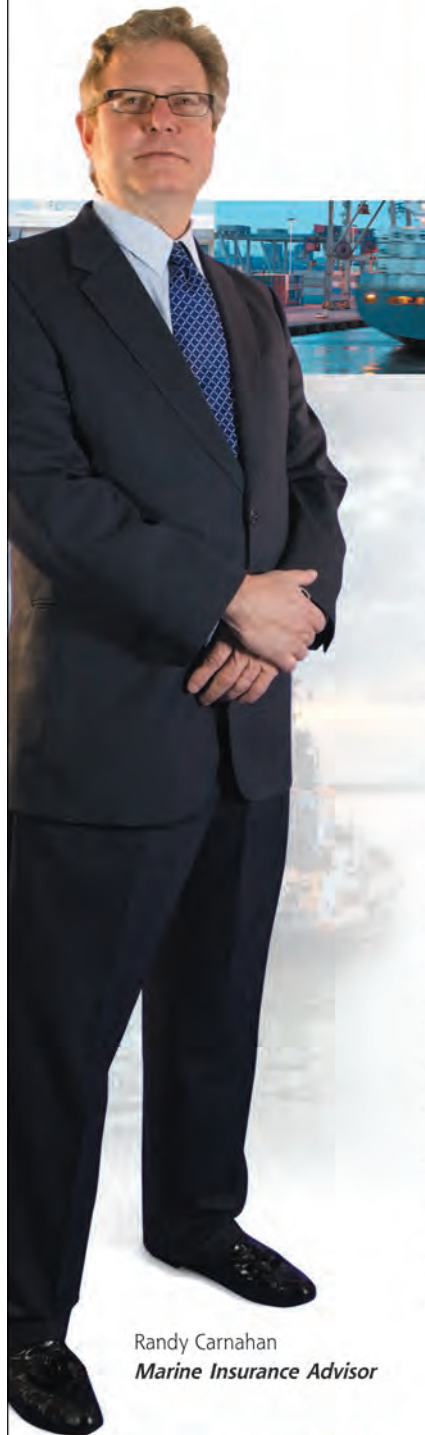
Inland companies long complained that maritime academy graduates are poorly prepared for inland/towing careers. What are you doing to improve the performance of these graduates when they first enter the workforce?

By interacting with the inland industry, the academy has gotten a much better understanding of the employer's needs and the knowledge required of our graduates. At the same time, employers have gotten a much better

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understanding of the mission of Massachusetts Maritime Academy and the type of graduates that we produce. We focused our energies on meeting the employer's needs and educating our cadets not just on the professional requirements of the job, but the career opportunities available in the inland towing industry. Our graduates understand that while they are highly trained, they are not going to walk directly into the wheelhouse of a towing vessel. The towing industry requires a level of knowledge of the particulars of the vessels involved and the inland/western river waters only learned by hands on experience. Our graduates actually welcome six months to a year of training before being cut loose as a Mate or Pilot of a towing vessel and the towing companies understand they are getting highly trained mariners that need to be "seasoned" in the particulars of their trade. Each summer, MMA sends cadets to our partner companies such as Kirby Inland Marine for six to eight weeks. During the internships, cadets work aboard tugs and barges gaining great experience and insight into the inland towing industry.

The practice of "performance based assessments" is a growing trend in industry. These assessments typically go far beyond mere STCW compliance. Although so far primarily a blue water practice, it is occurring in brown water, too. Are cadets getting enough simulator time at present to prepare them for the real world?

Performance-based assessments are a method of determining if a student can perform a task or ability at a pre-determined level of competency. Sometimes the assessments are performed on board vessels, such as the T/S Kennedy, and sometimes these assessments are completed in the simulator. While both teaching platforms have their strengths, simulators are wonderful teaching and learning tools because of the endless array of situations that a student can be taught or tested in without risk. Simulation is such an important part of the curriculum that the average Marine Transportation cadet takes about 20 percent of their credit load in simulation-based courses. Simulators, however, are a costly investment. A maritime academy preparing new third mates must acquire simulation for Radar/ARPA, ECDIS, Full Mission Bridge and GMDSS in order to ensure that STCW standards are being met. Expenditures in simulation at the Massachusetts Maritime Academy total about \$3.5 million in the past three years alone. These expenditures include a new 360°-full mission bridge simulator and necessary updates to our Radar/ARPA simu-

lators. Massachusetts Maritime Academy now also has a full time staff of four Information Technology employees that directly support the simulation program.

Engineroom simulation is also becoming more prevalent. Tell us about the capabilities of your engineering department in this way – especially since you still produce about twice as many engineers as licensed deck officers.

We presently are using pc-based engineering software instead of full mission simulation for engineers. Dialogue recently occurred with this academy asking the National Maritime Center (NMC) if PC-based software would satisfy assessment standards. NMC has said that they will review the submission, but in general, the U.S. academies have discussed this topic and see very cost effective value in PC-based simulation which can include faults while providing authentic system interface. The maritime academies are fully support of PC-based desk top simulation for the engineers, especially knowing that entire propulsion plants can today be operated from a computer monitor.

Finally, attending a quasi-military academy probably isn't for everyone. With so much competition from the so-called "apprentice" programs in the coastal and inland workboat trades, what can you offer as the primary benefit to hiring one of yours, as oppose to somebody else?

The 46 CFR Part 310 requires the U.S. maritime academy cadets to participate in a minimum of three years of regimental structure. A regimental program first instills how to be a good follower, where one learn how to takes orders, followed by a prescribed set of rules and become part of a team while being responsible for themselves and their shipmates. Followship then converts to leadership as an upperclassman, where now management and leadership blend to test varying degree of responsibility while honing critical think skills. A seafarer must be able to make good decisions based on variables provided at any moment in time. A common thread woven among all the skills required of seafarers is critical thinking. The educational process which occurs both in and out of the classroom at a maritime academy emphasizes the importance and honing of critical thinking skills. Good critical thinking skills results in a decisive person making the right decisions which results in strengthening one's confidence to lead and manage others. That's the real value in the maritime Academy style of education.

The Missing Link: The Time for Towing Vessel Inspection Rule Is Now

By Tom Allegretti, President & CEO of the American Waterways Operators

Last month, I had the opportunity to testify before the House Transportation and Infrastructure Subcommittee on Coast Guard and Maritime Transportation at a hearing that examined maritime regulations. In what must have been a change of pace for Subcommittee members, instead of detailing the regulatory burdens facing the tugboat, towboat and barge industry, I urged them to exercise their oversight responsibility to ensure expeditious publication of long-awaited U.S. Coast Guard regulations regarding towing vessel inspection.

Said very simply, we need to get the towing vessel inspection rule done, and done right, right away. These rules will advance our shared goals of improving safety, security and environmental stewardship and cap two decades of tremendous progress along the road to greater safety on our nation's waterways.

We have waited much too long. Congress directed the Coast Guard to undertake the towing vessel inspection rulemaking more than nine years ago, in the Coast Guard and Maritime Transportation Act of 2004. Three years ago, frustrated by the slow pace of the rulemaking process, Congress set a statutory deadline of October 15, 2011, for issuance of a final rule – a deadline that passed nearly two years ago. Those facts alone create a cause for immediate action.

Equally compelling, however, is the opportunity that this rulemaking provides – an opportunity that we fail to seize each day that the rules continue on their slow course through the federal bureaucracy. The towing vessel inspection rulemaking offers a historic chance to take safety in the tugboat, towboat and barge industry to a new level, not unlike the transformation of the oil transportation industry after the Oil Pollution Act of 1990. This rulemaking will raise safety standards throughout the tugboat, towboat and barge industry, incorporating and building on the safeguards that quality companies have already put in place and ensuring that all vessels achieve a minimum threshold of safety that is necessary to protect lives, the environment and property.

Further, the towing vessel inspection rules are the missing



link in a journey of a continuous improvement that began more than 20 years ago. The Coast Guard, Congress, and our customers have all been active partners in that journey, encouraging and demanding that the industry strive daily to achieve the goal of zero harm to human life, to the environment, and to property as we transport the nation's waterborne commerce. The journey has been marked by private sector leadership, including the AWO Responsible Carrier Program, the Coast Guard-AWO Safety Partnership, and rigorous customer vetting of companies and vessels, to name just a few examples. It has also been characterized by responsible public

polycymaking, from OPA 90 to the 2004 law that gave rise to this rulemaking to the inclusive and thoughtful process by which the Coast Guard has engaged stakeholders throughout the development of the towing vessel inspection rules.

That journey has produced meaningful results. A 2012 Coast Guard Report to Congress credited the combination of private and public sector initiatives with producing a dramatic decline in oil spills from tank barges. However, we have not yet achieved our goal of zero harm. The most important step that we can take – the critical missing link in the safety chain – is publication of the towing vessel inspection rule.

There should be no tradeoff between getting the rule done promptly, and getting it done right. The Coast Guard has had nearly two years to review public comments on the October 2011 notice of proposed rulemaking, and many of those comments echo very similar themes. There is a nine-year history of work by the congressionally authorized Towing Safety Advisory Committee and a strong public docket filled with the technical information the Coast Guard needs to finalize this rulemaking. The regulated community is asking for this rule and bipartisan Members of Congress are calling for its publication.

We cannot afford further delays. We cannot afford to let sound public policy remain the victim of bureaucratic red tape. Two decades of progress are waiting to come to fruition. Now is the time to act.

Re-Thinking Shroud Technology

MPT's prop shroud solves WBV and RS Issues and increases performance.

The Idea: Terry Smith and William Schultz, an aeronautical engineer with lineage to the original Kort nozzle invention, were both dedicated to offering solutions to known critical vessel issues. Specifically, they pinpointed shock mitigation, reduction of maintenance and replacement costs, prevention of needless tragic injuries and deaths, conservation of fuel for the shipping industry, protection of the environment and its living entities, improved habitability for personnel and most importantly, creation of a safer, more efficient day on the water. Smith is currently extending the patent with recent design engineering for scaling up the technology for ship platforms, branded the Schultz Nozzle.

Technology: The Multi-Nozzle Venturi System establishes a 4th axis (the W axis) that becomes the focal point for hull control by providing circular rudder control of all 3 axes (pitch, yaw and roll), fundamentally eliminating cavitation vibration and creating vessel stability. The multi-nozzle system consists of 3 integrated, hydro-foiled components:

Safety Ring:	forward of propeller, reducing size of possible entry area into propeller, increasing structural integrity, with hydro-foiled struts and trusses for added deflection & entry protection.
Thrust Nozzle:	actually shrouds the propeller itself.
Exhaust Nozzle:	positioned aft of the propeller, trailing by 3 inches.

Hydrofoil configuration Benefit: The system design yields lineal feet of hydrofoils that are all paralleled to the prop shaft (W axis) providing directional thrust and side force. (the 19.5" Thrustor creates approximately 20 lineal feet.)

The Patent: The Venturi Port function and its part in the Multi-Nozzle Venturi System is the basis for the patent (granted 2010), and is the source of the ability to increase propeller performance at all speeds. The Venturi Port solves issues with ducted (single nozzle) propellers: vessel performance being restricted to lower speeds and increased propeller cavitation vibration from mild to severe. The Multi-Nozzle systems provide an effective propeller propulsion solution. The Venturi Port (VP) creates an injection of atmospheric pressure, Venturi Action (VA), and more water to the propulsion column formed by the nozzles. Smith has recently added new IP for scaling up the technology for ship platforms, branding it the Schultz Nozzle. The Multi-Nozzle Venturi System is branded Thrustor for smaller craft.

Concept Proven: For over five years, the U.S. Navy has used the MPT nozzle in their HM14 (and now HM 15 for 2 years) craft. Both groups use MPT's 19.5" nozzle for their fleets of 7m RHIB workboats. Under heavy tow, over ground speeds in 2+ sea states have doubled. U.S. Navy Chief Benjamin Moore (ret) reported, "The deck runs quiet and the sea moves under the boat – does not slam into it." He also provided annual reports describing how Thrustor solved their vital issues concerning speed, power,

US Navy Operational Evidence - by HM14 anti-mine group, Norfolk

Graphs of performance benefits in 5+ years of USN missions with Thrustor assist on fleet of 7 meter RHIBs

SUMMARY

PERFORMANCE ISSUE	WITHOUT Thrustor	WITH Thrustor ASSIST
SPEED	27 - 30 mph	31 - 33 mph
SEAKEEPING in 2 -3 sea states	8 - 10 mph	20 mph
HEAVY TOW	3 - 4 mph	6 to 7.5 mph
HOLE SHOT	15 - 20 seconds	6 -8 seconds
ADDED RESULTS	Dramatic improvement in: Platform Stability, Maneuverability, Safety, Habitability, Speed, Shock Mitigation, Cavitation Vibration	

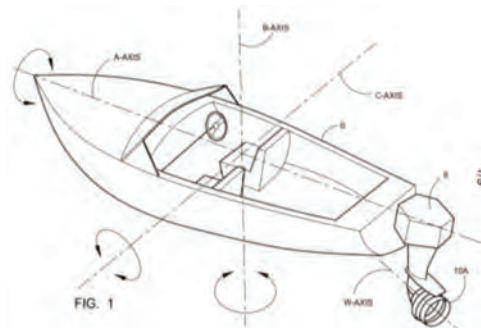
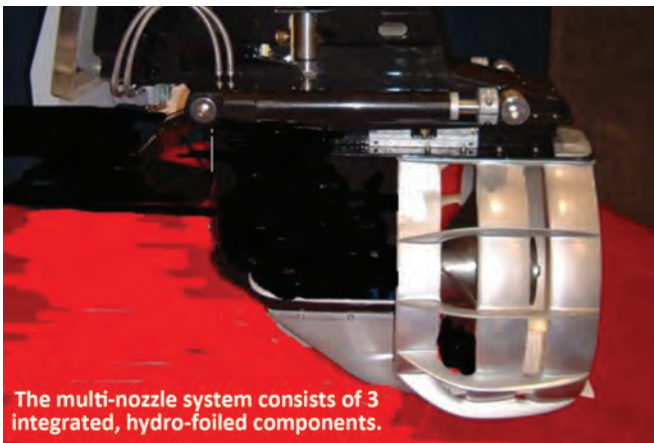
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HOLE SHOT	15 – 20 seconds	6 – 8 seconds
ADDED RESULTS	Dramatic improvement in: Platform Stability, Maneuverability, Safety, Habitability, Speed, Shock Mitigation, Cavitation Vibration	

shock mitigation, habitability, performance and safety, and without downside. According to Moore, the nozzles rapidly paid for themselves by eliminating the need for propeller replacements and damages to lower-end drives. The Chief noted all their vital benefits were maintained at all hull speeds ranging from 0 to 30+ KT and that personnel reported less physically damaging impact effects due to WBV (Whole Body Vibration) and RS (Repeated Shock). According to MPT, the HM14 operational evidence compares performance (with and without the Thrustor respectively) for these test issues: (1) open-water speed in 2 to 3

sea states (20mph vs. 9±mph); (2) open water speed under heavy tow (6-7.5mph vs 3-4mph); (3) average top speed (31-33mph vs. 28.5mph); and (4) hole shot (6-8 seconds vs. 15-20 seconds).

Neptune’s Rail Effect: The vessel connects to the sea under the surface as a roller coaster is connected to its track, thus creating the “Neptune’s Rail Effect”. Using the MPT’s Prop Shroud, the vessel’s hull becomes proactive to the water’s surface topography, interacting with the hull, rather than being reactive.

Scaling up the technology: Marine professionals – for ex-



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ample, Dr. Robert A. Warren, nationally accredited safety expert, USN technology evaluator and MPT marine advisor and Dr. Kam Ng, previous cavitation expert for ONR hydrodynamics – both confirm the technology as appropriate for scaling up for ships and larger work platforms for predicted fuel savings. The first proposed testing involves adapting the multiple nozzle system for up to 60” diameter applications. Current customer designs are underway for the following applications:

- | |
|---|
| • Unmanned landing craft; |
| • Power cats with diesel powered inclined shaft drives; |
| • Canadian mono hull fishing vessels with diesel powered inclined shaft drives; |
| • Hawaiian high speed ferry boats; and |
| • Tug Boat model testing – goal to exceed 17 KT. |

Customer & Beta Test Validation: Reports from customers, including the U.S. Navy, Parks and Recreation, amphibious search and rescue craft (the 829), Florida Tour boats (pontoons) in manatee regions, and others claim that the vessels have gained speed, achieved excellent maneuverability, become more stable working platforms, increased the towing ability, are protective of environment and aquatic creatures (manatees, sea turtles, whales), improved overall vessel and life form safety, reduced cavitation vibration and have fuel savings at cruising speeds and in challenging surface conditions.

U.S. Coast Guard Testing Protocol: In September, the U.S. Coast Guard, perhaps recognizing the emerging technology as something that requires closer scrutiny, announced the release of Propeller Guard Test Procedure report, intended for use by developers of propeller guard devices and independent third party testing entities to test propeller guard products in a consistent and repeatable manner. The test procedure was developed through comprehensive on-water testing of various available propeller guards to compile evaluative performance criteria and laboratory testing of the personnel protection capabilities of these same propeller guards. The diagnostic test equipment required for the performance testing will be made available on a loan basis to interested parties on a first-come, first-served basis for the cost of shipping and insurance.



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Raising Red Flags Offshore

National Ocean Policy, Coastal & Marine Spatial Planning: two of the biggest issues you never heard of. It's also far more complicated than you might think.

By Randall Luthi, President of the National Ocean Industries Association (NOIA)



This summer, the Administration released the innocuously named “Guide to Regional Marine Planning,” and across town, the House of Representatives passed the latest in a string of resolutions restricting the Administration from spending money on the implementation of the National Ocean Policy. The battle continues over an issue which could well redefine the future of offshore energy development, fisheries management, renewable energy siting, coastal development, deep sea mining, and conservation policy. Because of that, National Ocean Policy (NOP) and Coastal and Marine Spatial Planning (CMSP) are the biggest issues of which you have never heard.

Here is how the National Ocean Council – part of the White House Council on Environmental Quality – describes the effort: “The National Ocean Council released a Marine Planning Handbook to support the efforts of regions that choose to engage marine industries, stakeholders, the public, and government to advance their economic development and conservation priorities. Each coastal region of the country has its own interests and ways of doing business, but all regions want to support their marine economies and coastal communities. Voluntary marine planning is a science-based tool that provides regionally tailored information that all ocean interests can use to reduce conflicts, grow ocean industries, and support the healthy natural resources that our economy and communities depend on.”

A key policy tool in the Marine Planning Handbook is Coastal Marine Spatial Planning. Strong supporters of the NOP, including many environmental groups, seem completely flummoxed that the use of CMSP has much of the offshore energy industry and many current ocean users concerned. After all, as explained by the NOP, the overall goal of CMSP is to reduce conflicts and the time necessary to permit ocean uses. The stated aim is for ocean users and federal regulators to eventually spend less time contemplating the ‘where’ and focus instead, on just the ‘when.’

In principle, it sounds good. However, the reality is more complex. Technically almost all of the outer continental shelf (OCS) has been available for energy exploration and development since 2008 when moratoria were allowed to lapse. However, while the OCS is technically open, explo-

ration and development cannot occur without Federal approval. This Federal approval is generally granted through five year plans mandated by the Outer Continental Shelf Lands Act (OCSLA).

The last five year plan covered 2007 – 2012 and was developed before the entire OCS was technically open. In 2012, the Obama Administration had the opportunity to include much more of the OCS in the 2012-2017 five year leasing plan, yet decided to leave approximately 87 percent of the OCS closed to exploration and development for oil and natural gas. Thus, even though technically open, the entire Atlantic, Pacific and Eastern Gulf of Mexico are locked down tight when it comes to oil and natural gas activities.

This raises red flag number 1. The same Administration that closed down 87% of the OCS is now promoting the NOP and the use of CMSP. There is legitimate concern that CMSP is starting with a bias towards leaving oil and natural gas out of any future use of much of the oceans. This concern is compounded since the NOP calls for the use of CMSP without having a good idea of the potential location or extent of oil and natural gas reserves throughout much of the OCS.

Government estimates show the OCS may hold over 116 billion barrels of oil, which is enough to power 65 million cars for 60 years, and over 650 trillion cubic feet of natural gas, which could heat 60 million homes for 160 years. But these existing estimates of potential oil and gas reserves are exactly that: estimates. For most of the OCS, these estimates are based on decades-old data and are certain to be wrong. The reserves could be larger or they could be smaller. But we won't know unless exploration is allowed to take place in these areas. Proponents of CMSP often state their interest in a science-based, data-driven management of ocean resources, but they have effectively barred the oil and gas industry from collecting the data that would allow it to make its case for where to drill.

The surest way to start the exploration process and secure the necessary data to make informed decisions is to have a lease sale. Under OCSLA, lease sales are conducted by the Federal government using a sealed bidding process. In the Gulf of Mexico, where lease sales have been conducted for decades, bids range from hundreds of thousands of dollars to millions of dollars for each tract. Once a sale is announced, companies usually arrange to have the lease areas surveyed for potential oil and natural gas reserves through the use of seis-

mic surveys, otherwise known as geological and geophysical (G&G) work. Based on these initial findings, companies then submit bids on the tracts they judge to have the most potential. If they submit the highest bid, and are awarded the lease.

But purchasing a lease, does not guarantee that oil and gas reserves are present. The only sure way to see if the resources exist is to drill an exploratory well. If an exploratory well taps into sufficient reserves, then the company makes plans to actually produce the oil and/or natural gas. Each of these steps requires government oversight and permitting, as well as adherence to environmental and safety laws and regulations. In addition to the bonus bids, companies pay rent for the lease, and if production occurs, also pay royalties based upon the amount of oil and gas produced. Leases that companies do not develop are relinquished to the Federal government for possible resale.

Unfortunately, the entire process outlined above is virtually impossible to undertake in an informed or scientific manner, since there has not been any G&G work done in about 87 percent of the OCS for over 20 years. So, right now, we really have no idea if there are substantial oil and gas reserves in most of the OCS or not. Despite that lack of knowledge, regional councils under the NOP are capable of zoning off entire areas. They are not using data to make these decisions. Instead, they are guided by incomplete information and politics. This raises red flag number 2.

CMSP may also lead to designations for single use of areas that are more suitable for multiple uses. For example, under the current OCSLA and Coastal Zone Management Act, any area is deemed at the outset to be open for potential oil and natural gas development, wind development and recreational and commercial fishing and diving. In many places, the end result of the process is the successful co-location of all these activities. For example, structures used in energy development and production often form vital habitat for coral and fish species. So the structures not

only support energy development, but also support fisheries and fishing spots that did not even exist before. On the other hand, having CMSP pre-determine uses based on data limited solely to existing users' interests locks the oil and gas industry out of vast swaths of the OCS, and leads to multiple use areas that will not realize their full potential.

Industry and other user groups also have legitimate concerns over how and whether they will be invited to participate in the CMSP process. As currently designed, it is a management regime that focuses entirely on the agencies of the Federal and state governments as the decision makers. This is red flag number 3. Where industries' concerns are solicited, there is often only one opportunity for all of industry to weigh in. Industries using the OCS are not monolithic in their interests, however. There must be real time moments in the planning process for these important voices to be heard and considered.

Finally, CMSP seems like another federal solution looking for a problem. Current law provides a robust coordination process between the Federal government, states and communities. While it may be true that competing uses in state waters make planning like this important, the OCS is vastly larger and less utilized. Trying to create a system of governance for an area that is not burdened with conflicts is unnecessary. In addition, the current public process allows ample input from the general public and industry officials.

With all these concerns, it should come as no surprise that many industry and user groups are not jumping on the CMSP bandwagon. It makes sense that the House of Representatives have repeatedly voted to halt funding for this apparently well-meaning but ill-conceived process. All of these potential pitfalls are what transform a positive-sounding process into an area of deep concern for economic users of the ocean. Until these concerns can be allayed, CMSP will remain an issue that threatens to have a negative impact on our Nation's energy and other ocean resources.



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Keeping up with the Jones (Act)

The continued existence of the Merchant Marine Act of 1920 carries with it substantial economic and financial benefits. Its repeal could be catastrophic.

By Richard J. Paine, Sr.



The three-legged stool commonly referred to as the Jones Act is officially known as the Merchant Marine Act of 1920. For the purposes of national defense and growth of domestic commerce, it most simply calls for the waterborne transport of cargo and/or passengers between U.S. ports to be limited to U.S. flagged vessels.

Its continued existence carries with it substantial economic and financial benefits. Its repeal could be catastrophic.

Known as cabotage, a sovereign nation controls the transport of goods or passengers between two points within its borders. Trade or navigation in coastal waters and transportation by air are also regulated under the cabotage rights of a country. Rights of cabotage in the U.S., as specified in the Merchant Marine Act of 1920 prohibit any foreign flagged or foreign built vessel from engaging in coastwise trade in the United States.

To enjoy the benefits of the U.S. flag, the flagged vessel must be owned by a U.S. citizen, 75% of its crew must be U.S. citizens or permanent U.S. residents and the vessel must be built in the U.S. If a U.S. flagged vessel is repaired in a foreign yard, no more than 10% of the vessel's weight may be replaced by foreign steel.

A corporation, partnership or association is deemed to be a citizen of the United States only if the controlling interest is owned by citizens of the United States (46 USC § 50501), is incorporated under the laws of the United States or a state, its chief exec and chairman of the board are U.S. citizens and noncitizens directors are fewer than the number necessary for a quorum.

As purposed originally, the Act sought to assure that the United States would have the best equipped merchant marine fleet in the world to carry its commerce or war materiel cargos in times of national emergency. It further sought to guarantee the viability and strength of the U.S. shipbuilding industries' ability to provide state-of-the-art military and commercial vessels to project U.S. influence globally.

Inherently, the Jones Act may be protectionist in nature, but the benefits that it brings to the U.S. commercial marine industry might be incalculable. Nevertheless, the pressure to repeal such policies may ebb and flow, but it never goes away. That said; some actual numbers – compiled by the U.S. government itself – give a glimpse into the

Financial Snapshot of U.S. Flag Shipping

Shipbuilding Gross Domestic Product (GDP \$): 9.8 billion	Shipbuilding Labor Income (\$): 7.9 billion
DOT spend in U.S. Shipyards Since 2009 (\$): 150 million	Cumulative Trade Surplus (\$): 410 million
Average Number of Vessels Delivered Annually: 1,200	Average Shipbuilding Income (annual \$): 73,000
Total Shipbuilding GDP National Impact (\$): 36 billion	Number of vessels delivered in 2011: 1,457
Number of Commercial Vessels under U.S. Flag: ~40,000	Number of U.S. Shipyards: 317+
Number of Direct Jobs from Shipbuilding: 107,000	Number of U.S. Credentialed Mariners: ~ 210,000

breadth of this important sector of the economy.

Consider this: the value of a U.S. flagged vessel in U.S. domestic waterborne trade is greater than a similar, non-U.S. flagged vessel precisely because it was purpose-built for a protected market. With the U.S. flag comes a built-in, albeit competitive, marketplace for the goods and services associated with U.S. shipbuilding, trade, labor and transportation. In addition to the increased or preserved financial value of the vessel, the vessel owner enjoys a market free from the encroachment of cheap, foreign competition that also enjoys its own level of protection in the form of reduced taxes, government subsidies and other perks not available to pure Jones Act carriers.

To some in Congress and the industry, the idea of such a protectionist law may run counter to their ideas of free trade. They argue that the cost of a U.S. flagged vessel is higher than that of ships built in China, Korea or other countries with cheaper material and labor costs. Thus, they assert that U.S. shipbuilders are non-competitive in the world marketplace. They further argue that having such a closed marketplace only increases the costs associated with the transportation of passengers and goods due to limited competition.

There might be some truth in that argument, but for a moment, think about a world without the Jones Act. You may remember that the experiment has been run by the Administration on a waiver basis over the course of the Deepwater Horizon incident and increased fuel supply issues during Hurricane Katrina and Superstorm Sandy with punitive results to U.S. shipping interests. Indeed, this administration has issued more Jones Act waivers than the previous five that preceded it.

Without the Jones Act, existing U.S. flagged vessels would

rapidly decline in price. The equity built into a vessel built for coastwise trade would flounder as the market would flood with foreign competition. The value of a U.S Coast Guard inspected passenger vessel or soon to be inspected Subchapter M tug, towboat or OSV would plummet due to cheaply built, non-inspected, possibly unsafe or unsecure vessels from foreign nations.

Our licensed mariners would join the rolls of the unemployed; whether hawse piper or ring knocker. Arguably – and in an era of reduced government spending (NOAA / U.S. Navy / U.S. Coast Guard / USACE) due to sequestration – our shipyards and their labor forces, repair facilities, marine engine manufacturers and repairers would go away for good. Once those skills are lost, they will be gone forever. Moreover, those entities that do survive might, due to markedly less domestic competition, produce goods that are even more expensive. The revenues and value of our largest and most successful commercial marine entities would be in a virtual deep dive overnight. Financial Statements would show huge losses in tangible net worth and cash flow to the point where borrowing might be impossible. Ratings, real or implied would cause the stock value of our public marine-related companies to drop like a lead balloon.

Our national security would be compromised as foreign vessels with potentially malevolent intent could ply our coasts and invade our ports. If our safety were to be secured, the cost of policing our coastal waters and harbors would escalate to tax-busting levels. Beyond this, there is no real guarantee that foreign registered tonnage, in the absence of U.S. flag assets, would continue to do the job at today's market rates.

The Merchant Marine Act of 1920 was voted into law for a reason: It exists for the good and protection of the American people through logical cabotage provisions. If the voices of repeal ever do get loud enough and it is no longer the law of the land (or in this case, the sea), then hold on for a very bumpy and expensive ride.





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Congress Should Enhance OPA 90 Responder Provisions

The Benefits to the Scope of Coverage in an Expanded Responder Immunity Regime are many.

By Jon Waldron

The response industry has been extremely supportive of a coalition effort to work with Congress to enact enhancements to the current responder immunity provisions enacted by the Oil Pollution Act of 1990 (“OPA 90”). Unfortunately, however, Congress has not taken immediate action following the Deepwater Horizon incident, which occurred almost 3½ years ago, like it did following the Exxon Valdez incident in 1989 to enact legislation to remedy deficiencies identified as a result of the incident.

Congress acted in approximately 18 months following the Exxon Valdez incident. One of the most important things this proposed legislation would do is to clarify that the scope in coverage and confirm that all persons and entities responding to an incident would benefit from this enhanced protection. An update on this initiative is therefore in order, as is a discussion of the revised language of the proposal, and an explanation of just how this expanded coverage would work.

MARITIME SPILL LEGISLATION IN 2012

In short, the major maritime-related bill enacted by Congress on December 20th of last year, the Coast Guard and Maritime Transportation Act of 2012, included only a few spill-related provisions, and the responder immunity provision was left out. Indeed, Congress failed to even introduce a consolidated bill focused on spill provisions in 2012. It is now clear that given the time that has passed since the Deepwater Horizon incident it is extremely unlikely that (until or when there is a new pollution incident) Congress has the will-power to introduce, much less move, a spill-focused bill for fear of losing control of the types of provisions that might be included in such a bill. Accordingly, entities interested in advancing spill related legislation must identify other types of legislation that Congress is interested in moving for insertion of any type of pollution related measures such as responder immunity.

RESPONDER IMMUNITY COALITION ACTIONS IN 2013

The Responder Immunity Coalition (the “Coalition”),

represented by all response interests including the salvage industry, oil spill response industry, spill management industry, the offshore vessel support industry, and the well containment industry, have been working with key leaders in the House to first introduce a stand-alone responder immunity bill. It is hoped that a responder immunity provision will be introduced in the fall of 2013 and then will be included in the Coast Guard Authorization bill that is likely to be introduced later this year. In addition, the Coalition will stay alert for other types of bills that Congress may decide to move.

INTENT AND EXPLANATION OF THE CURRENT PROPOSAL

The proposed legislation has been further refined as a result of comments received from various factions of industry. In its revised form, the key elements in this proposal address the two main lessons learned from the Deepwater Horizon spill which were: (1) plaintiffs sued responders under general maritime law due to personnel injury caused by the exposure to the spilled oil and the dispersants which were approved for use on a daily basis by the Federal on-Scene Coordinator pursuant to the National Contingency Plan (“NCP”); and (2) bare allegations of gross negligence in the response actions without having to provide any underlying facts to support such allegations. The following are the most pertinent points of the proposal.

- *It would extend the immunity under the law to a full range of response activities.*
- *With regard to the exposure claims related to the oil and dispersants, it provides that a responder is not liable for damages resulting from response actions for personal injury or wrongful death related to exposure to the discharged oil or hazardous substance, or to the dispersants lawfully used under the NCP or Presidential directive.*
- *To discourage frivolous lawsuits involving unsupported allegations, it would establish a presumption that the response actions do not constitute gross negligence and would require claimants who are found by a court to have filed meritless or frivolous claims to pay attorneys fees and court costs.*

It is important to note that the proposed legislation preserves the “polluter pays” principal. In other words, the Responsible Party already bears this liability. Post Deepwater Horizon litigation demonstrates that the Responsible Party is already responsible for the types of exposure claims that the proposed legislation is intended to address.

A responder remains liable for all damages and removal costs resulting from the gross negligence or willful misconduct of their actions. Responders are not seeking absolute immunity for any and all actions taken by the Responders in a spill response. As under current law, the Coalition proposal would not exempt Responders from liability in situations involving gross negligence or willful misconduct. The purpose of this protection today remains the same as when OPA 90 was enacted – to ensure that the Responders necessary to address future spills will, without hesitation, continue to respond immediately and decisively in difficult circumstances to mitigate spill effects to the greatest extent possible.

In addition, the proposal has been revised to make it clear that the immunity discussed above related to personal injury and wrongful death claims, is specifically limited to exposure claims related to the spilled oil and dispersants approved under the NCP. Responders remain liable for Jones Act seaman’s claims for personal injury or wrongful death under existing law resulting from the operations conducted by the responder not related to such exposure claims.

One of the key goals of the proposed legislation is to make it clear which persons are protected under this limited immunity. The public policy goal should be to make sure that any person or type of organization who is needed to respond immediately to mitigate the potential adverse effects of a spill are encouraged to respond without the fear of liability. In the initial stages of a response this would be parties such as salvors if a vessel had run aground or sunk, or in case of the Deepwater Horizon, the offshore supply vessels which immediately took action to extinguish the fire and, as a result of the quick heroic actions taken that day, saved the lives of those rig personnel who jumped in the water. This could also include the new well control organizations and their personnel in another well blow out case to foster expeditious actions to cap a well and disperse the oil as it flows from a well head until it can be capped. These personnel would be considered Emergency Responders.

It should also include those response organizations and personnel who respond to clean up the spilled oil. The would include the oil spill removal organizations, spill management teams, volunteers including vessels of opportunity and the crew of such vessels, as occurred in the Deepwater Horizon. The actions covered should include

dispersant operators and in-situ burn actions. As another example, often a multitude of volunteers are used to clean-up oily shorelines and beaches following a large spill. The persons ashore in supervisory or oversight positions making key decisions in difficult circumstances should also be covered such as shoreline cleanup supervisors and personnel working in command centers. These personnel would be considered Clean-Up Responders.

It is important to note that immunity is only available to any of these personnel when their actions are consistent with the NCP or otherwise directed by the FOOSC. Those activities which are too far removed from direct response activities would not be covered by responder immunity such as a truck driver delivering supplies or equipment to support response operations because such activities would not have a close enough nexus to the response efforts.

WORK REMAINS TO BE DONE

Much has been done to position this legislation for enactment. Much more needs to be done this year to ensure that any potential objections to the legislation will be addressed. There is often an initial negative reaction from certain segments of industry when someone mentions immunity which could result in increased liability for someone else. However, that is not the case here because the Responsible Party is already strictly liable for all removal costs and damages. And, it is in the interest of all potential Responsible Parties, should they face a future unfortunate incident, that all response resources needed in an incident can and will respond as quickly as possible without the fear of liability. This will minimize to the greatest extent possible the liability of that Responsible Party’s potential liability by minimizing the amount of oil spilled and cleaning it up as quickly as possible.

Jonathan Waldron is Chairman of the ASA Legal Committee. He concentrates his practice in maritime, international, and environmental law, including maritime security. Mr. Waldron is a visiting professor at the Massachusetts Maritime Academy where he teaches on legal issues related to pollution response and spill management teams. He is a member of the Maritime Law Association and frequently speaks and writes on maritime issues.



TWIC's Last Hurdle is Scaled

Card reader technology is tested, proven and in use, nationwide. While the maritime industry awaits the Fed's edict on MTSA, the solution already exists.

By Joseph Keefe



The Maritime Transportation Security Act (MTSA) requires that individuals needing unescorted access to MTSA-regulated Facilities and Vessels must first obtain a TWIC. To obtain a TWIC Card, an individual must meet certain eligibility requirements and pass a security threat assessment conducted by the Transportation Security Administration (TSA). Individuals are then issued a tamper-resistant credential containing the cardholders biometric fingerprint data, which provides a conclusive link between the card and the individual cardholder. To date, more than 2 million of these credentials have been issued.

If Port Authorities and Terminal Operators have been slow to adopt the technology necessary to read biometric data contained in the Transportation Worker Identification Credential (TWIC), then there is plenty of blame to go around in this rapidly developing story. The often criticized program is frequently cited as a failure by industry and members of Congress. Meanwhile, a recent GAO report paints an unflattering picture of the technology and its potential to succeed in its original security mission as envisioned by those who dreamed it up. Separately, mariners and port workers have long chafed at the cost and hassle going to get the card, which up until now, has largely been used as a 'flash' credential for those facilities that bother to insist upon it at all. For their part, terminals and ports bemoaned the fact that no suitable TWIC reader technology as yet existed.

The final piece of that equation involves a TWIC card

“reader” at the marine terminal, something that has proven to be an enormous headache. It has also led to the call from all sectors to end the so-far ineffective and expensive program. That said; the perception that a solution does not exist could not be further from the truth. Reliable, tested and proven card readers are up and running from coast to coast. Even as Congress, the Coast Guard and TSA contemplate whether or not to move forward with the TWIC program, at least three solutions are already in play, doing just that.

INTELLICHECK MOBILISA: TESTED AND PROVEN

Dr. Nelson Ludlow, CEO of Intellicheck Mobilisa, told *MarineNews* that, as early as four years ago, many companies were interested in producing and selling TWIC readers, but ports weren't buying because the federal government hadn't mandated it yet. That's still the case today, but Intellicheck Mobilisa – a provider of identity solutions and wireless security systems – recently announced that its TWIC Reader Plus Models IM2610 and IM2620 have become the first mobile readers of TWIC cards to be approved by the Transportation Security Administration (TSA). The TWIC readers have completed each of the 140 QTL test scenarios and are now included in the TSA's published list. But, Intellicheck isn't the only company with compliant devices on the market today. At least two other firms have produced working models and that list is sure to grow.

Ludlow explained, “We call our product ‘TWIC Plus’

as it not only reads TWIC cards but also scans driver's licenses and military IDs, matches person-of-interest look-ups with law enforcement lists and authorized lists, and is capable of integrating with existing port security systems. Both the lighter and smaller Model IM2610 and the more ruggedized Model IM2620 incorporate these features, which were not contained in our previous TWIC readers."

Ludlow also told *MarineNews* in September, "Given our experience in ID card system solutions, the TWIC reader solution was not a stretch for us." Addressing those who continue to resist the implementation of the TWIC program, he added, "As many as 1.5 military personnel and several million more civilians already comply with similar programs as they go to work. Vendors going to work on military bases also must comply."

Ludlow's version of the TWIC reader can be had for as little as \$5,200, in a standalone version, and the Intellicheck Mobilisa entry can integrate with myriad control systems. Intellicheck's TWIC readers are already being sold into the market and are in use today at major ports on both coasts.

SCHNEIDER ELECTRIC JOINS THE PARTY

In August, the successful testing of Schneider Electric's PC3-TBR reader against the specifications set forth by the TWIC Reader Evaluation Program was announced. According to Schneider Electric's executive VP Smart Infrastructure Division Ignacio Gonzalez, "As one of the first vendors to undergo testing for a TWIC reader, Schneider Electric is a pioneer of the new program ... The successful completion of the test demonstrates Schneider Electric's industry leadership in the terminal automation sector."

Schneider Electric is a specialist in energy management with operations in more than 100 countries, offering integrated solutions across multiple market segments, including Utilities & Infrastructure and Data Centers & Networks. Focused, among other things, on making energy safe and reliable, the group's entry into the TWIC reader business was a natural extension of what they already do. As one of just two TSA certified providers (as *MarineNews* went to press), Schneider gives terminal operators even more choices when it comes to ramping up for what could be the final rule.

Although security card reader devices are not Schneider's primary focus, the firm started evaluating a biometric solution over 3 years ago. In 2012, Schneider became ICE list certified with its device and then started actively pursuing the biometric certification. Schneider Electric's integrated solutions reach across multiple market segments, including solutions offered to bulk fuel terminals. According to Schneider, the DTN Guardian 3 is one of the most compre-

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“We call our product ‘TWIC Plus’ as it not only reads TWIC cards but also scans driver’s licenses and military IDs, matches person-of-interest lookups with law enforcement lists and authorized lists, and is capable of integrating with existing port security systems.”

Dr. Nelson Ludlow, CEO of Intellicheck Mobilisa

hensive terminal automation systems (TAS) on the market. Because some customers operated terminals under USGC jurisdiction, the firm developed their TWIC biometric readers primarily satisfy that need. Currently the DTN PC3 – Schneider’s TWIC reader entry – is offered in conjunction with its DTN Guardian 3 terminal automation system.

A Schneider Electric spokesperson told *MarineNews* in September, “While there is no plan for us to offer a 100 percent stand-alone fixed reader solution, we are open to the concept.” For those potential buyers looking to buy now, Schneider Electric also reported that within three to four months, they could ramp up production to meet any anticipated demand.

SSA, TOO

Separately, apart from the two previously mentioned manufacturers, but also arriving first at the Promised Land via a slightly different route, West Coast Marine Terminal operators SSA Marine grew weary of waiting for the solution to come to them. When SSA Marine and LVS Consulting, in partnership with TRL Security Systems and Cogent (a Division of 3M) announced the deployment of the first of its kind TWIC System – the ‘BeastBox’ – in Long Beach, CA, the puzzle of producing TWIC readers that actually work was finally solved – and way ahead of anyone else.

Housed in stainless steel, the BeastBox is robust and designed for the hardened maritime environment. Using a “2 is 1 and 1 is none” philosophy, there are no less than 2 BeastBoxes built in to each access control location. At turnstiles, this reduces the bottlenecking during “surge periods” and “shift changes.” Throughput speed is a key metric and the additional BeastBoxes offset heavy foot traffic and provide a backup system in the event of failure. With high readers for truckers and low readers for everyone else, terminals can optimize gate moves in a single trucking lane. As truckers and pedestrians insert their TWIC into the card reader, the system records each transaction, while authenticating the individual cardholder against the TSA cancelled card list granting access to the terminal.

Between May 2012 and May 2013 SSA recorded over

one (1) million TWIC card transactions at its Terminals in Long Beach. Employing 33 Electronic Readers at their terminals, the access turnstiles fire in less than 2 seconds and in Biometric Mode in under 4 seconds. These 1 million TWIC Card Transactions convincingly show how the SSA System box successfully forced Industry to renew or purchase new TWIC Cards, and comply with the mandates of the Federal Government (well prior to the government’s ability to enforce such a program).

THE TSA, TWIC AND YOU ...

At a recent congressional subcommittee hearing, the U.S. Coast Guard assured Rep. Janice Hahn (D – CA) that they were exploring “alternatives” to the Transportation Worker Identification Card (TWIC) program. Actually, the program is finally poised to succeed. With readily available card reader technologies that work – notably from Schneider Electric, Intellicheck Mobilisa and SSA Terminals – it turns out that there is no real reason to reinvent the wheel for a technology that already exists.

The California congresswoman nevertheless pressed U.S. Coast Guard ADM Servidio on the potential crisis brewing due to the fact that hundreds of thousands of these cards were due to expire at the exact same time. Apparently unaware of the ongoing use of TWIC card readers at marine terminals in her own state, she also didn’t know that SSA has already successfully required thousands of truckers on the West Coast to do just that. It seems that if you don’t have a valid TWIC card, you don’t get in. Imagine that.

IN PRACTICE: PROBLEM SOLVED

Today, more than 2.1 million TWIC cards have been issued to port workers, truck drivers and merchant mariners. Despite the outcry from users who had to foot the \$132 bill to obtain such a credential, Intellicheck CEO Ludlow insists that TWIC cards are actually far less expensive than some federal ID cards which are already required to get into certain facilities. As many as 1.5 million military personnel and another several million civilians already comply – whether that entails

smart chip data or a biometric card. Hence, he says, the “novelty” of TWIC is in actuality, nothing new at all.

An approved TWIC reader must unlock “containers of data” within milliseconds in order to comply with TSA requirements. Additionally, TSA’s NPRM says that about 550 locations should be required to have the readers – ferries and cruise ship terminals, in particular, while another 1,500 will be strongly recommended at dozens of ports.

For about \$5,000, terminal operators can employ a proven system of TWIC ID card verification – and, they can have it today. If ‘necessity is the mother of all invention,’ then it shouldn’t surprise anyone that a marine terminal operator would ultimately be the driver for the first ever workable TWIC solution, paving the way for others to do the exact same thing. In doing so, SSA may have saved the federal government from having to shutter a program that has already cost the taxpayers plenty. And, while there’s no decision on whether SSA also intends to certify their proprietary, in-house version and sell actively into the market, at least two other vendors do.

Like it or not; the complete TWIC solution is here. The only question left to ask is why anyone, presented with a database of 2.1 million thoroughly vetted workers, wouldn’t take advantage of that layer of security to make their terminals, vessels, foreign trade zones – indeed, the entire supply chain itself – that much safer.

The List of approved TWIC Readers:
http://www.tsa.gov/sites/default/files/publications/pdf/twic/twic_reader_qtl_current.pdf

Intellicheck Mobilisa:
www.icmobil.com

Schneider Electric:
www.schneider-electric.com

www.marinelink.com

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Training:

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Kirby's Investment Grows – and Pays off Handsomely.

By Susan Buchanan





Houston-based Kirby Corporation runs an in-house training center that today instructs 3,000 students yearly in 26 different courses – many of which are U.S. Coast Guard approved. Located in Channelview, the 23-year old, state-of-the-art center is conveniently located in the northeastern curve of the Houston Ship Channel. Last month, *MarineNews* spoke with Jim Guidry, Kirby's Senior Vice President of Vessel Operations and a 20-year company veteran, about the center.

In 1984, Kirby owned just 20 boats and 50 barges, with a turnover of about \$35m. Today, after nearly 30 years and about 50 acquisitions, it has a market cap well in excess of \$4B, and its fleet hovers around 350 boats and 950 barges, commanding approximately 35% of the U.S. market. That kind of success and growth can be attributed to many things, but a big part of the equation has to be Kirby's investment in its employees.

Training is therefore at the heart of Kirby's investment in its people. Back at Kirby's Training Center, Guidry explains further, "Our in-house training is targeted to all of our employees, from deckhand to master." He adds, "They

have jobs with us when they come to the center. For new deckhands, their first twelve days on the job are spent at the center training before they even see a boat." With 4,500 employees, Kirby is the nation's largest domestic tank-barge operator, transporting bulk liquid products on the Mississippi River, the Gulf Intracoastal Waterway, on three U.S. coasts, as well as in Alaska and Hawaii.

Many of Kirby's courses are associated with the issuance or renewal of Coast Guard documents, and training continues year round. "We offer courses 300 times a year and have people in training every day, depending on the class," Guidry said. "We train as we work; seven days a week, 365 days a year. At least one or two classes are going on each week."

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Kirby Corporation CEO Joseph H. Pyne

In August, *Maritime Reporter* Editor and *MarineNews* Associate Publisher Greg Trauthwein met with Kirby President and Chief Executive Joseph H. Pyne. Pyne's take on Kirby's training, recruitment and retention efforts, as taken from that interview, more than reinforce the Kirby corporate culture as described by Jim Guidry.

Joe Pyne on management style: "One of the things I've talked to our management team about is, if you can't explain it so the average person can understand, that probably suggests that you don't understand it."

Kirby's CEO on training: "That's the secret to retaining them. You want them from the start and to be a part of your team forever. With our on-shore staff, we don't have a lot of turnover. For the most part they stay with us, and it's important to compensate them fairly. People need to feel like you are being fair with them."

On the heart of the Kirby Corporation - its employees: "They see the customers more, they spend the money, and they're the ones that deliver the service. A lot of our success is recognizing that we are not just a marine transportation company. We are a service company that uses marine assets to do what our customers pay us to do: move their product safely and reliably."

On the key to employee recruitment & retention: "I think if you can bring someone in from high school, for example, and bring them through your training system, it helps to reinforce the company culture. You put them in the fleet for six months, bring them back in for more training to not only reinforce the culture but give to them an additional skill set, I think you not only have a much better chance of keeping the individual, but you have someone who really understands what you are about."

apprentice mate's license, a master of towing vessels license, a qualified member of the engineering department license and a defensive driving certificate." Guidry told *MarineNews*. "They can take classes in behavior-based safety and leadership. They can qualify in radar observer inland, radar observer renewal, firefighting, CPR and first aid."

The Coast Guard audits Kirby's classes to make sure they're within certification. "And USCG also takes our courses to become or stay familiar with industry," Guidry said. For Kirby, it's also about relationships; whether that entails the regulatory folks that oversee their operations or the clients that they serve. All of it pays dividends. "We've even done training in 'barging 101' for many of our customers, so that their employees can see how tank barges operate," he said.

All of the center's instructors are Kirby employees and former mariners who are trained to teach. "Our trainers are licensed equal to or above the level they're teaching," Guidry said. "The folks who teach navigation have Master's licenses and the tankermen trainers have tankerman's tickets. Our instructors have anywhere from ten to 25 years of industry experience."

SIMULATORS BOOST INSTRUCTION

The company's Channelview center contains a state-of-the-art-Transas Simulator, used primarily for USCG-approved classes. "We utilize simulators to train in boat handling, wheelhouse management, bridge-resource management and towing," Guidry said. "Our first simulator was installed in early 2005 and we've had our latest version since 2008." Transas Group, headquartered in Russia, produces a myriad of simulators for the marine market. When they need the extra capacity, Kirby also relies on simulators located at the Seamen's Church Institute in Houston. "We're their biggest customer in Houston," says Guidry. In fact, SCI's simulator is the only significant outside training resource that Kirby uses. When they do, it is Kirby's instructors that teach.

EXPANDED CURRICULUM & SERVICES: DELIVERING LOYALTY FROM WITHIN

Consistent with the company's overall explosive growth in size and numbers, Kirby's training program has also swelled within the last two decades. "As we grow and acquire more staff, training has expanded and we've offered more classes," Guidry said. "Since 2000, we've added a dozen classes to the list we teach." Class sizes are kept in check with maximum trainer-to-student ratios established by the center.

According to Guidry, the training center is one of the building blocks of the Kirby's culture. "Students are exposed to skill-based training. They also meet senior execu-

tives weekly, and they eat lunch with our office personnel on a daily basis.” As the center’s full-service dining facility serves three square meals a day, it also delivers so much more; improving the bond between a wide cross section of different skillsets, job titles and human demographics. Beyond this, the center also contains a dorm for students taking courses and crews who come in the night before sometimes spend the night so that they can catch their next boat, refreshed on the next day.

Guidry insists that Kirby wants its staff to have opportunities to grow within the company. “While we do hire a few skilled folks every year, we train 95 percent or more of our skilled employees. Promoting from within and employee development is a huge priority for us.”

This fall, Kirby began teaching two USCG-approved engineering courses; Qualified Member of the Engineering Department (QMED), and the other is Designated Duty Engineer.”

RETURN ON INVESTMENT: MEASURABLE GAINS

Kirby’s investment in employees has paid off through its strong safety record, employee-retention rate and customer satisfaction with services, Guidry said. Shares in Kirby, traded on the New York Stock Exchange, reached an all-time high in September. Success, from purely a human resources standpoint, has been a simple formula for Kirby: Bring the people in early, taking them through the in-house training process, show them how they have a career at Kirby, paying them fairly and being consistent.

For Jim Guidry, the heart of the Kirby Corporation is and will always be its employees. Retaining those employees, therefore, has paid off handsomely. It’s a simple enough concept. So, too, is Kirby’s success.



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Training Expands To Meet South Louisiana's Needs

Employers are hiring in coastal Louisiana, especially as offshore drilling picks up in the Gulf of Mexico. Companies are concerned about finding enough skilled workers in a locally tight labor market. For mariners, a variety of training programs at different levels and costs are offered in south Louisiana. For those businesses without the significant wherewithal and training resources of a Kirby Corporation, for example, there are other viable options for training. A quick look at three such vocational and professional programs – all of which work closely with the maritime industry – sheds light on the breadth of these offerings:



Fletcher Technical Community College: The college's Louisiana Marine and Petroleum Institute or LaMPI was founded in the late 1970s to provide local maritime training. The institute provides Coast Guard-approved courses to about 2,200 mariners a year now. Fletcher and LaMPI are located in Houma on the Louisiana Gulf. "LaMPI caters to people who work themselves up from the deck," said Breck Chaisson, LaMPI's director of operations. The institute's Tankerman class has a simulator that provides students with four of the ten transfers they need for a license, he said. The training doesn't stop there, however. "We offer an Able bodied Seaman class, Proficiency in Survival, and RFPNW or Rating Forming Part of a Navigational Watch, so mariners can get everything they need to become an A/B." Chaisson adds that because the RFPNW is a preferred class, the Coast Guard will waive 120 days of the 180 days an Able bodied Seaman needs for a rating. That course (RFPNW) class relies on a Kongsberg full-mission bridge simulator. Custom programming for the Kongsberg simulator was developed for the intersection of the Atchafalaya River and the Gulf Intercoastal Waterway in Louisiana for towing companies in need of such training. Kongsberg Maritime is a marine-solutions company based in Norway. LaMPI offers classes for 100-to-200 ton captains and a prep class for upgrades to a 500 or 1,600-ton license. The institute also offers an apprentice mate class for those in the towing industry. To learn more, visit www.fletcher.edu



Martin International Inc.: In LaPlace, privately owned Martin International, licensed by the state of Louisiana, has provided maritime training for 31 years. Martin offers Coast Guard-approved courses that include Able Seaman; Offshore Installation Manager; Barge Supervisor; Ballast Control Operator; Stability and Ballast Control for Mobile Offshore Drilling Units, Active Ballast (TLP), and Passive Ballast (SPAR and Mini-TLP); Radar Observer-Unlimited; Radar Observer-Recertification; and Medic FA Basic CPR, AED and First Aid 7.0. "We're members of the International Association of Drilling Contractors, the Offshore Marine Service Organization and the Society of Petroleum Engineers," Martin's President Russell Martin said. "Our expertise as a training organization allows us to work closely with the offshore industry in compliance with federal regulations, and our experienced staff sees that our students receive appropriate maritime licenses for advancement of their mariners' careers." On the Web: www.martinint.com

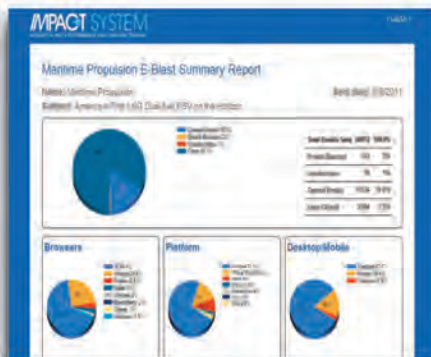


Nicholls State University: This fall, Nicholls State in Thibodaux began offering maritime management as a degree concentration at its College of Business Administration. The program will prepare students for a career in the maritime industry, with a focus on the oil and gas sector. Louisiana's technical and community colleges have programs to train workers in specific maritime skills, said Ken Chadwick, director of Nicholls maritime management program. "Until now, there was no four-year business program to address the need for managerial expertise in the industry," he said. So far, 29 traditional students pursuing maritime management are enrolled, along with 15 local-business employees who are taking at least one course in a certificate program. Enrollment is expected to grow next semester. The new program is funded by local and regional businesses at a time when state money for higher education is being cut. Local companies have collaborated to develop courses and content, Chadwick said. The program includes a summer internship with a maritime-related firm. Industry leaders such as Abdon Callais, Bollinger Shipyards, L&M Botruc, Edison Chouest Offshore, Iberia Marine, Montco Offshore, Odyssey Marine, SEACOR Marine and Yellowfin Marine Services, have all agreed to hire interns. Nicholls State invites other interested firms to consider offering internships. For more about maritime management courses, visit nicholls.edu/business

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Innovative Marine Communications for Offshore Safety

Utility, functionality, and safety all come together in David Clark's wireless headset communication systems. For the soon-to-come North American Offshore Wind boom, there are lessons to be learned here, from across the great pond.

By Joseph Keefe

When Mantsbrite became the sole UK distributor of the David Clark Marine Wireless Headset Communications Systems in 2012, one of the first users was Tidal Transit, a fast growing North Norfolk company providing a new generation of personnel transfer vessels for use by offshore wind farm developers. That's because Tidal Transit selected Mantsbrite their first two state-of-the-art, purpose designed and built vessels with the best navigational aids available to enable the vessels to function safely and efficiently in the unfriendly waters of the North Sea.

Mantsbrite's Managing Director David Ash told *MarineNews* that one of the key factors in operating safely at sea is clear and interference-free communication. The David Clark system, ruggedly manufactured from marine grade components, enables users to enjoy clear, crisp reception within a range of 100 meters. Beyond this, he added, "Being hands-free, they greatly enhance mobility as there is no need for crew members to be tethered to the vessel."

Tidal Transit's Director Leo Hambro echoed those sentiments, saying "These Communications Systems have been invaluable. When we carried out a man overboard rescue exercise recently, the crew member on deck was able to move freely, giving very clear instructions to the crew on the bridge, thus avoiding accidental harm to the 'man' in the water. Fortunately, we haven't experienced such an incident, but with the David Clark wireless system, we are confident that our crew-to-crew communications can make a huge dif-

ference in both normal and extraordinary circumstances."

With Tidal Transit's first two vessels, the 'Ginny Louise' and 'Eden Rose', having been in continuous use in offshore wind farms service since delivery, Hambro and his crews have had ample time to evaluate the utility of the new communications systems. As a result, a third vessel – due to arrive in May 2013 – will also be outfitted with the equipment by Mantsbrite. While the offshore wind boom hasn't quite arrived in U.S. waters just yet, lessons already learned across the pond are worth noting, before it does.

SET UP & INSTALLATION

Perhaps one the most attractive aspects of the David Clark wireless system is its ease of installation and, subsequent to that, ease of use. The basic layout of the system typically entails a Skipper at the helm, equipped with a desk mounted microphone and speaker. As many as three mobile crew can be equipped with wireless headsets. According to the Master of the Eden Rose, no issues were encountered with the setup of the headsets. He added, "This also goes for learning how to use them. We simply donned the headsets, switched them on and they were ready to go."

GENERAL USE & UTILITY

The need for a wireless solution as opposed to a 'wired' headset system was paramount for this operator of wind farm vessels. That's because the wireless version provided



flexibility, mobility and freedom from entanglement with other equipment. The Eden Rose Master insists, “Wires would be a disaster in this environment. The less wires; the better, especially since deck tasks involve every area of the vessel.”

Wind Farm crews are typically outfitted with a number of PPE items, that at times, can be cumbersome. According to Tidal Transit’s Hambro, maintaining mobility and freedom was a key metric for those involved with choosing the David Clark system. Deck crews need the flexibility that the wireless system offers to enable them to freely walk around the vessel, and the nature of their work means that they need both hands free when transferring passengers or cargo, especially in adverse weather. For his part, the Master needs a wireless system in order to use both hands to maneuver the vessel into position on the ladders and then keep it there safely whilst passengers transfer.

Hambro says that the wireless system has to be easy to use, waterproof, durable and the reception has to be loud and clear, it should enable the crew to go about their duties on deck in severe weather or calm seas on a hot day with the minimum of disruption to their work and they should be able to talk and listen to each other as if they stood next to one and other. The battery life should ideally last a full twelve hours of continuous use. For Tidal Transit, the David Clark wireless solution fit the bill nicely.

SAFETY AT SEA: REAL LIFE UTILITY

For Tidal Transit, safety of personnel is paramount. The need to issue clear instructions via the headsets is therefore very important when, for example, pointing out hazards to personnel on deck or passing gentle reminders regarding general operating procedures. At the same time, the system has to

be reliable and durable enough to last throughout the working day.

In day-to-day situations, the wireless headsets are used to safely expedite transfer of passengers and equipment up and down offshore wind installations. In the engineroom, the headsets provide both a relief from high levels of ambient noise, as well as providing a reliable means of communication topside. The units also come in extremely handy, according to Tidal Transit crews, during man overboard drills when crew can be in instantaneous and direct communication with the skipper, giving him/her directions as to the location of MOB and the state of the casualty once on board. The crisp quality of the transmissions eliminates gray areas or uncertainty in communications.

Recently, while working in fog coming into Great Yarmouth, the headsets came into their own as they allowed deck crew to stand on the bow relaying information to the Master while keeping their arms free to perform other tasks as required. In another instance, an issue with one of the rudders while trying to keep station brought the full value of the wireless system into full perspective. Because of the vessel’s position and the prevailing tidal current, it wasn’t safe for the Master to leave the bridge as the vessel needed to be maneuvered around the turbines. A wireless equipped crewmember was dispatched to investigate and identify the problem. After the deck crew and Master agreed on a solution, the Master was able to tell the crewman if he needed to maneuver the vessel and how, thus affording the crewman the opportunity to take up a safe position away from the moving rudder/machinery. While this occurring, the crewman could relay back to the skipper any issues that he could see that could cause further complications.

WORKBOATS & WIND

The call for reliable and safe communications at sea, especially on small workboat platforms, is a lot more than just hot air. As the North American wind farm market slowly ramps up and promises to provide new opportunities, new fit-for-purpose craft will be built for this sector. As tidal Transit has already found out, wireless communications systems should be standard issue when they do. That’s because this is one place where utility, functionality and safety will all come together to pay handsome backend dividends in a workboat environment that, as yet, does not yet exist in domestic waters. When it does come, U.S.-based David Clark Company will be more than ready to serve a Jones Act restricted market with American built goods.

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NOW HEAR THIS

Better communication and hearing protection in the maritime environment through wireless headsets.

By Michael Walsh, Director of business development, Sonetics Corporation

Clear communication is essential for a safe, effective, and productive workplace. Too often, however, excessive levels of background noise make communication difficult. An estimated 22 million Americans are exposed to hazardous levels of workplace noise each year — four million are exposed every day. If you work in the maritime environment, you are likely among those four million. It has long been known that marine vessels are noisy places, and studies have demonstrated a clear correlation between long-term assignment aboard Navy ships and an increased rate of hearing loss.

TOO MUCH NOISE

Prolonged exposure to excessive noise leads to a condition known as “noise-induced hearing loss” (NIHL), the most common work-related illness in the United States. NIHL is hard to detect because it develops, in Coast Guard terminology, by the “three Ps”: *painlessly, progressively, and permanently*. Once hearing has been lost, there is no way to reverse the damage.

Excessive noise has been linked to other ill effects, including tinnitus (ringing in the ears), high blood pressure, headaches, muscle tension, ulcers, and poor job performance. Maritime studies have linked constant noise exposure to aggressive behavior and sleep disturbances. High noise levels aboard ship also interfere with the audibility of

speech and warning signals, both of which impair safety. Noisy work environments pose an even bigger problem: how to protect workers from NIHL while simultaneously enabling them to talk with each other on the job. Earmuffs may guard against hearing loss, but make it even harder for workers to hear each other. Walkie-talkies enable direct communication but do nothing to protect hearing, and also require a free hand for operation. Hand signals require line-of-sight visibility and can be misinterpreted.

Studies have shown that 80 percent of maritime accidents are due to human error, not equipment failure. Safety specialist Gordon Dupont has noted that one of the most common human errors is “lack of communication.” If workers cannot exchange information, the stage is rigged for an accident. Excessive noise greatly interferes with that exchange.

HOW LOUD ARE WORKBOATS?

The “excessiveness” of noise exposure depends on the intensity of the noise as measured in decibels (dB) and the length of the exposure. OSHA requires workers to wear hearing protection when exposed to an average of 85 dB over an eight-hour period, the threshold at which hearing damage begins to occur. The American Bureau of Shipping and the International Maritime Organization have issued similar guidelines.

Choosing the Ideal Wireless System:

DECT vs. Bluetooth: DECT transmission technology offers up to 30 times the coverage area of Bluetooth and is less subject to interference in the 30MHz - 1.8GHz spectrum.
Full-duplex vs. half-duplex: Half-duplex systems allow communication in only one direction at a time, like a walkie-talkie. Full-duplex systems allow communication in both directions simultaneously, like a telephone. Full-duplex capability is an important safety consideration because it allows the parties to speak and hear others at the same time.
Radio-compatibility: Wireless systems should be able to connect with mobile radios for ship-to-shore communication.
Comfort: Headsets should be lightweight and fit snugly, but comfortably, over the ears.
Ingress Protection Rating (IP): Look for a minimum rating of IP65 (when worn).
Transmission range: Range is usually expressed in line-of-sight measurements, but many things on board can reduce that figure. Look for at least 1000 feet of range.
Temperature range: Look for an operating range of at least -30° to 140° F.
Scalability: Advanced systems can accommodate up to 60 users.
Noise Reduction Rating (NRR): NRR measures how much a hearing protector reduces noise in decibels. Look for an NRR of at least 20; a higher number is better.
Warranty and service: Make sure the system is designed for use in the maritime environment, and ask about warranty, repair, and replacement policies.

How does the 85 dB “threshold” translate into the maritime environment? The short answer is that noise is a significant stressor on board ships. Crew quarters are often in close proximity to the propulsion mechanism, which creates issues with both noise and vibration. Studies have recorded noise levels as high as 120 dB in the engine room and ventilation system, which exceeds the human pain threshold. Other data show that 55-60 meter trawlers generate average noise levels of 85 dB over a 14-day trip. By comparison, a ticking watch emits 20 dB; normal conversation, 50 dB; a motorcycle, 100 dB; and a jet takeoff from 75 feet away, 150 dB. Sounds over 150 dB will rupture the eardrum. The decibel scale is logarithmic, so sound exposure escalates quickly. Every increase of 3 dB cuts the allowable exposure time in half, and each increase of 10 dB doubles the perceived intensity of sound. Using OSHA’s limit of 85 dB per eight-hour day as a benchmark, exposure to 100 dB of noise for more than 15 minutes would trigger the need for hearing protection.

WIRELESS COMMUNICATION HEADSETS: MOBILITY AND SITUATIONAL AWARENESS IN ONE

While hearing protection and clear communication might seem to be at odds, wireless communication headsets are an excellent way to bridge the gap (Figure 1). Wireless headsets can reduce background noise by 20 decibels or more and allow all crew members to communicate clearly. Headsets fit over the ear for hearing protection and are outfitted with a boom microphone and ear speakers to allow hands-free voice transmission and reception through a mobile base station. In some systems, the local headset network can be connected to a land-based operator via a two-way radio.

The premise of a wireless headset system is simple: everyone can hear and be heard, and no one is exposed to potentially harmful levels of noise. This allows all crew members to maintain complete situational awareness: the ability to stay in constant contact on the water, talk in nor-

mal voices without shouting or gesturing, and provide real-time verbal warnings in dangerous situations. Situational awareness also means greater productivity and efficiency. By removing the barriers to good communication, wireless headsets allow everyone to get more done in less time.

Wireless headset systems offer one other important benefit for maritime workers: mobility. Unlike hardwired systems, wireless systems avoid the need to “plug in” to a stationary audio jack. Workers can move freely about the boat without being tethered to a particular location. And because wireless headsets operate hands-free, there’s no need to hold a microphone or fumble with push-to-talk buttons. Communication is continuous, convenient, and conversational.

CHOOSING A WIRELESS SYSTEM

Wireless headset systems are available in a variety of configurations and price ranges. Before you purchase, make sure the wireless system is truly wireless. Some so-called “wireless” systems actually require a cord from the headset to a belt station, creating the danger of entanglement. Moreover, wires are usually the weakest part of any system due to corrosion and breakage.

Depending on the number of headsets you need to connect, wireless systems can run from several hundred dollars to several thousand dollars. Professional-grade systems may cost a bit more up front, but will save you money in the long run through better reliability, fewer repairs, and greater longevity.

Overall, wireless headset systems simply provide a better, more productive, and less stressful user experience. Shouting, waving, and straining to hear over background noise is exhausting. By simultaneously removing the effects of harmful background noise and creating an environment in which normal conversation can take place, wireless headsets offer the best of both worlds: hearing protection and communication clarity. They could even save a life.

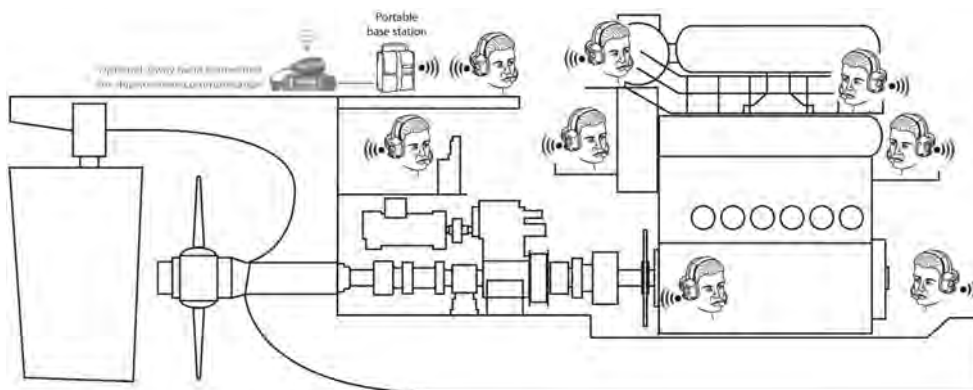


Figure 1
Sample 8-person wireless configuration for a ship's engine room



L to R: Jon Gonsoulin, Ralph Senner, Dickie Gonsoulin, Gerda Senner and Mike Senner.

Double Delivery

Houma Style

Last month MarineNews was on hand in Houma, La., for a festive double celebration marking the delivery of a pair of high spec 95-ft. towboats for LeBeouf Bros. Towing.

By Greg Trauthwein



To say that Jon Gonsoulin knows how to throw a party is an understatement. The ubiquitous president of LeBeouf Bros. Towing, LLC of Houma, La., hosted a double delivery celebration without compare last month at his home; one which saw LeBeouf and Gonsoulin welcome the MV *Karl Senner* and MV *Dickie Gonsoulin* to the LeBeouf Bros. fleet.

The party was unique not simply because of the arrival of the two new boats from the company's own Bourg Dry Dock, but also because it went beyond steel, machinery and paint; signifying a business relationship between Karl Senner LLC and LeBeouf Bros. Towing that spans more than 40 years.

GEARED FOR SUCCESS

The inland towing business is filled with history, characters and long tales of business partnerships, and the partnership between LeBeouf Bros. Towing and Karl Senner LLC – forged more than 45 years ago between Karl Senner and Dickie Gonsoulin – is one such story. Created by Karl Senner and Dickie Gonsoulin and extended today by Ralph Senner and Jon Gonsoulin, it all started in 1967 aboard the M/V *Mary R*, which was a single screw tugboat purchased by LeBeouf Brothers Towing after its incorporation in 1944. *Mary R* was originally powered with an Atlas six-cylinder, 160 hp engine. In 1955, the vessel was repowered with an Enterprise 6 cylinder inline “M” engine rated 400 hp at 800 rpm. *Mary R* sank in 1957, and after the vessel was recovered from the waters of Texas City harbor, it was refurbished and placed back into service.

In 1967, Karl Senner sold his first Reintjes gearbox for installation in the United States to LeBeouf Brothers towing. The Reintjes WAV 721 gearbox was installed in the *Mary R* for use with the Enterprise 6 cylinder inline “M” engine. The *Mary R* operated successfully with no major repairs to the Reintjes gearbox from date of installation

until the vessel was taken out of service in December 1981.

The gearbox was summarily pulled out and returned to Karl Senner, who cleaned it up and made it a centerpiece of the company exhibit at the Workboat Show in New Orleans. While it eventually was returned to Reintjes in Germany for display, last month, there it was again at Gonsoulin's home in Houma, on display at the double delivery celebration.

For Ralph Senner and his family, who were out in force with hundreds of invited guests, the tribute to his father and family was clearly moving, as this is the first boat to bear the name MV *Karl Senner*. Gonsoulin said the tribute to Senner and his father, Dickie, was clearly appropriate.

“Considering that Mr. Karl and dad were very dear friends for all of these years, it's a befitting time with the delivery of sister boats to have them both be named in their honor.”

THE YARD

While the long business ties provided a nice backdrop, the center of attention literally and figuratively are the boats. In an interview earlier this summer, Gonsoulin repeatedly stressed the high level of finish on his company's new boats, a strategy that helps the company recruit and keep its quality crew in a time when quality crew is at a premium. Upon closer inspection, the vessels appeared even better outfitted than Gonsoulin let on, with spacious and well-appointed accommodations, an ultra modern galley area with granite countertops, and a state-of-the-art gym.

Gonsoulin currently builds for himself at Bourg Dry Dock, a shipyard he started in 2005 in the wake of hurricane Katrina, when a local shipyard who had bid on one of their jobs essentially said they could not bid the project. “Having your own yard allows you a lot of flexibility,” Gonsoulin said. “It might cost a bit more in the short term, but in the long term, building yourself, building it



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better to your spec, it makes a lot of sense to me to build it stronger from the beginning.”

Jon is third-generation in the business, and he said the decision was made to start building boats in-house back in December of 2005. “That lit a fire under me to build my own equipment. I started building my own tank barges. The first two barges were delivered in Q1 2008, and we’re about to launch barge 537, so we’ve built 37 barges between 2008 and now.”

While attracting the right people to crew the boats is essential, so too is attracting shipyard talent, and Gonsoulin feels he has one of the best in the business running his yard, 33-year veteran Bobby Bartel.

Bartel worked for 27 years at Quality Marine, and another five at Gulf Island, before joining forces with Gonsoulin in 2012 to run Bourg Dry Dock, which today employs about 250, has the capacity to build four or five boats and about 10 barges per year. “I like building towboats, and he had a nice panel line,” said Bartel, explaining why he decided to join Bourg. “It’s a nice family run operation and I thought it was a good time for a change.”

For a boatbuilder, the Gonsoulin philosophy is a welcome one, in that he believes investing a bit more upfront

– whether it be on thicker steel plate for sturdier barges or a more rugged Reintjes gear to ensure decades of trouble-free performance – is the prudent financial move for companies that make a living moving product on the waterways, versus companies that view their boats and barges as mere assets to be bought, sold and traded for financial gain.

“It’s simple,” Bartel said. “Jon tells me to build it right, and that’s what we do.”

While Bourg Dry Dock traditionally has built only for LeBeouf Bros. Towing, Bartel said it is currently building four barges for other customers, and is also considering additional outside orders for boats and barges.

The M/V Karl Senner and the M/V Dickie Gonsoulin are Entech & Associates Inc.-designed boats, the second and third of a five boat series, all measuring 95 x 34 feet. MV *Karl Senner* has Mitsubishi S12-RY2MPTK-3 power and the MV *Dickie Gonsoulin* is powered by Caterpillar 3512s. All, naturally, will have Reintjes gears. Start to finish, each boat took about 11 months to build, Bartel said, with the Karl delivered in July 2013 and the Dickie, in September 2013. Bartel said there weren’t any unique challenges to building the boats, other than ensuring that they were nice, live-on friendly vessels.

The Boats – at a Glance ...

	MV Karl Senner	MV Dickie Gonsoulin
Builder	Bourg Dry Dock	Bourg Dry Dock
Designer	Entech & Associates Inc.	Entech & Associates Inc.
Owner	LeBeouf Bros. Towing LLC	LeBeouf Bros. Towing LLC
Delivery	July 2013	September 2013
Length	95 ft.	95 ft.
Beam	34 ft.	34 ft.
Depth	10.6 ft.	10.6 ft.
Draft, Max.	9 ft.	9 ft.
Speed	6 knots	6 knots
Main Engine	MITSUBISHI S12-RY2MPTK-3	CATERPILLAR 3512C Tier 3

Main Engine Fuel Filters	MITS / RACOR	RACOR
Main engine Oil Filters	MITS	HYDAC
Gears	REINTJES WF 665	REINTJES WF 665
Propellers	Kahlenberg 80 x 65"	Hung Shen 84 x 65"
Fog Horn	KAHLENBERG	KAHLENBERG
Searchlight	CARLISLE & FINCH	CARLISLE & FINCH
Classification	ABS	ABS
Crew / Pax	7	7
Fuel	37,006 gal.	37,006 gal.
Water	22,472 gal.	22,472 gal.
Lube Oil	670 gal.	670 gal.
Gear Oil	670 gal.	670 gal.
Bilge Pump	CRANE BARNES	POWER FLOW
VHF Radio	ICOM	ICOM
Washer / Dryer	AMANA	AMANA
AC	CARRIER	CARRIER
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Fuel Transfer Pump	VICAN PUMP	VICAN PUMP
Sewage System	SEA HORSE	SEA HORSE
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By Joseph Keefe

Tempest 36RHIB – Wing Hybrid Collar system with field interchangeability

Built by Tampa Yacht Manufacturing, (TYM), the 36RHIB is the general purpose configuration of their versatile 36 foot platform; a proven design. Additional configurations of the 36RHIB include an Aft Helm Configured Fast Boarding Craft, as well as an Air Droppable variant. The FPC offers enhanced open water performance with a robust propulsion package, and includes key elements to facilitate mother ship interface. The 36RHIB is designed

and built to IACS standards for Fast Patrol Vessels.

The vessel also incorporates employs the Wing Collar Assembly for it's around the boat's perimeter for impact resistance and deflection during close-quarter maneuvering and shouldering other vessels. As a universal and adaptable hybrid collar this assembly offers many of the advantages of the fully inflated collars without some of the disadvantages. The shape and size of the collar is established primarily by the closed cell polyethylene foam core that makes the collar robust, shock absorbing and non-collapsible. Its

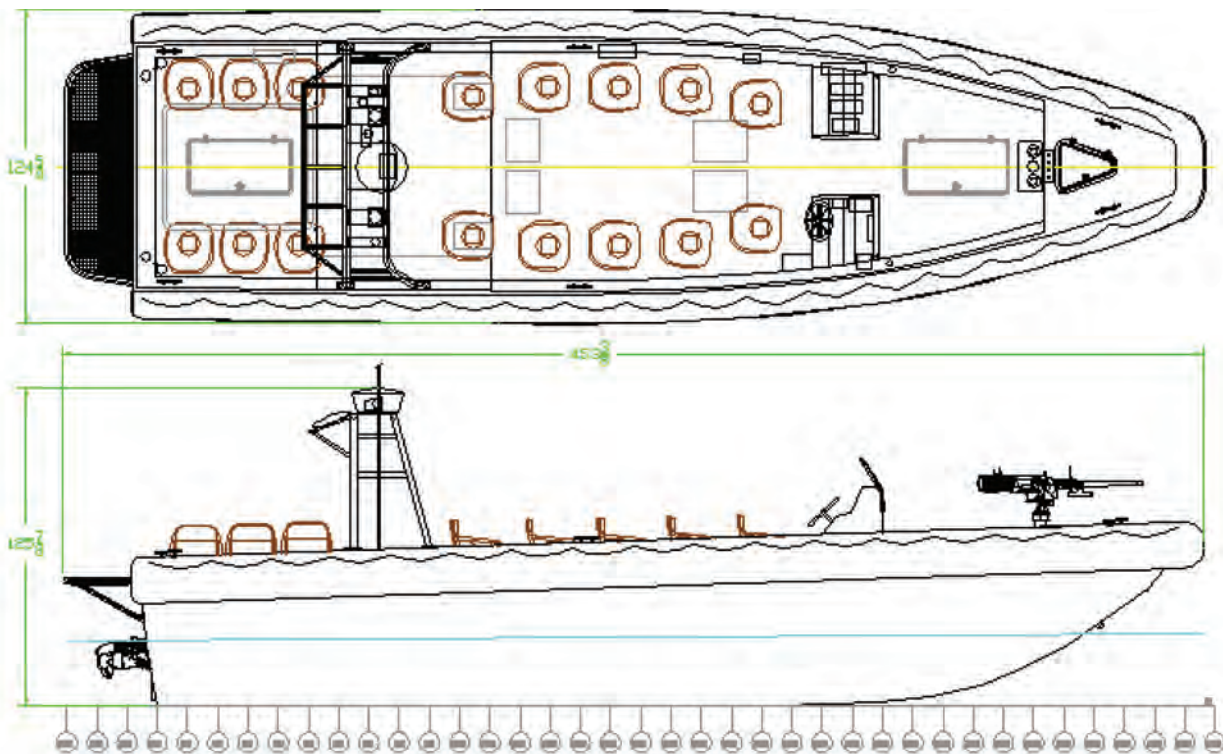


FIG. 1 – TYM 36RHIB

polyurethane skin and neoprene rub guard provide excellent abrasion resistance yet soft interface when coming in contact with fixed piers or moving vessels.

For TYM's configuration, however, a necessary inherent feature for their boat was the ability to provide field repair and replacement of the collar. Their customized Deck Ring receiver (using commercially available product) incorporates bolt rope extrusions top and bottom which provide attachment points for sliding the collar assembly on and off the boat. The foam core and sheathing can be installed relatively easily from bow or stern. Final insertion and inflation of the entrained bladder complete the installation and provide the final tightness for service. Moreover, all parts are standardized and interchangeable among sister-craft.

TYM's RHIB Collar is their adaptation of a WING product offering. In a nutshell, the concept works well for the customer, since its characteristics satisfy many of their unique criteria. The Indian Navy asked that it be field repairable and replaceable, and it is. Their troops must be able to repair and replace the boat's collars with minimal tools and maximum efficiency and without down time to a service center. TYM shop riggers install the collars on the floor with soap and rope in a matter of hours, and without special tools. TYM accommodated the unusual request by carefully installing and aligning the installation tracks on every boat to facilitate simple, repeatable, trouble-free extraction of old collars and introduction of replacement collars.

Non-deflatable, puncture resistant, and repairable in the field, the profile of the collar is not dependent on the bladder and to some degree the cross-section may be tailored to fit the vessel. The new 36RHIB has recently undergone sea trials for the Indian Navy.



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Tempest 50FPC – Versatile Bow Door deployment

Also built by TYM, the 50FPC is the Force Protection configuration of the versatile 50 foot platform based on the Tempest 60. Sister craft to TYM's 50FAC, soon to be in service patrolling the border waters of India, the FPC offers enhanced open water performance with a robust propulsion package, and includes key elements to facilitate mother ship interface.

A unique but key feature of the Tempest 50FPC is a Bow Landing Ramp for quick troop disembarkation and/or recovery. Designed for shallow draft operations, the craft is ideal for Patrol and Surveillance in coastal and riverine waters. And, that's where the TYM specially designed Bow Ramp comes into play. Particularly handy for the insertion/extraction of SOF teams into hostile/denied littoral/coastal areas, the vessel can operate at speed in waters less than 2 meters deep.

The 50 Bow Door is Tampa Yacht's design and unique to their boat. Although other firms also builders produce bow doors, no others have the distinct features of vertical personnel mobility, both up and down, which the TYM unit provides.

The 50 Bow Door (design and execution) is unique and innovative in the industry. The craft is fitted with a one me-

ter wide stainless steel clad Bow Landing Door for ingress and egress directly to shore from the bow of the craft, and for water level deployment/recovery of swimmers, ROVs, etc. The robustly built arrangement, fitted with integral stairs, is simply extended and retrieved manually for rugged durability. Dogs lock the ramp to the bow when not in use, and allow the ramp to be secured to the interior of the vessel. In the stowed and locked position, the Bow Landing Door provides vertical egress in boarding operations and at pierside.

Innovation, Adaptation and Unique Design

One way to keep the customers coming back is to be able to adjust quickly to customer requirements. TYM's unique bow door and the adaptation of a commercially available collar product do just that. Foreign customers, more and more, are sourcing U.S. yards for their newbuild needs. This involves competitive pricing, of course, but more importantly, quality service and products. TYM, like other smaller workboat shipyards, today exports a fair portion of its output to customers outside of North America. That's one way to keep a strong shipbuilding environment intact. In this case, solid design work trumps all other variables, too.

"They convinced us to go with water jet propulsion and incorporate dynamic positioning into the vessel control system, both of which have proven to be wise decisions. The vessel is fast, highly-maneuverable, and has proven to be a very versatile and stable platform for mooring operations, fisheries studies, and general survey work. After four years of successful operations, the RACHEL CARSON has far exceeded our expectations."

*~ Bruce Cornwall, Marine Superintendent
University of Maryland Center for Environmental Science*



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Transas, Seaways Europe & Serco Marine

Working together to create the world's best tug simulator, and along the way training Tugmasters in the absence of the actual vessels.





When UK-based Serco Marine Services acquired 29 new vessels from Damen to replace older assets and augment their growing fleet and contract obligations, they also knew that they simply could not wait until the boats arrived to begin training their tugmasters in the fine art of ASD operations. Serco Tugmaster and National Training Manager Steve Sandy eventually turned to SeaWays Consultants to get help with that training. Utilizing the cutting edge, Transas-built Seaways Tug Training Simulator, neither Serco nor Sandy has ever looked back with regret on that decision.

The foundation for that trust was laid in 2008 when Serco agreed to collaborate in a remarkable training program for the masters of the new vessels. In a nutshell, the SeaWays Tugmasters Training Program was developed over a 15 year timeframe, is well-proven and internationally recognized. Serco's big challenge was to prepare existing marine personnel for the arrival of as-yet undelivered ASD and ATD tugs. Adapting to new propulsion technology and forward-thinking manning and operational performance standards, especially in the absence of those vessels, would not be easy. That's where SeaWays came in. Here's why, and how:

DEFINING REQUIREMENTS TO MEET SOLUTION

Training to SeaWays and Serco standards involves both on board and simulator training. But, Serco and Sandy had as many as 66 masters and 22 admiralty pilots to train; something that Sandy told Transas User Conference (2013) attendees could take as much as 58 days on board (each), if done all live with no simulation involved. And, according to SeaWays, Tugmasters had to master 22 different skill sets before moving on to their on board assignments. The key issues facing both SeaWays and Serco on how to train while awaiting the vessels were many and they included the metrics included in **Table 1**.

For its part, SeaWays had set out to create what they hoped would eventually be the world's most sophisticated, realistic and variable Tug Simulator known to man. That journey to find a simulator provider took them all over Europe, spanning more than two months and visiting as many as five different vendors. Unimpressed with the visuals, vessels available, interaction and support offered from others, SeaWays ultimately found Transas. It was at the Transas St. Petersburg offices where SeaWays personnel and the team

Table 1: Serco Training Requirements

Necessity to start training early	Similar customer vessels onscreen
66 people from around the country	Ability to develop models quickly
All trained to a high standard before arrival of tugs	Onsite help with system operation
State of the art simulator required	Proactive approach to customer needs and issues

Table 2: Tug Simulator Requirements Presented to Transas

Jaw dropping realism	Full interaction around the ship
End user agreement	Precise tug reactions in differing pressure zones
99% not good enough	Towline modifications
3D visuals for depth perception	Precise bollard pull read-outs
Be proud of our achievement	Tugs wash hitting the ship creating pressure zones



at Transas developed a 78 point plan of improvements to be put into action and a continual relationship was cemented to develop what Steve Sandy calls, “The best tug sim in the world”. That would not be easy. The SeaWays/Serco wish list contained many metrics, as depicted in **Table 2**.

THE BEST TUG SIMULATION IN THE WORLD

From out of Serco’s specific training needs and SeaWays’ exacting requirement for realism came the Transas-built Seaways Tug Training Simulator. And, there is literally no end to the features of the high-tech training device. The simulator, for example, realistically duplicates, “tug washout at stern”, produces an Active Escort Model and as many as 15 hours of actual at sea data is collected for each tugboat to give the most realistic training effects possible. According to Steve Sandy, the Simulator even shows masters how the length of towline is a factor of bollard pull at different angles. All of this was modeled and because SeaWays insisted upon it, the simulator training includes depth perception and 3D effects.

Compliant to all acknowledged industry standards, such as ISM, ISO, USCG, UK MCA, STWC and PMSC, the simulation program was developed and defined based on specific, pragmatic and well illustrated training manuals. Training is structured to ensure that no common operational practice or risk is overlooked and records results to show that training was undertaken to the required ‘defined’ standard, which is subjectively assessed. The last part is especially valuable in the event of investigations that may result in a claim or penalty on the tug operator.

Delivering training via simulation is extremely cost effective when considered against manning costs, fuel consumption and engine hours saved by fast tracking the training via an experienced professional trainer. Beyond this, the simulator ensures that tug masters are taught to drive in such a way as to gain the most out of the tug and

to be able to operate tugs in a safe, relaxed and competent manner under the most challenging of circumstances.

END GAME: FORMAL ENDORSEMENTS FOR TUGMASTERS

A global move towards formal endorsements for tugmasters to operate tugs is gathering steam. Similar to what currently applies to Pilots, DP Operators, High Speed Ferries and other specialty disciplines, the certification(s) eventually could be further distilled down to other specializations such as General Towing - CTS Tugs, Work Boats Barge Work, Ship Assist Towing – Omni-Directional Tugs, Ship Assist Harbor Towing, and Sea Towing – Long Haul Towing, Salvage & Offshore OSV. When that does happen, no doubt SeaWays and Transas will be in the thick of it as training modules are developed, refined and standardized. The initiative should be a positive for Tugmasters and Pilots, who, via structured and defined training, will ensure a common level of competency of tugmasters.

Simulator layout and equipment set must now be adaptable for multiple vessel types and purposes – navigational and engine rooms alike – including, but not limited to Tugs, Offshore Vessels, Cruise Ships, Naval Ships, LNG and a host of others. As simulation training evolves, however, the need to keep the price reasonable for the increasing numbers of mariners who need it will be just as important.

Finally, effective mariner training of mariners – no matter what their specialty – must include both on board lessons and time spent in the simulator. But, as Transas European Sales Director Evgeny Drumachik recently told more than 250 customers at this year’s Transas Users conference, “No longer will industry accept learning on generic simulation platforms. The move towards the ability to swap out equipment and controls, to duplicate and closely mimic actual conditions at sea for the customer’s own equipment, will be very important.” Serco and Seaways Europe certainly didn’t accept anything less. Neither should you.

PEOPLE & COMPANY NEWS

Jensen Maritime Adds Eight New Employees



Henry



Gurnick



Hafferty



Robles



Martel



Vogt

Jensen's new team members include Brig Henry, marine engineer; Jean Hays, manager, accounting; Jonathan Smith, director, new construction; Thomas Gurnick, senior naval architect; George Hafferty, electrical engineer; Paul Robles and Jeffery Martel, naval architects; and Lisa Vogt, administrator. Since August 2012, Jensen has hired in total more than 25 engineers, architects and other specialists in all three company locations, Seattle (headquarters), New Orleans and Jacksonville.



Barker



Jaenichen



LaRose



Waterhouse

Bollinger Adds Barker to Sales Team

Bollinger Shipyards, Inc. has announced the addition of Brent Barker as Sales Representative for its ten shipyards and support services. Barker holds a Bachelor of Science degree from Nicholls State University in Agriculture Business.

Jaenichen Nominated to be Permanent Marad Chief

President Obama has announced his intent to nominate Captain Paul Nathan Jaenichen, Sr., USN (Ret) as Administrator of the Maritime Administration, Department of Transportation. Jaenichen has been Acting Administrator since David Matsuda's departure and currently serves as the Acting Administrator and as the Deputy Administrator of the Maritime Administration (MARAD) at the Department of Transportation. He was a career naval officer, retiring after serving 30 years as a nuclear trained Submarine Officer in the United States Navy. His final assignment was Deputy Chief of Legislative Affairs for the Department of the Navy from 2010 to 2012. He received a B.S. from the U.S. Naval Academy in Ocean Engineering and a M.S. from Old Dominion University in Engineering Management.

EBDG Grows Presence in Key Markets

Elliott Bay Design Group (EBDG) recently acquired new talent for both of its locations. Naval Architects Michael LaRose and Samuel Waterhouse

hold Bachelor of Science degrees in Naval Architecture and Marine Engineering from the Webb Institute and completed internships with EBDG. They will be working out of the company's Seattle headquarters. Marine Designer Joseph Dupont and Naval Architect Luisa Malabet are graduates of the University of New Orleans, and will be working out of EBDG's Gulf Coast office in New Orleans. EBDG has added approximately two new staff members per month since May, continuing a record of steady expansion.

Director Brian Salerno Sworn in at BSEE

Brian Salerno was sworn in on August 26 as the Director of the Bureau of Safety and Environmental Enforcement. Salerno retired as a Vice Admiral in the U.S. Coast Guard in 2012, after more than 36 years of active duty service. He is the third Director in BSEE's history, following James Watson and Michael Bromwich.

Imtech Appoints Marine Managing Director

Imtech Marine has announced that Capt. Eric Clarke has been appointed as Managing Director of Imtech Marine USA. After 10 years at sea, and prior to joining Imtech, Eric held the position of Vice President Americas at RightShip. Capt. Clarke also headed the Seafarer's Documentation and Certification Dept. of the Liberian flag and was an adviser at the International Maritime organization (IMO).

PEOPLE & COMPANY NEWS



Dupont



Malabet



Salerno



Clarke



Small



Mudupu

Promotions at Thrustmaster

Thrustmaster of Texas, Inc. has announced promotions in its top level operations management. Jason Small, M.Sc.Mar.E., has been promoted to General Manager. Venkat Mudupu, PhD has been promoted to Engineering Manager. Marcela Pineda, BSME has been promoted to Projects Director. Greg Ault was advanced to Chief Financial Officer for the company. Mr. Ault has over 20 years of financial management experience with increasing levels of responsibility, mainly in the heavy equipment industry. Aaron Cooley, B.Sc. Economics, J.D., UT at Austin has been promoted to Director of Support Services taking on the administrative support and service departments.

RSC Bio Solutions Hires Technology VP

RSC Bio Solutions has added Bernie Roell as vice president of technology. He brings more than 25 years of experience, previously working at Lubrizol, Ciba Specialty Chemicals and Houghton and has deep experience with a wide range of industrial lubricant applications. Roell holds both a Bachelor of Arts and a Bachelor of Science degree from Lock Haven University, as well as a doctorate in organic chemistry from Ohio University.

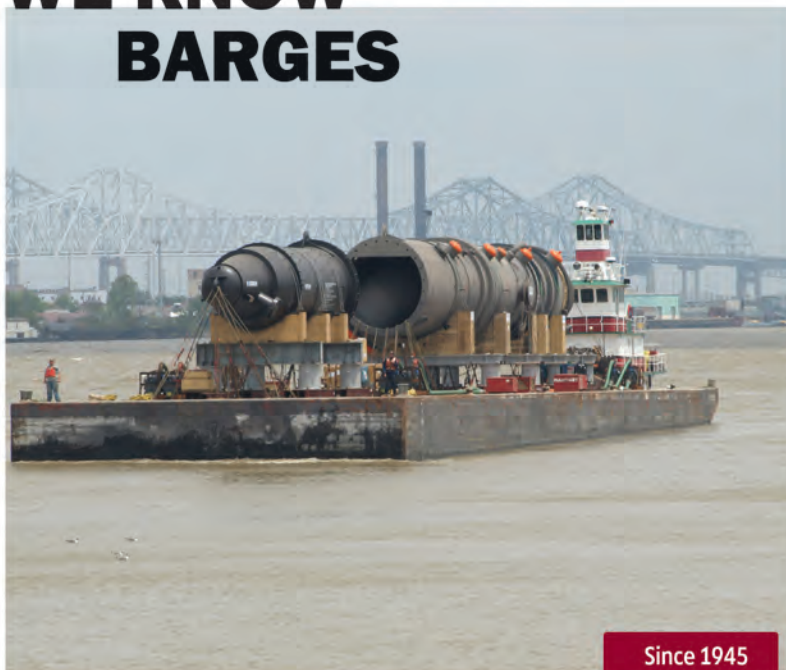
Ingram Barge Hires Senior VP, Human Resources

Ingram Barge Company has announced the addition of Kim W. Nowell as the company's new Senior Vice

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PEOPLE & COMPANY NEWS



Pineda



Ault



Cooley



Roell



Nowell



Bollinger

President, Human Resources. Ms. Nowell will have direct responsibility for overall planning and administration of both shore side and marine human resources. She recently served as Chief People Officer for Nashville-based Oreck Corporation, an international company of more than 1,500 associates. Ms. Nowell received her Bachelor's degree in Psychology from the University of Tennessee and her Master of Arts degree in Industrial and Organizational Psychology from MTSU.

Bollinger Announce New President, New COO

Bollinger Shipyards' Chairman and CEO Donald "Boysie" Bollinger have announced the appointments of Chris Bollinger as President and Ben Bordelon as Chief Operating Officer of Bollinger Shipyards. Chris has been employed at Bollinger since 1993 and most recently served as the company's Executive Vice President of New Construction. Ben has been employed with Bollinger since 1999, most recently serving as the company's Executive Vice President of the Repair operations. In his new role, Ben will be responsible for all of the company's Repair and New Construction operations. Both executives continue to serve on the company's Board of Directors.

Femenia Named Consultant at UtiliVisor

Jose Femenia has been named a consultant at UtiliVisor. Femenia will serve as a technical advisor for utili-

visor clients on shipboard propulsion and power systems. A professor of marine engineering at the U.S. Merchant Marine Academy almost 50 years, Femenia has conducted extensive research on marine engineering design and power plant analysis, and design and operations for marine vessels.

Mr. Femenia received a master of science degree in mechanical engineering from City College, City University of New York and a bachelor of marine engineering from the State University of New York Maritime College.

Hartzell Air Movement Hires Operations Executive

Hartzell Air Movement has announced that Neil Cordonnier has joined as Vice President of Operations. Prior to joining Hartzell, Neil worked as President of Ernst Metal Technologies and before that, earned a Bachelor of Science in Industrial Engineering from the University of Cincinnati and a Masters in Operations Management from Kettering University.

RINA Appoints North American Business Manager

International Classification Society RINA Services S.p.A., has announced that Ches K. King joined RINA USA Inc. as Business Development Manager. Based in the Seattle area, Ches has been active in the marine industry in the Pacific North West, Central and Eastern Canada and the USA in general since 1981, and comes to RINA with a wide breath of experience in

various market segments.

Norton Lilly's Thurber to Receive 2013 CONNIE Award

The Containerization & Intermodal Institute (CII) in December will present the 2013 Connie Award to H. Winchester (Win) Thurber III, Chairman & CEO of Norton Lilly International, for his leadership in the earlier years of containerization and his revitalization of the shipping agency concept and Norton Lilly.

Thurber joined Sea-Land Services in the late 1960s. During his career with Sea-Land and SeaTrain, Mr. Thurber held various positions for both ocean carriers.

AWT Appoints New CEO Haydn Jones

Applied Weather Technology, Inc. (AWT) has announced the appointment of Haydn Jones as Chief Executive Officer. Jones will lead AWT's 10 offices to deliver products and services to the company's clients. Most recently, Jones served as AWT's director of international operations, overseeing sales, marketing and business development. He is also a member of the parent company board of directors.

Bouchard Funds Simulation Center at SUNY Maritime

Bouchard Transportation Co., Inc. will donate \$750,000 to the State university of New York (SUNY) Maritime College's Throgs Neck Campus to establish the Bouchard Transportation Company, Inc., Tug and Barge Simulation Center. The center will



Bordelon



Femenia



Cordonnier



King



Thurber



Jones

offer full mission bridge simulators, instruction stations and a debriefing area where instructors can meet with students to discuss navigation, seamanship and bridge resource management skills required in the operation of tug and barges. The Simulation Center is slated to open in 2014.

Webb Awards Thomas B. Crowley Scholarships

Webb Institute has announced the selection of Matt Weklar '15 and Nolan Conway '15 as Crowley Maritime Corp.'s 2013-2014 Thomas B. Crowley Memorial Scholarship recipients. The scholarships are awarded annually to one or two students who, in the eyes of the Scholarship Selection Committee at Webb Institute, have demonstrated leadership qualities, school and community involvement, commitment to the maritime industry and academic promise.

Coast Guard Recognizes WW II Veteran

The United States Coast Guard honored World War II veteran Phillip Sustersic for his Merchant Marine Service nearly 70 years ago with medals during a ceremony held at Coast Guard Marine Safety Unit Cleveland on September 5, 2013. Rear Adm. Fred Midgette presented Mr. Sustersic with the World War II Victory Medal, the Atlantic War Zone Medal, the Mediterranean War Zone Medal, the Honorable Service Button, the Merchant Marine Emblem, a Harry Truman presidential letter and a 9th District challenge coin.

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www.chesapeakemarineinst.com



Marco Announces Launch of New Website

Marco Group International, a provider of service and equipment for the surface preparation industry, has launched its redesigned Marco.us website. The main focus of the website's redesign was to simplify navigation and enhance functionality. The site includes a new, modern visual design, expanded product information, part number listings, schematic drawings, simplified navigation to get to information in two clicks or less, high-resolution product photos, and a dynamic site search, enabling customer to search content and documents within the site. Surface preparation professionals can also stay current and connected with other digital properties.

www.marco.us



FloScan Receives ABS Certification

FloScan Instrument Company, Inc. has obtained ABS Product Design Assessment Certification for its new line of Series K Stainless Steel Diesel Fuel Flowmeters. This certification permits the installation of FloScan Fuel Monitoring Systems on ABS-classed vessels requiring steel piping components. FloScan manufactures Fuel Monitoring Systems for permanent installation on diesel and gasoline engines, worldwide on commercial and recreational vessels. Since FloScan flowmeters were first introduced in aircraft 40 years ago, more than 750,000 FloScan sensors and systems have been installed almost every make of gasoline and diesel engine, rated from 25hp to 6000hp.

www.floscan.com



ExxonMobil's Environmentally Acceptable Lubricants

ExxonMobil Marine Limited is introducing Mobil SHC Aware, a series of synthetic, environmentally acceptable lubricants. Formulated to enhance equipment performance, comply with environmental regulations and minimize maintenance costs, the lubricants were developed through extensive testing. The Mobil SHC Aware range includes Mobil SHC Aware H hydraulic fluids, Mobil SHC Aware ST stern tube lubricants, Mobil SHC Aware Grease EP 2 multi-purpose grease, and Mobil SHC Aware Gear range of gear oils. The series meet requirements for environmentally acceptable lubricants as outlined in the EPA's 2013 Vessel General Permit (VGP).

www.exxonmobil.com/marinelubes-en/default.aspx



Miller Welder/Generators Reduce Fuel Use and Sound

The Trailblazer 325 Diesel and Bobcat 250 Diesel welder/generators by Miller Electric Mfg. Co. – both fully compliant with EPA Tier 4 Final emissions regulations – deliver multiprocess welding capabilities and smooth generator power, designed for the professional welder. Designed to extend runtimes by 55 percent, reduce fuel use by 25 percent and noise by 40 percent, these units combine for a safer, more productive jobsite. The smaller footprint allows trucks to carry more heavy payloads. Both are Stick, MIG, Flux-Cored and DC TIG-capable. With carbon arc gouging capabilities, the generators can power Spectrum plasma cutters for additional flexibility.

www.MillerWelds.com



STAUFF's Anti Corrosion Technology Clamp

ACT Clamps from STAUFF protect against crevice corrosion in salt water. Designed for use with stainless steel tube and pipe, ACT clamps can be used for both underwater and top-side applications. Crevice corrosion is a problem when seawater is trapped in gaps between conventional clamps and the pipe or tube. ACT Clamps utilize anti-corrosion elastomer strips to firmly hold the tube while eliminating gaps seawater can penetrate. The clamp body provides UV stability and is resistant against seawater, rain and oil. STAUFF ACT clamps have been extensively field-tested in the Dutch North Sea.

www.stauffusa.com



Raymarine Introduces New Engine and Steering Solution

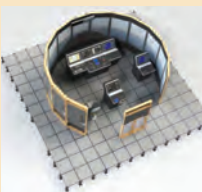
Raymarine has launched a new ECI-100 Universal Engine and Control Interface. The ECI-100 bridges the gap between engine instrumentation, drive-by-wire propulsion systems, and Raymarine network navigation systems. The ECI-100 collects and connects engine information to give simple and immediate access to engine performance data, fuel consumption and alarms via customizable information screens on multifunction displays (MFDs). The ECI-100 is compatible with Volvo Penta, Yamaha Marine Command Link Plus, Caterpillar and Yanmar Marine engines and is a full-function autopilot interface for Volvo Penta IPS and Yamaha Helm Master propulsion systems.



www.raymarine.com

Houston Pilots, San Jacinto College Provide Bridge Simulator Training

San Jacinto College will acquire three interactive bridge simulators for professional mariner training thanks to an agreement with the Houston Pilots. The simulators are room-sized replicas of ship control bridges, each with a 270-degree view and life-like graphics displayed on multiple 65-inch monitors. Previously, the Houston Pilots often traveled the globe for such training. By having bridge simulators available locally, customization of the system to exact specifications required for unique conditions in the Houston Ship Channel is possible. The College's new waterfront maritime facility along the Port of Houston is scheduled to open in 2015.



www.sanjac.edu

New Rig Wash Cleaner Degreaser Now Available

Environmental Solution, Inc. has released Rig Wash, a new cleaning and degreasing product with applications in the offshore drilling industry. Rig Wash is a bioremedial cleaner degreaser that can be used for cleaning all surfaces, including all metals, rubber, plastics, acrylic, chrome and plated finishes and painted surfaces without warping, etching, weakening or corroding. It also acts as a dispersant and causes no damage to aquatic life. One major benefit is that product comes in a highly-concentrated liquid form so unlimited quantities can be stored on board, eliminating frequent supply runs.



www.totalbiosolution.com

Insatech Bunker Control System Saves \$31,980

The Insatech Bunker Control System provides operators with safe monitoring of oil transfer and true knowledge of transferred amounts, ensuring that they do not pay for more than they receive. Recently, the Insatech Bunker Control System showed that the receiving vessel had been delivered 53.3 metric tons short (\$31,980) during bunkering. On the receiving vessel, a Yokogawa Coriolis mass flow meter, of the type Rotamass, was installed and controlled by a Bunker Control System from Insatech A/S. The Insatech Bunker Control System will, by detecting the mass, not the volume, provide reliable measurement.



www.insatech.com

Bestobell Secures First Deal Following Wärtsilä Agreement

Bestobell Valves, part of the President Engineering Group (PEGL), based in Sheffield, U.K., has received its first order from Wärtsilä Gas Power Systems (GPS). The new partnership specifies Bestobell Valves being the preferred supplier of cryogenic valves for Wärtsilä's LNGPac fuel system. For the first order, Bestobell has manufactured 20 cryogenic valves – which are a combination of Class 150 manual and pneumatic actuated globe valves – for the fuel system on-board m/v Osfriesland, a vessel which is being converted to run on dual-fuel (LNG as well as oil).



www.bestobellvalves.com

Coxreels Launch New Website

Coxreels has announced the launch of its new and improved website. This completely revamped website features a new design, a fresh look, a streamlined user interface and new tools for convenient product search and selection. The website has been improved, expanded and designed to insure a superior and informative user experience. Coxreels.com is a true and extensive resource center for distributors, OEMs and end-users offering in-depth product and industry information, literature downloads and videos. Coxreels has remained steadfast and focused on manufacturing high quality professional grade hose, cord, and cable reels since 1923.



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Shipyards Superintendent & HR Manager

Job Location: USA, Seattle

Lake Union Drydock Company, a Seattle shipyard, has an opening for a motivated Shipyards Superintendent/HR Manager. Only candidates with the required experience will be considered for the position. Local candidates or those able to self relocate are encouraged to apply.

Responsibilities for the Shipyards Superintendent

- Maintain facilities in a clean, orderly and safe manner at all times.
- Assess maintenance and capital improvement needs. Obtain estimates for proposed work and manage projects.
- Review and approve all overhead purchase requests.
- Develop and manage preventative maintenance schedules for all equipment.
- Maintain documentation files.

Responsibilities for the HR Manager

- Supervise all shop Foremen and facilitate improved productivity, communications, and cooperation between Shops, Project Superintendents, Purchasing, Estimating and Plant Administration.
- Assist with the administration of Collective Bargaining Agreements.
- Mediate problems and misunderstanding between shops.
- Coordinate with the various departments to assess and resolve manpower needs relative to production commitments.
- Ensure that all policies are communicated and uniformly enforced.

Requirements

- Must have 5 years of relevant experience as an on-site Superintendent and Human Resource Manager.
- Proficiency in Excel, Word, Outlook, as

well as strong verbal and written presentation skills

- Experience with unions required
- Shipyard experience preferred.

Job Profile

- Non-union, exempt
- Salary range: \$75,000 - \$85,000, depending upon qualifications
- Benefits offered: Medical, dental, vacation, paid holidays, paid sick leave, 401(k) plan, profit sharing after one year of service, and life insurance

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Marine Cargo Surveyor

Job Location: USA, Norfolk, VA

JOB REQUIREMENTS:

- Minimum three (3) years prior marine survey experience
- Excellent written and verbal skills
- Excellent observation skills
- Excellent interpersonal skills
- Ability to work independently in the field in a marine environment
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- Proficiency in Microsoft Office products at an intermediate level, especially Excel and Word
- Must have valid driver's license and good driving record

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Inventory Manager - Mobile, Alabama

Job Location: USA, Mobile

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Employee Duties -

- Scale Trucks 20 hours/week
- Fines/Ash Testing
- New pellet testing for customer deliveries
- Expedite / Test Bayou pellet samples
- Barge Sampling / Testing
- Barge Drafting
- Control Union currently drafts all barges, while loading the vessel
- After certification / training, the Enviva employee will draft all barges
- Coordinate inventory tracking with Cooper T. Smith
- Work with Cooper T Smith to facilitate the use of an access database for entering and tracking all pellet deliveries to the Chipco Terminal (Wiggins, Bayou, and Amory plants)
- Coordinate with Enviva Quality Director to track daily sampling at each plant with the destination barge
- Track inventory through the Barge Tracking Dashboard and Shipping Schedule (Enviva reports)

It is anticipated that the employee will receive training to become knowledgeable and/or certified in surveying ocean vessels

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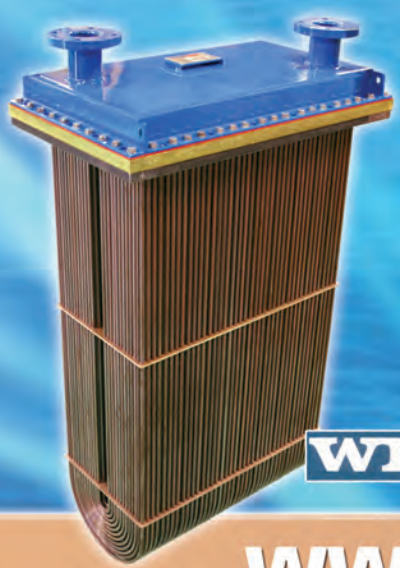
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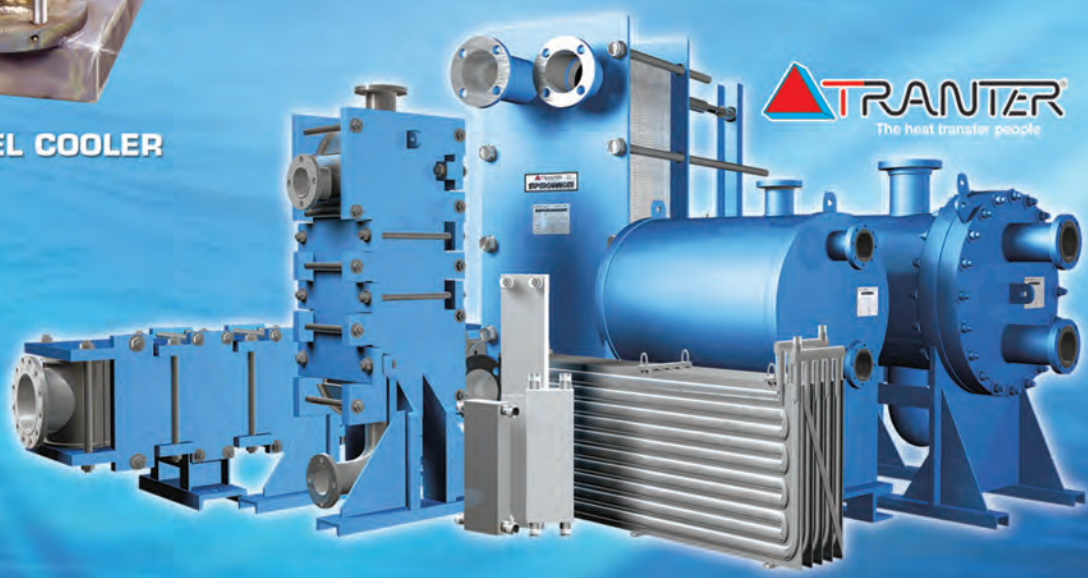
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