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CANADA



Wharfside

April 2011

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Did you Know?

Two hydrogen atoms walk into a pub.
 One says, "I think I've lost an electron."
 The other says "Are you sure?"
 The first says, "Yes, I'm positive..."

Can you solve this Puzzle?

Can you decipher the following common phrase?

TMC
 AUO
 HSM
 WTE

Answer on Page 4

Comments about this Newsletter?

Please email comments, articles and ideas to Ian Roberts, Communications Manager at ian.roberts@marineharvest.com

DOMTAR EarthChoice
High quality paper with a conscience

Are we ready for the earthquake?

By Neil Stewart, Director, Supply Chain & Processing



Over the past weeks, our thoughts at MHC have been with the people of Japan affected by the recent earthquake and tsunami. While we hope this would never happen here, historic evidence suggests that a similar size earthquake took place late in the day on January 26th, 1700, off the coast of British Columbia. Although there were no written records from the region at this time, the earthquake's precise time are nevertheless known from Japanese records describing a large tsunami of non-local origin (no local shaking) striking the coast of Japan on January 27th, 1700.

This recent event was more than just a safety drill for our staff on farms in the Quatsino Area (northwest coast of Vancouver Island). We were scheduled to harvest 18,000 fish on Friday, March 11th, but with the early notice of the tsunami, it was quickly postponed. Authorization to begin harvest was given at noon when Canadian Coast Guard issued notice that the tsunami had passed.

But as after shocks continued off the coast of Japan, we were advised to once again stop harvesting and evacuate staff from the Quatsino area. We all support this Safety First Policy in times of any unknown circumstance.

We ship approximately 600 to 800 cases of pin bone in/skinless fillets (8,000 to 10,000 kg) to Marine Harvest Japan each week. This product is further processed at a plant near Narita Airport in the Tokyo Area and delivered to Costco stores. We had several shipments in transit when the earthquake hit which created a logistical challenge due to cancelled flights, but after some delay all these shipments did arrive at airports in Japan. The Japan processing center was closed the Friday of the earthquake and Saturday following, but on Sunday the center was back processing salmon.

One Costco Japan warehouse in Tokyo was badly damaged when the ramps to their roof top parking garage collapsed. Since Costco members were unable to park, they saw a reduction in sales of salmon so some shipments have been reduced over the past few weeks.

This event sends a clear message to us in BC - an earthquake like that in Japan will happen here at some time and we all must take steps now to be best prepared both at home and at work. Marine Harvest has assembled a local response preparedness team and the first meeting has taken place to review tsunami response procedures.



JAPAN EARTHQUAKE - ASIA PACIFIC TSUNAMI



MAKE A DONATION

YOUR HELP IS URGENTLY NEEDED



Support Your Employee Council

To make our Employee Council successful, we need information from our staff on how to improve and on areas where we can get involved. Please take a few minutes to give us some feedback by filling out the Employee Council brochure that was sent to your site. This will help your Employee Council Representative know what staff in your area would like assistance with. We appreciate your efforts. Please return all brochures to the CR Office via your site mail.

We look forward to your feedback. If you have any questions, please do not hesitate to contact your Representative or you can email me at Suzi.gaskill@marineharvest.com.

Enjoy the Spring sunshine.

Suzi Gaskill, HR Advisor

Marine Harvest Global visits MHC



MHC welcomed a visit in March from (right) Marit Solberg, Chief Operating Officer - Farming, and (left) Inger-Elisabeth Holberg, BU Controller Farming, of Marine Harvest Global Farming Unit. Their visit started with a tour of the Sayward North Hatchery then site visits

to Campbell River North's Shaw Point and Port Hardy's Doyle Island followed by a stop at the Port Hardy Processing Plant. Marit and Inger-Elisabeth finished off their visit to Canada with a day at the Campbell River office to meet with the Senior Management Team.

Scenes from Klemtnu *Some say the world will end in fire, some say in ice. Robert Frost*



“Here comes the sun. Jackson Pass”

Photo submitted by Spencer Mason



“Greetings from Sheep Pass and Lime Point this March...”

Photo submitted by Terry Smith

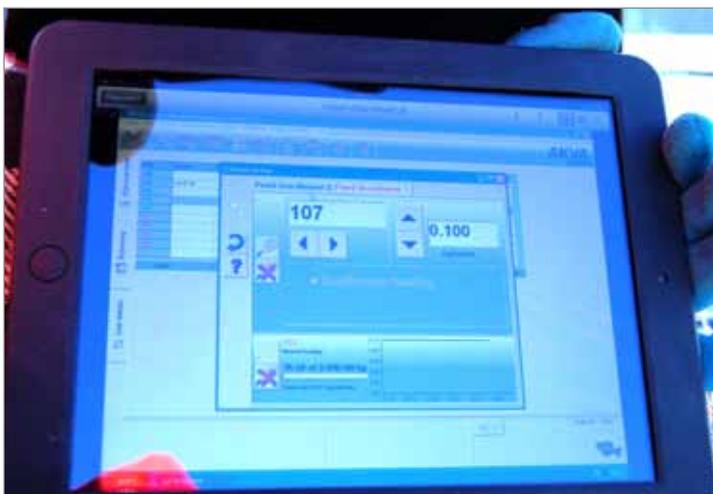


No virtual Farmville at Sonora Point



This is the real thing! Sonora Point's Jason Young uses the iPad for feeding. The iPads are running a remote control software (VNC) to control the feeding computer located in the feeding shed. Up until now, the sites have been using little PDA-sized units, testing the eyesight of all who use them.

Sonora Point's Site Manager, Paul Pattison, says "The program we use (VNC) is a \$9.99 app and free download for PC." Photos courtesy of Greg Gibson.



"Price is Right" game night

Come On Down!
to the Campbell River Hospital Foundation's version of

the PRICE is Right

7pm, Thursday
April 28, 2011

Tidemark Theatre
Doors open at 5pm for registration
For information call 250-850-2418

Supporting
Quality Health Care

Don't miss the Fun!

Tickets: \$50
Available now at the
Tidemark Theatre Box Office
or www.tidemarktheatre.com

CAMPBELL RIVER HOSPITAL FOUNDATION
Give. Because You Care.

www.crhospitalfoundation.ca

Marine Harvest is sponsoring the Now & Then game at the Campbell River Hospital Foundation's "Price is Right" game night, April 28th to be held at the Tidemark Theatre.

Tickets are on sale now to April 28th! 2 complimentary tickets are available for MHC staff to attend. If you are interested, please send in your name to Tina.McMurdo@marineharvest.com to be entered to win.



Thanks for the Sweeping Support!



The Campbell River Curling Club would like to take this opportunity to thank Marine Harvest for the sponsorship of the 2011 'Ralph Boyd' Men's Open Bonspiel held on February 3rd thru

the 6th, 2011. This is the 3rd year that MHC has supported our event.

Marine Harvest's donation of Atlantic salmon for the curlers "Friday Night Seafood Plate" is outstanding and allowed our Curling Club to host the best Men's Open Bonspiel in twenty years. Local teams and teams from other communities

expressed their appreciation of your sponsorship and the quality of the bonspiel.

Once again, thank you for your support!

Susan Johnson
Club Manager/Event Chair
Campbell River Curling Club

Littlest Canuck hits the ice!

On March 16th, 2011 at Rogers Arena in Vancouver, a once in a lifetime opportunity took place for one Campbell River Minor Hockey player. The Littlest Canuck, Madison Oke, skated with the Canucks during their pregame warm up and stood with the team on the ice during the singing of the National Anthems.

To top off the most memorable evening, the Vancouver Canucks hammered the Colorado Avalanche 4:2! The game was even memorable for a few Canucks as Henrik Sedin played his 800th NHL game, and Vigneault coached his 400th with the Canucks. Madison's trip was sponsored by Marine Harvest Canada and 99.7 the River Radio. To view Madison in action with the Canucks, go to The Littlest Canuck on Facebook.



The Littlest Canuck, Madison Oke, on the ice with #27 Manny Malhotra.
Photo courtesy of the Vancouver Canucks

Off to the races at Saratoga Speedway

Marine Harvest Canada is proud to sponsor Saratoga Speedway in 2011. We are game day sponsor for May 14th, which includes Old Time Racers, IMCA Modified, Bomber Cars and Motor Bikes. Stay tuned for information on free tickets

to the May 14th event and also free (but limited) Season's Passes to all 2011 race days.

Check out www.saratogaspeedway.bc.ca for schedules.





Sales suits well-rounded and happy guy

By Gina Forsyth



As a kid who loved the water, it made sense for Sales Manager Dave Ashcroft to look west after graduating from the University of Waterloo with his degree in biology. Now responsible for supplying Marine Harvest's 30+ American

customers with fresh product, Dave is getting ready to celebrate 18 years with the company in March.

Born near Liverpool, England, Dave's family moved across The Pond and settled in Hamilton, Ontario. In the early 90's, he visited the Campbell River area, where his brother had settled, looking for work. Ten days after applying for jobs, first at government hatcheries and then in aquaculture, Dave had seven offers. For some reason he chose Mark Asman and Paradise Bay Seafarms, where he began his aquaculture career at Orchard Bay as a diver and site tech.

Along the way, Dave worked in Japan for six months as a feed consultant for Skretting and for him it was "the job of a lifetime". Following that



international adventure, Dave returned to Marine Harvest before taking a sabbatical to work for North Island College teaching Aquaculture in Kyuquot. Since then he has been immersed in the world of Supply Chain, Logistics & Sales.

Dave met his wife Debbie, who also works for Marine Harvest in the IT department, when they were youngsters in Ontario and began dating in their teens. They married in 1993 and are parents to two girls ages 12 and 10. "My kids are my life," said Dave, who is well known for his sense of humor and ability to make those around him laugh.

For Dave, what's the best thing about working at Marine Harvest? "I make sure I have fun every day".

Company and regulator pleased with positive farm site amendment results.

By Gina Forsyth

An amendment approved by Fisheries and Oceans Canada in 2009 for a farm site near Port Hardy is today showing positive outcomes for both the environment and the business.

The approved changes at Doyle Island, allowing larger cages to be positioned in deeper water, have resulted in a smaller environmental footprint as well as streamlined operations, said Environmental Assessment Biologist Greg Gibson.

The peak biomass - the maximum allowable total weight of fish on site - was increased from 2,550 to 3,500 metric tons. As part of the operational agreement for all its farms, the company ensures that the peak biomass of the fish doesn't go beyond this approved ceiling.

"Through careful monitoring of fish weight samples, feed consumption and cage inventories, we know when harvesting needs to start to stay beneath the maximum allowable tonnage," said Greg.

Last summer the cage system was changed from metal to plastic, something the company has been

working towards wherever weather conditions allow. The plastic cages are larger in diameter than the former steel ones - 38 metres across instead of 25 - and the larger volume allows more room for the fish to move around as well as providing for increased water flow between the cages to better dissipate the fish waste products.

The switch to new cages also led to a decrease in the number of cages from 18 to seven. Mike La Course, Site Manager at Doyle said, "We've been able to streamline our feeding and net washing so the switch to fewer cages has made operations more efficient for site staff."

The cages were also moved into deeper water, further from shore, added Greg. In general, Fisheries and Oceans' policy is to protect marine environments in depths of less than 30 meters. The majority of life is found within this range where light can penetrate so we do whatever we can do to minimize the environmental impact in this zone, explained Greg.

Fisheries and Oceans visited Doyle mid-way through this latest and larger production cycle taking bottom samples confirming that the farm nutrient releases were not exceeding the assimilative capacity of the sea floor. In fact, sea floor characteristics were nearly indistinguishable from baseline conditions, indicating the success of the farm repositioning.

Fisheries and Oceans Canada Senior Aquaculture Biologist Kerra Hoyseth said, "Past sea floor monitoring results showed limited environmental impact and we're pleased to see evidence of continuing low impact even with the production increase amendment to the facility."

Marine Harvest Canada's farm sites at Duncan Island, Marsh Bay, and Shelter Bay have also received amendments but, unlike Doyle, these other sites are at rest and have yet to produce a crop of fish under the improvements allowed by the amendments. It's anticipated that sea floor testing will show similar positive results for the business and the environment once fish are restocked at the farms in the near future.



House in Prayer at the House of Prayer (Hip Hop!)



On Thursday March 10th, staff at Marine Harvest Canada (MHC) were welcomed by members at the House of Prayer for a thank-you luncheon at Alert Bay. Due to the coordinating efforts of Alert Bay resident and MHC employee Dean Nelson, MHC was pleased to donate 100 desperately needed new chairs to the church.

Kelly Osborne, Production Manager/Broughton Area, and Ian Roberts, Communications Manager, were both gifted a carving from local artist Cecil Wadhams as a kind token of the church's appreciation. Kelly's wife Karla and Sustainability Director Clare Backman also joined in the celebration. The rest of the afternoon was spent eating a wonderful lunch, meeting new people, joining in song, touring local sites and visiting carvers.

Special thanks to Pastor Medric Wadhams and his wife Queenie, Pastor Dixon Taylor and his wife Sue, Pastor Andrew Speck for their very warm hospitality and to Andrew Webber for leading the choir.

In top photo (l-r); Back row - Pastor Wadhams, Pastor Taylor, Pastor Speck & Dean Nelson, Front row - Cecil Wadhams & Kelly Osborne



MHC supports the Campbell River Salmon Foundation

At the Campbell River Salmon Foundation's fundraiser, MHC was the successful bidder on a trip for two to Cabo San Lucas. The trip includes one week in Cabo San Lucas and also includes airfare & accommodations.

Situated in a stunning landscape where the desert meets the white sand and turquoise water. Accommodations are in a private waterfront condo - part of the Casa Del Mar Hotel complex. Casa Del Mar offers a luxury spa, gourmet dining, tennis courts & access to the 18 hole Cabo Real Golf Course by Robert Trent Jones. Return airfare from Vancouver to Cabo (not included: meals or luggage/transfer fees). Expires March 1, 2012. Once again, one lucky full time MHC staffer will be drawn to win this prize.

Sorry winners, you will need to use your holiday time for this one! All full time MHC staff (as of April 1st, 2011) are eligible for the draw. Stay tuned on April 20th for the announcement of the winner!



Marine Harvest Canada is proud to provide the Campbell River Salmon Foundation it's third annual partnership donation. Mike Gage, Chairman at CRSF (right) was pleased to accept a cheque from Ian Roberts at Marine Harvest for \$10,000 during this year's fundraising dinner held March 12th.

The CRSF is a volunteer based, registered charity and not for profit organization developed to promote salmon enhancement in watersheds north of the Oyster River and south of the Salmon River and the adjacent midland coast.

