



**marine harvest**  
excellence in seafood  
CANADA



July 2011

### In This Issue

Recognizing our achievements . . . . . 1  
 Campbell River South  
 Photo Competition Begins . . . . . 2  
 Saratoga Speedway Fun for Families . . 2  
 2011 Smolt Party . . . . . 2  
 Mid-Island's three biggest First Nations  
 sign new deal with Marine Harvest . 3  
 PAA 15th Annual Slo-Pitch Tourney . . 3  
 Van Isle 360 enjoys visit to Hardwicke  
 Island farm site . . . . . 4  
 St. George's Outdoor Education Class  
 paddles by . . . . . 4  
 Fish Health Tech followed  
 the fish to West Coast . . . . . 5  
 Company donation supports  
 sturgeon R&D and conservation . . . . 5  
 It's been a great ride CR! . . . . . 6

### Did you Know?

Man who leaps off cliff  
jumps to conclusion.

### Can you solve this Puzzle?

Forward I am heavy, but  
backward I am not. What am I?  
**Answer on Page 4**

### Comments about this Newsletter?

Please email comments, articles and ideas  
to Ian Roberts, Communications Manager  
at [ian.roberts@marineharvest.com](mailto:ian.roberts@marineharvest.com)

**DOMTAR EarthChoice**  
High quality paper with a conscience

## Recognizing our achievements

By Tom Conlon, Finance Director



If you've visited the Campbell River office during the last 9 months, you may have heard the term 'ERP'. All we need is another acronym, right? To most, the first reaction is "what is an ERP?"

ERP stands for

Enterprise Resource Planning, which integrates internal and external management information across an entire organization, encompassing finance/accounting, manufacturing, sales and service. And actually this is still confusing.

I want to break this down a bit to explain what it means to Marine Harvest Canada and to identify the people that planned and completed this project.

The first step we had to take was implement Aqua Finance -- a software package that links our biomass database to our financial database, and helps us value our biomass inventory, provide cost information and help our operations personnel by providing better business information. Aqua Finance along with new Aqua Farmer (coming this fall) and Aqua Future systems will link the data flow from the farm site through fish health and planning to reporting. That is what a real efficient system does - capturing the data once, eliminating the need for additional inputs, and providing timely accurate reports for decision making.

For the second step, we were able to go forward with the biggest part of the project, the replacement of our ledger. The ledger should be the hub of our information system. All the business tools we use, if properly linked through the ledger, provide a source for data to be connected. Of course we don't keep all the detail in the ledger as it would balloon in size astronomically. We provide a level of business reporting that can identify issues from which we can dig into the individual system to find the details.

The third system replaced was our payroll time and attendance. There is nothing more important than paying our people making sure our operations succeed. This package ensures that our staff gets paid correctly, timely, and that the pay they get is easily understandable. It allows for the data to be tracked back to what you worked, so each and every person can feel confident that they are getting paid accurately or identify if there have been any omissions.

The fourth system was the scanning of invoices. As soon as you enter the CR office, you will see two wonderful ladies sitting on your right. The fact is that they were always there but buried under reams of paper. This system has allowed us to send invoices out for approval electronically, ensuring we pay the correct amount, inform the people responsible on what is being spent and having the ability to give them a report to look at their spending history.

A fifth system, run in Norway, helps our corporate office accumulate all financial information along with other Key Performance Indicators (KPI's) and report to the stakeholders of the company.

This all explains what these systems do but does not touch on what was done. In many other instances, implementing a project of this size and complexity has resulted in disastrous effects... over budget, late start up and cancelation of the projects. We have a group here that completed the project on time, on budget and the project gives us the basic business tools from which we can grow as a business. Involved in this project sacrificing the countless extra hours and efforts are Pam McDermott, Debbie Miller, Chris Leighton, Michelle Stuart, Marc Johnson, Linda Brooks, Linda Thulin, Denise Hayward, Liz Johnson, Stephen Budgeon, Dave Ashcroft, Lex Gagne and Linda Jackson.

On behalf of Marine Harvest Canada, I would like to thank each of you for the effort and commitment you have displayed in making the ERP project a success.



## Campbell River South Photo Competition begins



Campbell River South (CRS) has started an area photo competition. All CRS are encouraged to share original photos for a

chance to win some nice swag provided by Production Manager James Rogers.

The competition will be running 10 weeks starting Monday, June 13th and ending August 15th. There will be two categories with 1st prizes awarded in areas of People and Planet.

But most important, the first place photos will be featured in Wharfside for some serious bragging rights...

### There are a couple rules:

- Photos must be taken of/ by Campbell River South employees.
- Photos must be placed into Campbell

River South SharePoint location (see link below)

- One person cannot win both categories.
- No late entries (midnight on the August 15th is the cut off)

Environmental Compliance & Community Relations Department's Tina McMurdo and Greg Gibson have thankfully agreed to do the photo judging for this competition.

Good luck to all!!

For further information and link to photos, please contact Paul Pattison, Site Manager @ Sonora Point.

## Saratoga Speedway fun for families

Over 50 Marine Harvest staff enjoyed an evening of races at Saratoga Speedway on June 4th. MH was the title sponsor for the event that hosted Crash to Pass, Hornet cars and Bomber cars. MH also has 4 seasons passes (for selected events)

available to staff. If interested, check out the schedule at [www.saratogaspeedway.bc.ca](http://www.saratogaspeedway.bc.ca) and contact [tina.mcmurdo@marineharvest.com](mailto:tina.mcmurdo@marineharvest.com) to reserve a pass.



## 2011 Smolt Party at the Sportsplex



Thank you all for supporting and contributing to another fun event to signal the end of a great smolt season! TYVM to Mike Mulder, Roger King and Dale Kobzey for all they did to make the salmon and the MHC Event Trailer the main attraction. Marinated salmon sizzling on a barbeque is a definite party requirement!

Dean Guest's recap of all the trials and successes each of the Freshwater sites faced during this Year Class added to the reason we need to

recognize our achievements; it also showed how we all contribute to the end result and coming together to share food, games, prizes and stories proved a grand finale. A special thank you to Joy Stowe, Freshwater Support, for organizing the Smolt Party and to Leone Bliss, CR office, for volunteering to serve the masses! Now on to next year!

Photo: left to right, MHC'ers Gaston Ouellet, Paul Kendrick & Micah Ruhl



## Mid-Island’s three biggest First Nations sign new deal with Marine Harvest



Farside Farm Site, Frederick Arm

Marine Harvest and three Central Island First Nations have concluded three years of discussions intending to guide the operations of salmon aquaculture in their territories.

On June 24th, the We Wai Kai, We Wai Kum and K’omoks First Nations celebrated the signing of a capacity-building agreement with Marine Harvest Canada. The agreement requires environmentally sustainable practices, provides economic and investment opportunities for the First Nations.

“We are very pleased to start a positive relationship between Marine Harvest Canada and our people,” says Chief Ralph Dick of the Wei Wai Kai Nation.

“It’s important that we have input into how companies operate within our territory since they are already here,” states Chief Robert Pollard of the Wei Wai Kum Nation, “and the best way to have our say is to work collaboratively. This agreement provides that opportunity.”

The signing increases the total number of agreements between Marine Harvest and coastal First Nations to ten.

“Marine Harvest recognizes the importance of working with local First Nation bands,” commented Vincent Erenst, Managing Director at Marine Harvest Canada. “We look forward to working with our partners to ensure that our business promotes sustainability for our oceans, our economy and local communities.”

Collectively, the three Nations and Marine Harvest Canada represent a significant portion of BC’s aquaculture production – both shellfish and salmon.

Marine Harvest Canada is BC’s largest producer of fresh farm-raised salmon and directly employs 550 staff. We Wai Kai, We Wai Kum and K’omoks First Nations represent approximately two thousand members and are in the shellfish business.

## PAA 15th Annual Slo-Pitch Tourney July 9th & 10th in Campbell River



Come out on July 9th and 10th to support your Marine Harvest slo-pitch teams at Willow Point Park, Campbell River. The MH Stray Katz (Port Hardy), MH Salmon Kings (Port Hardy), MH Force (Campbell River) & MH Upchucks (Campbell River) will be competing at the 15th Annual Positive Aquaculture Awareness Slo-Pitch Tournament. And if watching slo-pitch just isn’t your thing, then just come out to enjoy the salmon barbeque on Saturday night!



## Van Isle 360 enjoys visit to Hardwicke Island Farm Site



Have you ever hosted 400 people at your backyard barbeque? Well, site manager Jason Swartz and his team at Hardwicke Island, just east of Sayward, and Valerie Lamirande of the BC Salmon Farmers Association make it look way too easy!

The Telus Van Isle 360 International Yacht Race made it's biennial stop at the Hardwicke farm site on June 7th. Over 40 yachts and 400 visitors enjoyed a salmon barbeque hosted by Marine Harvest, the BC Salmon Farmers Association and Flurer Smokery. Jason and his staff were also on hand to tour visitors around their salmon farm.

This is the 4th leg of the race and is well known as one of the most exciting for the racers.

**“It was clear that everyone in attendance appreciated what a special event this was and the scenery is spectacular.”**  
- [www.vanisle360.com](http://www.vanisle360.com)

“I wanted to send my thanks to all the folks who made our stop at the fish farm so enjoyable,” wrote one appreciative racer via email. “The dinner was excellent and so too the smoked salmon. The information that was passed along to the racers was very good and helps to melt away some of the preconceptions about modern day fish farming. Well done and thanks again for your input.”

The large attendance also provided an opportunity for company and race organizers to give back to the local community. Terry



Colebrooke, Executive Director of the Friends of Kelsey Centre Society was on hand to accept a donation of \$2600 from the visiting racers. The funds will go toward Children & Youth Recreational Programming in the Village of Sayward.

The Telus Van Isle 360 International Yacht Race is a biennial, 580 nm. point to point race circumnavigating Vancouver Island.

## St. George's Outdoor Education Class paddles by



It all started with an email from Paul Page, Outdoor Ed Instructor for St. George's School in Vancouver. Paul leads a program called Discovery 10. The grade 10 boys involved in the program go on a variety of trips around the province over the course of the year. One of the

trips that Paul coordinates with his Discovery 10 students is an annual 15 day kayaking trip in the Broughton Archipelago. Each year, he passes several salmon farms on the journey. This year, he arranged a visit to MHC's Swanson Island farm site.

Paul was very happy he made the connection with MHC.

“I just wanted to let you know our visit was a great success! Brett was a great host, the BBQ was tasty (the kids filled themselves as best they could!), and the tour was fabulous. We watched the fish get fed. Brett explained how and why it was done in that way. He told us about the process from hatchery to their site, how much food the fish eat, activity scales, net care and

many other things. All in all, it was great. And I would love to bring back another group next year about that the same time. Thanks again. Happy fishing!” Paul Page, St George's School.

Brett Stricker, Site Manager of Swanson Island, toured and fed the group at the Swanson Island farm site. Brett enjoyed the tour with the group. Brett says “The tour was a huge success, the students and instructors were blown away with how MHC goes about accommodating their guests. They all found it very informative and left with a new appreciation of what we do. Thanks Gwen for all the food. They were a very hungry bunch. I forgot how much kids can eat. Wow!”



## Fish Health Tech followed the fish to West Coast

By Gina Forsyth



When it came time to begin his career, leaving his home province of Ontario to work with fish in BC was a simple decision for Brad Boyce, Senior Fish Health Technician.

Brad's grandfather, who instilled in his grandson a love of fishing, knew people in the aquaculture industry and suggested he explore what it had to offer. He took a leap of faith and with a couple of names on a piece of paper, Brad made his way west.

Starting with Stolt Sea Farm's Projects Crew 13 years ago, Brad began his aquaculture career grading and harvesting fish and netwashing. "It was working with fish and that was enough for me," he said.

When a position opened up in the fish health department, Brad was happy to put his Bachelor of Science from Trent University to good use. He spends a large percentage of his time on-site now,

teaching staff about fish health, including sea lice education.

He remembers a particularly enjoyable work-related moment with a big smile. "We had a 'Tacky Brood Day' and challenged each other to wear our most outrageous clothes. I wore a Hawaiian shirt and red long johns underneath boxers. It was a lot of fun," said Brad.

Brad has two sisters, one older and one younger. Brad's parents moved from Ontario to Campbell River shortly before his twins were born six years ago, two years after their older brother.

Brad and his boys, who are avid fishermen just like their dad, also enjoy camping.

## Company Donation supports sturgeon R&D and conservation

By Gina Forsyth



Thanks to a \$211,000 in-kind donation of freshwater equipment from Marine Harvest, the Sturgeon Centre at Vancouver Island University (VIU) in Nanaimo is well on its way to meeting its mandate of supporting and fostering white sturgeon for future use in aquaculture as well as facilitating their conservation.

The donation of several surplus five, eight and ten foot round tanks last summer are used for the first feeding of sturgeon fry. "These tanks are integral to the operation of the freshwater system," said Don Tillapaugh, Director of the International Centre for Sturgeon Studies at VIU. There are currently three year classes of sturgeon in the tanks donated by Marine Harvest, ranging from 2008 to 2010.

"This crucial support from Marine Harvest is generous, timely and very important," said Don. The costs of building construction went up significantly between 2004 and completion in 2009, he explained. Money had to be reallocated from what was budgeted for tanks to cover the increase in construction costs. Although this isn't unusual with a project of this magnitude, it left the Sturgeon Centre with a deficit of tanks that was filled by the company.

The Sturgeon Centre has five labs devoted to

a variety of research initiatives that focus on the conservation and protection of this ancient species. The juvenile rearing room is currently operational with brood rearing to be up and running soon. By the end of the summer, three additional research labs will have come online as well.

Our dual purpose applied research focuses on both facilitation sturgeon conservation as well as the potential development of the species as a human food source, explained Don. A goal of the Centre is to become knowledge and innovation hub for sturgeon. Our research will produce peer-reviewed publications with concrete outcomes, he added.

The Canadian Foundation for Innovation, the BC Knowledge Development Fund as well as the Island Coastal Economic Trust all financially supported the Sturgeon Centre as well.



\$636 Raised for the United Way  
at the Salmon BBQ & Car Wash!

### Accomplishments

<b>2004 - 2005</b>	
<b>Under "12" Division</b>	
North Vancouver Island Cup	Gold
Vancouver Island Cup	Gold
Coastal Cup	Gold
BC Provincial Cup	4th
-----	
<b>2005 - 2006</b>	
<b>Under "13" Division</b>	
North Vancouver Island Final	Silver
Coastal Cup	Gold
BC Provincial Cup	Gold
-----	
<b>2006 - 2007</b>	
<b>Under "14" Division</b>	
North Vancouver Island Cup	Gold
Vancouver Island Final	Silver
BC Provincial Cup	Silver
-----	
<b>2007 - 2008</b>	
<b>Under "15" Division</b>	
23rd Annual Chilliwack Cup	Gold
North Vancouver Island Cup	Gold
Vancouver Island Final	Silver
-----	
<b>2008 - 2009</b>	
<b>Under "16" Division</b>	
North Vancouver Island Cup	Gold
Vancouver Island Cup	Gold
BC Provincial Cup	Bronze
-----	
<b>2009 - 2010</b>	
<b>Under "17" Division</b>	
North Vancouver Island Cup	Gold
Vancouver Island Cup	Gold
-----	
<b>2010 - 2011</b>	
<b>Under "18" Division</b>	
North Vancouver Island Cup	Gold
Vancouver Island Cup	Gold
BC Provincial Cup	TBA

# It's been a great ride Campbell River! Thank you for all your support!



*Marine Harvest U-18 Football Club – 2011 Island Champions!*

#### 2011 Island Cup winners/ Provincial Cup Qualifiers

**Back Row** John Jepson, Colton Ressor, Shane Berry, Zach Hamilton, Shane Dumanoir, Beau Belle-Oudry, Erik Christensen, Kyle Fawks, Rob Maundrell, Craig Hamilton.  
**Front Row** Neil Pomeroy, Justin Gjerde, Niclas Javervall, Malcolm Maundrell, Wyatt Bryce, Samuel Jepson.



*Coastal Cup Champions 2005!*

From the age of 8, we have represented Campbell River soccer around the province. Ten years later, now as young men, we have to move on. Thank you to the community for your support and to our sponsor, Marine Harvest Canada, who has supported us for all 10 years.



**marineharvest**  
excellence in seafood  
CANADA

### Save Paper & Join our Digital Mailing List!

The Wharfside newsletter can get emailed to you each month! You can join our mailing list by signing up at <http://www.marineharvestcanada.com/news.php>



[bit.ly/MHCanada](http://bit.ly/MHCanada)

[facebook.com/MHCanada](http://facebook.com/MHCanada)

[twitter.com/MHCanada](http://twitter.com/MHCanada)