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CANADA



Wharfside

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Did you Know?

No matter how much you push the envelope, it'll still be stationery.

Can you solve this Puzzle?

The average person does this 25 million times during his or her lifetime.
What is it?

Answer on Page 4

Comments about this Newsletter?

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

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Reality week for Office Jockeys

By James Gaskill, Production Director



No one would argue that working in an office sometimes puts you slightly out of touch with what really happens in operations. That is why we've decided to send the entire Production Group (PG) to work

as crew for one week in various areas of our operations. The point is to give us all a much better appreciation of the multitude of tasks that staff achieve every day.

The duration of the work term is Monday to Friday. The timing of the work term will vary depending on the individual, with the expectation for all of us to have finished by the end of Q2. We expect to be treated as new staff who must go through first day/first shift orientation and training and be assigned the same jobs as everyone else.

It is an opportunity for us to learn and to share information as well as an opportunity for the operation itself to deliver key messages or concerns to us. We'll be taking suggestions as well as making suggestions.

The PG is Adrienne David (Production Assistant), Tim O'Hara (Feed Manager), Duane Yates (Planning), Rocky Boschman (Logistics and Ware Housing), Dean Guest (Fresh Water Production Manager (PM)), Terry Smith (Klemtu PM), Darren Ingersoll (Port Hardy PM), Dean Trethewey (Quatsino PM), Kelly Osborne (Broughton PM), Mike Sharko (Campbell River North PM), James Rogers (Campbell River South PM), and myself (Production Director).

Duane Yates recently spent a shift in Klemtu. He was feeding at Lime Point with the crew Pat Sr., Louis, Pat Jr., Rhoda, Wesley and Chris Bobb. "The behavioural feeding is working well and the fish look great." he said. He was surprised

with the new Aqualine cages and the feeder boats, quite comfortable! – farming on circles is getting better and better compared to the good 'ol days! These new cages feel extremely secure and having walkways all the way around is really great. He commented on how nice and well maintained the site was and the staff were all very accommodating. Duane also had the opportunity to do some Broodstock fin clipping for DNA testing with Dale Gowan and the site staff. Klemtu is a great place to work and he lucked into two beautiful floatplane flights. Duane is already looking forward to his next outing.

Mike Sharko spent a shift in March working in his own production area Campbell River North. He was harvesting with the grade seine and feeding at Phillips Arm with Jason Swartz, Keith Wood, Lauren Edgar, Darren Mollinga and Adam Richards. He had a great time working with the staff and was happy to see how they came together as a team during this busy time. Keith Wood really took charge as the site Assistant Manager and kept Mike on his toes, no time for slacking. At the end of the day when Mike thought it was time to head in Keith said "Mike, we still have the seine net and downballs to move for tomorrow's harvest!" The staff really got a kick out of keeping Mike on task whether it was making coffee, moving equipment, using the Ipad for feeding with supervision from Keith, checking of feed deviations, etc. One thing Mike witnessed while in CRN is that you never want to fall asleep on the couch!

The remainder of the PG will complete their work week over the coming weeks – stay tuned to see where they show up. As for me, I'm still undecided. If you'd like to have me work at your site, hatchery, or boat for a week, please send a compelling reason why to: Adrienne.david@marineharvest.com.

Looking forward to my week of reality.



ISO Audit a Success

I am happy to announce that the ISO 14001 audit, which took place last week, was a success. To put it in the external auditors' own word "This year's audit was the best yet".

At the closing meeting on Thursday, April 7, 11, the auditors explained how they had noticed the change in the behaviour toward our Management System, one auditor said that he could feel a sense of pride in the staff. Everyone should be proud as it is rare to find such a collective effort toward reducing a company's overall environmental impact.

This improvement, made obvious by the language used by staff, demonstrated knowledge

of practices and consistency in the record keeping processes, is a testimony of Marine Harvest employees' commitment to being the best in our industry.

The auditors had a few suggestions to help us improve some of our practices, which I will communicate along with an action plan in the next few days.

I want to thank each and everyone of you for every effort, big or small, that you have made toward our Environmental Management System; I look forward to next year's audit.

Josee Migneault, HSE Systems Manager

Ready Set Go!



Quinsam Hatchery Chinook are soon to be released at Discovery Harbour.

Future Farmers?



Vancouver Island University's Fisheries & Aquaculture students came out to visit Paul Pattison's salmon farm at Sonora Point in April. One student commented that the "passion and pride" from site staff was great to see and has helped confirm his career choice in aquaculture.

Part of the Process



Dave Pashley (Processing Manager) presented to Port Hardy Rotary in April. Dave discussed Port Hardy Processing Plant production volumes, recent upgrades to the plant and its dedication to providing a healthy and food safe product. Rotarians had also toured the plant recently, and were of course, very impressed with the facility and staff.



MHC Event Trailer Season Begins!

The Marine Harvest Canada (MHC) Event Trailer Season is now in full swing. The MHC Event Trailer provides a valuable community resource showcasing MHC salmon at charitable community events. The MHC BBQ Committee has recently been established to oversee the guidelines for use for the Event Trailer as it is anticipated that the MHC Event Trailer will be in high demand for the 2011 season.

Members of the MHC BBQ Committee include:

Leone Bliss, Laurie Gage, Brad Hallam, Joe Johnson, Roger King, Dale Kobzey, Tina McMurdo, Mike Mulder, Marcel Pelletier & Ian Roberts.

The following 3 events were already completed in April!

On **April 2nd**, at the Comox Valley Sports Centre - over \$20,000 was raised for the St Joseph's Hospital Foundation and YANA with

the help from Marine Harvest employees and the MHC Event Trailer. YANA stands for "You Are Not Alone" which provides financial support for families with sick children who cannot afford treatment, transportation or lodging when staying away from home (BC Children's Hospital).

On **April 9th**, at Steve Marshall Ford in Campbell River - to support the fundraising efforts of 6 year old Kaydence Harris who is hoping to raise \$3000 in order to send 2 kids to camp at Camp Good Times c/o Cops for Cancer.

On **April 23rd**, at the Family Fun Event at the Campbell River Commons Mall - to support the fundraising efforts of Jasper Taberner, who is hoping to sell 32 uniquely made puppets to raise \$\$ for the CR SPCA. Jasper is the creator of MHC mascot, Sam the Tourist, and is also daughter of MHC'er Tina McMurdo.



Photos: top - Chef Dwight Walden at YANA Event; bottom - Marcel Pelletier, Emma Mercer, Julia Ashcroft & Madison Ashcroft at CR SPCA Event.

Relay for Life in Port McNeill

The Relay for Life in Port McNeill takes place on May 28th from 12:00 noon till Midnight. Kathy Baker has registered the "Marine Harvest Small Fry's" and anyone is welcome to join in (you can search for the team at www.relaybc.ca).

Once again, Marine Harvest staff will be cooking up salmon on the BBQ! It is a great event and we have lots of fun while raising money for cancer research. If you are unable to attend, but would like to send your support, you can donate through the web site as well.

If you would like more information, please contact Kathy at Kathy.Baker@marineharvest.com.



Spirit Bear at Kid Bay site.

Photo by John Brown, Allpen Diving.

Need for Speed?

Marine Harvest is proud to be the main event sponsor on May 14th at Saratoga Speedway. Old Time Racers, IMCA Modified, Bomber Cars and Motor Bikes. 25 free tickets are now

available to MHC staff. Contact Tina.McMurdo@marineharvest.com (250-850-3276 Ext 7226) to reserve your tickets!



Stewart Wallace Memorial Tournament



Klemtu men and MHC Pylons

Marine Harvest staff at Klemtu were honoured to participate in the 3rd annual Stewart Wallace Memorial Basketball Tournament. The tourney started out on Friday night with a community dinner, welcome speeches and dancing at the Big House.

Tournament play began on Saturday and involved teams from Klemtu, Bella Bella and Kitimat. The annual exhibition/fundraising game between MHC farmers (aka Thunderbird Pylons) and Klemtu's mens team took place Saturday evening in front of a full house. In what has typically been a fairly lop-sided game

in years past (farmers **not** on the winning side!) has now become a close game, thanks in part to some "unfortunate" injuries to Klemtu players, and the "fortunate" addition of two UBC Thunderbirds ladies players and our very own Fabian McCarty. It was lots of fun, but someone nearly got hurt when a certain Production Manager decided to put on a Chicago Blackhawks jersey for the last few minutes of play. Perhaps it worked as a distraction, because the MHC farmers snuck out their first ever win – by one point!



Big House dancing and celebration



Chief Archie Robinson presented Alex Vieweg and Devan Lissou (UBC Thunderbirds) with Kitsoo/ Xai'xais traditional art.



Kelly (the Rocket) Robinson taking a water break.



Sheri McCarty and Jakob helped sell raffle tickets for a signed Sidney Crosby jersey donated by MHC.

Earth Day Activities in Klemtu



Marine Harvest Canada employees participated with Klemtu residents to celebrate Earth Day on April 22nd. Terry Smith, Fabian McCarty.

Tiffany MacWilliams, Archie Robinson Jr., Mitch Hopkins, Rhoda Robinson, Wesley Robinson, & AllPen Divers (John, Ivan and Chris) each took part. This year, the local RCMP agreed to take out the recycling to return on their boat and donate the money to the school.

Lunch was a big hit and prizes were drawn for some big NHL Easter eggs. Everyone received a chocolate Cadbury Easter egg.

Photos: left -group shot of all the participants, right- Fabian McCarty showing a sample of the collection.

Submitted by Terry Smith





Transporting Fish Translates into Gratifying Career

By Gina Forsyth



A chance outdoor trip led Paul Kendrick, Freshwater Transport Manager, into a long term career. After more than two decades, Paul

feels gratitude for both his job and for the people he works with on a daily basis.

He's responsible for moving fry between hatcheries and smolts from hatcheries to farm sites. "I love the sense of teamwork and energy that comes from working with people who have a 'we can do

this' attitude all the time," shared Paul.

Paul was born in Yorkshire, England and moved to Canada when he was four. The Kendrick family, which also includes Paul's two brothers, settled in North Vancouver.

A winter kayak trip around Nelson Island on the Sunshine Coast changed the course of Paul's life. It was 1985. He caught sight of a salmon farm and camped nearby, talking to the employees, and learning about an industry in its early stages. Being outside and working with fish, living in a smaller community, everything about it appealed to Paul, and he thought, "This is fantastic."

Intrigued by salmon aquaculture, Paul enrolled in Capilano College's aquaculture program in Sechelt,

the first full-time course the college offered.

Following graduation in 1988, Paul landed work right away, first for Norwegian Enterprises, and then with Stolt Sea Farm as Assistant Manager at Dalrymple Hatchery, where he lived on-site in Sayward for six years. As the company expanded, his specialized skills in successfully moving fish translated into a full-time commitment.

Paul has a passion for travel (his favorite place is Bhutan), and running. He is currently focused on training for his first marathon in October in Victoria. "I love running; it settles down the mental noise, releases stress and keeps me fit." Paul also enjoys writing, hiking and continues to make time for kayaking.

State-of-the-art Data Collection Maintains Optimum Fish Health

By Gina Forsyth



The use by farm site staff of oxygen probes with data logging technology means that real-time, around the clock data provides them with the information needed to make informed decisions about fish management.

Fish require constant oxygen levels of greater than 70% for optimum growth, said James Rogers, Campbell River South Production Manager. This basic truth of salmon physiology means that a vital element of raising healthy fish needs to be maintaining this key environmental condition.

In previous years, hand-held oxygen meters were used to measure oxygen levels in fish pens. The

disadvantage was their limited capacity to provide only a snapshot of what was going on within the pens, as well as providing no information about what was happening at night.

Data loggers, however, are units that are permanently fixed to the side of a net pen and relay water temperature and data related to oxygen levels as well as the percentage of oxygen saturation in the water. The information is transferred via a series of probes to a computer in the on-site office. Basic information is available pen-side, directly from the unit, while more detailed information is logged and accessible through the site's computer system.

The data is logged into an Excel spreadsheet and can be easily retrieved for any time frame, whether it's annually, monthly, daily, or hourly. This flexible and thorough method of data collection, along with separate colors for each water probe's data, means that each pen's information is captured and available for detailed study at the first sign of potentially worrisome numbers.

This constant flow of information means site staff can be proactive as well as giving them the

information required to respond when oxygen levels dip lower than is safe for the fish, said James. An important part of the system is the alarm, which is activated when the oxygen levels in a pen fall below a predetermined level, which can be individually set for each site. This warning has prevented and continues to help prevent fish kills due to low oxygen.

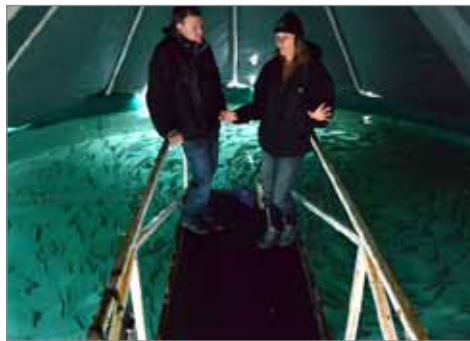
When the information provided by the data loggers shows a drop in oxygen levels, aeration is used, to move water through the pens helping the oxygen levels remain constant, an essential consideration for optimum well-being of the fish.

Activating the diffusers for three to six hours after feeding has also become a common approach to help the fish not only maximize their feed conversion efficiency and to maximize growth, he added.

Every site in the Campbell River area has had the data loggers since last year. The plan is for them to continue to be added company-wide. Craig Sherman installed the first data logger in the CR South area four years ago at Brougham Point.



A new hope for Sarita Chinook, with help from Salmon Farmers



Salmon farmers and enhancement groups are hoping their partnership can help wild salmon make a comeback in the Sarita River.

Marine Harvest Canada has partnered with three other salmon farming companies to donate \$11,000 to a project they hope will have positive results for Sarita River Chinook salmon.

The Alberni Valley Enhancement Society, in partnership with the Omega Pacific Hatchery, have tagged 50,000 Chinook which will be released into the river at one year old. Similarly, salmon farmers grow salmon in freshwater hatchery tanks for one year before transferring them to ocean net pens.

The Omega Pacific Chinook have been tagged with coded wire tags and have had their adipose fins clipped which will help identify them later if caught by sport fishers. Their numbers will help determine whether or not older Chinooks

released into the river system have a higher survival rate when they come back to spawn.

Carol Schmitt, president of Omega Pacific hatchery, has 32 years of hands-on experience raising Chinook for enhancement projects and the aquaculture industry. She is leading the project and is convinced releasing this type of fish will improve returns to the river.

“Freshwater rearing greatly influences the age dynamics and overall ocean survival of Chinook salmon,” she said, explaining that “stream type Chinook, a Chinook that naturally spends one or more years in freshwater before embarking on the ocean migration, has a much greater chance for success and return.”

Salmon farmers are backing her idea. Mainstream Canada had donated \$5000 while MHC, Creative Salmon and Grieg Seafood also donated \$2000 each.

Bobby Orr Jersey!



Scotty Maclaren was thrilled to accept this signed Bobby Orr jersey from Ian Roberts, MHC’s Communications Manager. Scotty volunteers his time to the Campbell River Community Foundation’s annual golf tournament fundraiser, this year being held on May 27th. The Orr jersey will be auctioned off that evening and should help the Foundation achieve their goal of tipping the \$1 million mark.

To learn more about the Campbell River Community Foundation, please visit <http://www.crfoundation.ca/>.

Congratulations to MHC’er Jason Mortensen!

He is the successful winner of the Cabo trip! Jason is assistant manager at Swanson site. At the Campbell River Salmon Foundation’s fundraiser in March, MHC was the successful bidder on a trip for two to Cabo San Lucas.

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