



# THE WHEEL WASH

SETTOON TOWING

3rd QUARTER 2015

## 2015 Captain's Conference

Our 2015 Captain's Conference was opened by Mr. Russ Settoon who thanked everyone for their time and attention to the meetings. He went on to talk about the year we have had since the 2014 Captain's Conference as well as the changes in the oil and gas markets which are affecting refineries, oil companies as well as the transportation side of it. He spoke of the importance of each person's roll, both shore side and marine side, to ensure that we are providing the highest level of service to our customers. In addition to this, he also stated that companies who have high exposure in injuries, spills and navigational incidents will not survive in a fight to keep equipment moving and continuous employment. We have a solid reputation for being safe and efficient as well as delivering on time. That, combined with low incident rates can make a company successful in soft times like we are facing now.

In addition to Mr. Settoon, Mr. Mike Ellis, Executive Vice President and Mr. Gene Moore, Executive Director of Operations spoke to each group, allowing for questions and concerns to address with Sr. Operations.

We were so excited to see so many wives and significant others in attendance as well. We are hopeful that they enjoyed themselves at the meetings and the planned activities. We look forward to having them back year after year.



**Top Left:** Mrs. Desire' Foret takes a quick break to pose in front of the sign left for us by the Courtyard Marriott

**Bottom Left:** Relief Captain Eric Loeckel (M/V Miss Polly) Captain Eric Stigler (M/V Alisa Settoon) and Relief Captain Wayne Thibodeaux (M/V Jane P. Settoon) paying close attention

**Top Right:** Captain Milton Mims and Pilot Juan Lajeno (M/V Lexi M. Settoon) showing off their smiles

**Middle Right:** Pilot "Junebug" Humphries (M/V Amelia R. Settoon) and Kellie Burnett (Executive Assistant) breaking for a moment

**Bottom Right:** Pilot Drury Wall (M/V John G.) with his family Courtney, River & Drew at dinner

# 2015 Captain's Conference



Top Left: Relief Captain Donald Brignac (M/V Shirley P. Settoon) thanks Russ Settoon for the training program offered by Settoon Towing. Relief Captain Mitch Aucoin (M/V Ryan L. Settoon) listens intently

Bottom Left: Alvin Fabre, Relief Captain Chris Rodrigue & Captain Allen Barrios (M/V Harry B. Settoon) paying close attention

Bottom Center: Relief Captain Josh Ronquillo (M/V Rachel S. Settoon) & Relief Captain Will LeBoeuf (M/V Nick P. Settoon) always so happy & chipper

Bottom Right: The lovely cake (replica of the Tana I. Settoon) provided by Millard "JR" Clark (M/V Hunter A. Settoon) & his lovely wife, Mrs. Dot, brought all the way from Florida!

Center Right: Pilot Isaac Lewis (M/V Cheryl M. Settoon) & Captain Robert Autry (M/V Kenneth L. Settoon) takes a moment to smile for the camera

Top Right: Ladies taking a group photo at the Ardoyne Plantation Home tour



Left: Must have been a successful meeting to get two thumbs-up from Relief Captain Derek Locascio (M/V Jennifer B. Settoon)

Top Right: Captain James Piper (M/V Genevieve T. Settoon) & wife Susan Piper take a break from lunch to smile for the camera

Middle Right: Captain Norman Naccio (M/V Jane P. Settoon) listening as Mr. Settoon speaks to the group

Bottom Right: Pilot Derek Eskind (M/V Alisa Settoon) paying close attention to the Operations group

Left: Pilot James Reddicks (M/V Greg R. Settoon) & wife Crystal Reddicks

Center: Relief Captain Bronson Billiot (M/V Megan) thanks Motivational Speaker Russ Cripps for his influential message

Right: Director of Operations, Scott Lerille shakes the hand of Relief Captain Dan Barthelemy (M/V Cindy T. Settoon) after the meeting dismissed

# Paint Party



Top Photo 1: Captain John "Moose" Boudreaux (M/V Nobie M. Settoon) & wife Sally

Top Photo 2: Melinda Roberts (Bobby Robert's wife) painting with the Creative U group

Top Photo 3: Pilot Kirt Marcel (M/V Marie S. Settoon) & wife Carolyn

Top Photo 4: Mindy Lirette (Desire Lirette's wife) showing off her amazing painting skills

Top Photo 5: Pilot James Verret (M/V Cathy M. Settoon) & wife Velma

Bottom Photo (Group): Top left – Katie Aucoin, Carolyn Marcel, Telly Lantier, Mary Beck, Danielle Falcon, Marla Akins, Denise Rocco, Mindy Lirette, Sherry Brannon, Darlene Rogers, Velma Verret  
Middle left – Sally Boudreaux, Karly Boudreaux, Veronica Touchet, Angela LeBoeuf, Yvonne Touts, Brittany Trahan, Melinda Roberts  
Bottom left – Crystal Reddicks, Linda Theriot

Top Group Pic: Top Left – Zoe Stigler, Tiffany LeBlanc, Lynette Dusenbery, Kristen Porche, Ada LeBoeuf, Rachel Bonvillain, Kiley Parfait, Christine Rodriguez, Rebecca Spikes, Kayla Authement  
Middle Left – Tammy Detiveaux, Michelle Chandler, Christyal Chiasson, Debbie Loga, Jennifer Metzger, Desire' Foret, Doreen Foret, Kayla Farrar  
Bottom Left – Susan Piper, Chantel Hall, Tana Indovina, Blake Pepper, Katrina Stigler



Bottom Photo 1 – Chris Chandler (M/V Mandy) & wife Michelle – Matt Hall (M/V Hannah) & wife Chantel

Bottom Photo 2 – Christine Rodriguez painting the "Jazz Man"

Bottom Photo 3 – Lynette Dusenbery taking a break from painting to smile for the camera

Bottom Photo 4 – Kristen Porche & Ada Leboeuf making art

Bottom Photo 5 – Rebecca Spikes painting her master piece

*"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do"*  
-Pele

# Paint Party



Top Photo 1: Dot Clark painting her beautiful boat

Top Photo 2: Cindy LeBlanc & Jamie LeBlanc pausing for a smile

Top Photo 3: Belinda Billiot painting her husband's boat, the Mandy

Top Photo 4: Shannon Jo Martin painting beautifully

Top Photo 5: Jeanne Wyatt showing off her art

Bottom Photo (Group): Top left – Vesonda Ellis, Stephanie Turner, Heather Rodrigue, Rocklyn Barthelemy, Dana Spigner, Adrienne Francis, Maria Compton, Tanna St. Pierre, Debbie Pope,

Shannon Jo Martin

Middle left – Tanya Valure, Danielle Falcon, Belinda Billiot, Amanda Bergeron, Jenna Boudreaux, Jeanne Wyatt

Bottom left – Dot Clark, Lynee Ristine, Kari Ronquillo

# Settoon Towing Namesakes

At the Captains meeting many inquired about how the boat names were chosen. Many names are familial, some inherited, boat purchases, acquisitions, and others for customer or company recognition. Each newsletter we will reveal boat namesakes and boat information.

Boat Name:	Namesake:	Year Built:	Size:	GT	NT	HP
ALBERT J. SETTOON	Russ Settoon's Uncle	1978	50 x 20 x 7	60	41	700
ALVERTA A. SETTOON	Russ Settoon's Aunt	2005	50 x 22 x 7	48	38	900
AMELIA R. SETTOON	Russ Settoon's Grandmother	2012	96 x 34 x 10	354	288	2,600
ANGELA M. SETTOON	Gene Moore, Executive Director of Operations, Wife	2012	68 x 28 x 9.5	121	96	2,000
ARCHIE C. SETTOON	Russ Settoon's Grandfather	2006	50 x 22 x 7	48	38	900

# Photo Contest

**Photo Contest  
WINNER!**  
30 Points Awarded to  
Danny Bourg  
on the  
Mv. Emily P. Settoon



**1st Place Winner (30 points)**  
Submitted by Danny Bourg, Tankerman  
on the Mv. Emily P Settoon

**Photo Contest  
WINNER!**  
15 Points Awarded to  
Joshua Conner  
on the  
Mv. Elisabeth P. Settoon



**2nd Place Winner (15 points)**  
Submitted by Joshua Conner, Pilot on the  
Mv. Elisabeth P Settoon  
Mountain view s/b on the Tennessee River @  
Moccasin bend in Chattanooga Tn.

**Photo Contest  
WINNER!**  
10 Points Awarded to  
Alvin Dusenbery  
on the  
Rev Clarence Settoon



**3rd Place Winner (10 points)**  
Mv. Cheryl M Settoon Submitted by Alvin  
Dusenbery, Captain on the Rev Clarence Settoon

# Safety Corner

## Safety

**By: Danielle Falcon**

We are pleased to announce that you can access your SMS Manual online on the Settoon Towing Website. The SMS manual can be found in the Safety and Environmental section of the website. ([www.settoontowing.com](http://www.settoontowing.com)). To access the employee section, please contact safety for your password.

Create a folder on your desktop and label it SMS Manual. Then, you can save each section from the site to your desktop folder. This would allow you to access the SMS Manual, even if internet access is lost.

It should be noted that many revisions were made to the SMS Manual prior to being downloaded to the website. An email was sent with the list of each section that underwent changes and a brief description of those changes. So take time to familiarize yourself and your crews with these changes.

We also have a section of fillable forms. These forms were created so that you may type directly into them instead of printing and scanning them. Please save a copy of all of these forms onto your computer so they are accessible when needed.

If you have any questions about these forms or about the SMS Manual, feel free to contact Safety.

# Dense Fog



Dense fog can create dangerous conditions on the road. The safest thing to do is pull over into a parking area until the fog clears. If you must continue your trip, keep in mind these tips for driving in fog:

- **Minimize distractions.** Turn off your cell phone and stereo.
  - **Reduce your speed.** Because you can't see the road or other vehicles, a low speed can help you react safely.
  - **Roll down your window** to listen for cars.
  - **Use roadside reflectors as a guide.** The markings can help you navigate twists and turns.
  - **Turn off cruise control** for more control of your vehicle.
  - **Use windshield wipers and defrosters** to limit excess moisture on the window.
  - **Drive with low beams and fog lights.** High beams can worsen visibility because they reflect off the fog.
- If you can pull over to a safe area, make sure to do the following:
- **Use your turn signal.** Other drivers may be using your taillights as a guide, so alert them that you're pulling off the road.
  - **Pull off away from the road.** If drivers can't see the shoulder, they likely won't see your vehicle either.
  - **Turn on your hazard lights** to help other drivers know you're stopped. Avoid using flashing lights while driving.

# Executive Update

## 80/20 Rule

What is the 80/20 rule? The 80/20 rule, also known as the Pareto principle, simply means that roughly 80 percent of the effects of anything you might be doing come from 20 percent of the causes. For example, 80 percent of your sales are likely generated by about 20 percent of the items you carry or services you offer.

Let's look at three ways the 80/20 rule might be applied to maximize the value you get from your employees.

**20 percent of your employees shoulder 80 percent of the responsibility and work.** The rule swears that most operations are taken care of by a small minority of your employees. They're the floor leaders, the ones who know what to do and often just take care of things. Sometimes, these people will be obvious; other times, it'll be a bit harder to figure out who they are (for example, I have been around many senior executives where a very quiet secretary was the person shouldering a ton of his load).

Figure out who these people are. Appreciate them. Reward them on occasion.

**20 percent of your employees cause 80 percent of the problems.** On the flip side of that coin, most of the problems in your workplace are caused by a small minority of workers. They simply don't work, or when they do, they commit so many mistakes that they cause you to have to re-do their work.

When you discover these people, don't hesitate to get your Port Captain or manager involved. These employees are directly costing the company money, disrupting cash flow, and interfering with customers with every little mistake. This is your business as much as it is Settoon's business - protect it from the minority that causes problems. Sometimes, this can be hard - quite often, that 20 percent is filled with earnest people who are genuinely trying to do a good job.

**20 percent of employees take up 80 percent of your personnel management time.** In other words, some fraction of your employees will need an awful lot of your attention compared to the rest of the employees. These employees might be the good ones or they might be the problematic ones - a strong leader can tell.

To put it simply, you should reward the quiet employees who just do their job as well as the employees who shoulder a lot of the work and responsibility. At the same time, you should not reward the employees who make choices that eat up a lot of your time, whether it's fixing their repeated errors or require a lot of personnel management.

*Gene Moore*

# Settoon News



Skylar Paige Dupart  
Born August 26 2015  
8:21am 5lb 15oz 18 inches



Daniel Dupart, Barge Maintenance and  
Stacy Lara are the proud parents of  
Skylar



Skylar was born 3 weeks  
early.



Branson, Grandson of Clark  
Alleman, Shop and Inventory  
Coordinator



Branson Alleman



Branson Alleman  
Born August 24, 2015  
7.6 Pounds, 20.5 length



From Left to Right at the Lead Captain's Meeting  
Jason Porche (Port Captain assistant)  
Andre' Detiveaux (Port Captain - gathering divi-  
sion) Kerry "Chief" Francis (Lead Captain M/V  
Philomene) Brian Nolan (Port Captain - bulk divi-  
sion) Desire Lirette (Port Captain - gathering divi-  
sion) Allen Barrios (Lead Captain M/V Harry)  
Lester Guidry (Sr. Port Captain) Emray St. Pierre  
(Lead Captain M/V Austin)



# Settoon News



Mv. Greg R Settoon



Wheelman, James Reddicks was on watch and stepped out to wave



Mv. Charlotte C. Settoon  
Captain, Stephen Landry, Relief Captain Greg Rodriguez, Tankerman, Emmit Close, Deckhand, Derrel Brunet



Kellie Burnett, Executive Assistant's son and friend waving to the crew

# Fall Word Scramble

1. EASELV

5. ORBWN

9. SAN SOE

2. AELGOFI

6. OCNAR

10. DER

3. SREET

7. KEAR

11. PAPLE

4. ISLURQRE

8. IWND

12. UIPNKPM

# Company Anniversaries

## OCTOBER

### 15 years

Tana Indovina

### 14 years

Patrick Gros

### 11 years

Korey Gottman

### 10 years

Scott Townsend

### 9 years

Karly Boudreaux

### 8 years

Robert Autry

Jimmy Sellers

### 5 years

Domingo Flores Jr

Major Grubbs Sr

Sean Hunter

### 4 years

Corey Ayo

Nicholas Brown

Jarrold Long

Markal McAuthor

### 3 years

Alexander Bassett

Drue Davison

Barrett Deano

Patrick Fuller Jr

Lester Guidry

Chad Ingles

Blake Pepper

Mark Savoie

Marterrius Tucker

### 2 years

James Bishop

Franklin Boyd

General Encalade Sr

Joseph Flowers

Tavis Holden

Thomas Holt

Ray Long

Willie Martin Jr

Joshua Rankin

Dustin Stewart

Nathan Waller

### 1 year

William Carmichael

Trent Clouatre

Stephen Domangue

Kyle Dubreuil

Wiley Lindsey

Joseph McNabb

Robert Mitchell

Jarred Naquin

Dustin Nave

Dwayne Pinell

## NOVEMBER

### 16 years

Norman Naccio

### 15 years

John Boudreaux

Dane Chiasson

Lloyd Daigle Jr

Lloyd Daigle Sr

Timmy Guidry

Stephen Landry

Shannon Loupe

James Piper

Jerry Ristine

Joshua Toy

### 12 years

Andre' Detiveaux

### 11 years

James Foret

Adrian Thibodeaux

### 8 years

Clark Alleman

### 7 years

Darryl Brien

Marion Files

### 5 years

Kristopher Hebert

Michael Rocco

### 4 years

Allen Frioux

Jay Joseph

### 3 years

Karl Breaux

Robin Brunet Jr

Jeremy Dean

David Hankins

### 2 years

William Compton

Jerome LeBouef

Brandon Sublett

### 1 year

Christopher Chandler

Cody Guillory

Jimmy Martin III

Kristopher Panages

Larry Parfait

John (Chris) Spann

Drury Wall

Zachry Walters

## DECEMBER

### 12 years

James Verdin Jr

### 11 years

Jason Anderson

### 10 years

Darby Spigner

### 9 years

Michelle Vaughn

### 8 years

Shaun Blanchard

### 7 years

George Davis

### 6 years

Travis Vaughn

### 5 years

Michael Bradley

Kirt Marcel

Christopher Smart

### 4 years

Dustin Akins

Allen Barrios

Brandon Bell

Stanley Billiot

Bobby Chouest Jr

Aubrey Lombas

Christopher Rodrigue

Eric Theriot

Michael Toups

Brant Yelverton

### 3 years

Alexander Ashley

Nicholas Ashley

Jimmy Fulcher

Lacie Landry

Wesley Rodrigue

### 2 years

Jeffrey Bailey

Ross Baudot

Edward Beard

Nicholas Carmack

Eugene Howell

Christopher Keith

Corey Lacombe

Stephen Lantier Jr

John McDaniel

Nathaniel Rockarts

Vernon Stewart

### 1 year

Anthony Edwards

Michael L. Ellis

Jason Estep

Joshua Fiorella

Derek Foret

Lenny Fousell

Barclay Hebert

Brice Henderson

Everett Herrington II

Jared Johnson

Michael Marchand

Matthew Piercy

Joseph Savoie

James Shephard

Mark Stalings

# Company Birthdays

## OCTOBER

Stephen Landry - 2nd  
Zachary LeBlanc - 2nd  
Christopher Billiot - 3rd  
William Carmichael - 3rd  
Vernon Green - 3rd  
Amanda Marcel - 3rd  
James Michel - 3rd  
Anthony Verret - 3rd  
Calvin Dean - 4th  
James Hataway - 4th  
Isaac Lewis - 4th  
Jacque Pucheu - 4th  
Robert Autry - 6th  
Michael Applegate - 9th  
Jimmy Martin III - 9th  
Jake Bascle - 11th  
Marterrius Tucker - 11th  
Timothy Melancon - 13th  
Jordan Frantom - 15th  
Barclay Hebert - 15th  
Markal McAuthor - 15th  
Kristofer Stewart - 15th  
Dillon Tynes - 16th  
Donald Perera - 18th  
Aaron Loel - 19th  
James Shepheard - 20th  
Wiley Lindsey - 22nd  
Daniel Miller - 22nd  
Lauren Touchet - 23rd  
Brant Yelverton - 23rd  
Ricky LeBoeuf Jr. - 26th  
Edward Beard - 27th  
Stafford Calais - 27th  
April Granger - 27th  
Tavis Holden - 27th  
Larry Bellow - 28th  
Larry Godejohn - 28th  
Stephen Lantier Jr - 29th  
Timonthy Smith - 29th

## NOVEMBER

Allen Barrios - 1st  
Gregory Howell - 1st  
Dustin Jerkins - 1st  
Byron Deville - 3rd  
David Monell - 3rd  
Brandon Bell - 4th  
Lorenzo Cornelius - 4th  
Kristopher Jones - 4th  
Shevy LeBlanc - 5th  
James Verret - 5th  
Jason Young Jr - 5th  
Jason Anderson - 6th  
Joshua Cage - 6th  
Shaun Estay - 6th  
Everett Herringotn II - 6th  
Jeff Speck - 6th  
Bronson Billiot - 7th  
Calvin Addison Jr. - 8th  
Shawn Hykel - 8th  
Jimmie Ordoyne Jr - 8th  
Jay Joseph - 9th  
Javis Jefferson - 11th  
Domingo Flores Jr - 12th  
Michael St. Ann - 12th  
Brad Barthelemy - 13th  
George Mickey - 13th  
Ethan Smith - 13th  
Timothy St. Pierre - 14th  
Stanley Billiot - 15th  
Derek Foret - 15th  
Danielle Falcon - 16th  
Brandon Price - 16th  
Lenny Foussell - 18th  
Shawn Morin - 18th  
Steve Percle Jr - 19th  
Andrew Arrambide - 20th  
Edward Dufrene Jr - 20th  
Michael Morris - 21st  
Ronnie Landry - 22nd  
Ray Long - 22nd  
Garland Barthelemy - 23rd  
Kyle Dubreuil - 23rd  
Will LeBoeuf - 26th  
Addie Solet - 26th  
Jody Georgia - 27th  
Troy Lacoste - 27th  
Richard Ronquillo - 27th  
Jason Estep - 28th  
Theodore Hutchinson - 28th  
Kirt Marcel - 28th  
Karl Breaux - 29th  
Kerry Francis - 29th  
Danny Bourg - 30th  
Karen Guidry - 30th  
Russ Settoon - 30th

## DECEMBER

Joshua Rankin - 2nd  
Christopher Stanley - 2nd  
Kyle Ruttley - 4th  
Eric Willhoft - 4th  
Nicholas Brown - 5th  
Michael Rogers - 6th  
Paul Boyle - 7th  
Jerell Lewis - 7th  
Jared Johnson - 8th  
John Boudreaux - 9th  
Terrie Ervin - 9th  
Shannon Loupe - 9th  
Joachim Cotton - 10th  
David Dykes - 10th  
Mitchell Hulin - 10th  
Christopher Garner - 11th  
James Gaudet - 11th  
Jason Naquin - 13th  
Billy Patrick Jr - 13th  
Jason Naquin - 13th  
Franklin Boyd - 14th  
James Douglas - 14th  
Robert Patrick II - 14th  
Michael Toups - 14th  
Rachel Bonvillain - 15th  
William Compton - 15th  
Andre' Detiveaux - 16th  
Donald Brignac - 17th  
Jarneskee Arceneaux - 18th  
Aaron Barrilleaux - 19th  
Luther Patterson Jr - 19th  
James Reddicks - 19th  
Jason Bush - 20th  
James Foret - 20th  
Scott Lerille - 20th  
Desire' Lirette - 20th  
Alan Spikes - 20th  
Jimmy Delatte Jr - 22nd  
Troy Sparks - 23rd  
Edward Foret Jr - 27th  
James Monell - 27th  
Norman Naccio - 28th  
William Campbell - 30th  
Allen Frioux - 30th  
Lester Guidry - 30th  
Michael Stevens Sr. - 31st

# The Wheel Wash



1073 HWY 70  
P.O. Box 279  
Pierre Part, LA 70339

## Getting To Know...

### Pat Gros



Pat Gros is the Captain on the MV Rachel S. Settoon and a fourth generation tow boater that has been working for Settoon Towing for fourteen years. Pat was born and raised in Morgan City, Louisiana and currently resides there with his wonderful wife Tammy and his son Dillon that is thirteen years old. When Pat is not working he enjoys hunting, fishing, and spending time with his family making memories.

When away on the job Pat likes working with his crew, seeing different ports of call, and always looks forward to crew change day to go home. Pat stated that he enjoys working for Settoon Towing because it has been around for many years, they take pride in the equipment and if he has any problems he knows that he can call Russ Settoon at any time. In closing Pat stated that it's nice to be a part of a Family Based Operation.

### Q&A

#### Pat Gros

***What's your favorite part of the job:***

Getting to work with different people and learning about them and developing friendships

***What did you want to be when you grew up:*** Always wanted to work on boats

***If there was one food you had to eat every day, what would it be:*** Shrimp and cooked anyway!

***Favorite Movie:*** John Wayne Movies

***Favorite thing to do as a child:*** Ride bikes with cousins

***Favorite saying:*** If it's not broke...don't fix it!



UPDATE YOUR  
CONTACT INFO

Name, Address, Email Address, Home Number, Cellular Number, Emergency  
Contact Name and Number

Please email changes to

Stephanie Aucoin at [Stephanie.aucoin@settoontowing.com](mailto:Stephanie.aucoin@settoontowing.com) or  
Karly Boudreaux [Karly.Boudreaux@settoontowing.com](mailto:Karly.Boudreaux@settoontowing.com)