



#WHEEL WASH

SETTOON TOWING 3rd QUARTER 2017



“If you are looking for a company with vision, welcome to Settoon Towing.”
Russ Settoon

Settoon Towing Sells Liquid Bulk Division; Focuses on Future Growth

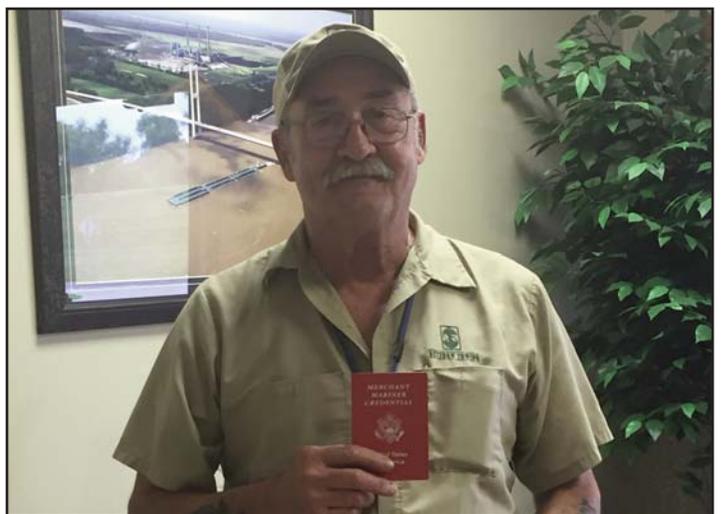
In April 2017 we completed the sale of our Liquid Bulk division consisting primarily of 30,000 barrel barges and 2000HP+ boats. The sale marks a major milestone for the company which entered the business line in 2009. Settoon retained its legacy Gathering, Saltwater, Storage and General Marine Services lines which have been providing first class marine transportation for nearly 50 years. Our company’s go-forward fleet consists of 25 boats and 55 barges used to transport and store crude oil, petrochemicals, chemicals, fluids and produced water throughout the inland waterways.

Looking forward, the company is very well-positioned to take advantage of new growth opportunities in the inland tank barge and general marine service markets. Settoon is using this opportunity to improve our processes and technology to emerge from this cycle as the leader in inland marine transportation capable of efficient, scalable growth for years to come. We must continue to evolve to remain competitive in the marketplace. This is done through innovation, cost control and listening to our customers. We will continue to have an unrelenting focus on safety and are committed to continuous improvement through visible and felt leadership. We are personally dedicated to the care of our people, our environment and our customers.

We will stick to our mission to provide the absolute best marine transportation services at rates favorable to the customers we are privileged to serve, while providing the safest working environments possible for our team members. Anything less is unacceptable.

We are glad to have you aboard as part of the Settoon Towing family and look forward to many, many more years of success together.

Honoring Captain Moose



John “Moose” Boudreaux, held the title of Captain on the M/V Nobie M. Settoon before the vessel went out of service in early 2016. Moose’s dedication to this vessel did not begin with Settoon. He was Captain of this boat from the first day it hit the water as the Nan Cenac. The vessel was built in 1992. Settoon Towing acquired the vessel along with 16 others from Cenac Towing back in 2000. Almost a quarter of a century after the 600 HP vessel was built, it was decided to retire the vessel. We felt that it would be a meaningful tribute to Captain Moose to give him a piece of the vessel that he gave so much of his time & dedication to for so many years. Therefore, on September 16, 2016, Russ Settoon presented Captain Moose with the original bell from the vessel in recognition for all of his years of service to the vessel, and his 50 plus years of service to the Marine Industry.

Stop Work Authority

STOP WORK **AUTHORITY**

It is **YOUR** responsibility and **YOU** have the authority to initiate a stop work authority!

STOP ANY UNSAFE ACTIVITY!

ALWAYS:

1. Make the call: Operations and Safety Managers will assist
2. Follow Settoon procedures and safe work practices
3. Ensure all safety equipment is in good condition

ALL INCIDENTS ARE PREVENTABLE AND AN INCIDENT FREE INDUSTRY IS ATTAINABLE!



SETTOON TOWING

It is our belief at Settoon Towing that all incidents are preventable and an incident free industry is attainable. Stop Work Authority (SWA) establishes the responsibility and authority of any individual to stop work when a hazardous condition is identified or an unsafe act is observed. Employees are encouraged to intervene if and when they suspect unsafe conditions or see fellow employees engaged in unsafe behaviors. Settoon Towing's Stop Work Authority procedure states that no work will resume until all stop work issues and concerns have been adequately addressed, investigated and resolved. As a team, shoreside and vessel employees should work together to resolve all safety concerns to the satisfaction of all affected employees prior to the resumption of work. Stop work interventions should always be documented on the Stop Work Report Form and submitted so that the stop work intervention can be reviewed for potential lessons learned and corrective actions, preventing future incidents from occurring. It is your responsibility and you have the authority to initiate stop work authority!

For additional information on Stop Work Authority, please refer to SOP 2122 in your SMS Manual.

Computer-Based Training Program

By: Troy Sparks

Settoon Towing has enlisted The Seamen's Church Institute (SCI) to provide computer-based training for all marine and shoreside personnel. The Seamen's Church Institute has a 117-year history of successfully training mariners. The designers of Seamen's Church e-learning program are active participants in the inland marine transportation industry and are subject matter experts in TMSA2, ISM and RCP. Seamen's Church e-learning program has two libraries, a marine library and an AWO-RCP library providing a brownwater-centric curriculum. Employees will initially have access to over 50 training topics addressing not only regulatory requirements, but also TMSA and AWO-RCP requirements. We also will have the capability of incorporating our own company procedures into modules, making the curriculum Settoon-centric.

Each employee will have their own account available to them 24 hours a day, 7 days a week. Each interactive training module is designed to facilitate learning for both audio and visual learners. Following each module, individuals will be tested on the materials presented and will be required to achieve a passing score to ensure competency in that area. Training records will be retained electronically on in the SCI website for tracking and verification of training. Settoon's new Computer-Based Training will provide a more comprehensive and efficient training program for all employees going forward.



Troy Sparks instructing the Shell Maritime Partners in Safety Program. The program is designed to improve safety performance and make safety personal on the path to GOAL ZERO.

Pictured far left (front): River Litte - Deckhand M/V Kenneth, Quincy Queen - Tankerman M/V Jane P., Joshua Holloway - Tankerman M/V Charlotte, Ryan Chauppette - Tankerman M/V Harry

Middle: Mitchell Hulin - Wheelman M/V Mandy, Jody Georgia - Captain M/V Mandy, Daniel LaCoste - Wheelman M/V Jane P.

Back: Troy Sparks - Director Of HSSE & Compliance, Randy Pellegrin - Wheelman M/V Stephanie, Steve Landry - Captain M/V Charlotte, Drake Norberg - Wheelman M/V Harry, Mike Rocco - Vetting & Training Manager, Russell Guidry - Relief Captain M/V Harry

Safety First

The website address for the Safety Point Incentive Program is <http://settoonbrandselection.com/>

Our new site offers quality brands such as Under Armour, Nike and Columbia and includes all Settoon merchandise. We encourage you to purchase Settoon and wear it proudly.

All points awarded each quarter are as follows:

Office & Deckhands (60 points)
Tankermen (80 points)
Apprentice Mates (100 points)
Maintenance (130 points)
Wheelmen (150 points)
Relief Captains (160 points)
Captains (170 points)

Username and passwords:

Your username is your last name + last 4 of your social security number and your password is the last four of your social security number twice.

Example: Smith1234, Password: 12341234

5 New Under Armour items were updated to the website in June 2017.



Photo Contest



1st Place Photo Winner (30 Points)
Mv. Philomene P. Perera
Submitted by Patrick Welch, Captain



2nd Place Photo Winner (15 Points)
Submitted by Keith LeBlanc, Pilot on
Mv. Lillian R Settoon



3rd Place Photo Winner (10 Points)
Submitted by Mark Savoie, Mate on
Mv. Alverta A. Settoon

Falling Asleep On Watch? 10 Habits To Help You Sleep

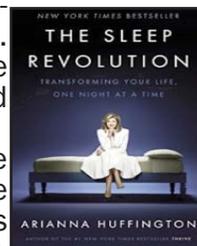
Sleep is important for healthy brain function, emotional well-being and overall good physical health. But many service members and veterans are not getting the sleep they need. A study conducted by the Rand Corporation determined about 70 percent of deployable service members aboard ship reported six hours or less of sleep per day, almost half said they sleep poorly, and one-third felt fatigued three to four times a week.

Psychological health concerns or a traumatic brain injury (TBI) may make sleep even more difficult. Sleep disturbances are common for those recovering from a brain injury, while nightmares are common for those who have experienced trauma. Making simple changes to your behavior and environment – sleep schedule, bedtime habits and daily lifestyle choices – can help you get a better night's rest.

- 1. Avoid caffeine, alcohol and nicotine prior to bedtime.** Having these stimulants too close to bedtime may keep you awake at night. Avoid them within three hours of turning in.
- 2. Keep a regular sleep schedule.** Go to bed at the same time and wake up at the same time every day. Try to stick to this routine even on the weekends. Eventually, your body will get into a rhythm and expect to awake and sleep at certain times.
- 3. Exercise early.** Exercising regularly has a variety of health benefits, including promoting better quality sleep. Avoid vigorous exercise three hours before bed.
- 4. Follow a relaxing bedtime routine.** Do you have a bedtime ritual? You may find it easier to fall asleep if you make an effort to relax and unwind before bed. For example, take a warm bath or shower, practice relaxation exercises like meditation or yoga, listen to calming music or do some light reading.
- 5. Make your bedroom a comfortable place to rest.** Turn your bedroom into a sleep-inducing environment. Remove distractions, loud noise and bright lighting. Keep your room cool, and play soft music if that helps you to sleep. Also, if your mattress and pillows aren't comfortable, it may be time to purchase new bedding.
- 6. Use the bed to sleep, not work.** Your bed may be a comfortable place to eat, watch TV and work, but try to find other areas outside your bedroom for these activities. By using your bed only for sleep, you're strengthening the connection between your bed and sleeping.
- 7. Go to bed only when you're sleepy.** You don't want to stay in bed for long periods of time while awake. If you don't fall asleep within 20-30 minutes, get out of bed, go to another room and do something relaxing until you feel tired enough to sleep.
- 8. Avoid naps.** While napping is often a great way to recharge, afternoon napping may make it harder to fall asleep at night. If you're tired during the day, go for a walk or do some gentle exercise. If you can't help it, take a nap but keep it short.
- 9. Change your electronic habits.** Researchers found that levels of melatonin, the hormone that regulates sleep-wake cycles, are affected by blue light. Turn off electronic devices at least two hours prior to bedtime.
- 10. Follow doctor's guidance on sleep medication.** Take prescribed sleep medications as instructed and at the same time every night. Don't take over-the-counter medications or supplements without first talking to your doctor.

It is always best to speak with your health care provider for effective treatment of sleep issues. Below are self-management tools you can access from home. The tools work best when used in conjunction with your provider:

- **Warfighter Sleep Kit:** Provides information to service members on the impact of sleep on mission effectiveness and the importance of getting enough sleep after a concussion. The sleep kit helps with basic sleep hygiene; it includes a sleep mask, earplugs and educational materials.
- **Afterdeployment Sleep Module:** This online tool offers information on good sleep hygiene, self-assessments, how to seek help, videos and more.
- **TBI Symptom Management: Healthy Sleep:** This fact sheet offers healthy sleep tips for service members and veterans who experience sleep disturbances after a traumatic brain injury.
- **Mobile Apps:** These apps are available to help warriors experiencing sleep issues. Dream EZ is designed to help a person "rewrite" nightmares to make them less intense and frequent. CBT-i Coach is for people engaged in cognitive behavioral therapy for insomnia (CBT-i) with a health care provider, or those who have experienced symptoms of insomnia and would like to improve their sleep habits.



The Sleep Revolution: Transforming Your Life, One Night at a Time
Kindle Edition by Arianna Huffington

By Sarah Heynen

Settoon Towing Namesakes

Harry B. Settoon

Harry B. Settoon is named in honor of Russ's Father in law. Harry Braud was raised in Prairieville, Louisiana. He received his bachelor's and master's degrees from Louisiana State University and Oklahoma State University. His doctorate was received from the University of Illinois. He was a professor at LSU and retired after 32 years of distinguished academic and research service. He also taught at Texas A & M University and the University of Illinois. Harry's favorite pastime was spending time outdoors and with his family. Two of his major accomplishments were being awarded the Golden Hammer Award by the Vice President of the United States, and a Chair being named after him at Louisiana State University.



Harry B. Settoon



Jane P. Settoon

Jane P. Settoon is named in honor of Jane Pefanis, Harry Pefanis President and COO of Plains All American Pipeline, Wife. Jane was born in Peoria Illinois in 1961 and has an older Brother Jeff. In 1963, her family moved to Bethany, OK, on the outskirts of Oklahoma City. She attended the University of Oklahoma from 1979 - 1983 and earned a Bachelor of Science, majoring in Physical Therapy. She worked as a physical therapist from 1983 through 1998, in both Oklahoma City and Houston, focusing primarily on brain injured patients. When she retired, she was the manager of Physical Therapy, Occupational Therapy and Speech Therapy at the Diagnostic Hospital in Houston's medical center. She has two children, Elisabeth (24) who works for Barclays Bank in New York City, and Nick (22) who is a senior at the University of Oklahoma. Her hobbies include snow skiing and exercising.

Stephanie A. Settoon is named in honor of Stephanie Aucoin, Payroll and Benefits Coordinator at Settoon Towing. Stephanie recently celebrated her 21st year anniversary with Settoon Towing and is a lifetime resident of Belle River, Louisiana. She is a proud Mom and Grandmother. She greatly enjoys spending time with her family when away from work. Many of you may know Donnie Perera, Boat and Barge Maintenance Manager for Settoon Towing and Stephanie's brother. The Emily P. Settoon is named in honor of Stephanie's Godchild Emily, Donnie's Daughter.



Stephanie A. Settoon

Name	Year Built	Size	GT	NT	HP
HARRY B. SETTOON	2008	50 x 22 x 7	48	38	900
JANE P. SETTOON	2007	50 x 22 x 7	48	38	900
STEPHANIE A. SETTOON	2007	50 x 22 x 7	48	38	900

Getting To Know...



Thomas Holt

To most of you, I am a very quiet person. I come from a large family where I learned to entertain myself. I followed my father's footsteps and picked up his love for sports. I find myself very competitive in everything I do especially if it has anything to do with being athletic.

I went to college at Nicholls State University and earned my degree in Computer Science. While there I worked at the computer lab where I picked up my skill with helping others that had harder time learning to work on the computers.

This marks my third year at Settoon and I am happy to say that my wife and I recently had our first child in March. I look forward to grow further with Settoon Towing and provide the best support to our employees and customers.

Q&A

Employee name

What's your favorite part of the job: My favorite part of this job is to find the solution to complex problems. I get to solve some very unique problems we face in our industry every day.

What did you want to be when you grew up: When I was growing up I wanted to be a pilot. My grandfather worked as a private pilot for Rio Fuel. He had taken me on the jet a couple times. This filled my head with the imagination of being in the pilot seat, navigating the skies. As I grew older I found that I had bad eye sight which ended up making me think about changing my dream. This led me into what I love, technology. My mother was the tech person in our family. She introduced me into building computers.

If there was one food you had to eat every day, what would it be: If you know me, I do not shy away from any food. I have many favorite foods but if I was given a choice to eat something every day I would choose Greek and Lebanese Chicken Shawarma salad.

Favorite thing to do as a child: My favorite thing to do as a child was to play video games and playing baseball with friends.

Favorite saying: "It is hard to fail, but it is worse never to have tried to succeed" –Theodore Roosevelt

Settoon Babies



Owen Christopher Kramer
Born 7/20/16 @ 3:25am
7lbs 6.9oz, 20in
Blair Kramer and Danielle
Falcon, HR/Personnel Assistant



Everett James Holt
Born 3/8/17
4lbs 11oz, 45cm
Danielle and Thomas Holt,
System Administrator



Wyatt David Graythen
Born 3/29/2017 @ 2:47am
6lbs 0.1oz, 19in long
Stephen Graythen and Blake
Pepper, Purchasing

Spotted



Mv. Albert J. Settoon waiting on orders for the next job!
Kelvin Kittrell - Wheelman Master, Kirby Marcel - Tankerman, Richard Ronquillo - Wheelman Master, Derick Foret - Tankerman



Mv. Philomene P. Perera Crew Change
Elliott Pellegrin, Pilot, Cody Guillory, Pilot, Clarence Ristine, Apprentice Mate, Patrick Welch, Captain, Michael Toups, Relief Captain



Port Engineers Benji Gisclair and Jimmy Michel aboard the Mv. Penelope H. Settoon, Belle River



Personnel ladies at lunch.
April Granger, Tana Indovina and Danielle Falcon



Mv. Megan B. Settoon
Crew on board

Theodore Hutchinson - Wheelman Mate; Henry Thibodaux, III - Relief Captain; Woody Naquin - Tankerman; Derik Briggs - Deckhand

Company Birthdays

SEPTEMBER

Keith LeBlanc - 7th
Clifton Bergeron - 11th
Jade Sills - 12th
Becky Diez - 15th
James Smith - 15th
George Davis - 17th
Lacie Landry - 19th
Dean Johnson - 20th
River Little - 23rd
Gregory Rodrigue - 24th
John Barton - 25th
Stephen Strickland - 25th
Timmy Guidry - 26th
Mandy Rousseau - 26th
Elliott Pellegrin - 27th

OCTOBER

Stephen Landry - 2nd
Christopher Billiot - 3rd
Vernon Green - 3rd
James Michel - 3rd
Robert Autry - 6th
Cory Duncan - 6th
Donald Perera - 18th
Lauren Touchet - 23rd
Edward Beard III - 27th
April Granger - 27th
Stephen Lantier Jr - 29th

NOVEMBER

Allen Barrios - 1st
Dustin Jerkins - 1st
Shevy LeBlanc - 5th
Everett Herrington II - 6th
Javis Jefferson - 11th
Cleveland Vincent - 12th
Ethan Smith - 13th
Stanley Billiot - 15th
Derek Foret - 15th
Danielle Falcon - 16th
Lenny Foussell - 18th
Steve Percle Jr - 19th
Garland Barthelemy - 23rd
Jesse Orgeron - 23rd
Addie Solet - 26th
Jody Georgia - 27th
Troy Lacoste - 27th
Richard Ronquillo - 27th
Theodore Hutchinson - 28th
Kirt Marcel - 28th
Danny Bourg - 30th
Russ Settoon - 30th

Company Anniversaries

SEPTEMBER

13 years
Wayne Thibodeaux

12 years
Troy Lacoste

7 years
Phillip Touchet

5 years
Shawna Rodrigue

3 years
Ernest Brunet Jr
Dustin Jerkins
Daniel LaCoste
Jason Porche

2 years
Nathaniel Jordan Jr

1 year
Woody Naquin

OCTOBER

17 years
Tana Indovina

13 years
Korey Gottman

12 years
Scott Townsend

10 years
Robert Autry
Jimmy Sellers

5 years
Barrett Deano
Blake Pepper
Mark Savoie Jr.

4 years
Tom Holt

2 years
Benjamin Gisclair
Jebb Parfait

NOVEMBER

18 years
Norman Naccio

17 years
John Boudreaux
Lloyd Daigle Jr
Timmy Guidry
Stephen Landry
Joshua Toy

14 years
Andre' Detiveaux

13 years
James Foret
Adrian Thibodeaux

7 years
Mike Rocco

3 years
Cody Guillory

2 years
Cory Duncan
Mathew Ricks
Brennon Welch

1 year
Micah Carmichael

The Wheel Wash



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

Smile

I can remember growing up and my Dad saying, "Smile when You Look at Me!" In general, I believe a smile is a gesture of kindness. However, it could be friendly, happy, flirty, devious or evil.

Now that I have your attention I've gathered comments from our Settoon Team in reference to what a smile says in the workplace:

- You want to be there
- You enjoy the people you work with
- You enjoy the work you're doing
- You don't let obstacles cause you to lose sight of the big picture
- Even when you're not quite 100% you keep going
- Even when you're not quite 100% you don't want to bring others down
- You want to help others
- You're a team player
- Kindness
- Poison to bad morale
- Welcome sign to team members to communicate with you

While researching the value of a smile in the workplace I found the article below by Francie Baltazer-Schwartz that I would like to share with you.

"The value of a smile is priceless, yet it is the cheapest, easiest, most rewarding and most sincere gift to anyone that crosses your path. A smile makes a person's day, anybody's day even a stranger's day. A smile is infectious. Start infecting people with your smile today.

A smile is nature's best antidote for discouragement. It brings rest to the weary, sunshine to those who are sad, and hope to those who are hopeless and defeated.

A smile is so valuable that it can't be bought, begged, borrowed, or taken away against your will. You have to be willing to give a smile away before it can do anyone else any good.

So if someone is too tired or grumpy to flash you a smile, let him have one of yours anyway. Nobody needs a smile as much as the person who has none to give."

Try it yourself!

By: Kellie Burnett