

SOUNDINGS

Safe ♦ Responsible ♦ Reliable ♦ Efficient

December 2009

The following letter was written from Harley Franco to all of the Harley Marine employees:

Dear Valued Friend and Team Member,

As we approach the end of another year and the start of the holiday season, I want each of you to know that your hard work, dedication and success here at HMS does not go unnoticed. I want to express my gratitude for all that you do and let you know how proud I am to have you as part of the HMS family. This year more than any other in recent memory, I feel especially blessed to have our company, our jobs, our customers and you in my life.

With great thanks to YOU and as is the tradition since starting our family of companies, please accept this token of my appreciation for you and your family to enjoy this Thanksgiving.

I know, with your continued commitment and support, we will not only survive these tough economic times, but we will continue to be a good community neighbor and supporter of worthwhile causes and charities.

Again, a BIG THANK YOU to you and your families for being a part of our HMS family of companies.

Warm Wishes,

Harley V. Franco

Chairman & CEO

Harley Marine Services, Inc.

December Holidays

- 7th - Pearl Harbor Remembrance Day
- 12th - First Day of Hanukkah
- 24th - Christmas Eve
- 25th - Christmas Day
(HMS Offices Closed)
- 31st - New Year's Eve

Thumbs Up

- ♦ Thumbs up for Stephanie Wright and Rosie Chavez. We really appreciated all of their extra help with Co-Worker Appreciation Week. They have been extremely helpful with various projects and tasks. Thanks for all that you do! HR Department
- ♦ Thumbs up to all of the crew for assisting with the completion of the vessel specific fuel transfer procedures. Your timely response and detailed reports have helped generate the manuals. Thank you!

Seattle



Co-Worker Appreciation Week 2009



This year's Co-Worker Appreciation Week was extremely successful. Over the week, co-workers across the country celebrated teamwork as they appreciated one another in several formats, such as a canned food drive, paper chain links and recognition signs for all employees. In total, the Harley Marine companies raised \$768 for the Cystic Fibrosis Foundation, \$99 for the Virginia Mason Foundation, and donated 207 cans of food to local food banks. Thank you all for making this week so wonderful. We are a family and our combined efforts make Harley Marine Services successful.

Safety Corner

Cold Comfort—and Safety

Winter adds its own hazards to your regular safety concerns, so be ready to work safely in winter weather and learn to recognize and protect against its hazards.

How cold is too cold? According to OSHA, cold stress can occur when the body is unable to warm itself. This can lead to tissue damage and possibly death. Four factors contribute to cold stress:

- ◆ Cold air temperatures
- ◆ High velocity air movement
- ◆ Dampness of the air
- ◆ Contact with cold water or surfaces

A cold environment forces the body to work harder to maintain its temperature. Cold air, water, and snow all draw heat from the body. OSHA points out that while below-freezing conditions and inadequate protection can bring about cold stress, problems can also occur with much higher temperatures, even in the 50s, when coupled with rain and wind.

The most common cold-induced problems are hypothermia, frostbite, and trench foot. Hypothermia occurs when body heat is lost faster than it can be replaced. When the core body temperature drops from the normal 98.6°F to around 95°F, symptoms generally begin. The person may begin to shiver and stomp their feet in order to generate heat. Workers may lose coordination, experience slurred speech, and fumble with items in their hands. The skin will likely be pale and cold. As the body temperature falls, symptoms will worsen, and shivering will stop. At a body temperature of below 85°F, severe hypothermia will develop, and the person may become unconscious; at 78°F, death can occur. Treatment depends on the severity of the hypothermia.

Frostbite occurs when the skin actually freezes and loses water. In severe cases, amputation of the frostbitten area may be required. Frostbite usually affects the extremities. The affected body part will be cold, tingling, stinging, or aching, followed by numbness. The skin turns red in color, then purple, then white, and is cold to the touch. In severe cases, there may be blisters.

Trench foot, or immersion foot, is caused when the feet are immersed in cold water at temperatures above freezing for long periods of time. It is similar to frostbite, but is considered less severe. Symptoms include tingling, itching, or a burning sensation.

OSHA recommends that you take these precautions:

- ◆ Wear at least three layers of clothing:
 - ◆ An outer layer, such as Gortex, to break the wind
 - ◆ A middle layer of down or wool to absorb sweat and provide insulation
 - ◆ An inner layer of cotton or synthetic weave to allow ventilation.
- ◆ Wear a hat. Considerable heat escapes the body from the head.
- ◆ Keep a change of dry clothing available in case work clothes become wet.
- ◆ Wear loose rather than tight clothing for better ventilation.
- ◆ Follow work practices, including:
 - ◆ Drink plenty of water to avoid dehydration.
 - ◆ Schedule work during the warmer parts of the day.
 - ◆ Take breaks out of the cold.
 - ◆ Work in pairs.
 - ◆ Avoid fatigue.
 - ◆ Consume warm, high-calorie food.

Why It Matters...

- ◆ Cold conditions add hazards to normal safety concerns on the job.
- ◆ It's not just low temperatures, but also wind and water that workers need to be warned about. For example, when the air temperature of wind is 40°F (4°C) and its velocity is 35 mph, exposed skin receives conditions equivalent to the still-air temperature being 11°F (-11°C)
- ◆ Wet conditions also increase the hazards of cold temperatures beyond the actual thermometer reading.

24/7 Nurse Line Program

Harley Marine Services has a 24/7 Nurse Line available to all employees that qualify for benefits. The Nurse Line helps you find answers to your questions about health care.

You and your family can get free and private health information over the phone. This service is available to you 24 hours a day, 7 days a week. You can listen to recorded health topics or talk to a nurse. The nurse can also put you in contact with community resources in your area.

What are my options?

When you have a question about health care, call the toll-free phone number. You can call anytime, 24 hours a day.

When you call, you will have three choices:

- ◆ You can talk to a nurse. Our nurses listen to your questions and help you decide the best approach to your health care.
- ◆ You can get general information about health topics. There are more than 1,100 different topics to choose from.
- ◆ You can ask about available health care resources.

When should I call?

You can call the Care Line anytime you have a question. The nurses can answer questions like:

- ◆ “It’s 2am and my son has a high fever and a sore throat. Should I take him to see a doctor?”
- ◆ “I just sprained my wrist. Should I have an X-ray?”
- ◆ “I’ve heard about a new drug for weight loss. Could it help me?”
- ◆ “My doctor said I need to have surgery. What are my alternatives?”

How does it work?

Speaking with a live nurse

When you call the toll-free number, you may choose to speak with a nurse to discuss current illness or health issues. You may also discuss treatments, lifestyle choices and self-care strategies with the nurse.

Using the Health Information Library

Each topic in the Health Information Library is accessed by using a four-digit code. When you enter a code, you will hear a recorded message about the topic you entered. You may receive a listing of the codes from your employer, or the 24/7 Nurse Line nurse can direct you to a specific topic.

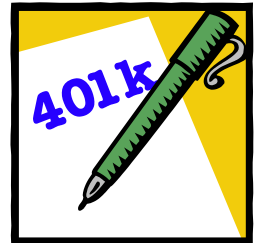
Call Anytime!

1-866-648-5547

401(k) Announcements

I. 401(k) Open Enrollment

Open enrollment for January 2010 has arrived! Human Resources recently mailed out 401(k) enrollment packets for newly eligible employees. Additionally, all current participating and eligible employees were mailed a deferral form for making changes to their existing contribution percentage. Please note that open enrollment is the only time that your deferral amount can be changed. However, you may change your investment elections at any time online at www.moranknobel.com. The enrollment deadline is Monday, December 28th, 2009. Due to administrative constraints, any forms that are turned in after the deadline will not be processed and you will have to enroll during the next open enrollment in July 2010. Please return forms to your local HR representative.



II. 401(k) Plan Changes

Kibble & Prentice, Harley Marine Services' 401(k) plan investment advisor, is pleased to announce that on December 15th, the 401(k) plan will make the following changes:

- ◆ Managers Special Equity Fund will be replaced by the Royce 100 Fund (ticker symbol: ROHHX).
- ◆ The plan will add the DFA Emerging Markets Value Fund (ticker symbol: DFEVX).

The Managers Special Equity Fund is being replaced because its investment performance failed to meet Investment Policy benchmarks. The Royce 100 Fund is a top-performing alternative in the Small Growth Company category. The DFA Emerging Markets Fund will be added to the plan to provide participants with the opportunity to diversify their investments into "emerging" economies like India, China, and Brazil. Investing in emerging markets is highly volatile, and should only be done if you understand the risks and hold the investment for the long-term within a diversified portfolio.

If you currently invest in the Managers Special Equity Fund, your current assets and future contribution instructions will be redirected to the Royce 100 Fund. If you would like to change your existing investment portfolio and/or reallocate future contributions to include the DFA Emerging Markets Fund, you can do so by going to the 401(k) plan web site at www.moranknobel.com or by calling 800-822-9205 after December 15th. For additional assistance, you may call 800-959-9074.

Information on the new investment options has been sent to all plan participants.

III. 401(k) Web Conferences

Additional information about the investment changes and other 401(k) topics will be discussed during two web-conferences. The first web-conference will be held on December 3rd at 12:00 PM PST. The second web conference will be held on December 8th at 6:00 PM PST. All employees are encouraged to join in on the conference call by following the instructions below:

To join either web conference, call (877)589-6971, code #381105. Then log-on to the following web site: <http://harleymarine.com/401kmeeting> and enter the meeting code "Harley 401k". If you are unable to attend either web-conference, a recording will be posted on our intranet.

Provided by Human Resources

December Birthdays

Harley Marine NY

Marco Velez—12/7

Kevin Kelly—12/9

Jess Canterbury—12/17

Rexford Nunemaker—12/19

Harley Marine Services

Christine Mershon—12/16

Irene Dulay—12/20

Mark Stiefel—12/31

Millennium Maritime

Marco Vuoso—12/4

Scott Walker—12/8

Josiah Layfield—12/20

Olympic Tug & Barge

William White—12/1

Russell Holmes—12/4

John Kochis—12/5

David Ferguson—12/7

Travis McGrath—12/10

Brett Nelson—12/15

Todd Johnston—12/15

Steven Ybarra—12/16

Greg Horton—12/19

Jason Hendrickson—12/19

Eric Chisman—12/26

Brent Starheim—12/30

Pacific Coast Maritime

Jim Weimer—12/6

Public Service Marine

Gabriel Cleope—12/15

Carl Fessler—12/27

Pacific Terminal Services

Dennis Stewart—12/6

Tina Garrett—12/10

Bruce Staneart—12/15

Mark Flower—12/25

Starlight Marine Services

Ryan Tom—12/18

Daniel Morrison—12/23

Michael Link—12/24

Victor Gonzalez—12/30

Westoil Marine Services

Lovell Hunt—12/4

Brian Janson—12/7

Joshua Bobic—12/12

Carlo Orlando—12/12

Jason Rittgers—12/19

Mario Amalfitano—12/22

Salvatore Manzella—12/22

Randy Atwood—12/26

Q Factor

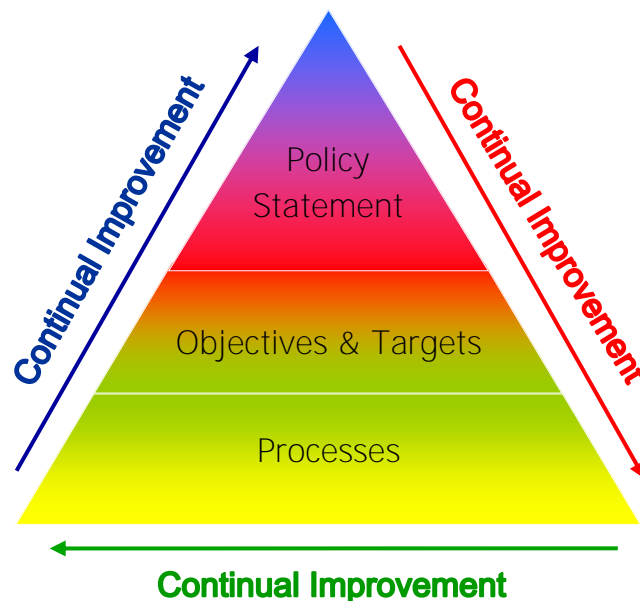
Staying the Course

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One of the first requirements of any management system, whether it is quality, safety or environmental, is to define and clearly articulate your goal(s). This is accomplished through the policy statement. A policy statement needs to be well thought out and easily understood by all. It isn't a positive wipe over negative action; it is the rudder that you steer in the direction you have set for your organization. It is the mission statement in a business plan.

It is easy to lose sight of your policy statement in times of turmoil, change and incertitude. We tend to get lost in the chaos, going this way and that. The requisite policy statement provides an opportunity to ensure focus when creating measurable objectives and targets. If you don't have a "connected rudder" then you are more likely to "blow with the wind" or adopt the "program du jour" with fancy side dishes complete with new labels for existing processes in place, which is often times confusing for your employees. This lack of focus and conviction places you in a weaker "reactive position" to situations and events versus a stronger "proactive position" moving forward with purpose.

Identifying and incorporating a policy statement that is internalized company-wide and executed with conviction, "doing what you say", provides an excellent foundation for clear communication, managing change, merging existing companies and systems together, or adding new.



1. Outline policy to support your goal.
2. Define objectives and targets to support your policy.
3. Document processes to ensure objectives and targets are met.

Are You Prepared? Be Safe & Secure for Storms



Create an Emergency Kit

Keep a few items on hand at home, work and in your car to help you weather the storm, including:

- ◆ Flashlight (with extra bulb and batteries)
- ◆ Matches
- ◆ Drinking Water
- ◆ Food bars, canned food
- ◆ Blankets
- ◆ Manual can opener
- ◆ Battery powered radio
- ◆ Battery powered clock
- ◆ First aid pack: band aids, antibiotics, etc.

Foul Weather Tips:

- ◆ Plan Ahead for Special Medical Needs – People with special medical equipment should consider buying a portable generator and/or have contingency plans. Make plans for staying with friends, relatives or a local agency where electricity is available. Keep at least a week's supply of your prescription drugs on hand.
- ◆ Stay Informed – Listen to local radio stations for updates.
- ◆ Who to Call – If you have information about a downed power line or power outage, call your local power company. Do not go near a downed power line. For life-threatening situations call 911.
- ◆ Stay Warm – Choose a room with few windows, with drapes drawn to keep heat from escaping. Dress warmly in layers and if needed, gloves, hat and scarf.
- ◆ Turn Switches Off – Try to remember what was on when the power went out and turn off the switches, especially anything with a heating element such as ranges or a toaster oven. Also, unplug any sensitive electronic equipment. Keep one light on so you know when the power is restored.

Congratulations!

Jonathan Mendes, General Manager of Starlight Marine Services has been appointed as the Primary Member representing the Tug Operators to the San Francisco Harbor Safety Committee. He will be sworn in on December 10, 2009, at the Port of Oakland. His term will last until November 23, 2012.

This is a tremendous honor and we are sure Jonathan will represent Harley Marine Services and Tug Operators interests to the fullest extent.

Good going, Jonathan!!

December Anniversaries

Harley Marine NY

Richard Benoit—3 years
Corey Harris—3 years
Raymond Keevins—3 years

Harley Marine Services

Gregg Nelsen—16 years
Stephen Parry—1 year

Millennium Maritime

Matthew Hathaway—5 years

Olympic Tug & Barge

Kurt Zaverson—22 years
Guy Larsen—6 years
John Munson—4 years
Koby Otterbach—4 years
Gary St. Luise—4 years
Shane Bonnin—3 years
William Ford—3 years
Eric Liedberg—3 years
Joseph Miranda—3 years
Thomas Plucinski, Jr.—3 years
Stephen Berets—2 years
Eric Fisher—2 years
Daniel Baumfalk—2 years
Matthew Jacobs—2 years
Cory Verbeck—2 years
Daniel Nystrom—1 year
Kuhrt Wieneke—1 year

Pacific Coast Maritime

Steven Osberg—1 year

Pacific Terminal Services

Tracy Wild—9 years
Robert Weiss—1 year

Starlight Marine Services

Hal Eltzroth II—4 years
Michael Limon—4 years
Christopher Ramos—4 years

Westoil Marine Services

Brian Janson—13 years
Thomas Matlock—5 years
Anthony D'Aquanno—3 years
Andre Nault—3 years
Brent Ralph—3 years

As I am sure you remember, Nathan Schmidt, whom our barge is named after was preparing to travel to Africa shortly after the barge christening. While there, he will have a once in a lifetime chance to research and study great whites. Below is an e-mail update from him, with a few minor adjustments so it would fit on the page.

November 23, 2009

Well I suppose it has been a long time since I have written anything. I have been busy, busy, busy and in all honesty I have been slacking in the writing department. It certainly hasn't been the case that I haven't had anything to write about, as you will soon see below, I just haven't gotten around to writing it down.

A few weeks ago we were having spectacular chumming trips day in and day out. There were oodles of massive white sharks coming to the boat and a few brought their attitudes with them. All of these massive, intense, and toothy sharks stood in stark contrast to the music, which somehow happened to become the anthems of white shark research. Somehow goofy pop 80's music turned into the go to music for wrestling white sharks with the bait rope. So on the one hand I was being this über-male, with my shirt off wrestling a huge white shark, bobbing in four meter swells under the blistering African sun, and on the other hand I had Cyndi Lauper in the background singing "Girls Just Wanna Have Fun." It kind of cracks me up thinking about it.



When chumming was wrapping up and Duran Duran was fading away with the batteries of the iPod we would throw a seal decoy off the stern of our boat for a little post chum excitement. We would tow the decoy behind our boat around Seal Island where the sharks hunt and breach on real seals. You can probably see where this is going. After a few minutes of anticipation the boat would jerk back and looking behind you would see a shark the length of our boat suspended in the air. Quite a sight.

More recently, we have had quite a few encounters with local whales. The density of these massive animals here is incredible. Eyes are always up when skippering the boat to avoid hitting one of the humpbacks or southern wright whales that make the bay their home. Some of the southern wrights have been pretty aggressive lately. I don't know if it corresponds with their breeding season or what. We were anchored off the northeast side of Seal Island to start off a chum trip and where dropping chum in and getting the data sheets and cameras out when we noticed a massive black whale surface 40 meters off of our port side. It remained there for a few seconds then ducked its head and took off right for us. This thing was flying toward us at an unreal speed, and it was not happy. We were absolutely scared and dashing all over the boat trying to pull anchor and start the engines. When the whale was about 10 meters away it completely submerged and we grabbed the railings of the boat and braced for impact. I was at the bow and had minimal holds to grab so I was preparing to take a dip in the water. This was bad, as prior to this we were attempting to attract the biggest predatory shark in the world to our boat and I was directly in the middle of their primary hunting ground. I can think of better places to go for a swim. We waited for the hit but it didn't come. A few seconds later we heard a loud spooooosh! As the whale surfaced and released an intimidating geyser from its blow hole. Very, very scary.

The following week myself and three other people in the program had planned to take a trip to a place called Park Rynie, just south of Durban on the east coast of South Africa. We were meeting our Swiss friend out there to go freediving with tiger sharks. When this plan was suggested I was a little bit concerned with the prospect of being in the sharky water with no cage and no air except what I could get at the surface, believe it or not. I rationalized going on that trip by telling myself that the guide we knew out there had been freediving with these animals for years and he still had all of his fingers and toes. So off we went.

The roads in South Africa are great. They are well kept and are well laid out. This aside, they can still be dangerous through operator error. Some of the drivers on the road take a few unnecessary risks and the result of that was seen on our way driving across the country. There were several overturned trucks along the highway, with parts strewn across both lanes, and one overturned truck had the cab pushed into the seat. This aside, we knew we were in good hands as the good people at the Mosselbaai AVIS had rented us the safest car in their fleet, which consisted of well, just that one car. This perfectly engineered model of vehicular safety was a retrofitted 1987 tinfoil thin VW Golf, with a broken steering column that made a gruesome grinding every time you turned the wheel, and an accelerator pedal that we had to tape to the accelerator lever with duct tape ourselves. After living here in Africa long enough to know you should accept that things will most likely not go smoothly or according to plan I knew to just take this beautiful gift and be on my way.

The east side of South Africa is what you would picture in your mind when you think of Africa. On both sides of the road stretch green savannah dotted with mud brick yurts with thatched roofs. Between these villages craggy mountains rise out of planes inhabited by baboons, elephants, cobras, and wildebeest. The grass covering the land is a pale green, and is broken up by deep gashes with the color of chocolate cake. It is some of the most dramatic landscape I have seen in my lifetime.

18 hours from our departure we arrived in Park Rynie, and our pilgrimage to the Mecca of African shark freediving was finished. The following morning we woke up early and drove down the road to the beach where we met our guide Mark and his wife Gail. These two are some of the nicest, most genuine, and generous people I have known. Just from being associated with S.A.M.P.L.A. (South African Marine Predator Lab) Mark offered to take us out for an additional day free of charge, come back another date and stay at his place, and give us free equipment. This guy is a big deal in the tightly knit world of the African shark community. He works with BBC every year to make marine animal documentaries and shares an Emmy for his work on the Blue Planet series. He is also heavily involved with the shark conservation movement. The day after we left he was shipping up to Brussels to meet with the captain of the Sea Sheppard to discuss shark conservation measures in the southern African waters.

The dive spot was about three kilometers away and the ride there was incredible. The sun was hot and anticipation was building. All around us flying fish broke out of the waves and soared through the air fifty feet to the next swell. In the distance we could see devil rays breaching 10 feet into the air and crashing back into the water with an intimidating splash. We slowed down, and after checking the currents and wind direction we suited up and dropped the bait box. Within about two minutes the first sharks arrived and started circling the boat. Then more came. Then still more came. Before we slipped into the water we had about 15-20 seven or eight foot sharks doing laps around the boat. Mark would toss a few baitfish into the water and a chaotic mass of mouths and fins exploded at the surface. Well, I guess I am getting in that I thought, and I leaned back and fell into the water.

For the first ten seconds I didn't see a shark and then from behind me to the left one brushed right by me. Whoa. I followed it to the center of where the sharks were congregating and was eventually in the center of the shark ball. I was joined by the rest of the crew and we took a good few minutes to get used to the idea we were in the middle of the ocean surrounded by sharks. After gaining some confidence we began diving down to the bait box below. The majority of the sharks were circling the box, searching for pieces of fish escaping from the holes. Being at this depth with sharks surrounding all sides of me, and above and below, was one of the exciting times in my life. You started to feel at ease with them and feel that you were meant to be there. I became so at ease that I even reached out and began to grab their dorsal fins to go for a ride. This was one of the most incredible feats of my life. I rode sharks! I think my cool points went through the roof for that one.

The rest of the trip was amazing, we hoped in the water with sand tiger sharks, tiger sharks, black tip sharks, bronze whaler sharks, humpback whales, bottle nose dolphins, green sea turtles and marlins. That place is an absolute marine playground. We are going back in December and in looking at Mark's records over the last 13 years, at this time of year we are about 99% guaranteed to be in the water with tiger sharks and whale sharks. If I can get in the water with both of those fish I will be able to die a happy man.

Well, tomorrow I am taking off to Namibia and then up to east Africa. The realization that this is actually happening is starting to hit me and I can't wait to start the trip. I will send one more email once I am back state side and let you know about the rest of my time in Africa. Much love to you all.

-Nate



On October 26th, Harley Franco was elected to the Board of Directors of the U.K.P&I Club at the Annual General Meeting in Bermuda. Photographed is Harley Franco with the Chairman of the U.K. P&I Club, Dinos Caroussis, and four of the 7 new Directors.

Harley Marine Services Worst Case Drill in California

Harley Marine Services held their worst case scenario drill for California in Los Angeles at the end of September. The exercise lasted three days, the first day were Incident Command Training and the third day was the table top drill. The training and drill were attended by HMS personnel from Los Angeles, San Francisco, Seattle, Portland and New York along with O'Briens Response Management personnel. The table top drill was attended by agency representatives from the United States Coast Guard, Department of Fish and Game-OSPR, Harley Marine's OSRO's including MSRC, Patriot, and ACTI, as well as our salvage contractor, Resolve Marine Group. Also in attendance were legal representatives, a P&I Club representative, and two oil terminal customers.



The drill was a success from all perspectives and deemed as a useful learning experience for all participants. This is just a part of Harley Marine's goal of continual improvement as well as our focus on safety.

WorkBoat Environmental Award Winners Named



WorkBoat magazine honored six companies yesterday for outstanding environmental practices. This year, awards were given for both specific projects and comprehensive environmental management. Winners of the Environmental Initiative award included: third place, **McGinnis Inc.**; second place, **Foss Maritime**; first place, **Alcatraz Cruises/Hornblower Cruises & Events**. Winners of the Environmental Management Plan awards included: third place, **Harley Marine Services**; second place, **Crowley Maritime**; first place, **Foss Maritime**.

As copied from the WorkBoat Show Daily, Thursday Edition:

<http://www.workboatshow.com/09/custom/pdfs/day2.pdf>

"Congratulations to everyone at Harley Marine Services, this is a tremendous accomplishment and everyone throughout our family of companies - on tugs, barges, shop and office - has helped to make it happen! Your diligence in developing and following our innovative and environmentally responsible policies and procedures has put us at the top. Thank you for your participation and special thanks to Dione Lee and the QS team for keeping us in the forefront. Congratulations!"

Deborah Franco
VP HR, Quality Systems, and Administration
Harley Marine Services



Goal: Zero Spills, Zero Incidents

Top 10 Things I Can Do for Safety

1. Follow Policies and Procedures
2. Care for Each Other's Well-Being
3. Work Together, Plan Ahead, and Communicate the Plan
4. Work at a Safe Pace to Ensure 360 Degree Awareness
5. Stop for Safety
6. Be Honest, Transparent, and Accountable
7. Perform Routine Inspections and Audits
8. Discover Root Cause to Correct and Cure
9. Implement Corrective Action in a Timely Manner
10. Share Lessons Learned with Everyone

Cooking with the Captain
Chris Starkenburg
“Roasted Rack of Lamb with Merlot Pan Sauce”

Ingredients:

1 cube	Butter (4 oz)			Pan Sauce
1 tbs.	Fresh Rosemary	2 tbs.		Pan Drippings
3 cloves	Garlic, smashed	2 tbs.		Shallots, chopped
3 cups	Bread Crumbs	1 clove		Garlic, smashed
2 tbs.	Fresh Parsley, chopped fine	1/2 sprig		Fresh Rosemary
1/2 cup	Grated Parmesan Cheese	1 cup		Merlot Wine
1/4 tsp.	Kosher Salt	1/2 cup		Chicken or Veal Stock
1/2 tsp.	Fresh Grated Pepper	1 cup		Heavy Cream
1/3 cup	Olive Oil			Kosher Salt to taste
1/4 cup	Dijon Mustard			Black Pepper to taste
1/4 cup	Stone Ground Whole Grain Mustard			
4	Racks of Lamb (7 bones each)			

Directions:

1. Preheat oven to 425°F.
2. In a saucepan, add butter, garlic, and rosemary.
3. Let it simmer for 20 minutes. Then strain out solids and save the butter.
4. In a large bowl, add the breadcrumbs, parsley, parmesan cheese, salt and pepper.
5. While mixing, add cooled herbed butter until everything is incorporated.
6. Season the lamb with salt and pepper. Make sure the lamb is frenched, or have the butcher do it for you.
7. In a large, heavy bottom, ovenproof skillet, add the olive oil over medium high heat.
8. Sear the racks of lamb on both sides for 1-2 minutes per side.
9. Let the lamb rest for a few minutes then brush both sides with Dijon Mustard.
10. Cover the first couple inches of bone with foil.
11. Lightly press breadcrumbs on the fat side of the lamb.
12. Place the lamb racks back into the skillet or on a baking sheet and place in the pre-heated oven. If you have an oven proof thermometer, place it in the rack before you put in the oven.
13. Bake for 12-18 minutes depending on the size of the rack and also how you like it cooked.
14. Remove from the oven and let rest for 10 minutes before cutting.
15. Be careful when slicing so you don't knock off all the breadcrumbs.
16. Serve with a side of mint jelly.

Pan Sauce Directions:

1. In the same pan you seared the lamb racks, leave two tablespoons of drippings in the skillet.
2. Place the skillet over medium high heat and add the shallots, garlic and Rosemary.
3. Saute for 7-10 minutes, then deglaze the pan by adding the Merlot wine. Simmer and reduce the pan liquid by half, about 10 minutes.
4. Add the stock. Strain and scrape liquid into a saucepan and place it back onto the stove.
5. When the sauce returns to a simmer, while stirring, add the heavy cream.
6. Once everything is blended, taste and season with salt and pepper.

Serves: 4-5 people



REAL ESTATE Connection

Buy Smart. Sell Smart. Live Smart.



Nate Hasson

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John L. Scott
REAL ESTATE
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HOME BUYER TAX CREDIT EXTENDED AND EXPANDED

Dear Harley Marine Valued Employee,

In an effort to continue pushing the nation's economy along the road to recovery, President Obama recently signed a bill that extends the first-time homebuyer tax credit and expands the credit to include more buyers.

First-time buyers who have not owned a home in the past three years are eligible for up to an \$8,000 tax credit.

- ◆ Tax Credit does not require payment.
- ◆ Credit is available to couples with gross income of less than \$225,000 and individuals making less than \$125,000.
- ◆ Buyers must secure a binding contract by April 30, allowing 60 days to close.

Qualified homeowners who have lived in their current home for at least five of the past eight years are eligible for up to a \$6,500 tax credit to buy a home.

- ◆ Tax credit does not require payment.
- ◆ Credit is available to couples with gross income of less than \$225,000 and individuals making less than \$125,000.
- ◆ Credit is limited to homes priced \$800,000 or less.
- ◆ Buyers must secure a binding contract by April 30, allowing 60 days to close.

If you are looking for more incentive to purchase a home, consider this: current historically low interest rates give you greater purchasing power. When interest rates go up a percentage point or two, purchasing power is decrease by as much as \$100,000.

For more information about federal tax credits and state buyer-assistance programs, please visit www.johnlscott.com/taxcredit.

Welcome to the Family



"Bryce Gorne"

Born: 10/21/09

Weight: 6lbs. 9oz.

Proud Parents: Vanessa & Nels Gorne (PSM)

"Juniper Estelle Hoats"

Born: 10/23/09

Weight: 7 lbs. 11 oz.

Length: 20 $\frac{3}{4}$ "

Proud Parents: Heather Tiszai and Joe Hoats (OTB)



NOVEMBER EMPLOYEE OF THE MONTH

Harley Marine Services, Inc.

910 SW Spokane Street
Seattle, WA 98134
(206) 628-0051

www.HarleyMarine.com

Editor: Stephanie Wright
swright@harleymarine.com

Rosie Chavez, Administrative Assistant

Westoil Marine Services

Rosie has been with Westoil Marine since February 2006 as an Administrative Assistant. She has been instrumental with documentation control, assisting with Marine Operations Manual revisions and ISO/ISM roll out to the fleet. Rosie supports all departments in Southern California, but also helps with the entire Harley Marine company. She is always willing to take on "extra" responsibilities and be a team player. Westoil Management is pleased to recognize, Rosie, as Employee of the Month.

Anthony Lobro, Barge Scheduler

Wetoil Marine Services

We would like to congratulate Anthony Lobro for being Westoil's employee of the month. Anthony has been Westoil's barge scheduler for the last 5 ½ years. This position is 8 to 5 Monday through Friday in the office but on call 24 hours 7 days a week. Anthony has shown that he can consistently get our customers' cargo moved on time no matter how busy we are. He never says it can't be done and always finds a way to make it happen. We thank Anthony for his dedication and the long hours at nights and on weekends he puts in to keep us running smooth.

Zach Farmer, Dispatch

Olympic Tug & Barge

November's employee of the month is Portland's own Zach Farmer. Zach is working on his 5th year with OTB. Zach started on deck before moving into the dispatch position. He does a phenomenal job juggling Portland's boats and barges to meet the customers needs. Portland's schedule changes by the hour but Zach keeps it all in stride without skipping a beat. Zach puts 100% into everything he does and he does a lot! Zach, his wife Rebecca and daughters Aubrie and Sophia all make their home in Vancouver, Wa. In his spare time Zach enjoys Golf and Oregon Duck Football.

NOVEMBER NEW HIRES

HARLEY MARINE SERVICES

Tim Kline, Safety Manager

OLYMPIC TUG & BARGE

Robert Shepherd, Engineer

PACIFIC COAST MARITIME

Larry Renfrow, Deckhand / Crane Operator

STARLIGHT MARINE SERVICES

Victor Gonzalez, Deckhand

WESTOIL MARINE SERVICES

Ronnie Elms, Tankerman

