

HORIZON RIVER VIEWS



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END-OF-YEAR MESSAGE TO TEAM MEMBERS AND STAFF

Dear Valued Team:

As the year comes to a close and as 2017 begins to dawn, it seems like a great time to reflect on what we've accomplished, the journey we've taken to get to where we are and the plans we have for 2017.

We would like to start by telling you how much we appreciate each team member and that we recognize we wouldn't be where we are without the contributions made by each and every one of our employees. You are a phenomenal team. Thank you!

Last year was a year of continued growth. You worked tirelessly keeping safety, quality and customer satisfaction as your top priorities. Our deepest pride, however, comes from the way we achieve our goals. We have earned a great reputation as a trusted partner to our customers.

In 2016, we realized that we had to take the good



Front - (L-R): Joann Knoetgen, Warehouse Manager; Kyle Bagnell, Warehouse/Vessel Manager; and Donna Petulla, Customer Service Representative Rear - (L-R): Tina McGriff, Customer Service Representative; Charles Engel, Shipping Manager; Mike Dura, Warehouse/Vessel Operations Manager; and Tim Brown, President

news with some bad. This year, we were given notice from our long-term and highly valued customer, Turbana, that they were going through some changes. One of those changes, they would be operating under a new label called the Fyffes brand. As a result, effective December 31, 2016, Turbana

will no longer be importing product into Pier 82. Though this is a difficult pill to swallow, it has been a privilege doing business with Turbana over the last eight years. We value their business and relationship and regret their departure. We hope in the future we will once again have the privilege of work-

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ing with them. We wish them continued success in the future.

We want to thank each one of you for the manner in which you have conducted yourselves since learning of Turbana's departure. We are extremely proud of the professionalism each team member has exhibited and the dedication that you have shown to "get the job done" each and every day. You continue to exceed those in our industry---everyday.

END-OF-YEAR MESSAGE (CONTINUED)

We want every team member to rest assured that when we face difficult times and decisions during the course of our work, we must choose the right course of action. We are working hard for a fresh strategy. We understand every business goes through an unplanned change and this coming year will be a challenging

one. We are doing what we can to rebuild and face these changing times.

We will use this temporary setback as an opportunity to revise our business strategy that will lead us into a successful future. We are dedicating the necessary time and resources to this project. Our team holds specialized skill-sets that are not common. We

have what it takes and are working on uncovering new areas for investment and future growth. Therefore, 2017 will be a year of change and transition.

Again, thank you for doing what it takes to maintain the Horizon Stevedoring reputation of success and integrity. In every decision you face in the New Year, make safety and integrity

your highest priority and demand the same from those around you.

We wish you and your families a Merry Christmas and a very productive, healthy and safe New Year.

Sincerely,

**Tim Brown, President
and the Management
Team**

SAFETY LEADERSHIP AND ACCIDENT AND INCIDENT INVESTIGATION TRAINING

On October 26th, 27th and 28th, team members of Horizon Stevedoring, Inc. and team members from other various companies attended a Safety Leadership and Accident and Incident Investigation training hosted by Signal Mutual Indemnity Association Ltd. The training was held at the Embassy Suites Philadelphia Airport and provided by Signal Safety

Managers John Belcher and Ron Allen.

The purpose of the training was to further educate team members and provide them with the tools necessary to have an effective accident and incident investigation process in place to identify root causes, define corrective actions, eliminate hazards and prevent similar recurrence.

The accident and incident investigation presentation included:

- Laying the ground work and securing the scene
- Collecting the facts
- Post accident interview process
- Determining the root cause
- Controls and recommendations

•Accident/Incident report writing.

The course concluded with a video of an accident scene showing events and details leading up to it and team members were given the opportunity to interactively apply the knowledge and tools learned to investigate and determine the contributing factors and root cause.



Front (L-R): Joann Knoetgen, Warehouse Manager, Horizon Stevedoring, Inc. (HSI); Tim Creedon, Ship Superintendent, Murphy Marine Services, Inc. (MMS); Tim Brown, President, HSI; Danny McGarry, Assistant Terminal Manager, PENN Warehousing & Distribution, Inc. (PWD); Laurie McDonald, Client Service Supervisor, PWD; and Jay Valez, Senior Yard Supervisor, PENN Auto Team (PAT) Rear (L-R): Kyle Bagnell, Warehouse/Vessel Manager, HSI; Mike Dolan, Superintendent, MMS; Kyle Rogachenko, Project Engineer, PAT; Hubert Manns, Controller, PWD; and Jim Lyons, President, J.H. Stevedoring Company, Inc.



Front (L-R): Alexis Cantwell, Automotive Maintenance Administrator, PAT; Teresa Brown, Administrative Assistant/Safety, PAT; and Austin Pezzano, Cornerstone Safety Consulting Middle (L-R): George Garcia, Ship Superintendent, MMS; John Coullahan, President, MMS; Fran Smith, Assistant Terminal Manager, PWD; Ed Heinlein, VP, Operations/Marketing, MMS; Pat Farrell, Vice President, Operations, MMS; and Brian Moyer, Ship Superintendent, MMS Rear (L-R): Charles Engel, Shipping Manager, HSI; Don Hills, I.S. Manager, PWD; and Terry Brown, Vice President, PWD.

HORIZON WELCOMES NEW TEAM STEVEDORES



Justin Holland - Hired October 12th



Gerard Ducos, Jr. - Hired October 19th



Paul Reitenour - Hired October 19th



Adam Kettle - Hired November 15th



Joseph Macauley - Hired November 15th



John Holt, Jr. Hired November 15th

CONTACTS

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Employee Birthdays

October

Elliott Miranda, Bruce Hornung and Latef Cooper

November

Ely Colon, Anthony Russino and Tom Mazeika

December

Ken DeSante, Edwin Colon and Ernie Spivey



COMMENTS? SUGGESTIONS?

This is your Horizon River Views! If you have ideas for future articles or information you'd like to see Included, please let us know. To submit ideas or suggestions, please contact Joann Knoetgen at joann.knoetgen@pennci.com