



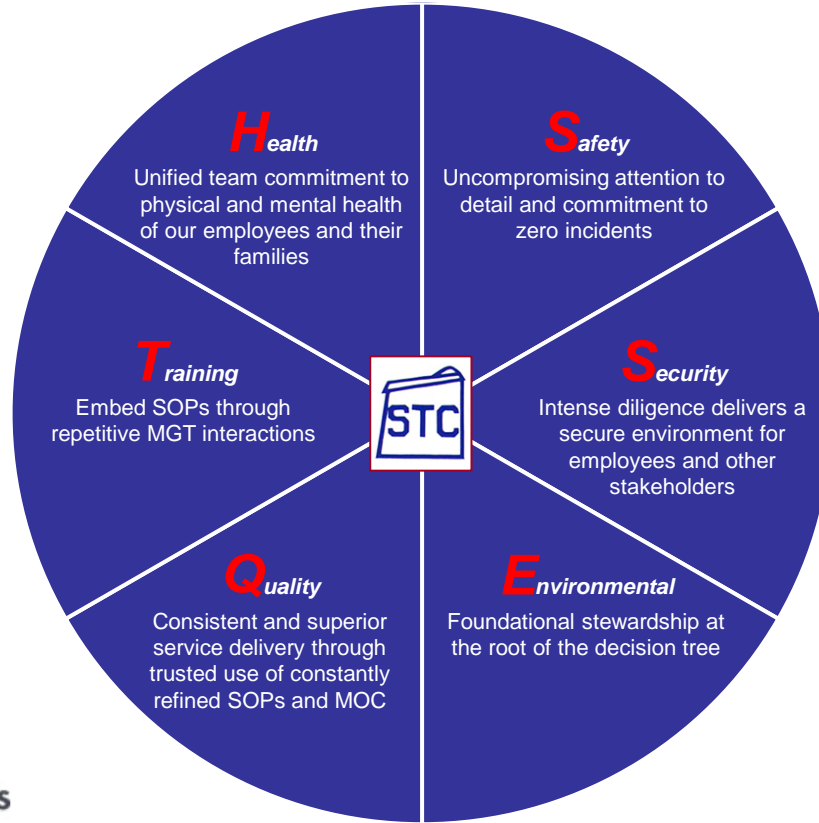
# SOUTHERN TOWING COMPANY

“A REGIONAL PERSPECTIVE”



“We Begin With  
Insufficient Knowledge”

# “HSSEQT FIRST - Our LICENSE TO OPERATE”



## *A Culture and a Climate*

**Culture:** A learned meaning system that consists of patterns, values, norms and symbols that are shared to a varying degree by interacting members of a community

**Climate:** The general environment within a society comprising the attitude of the organization toward activities

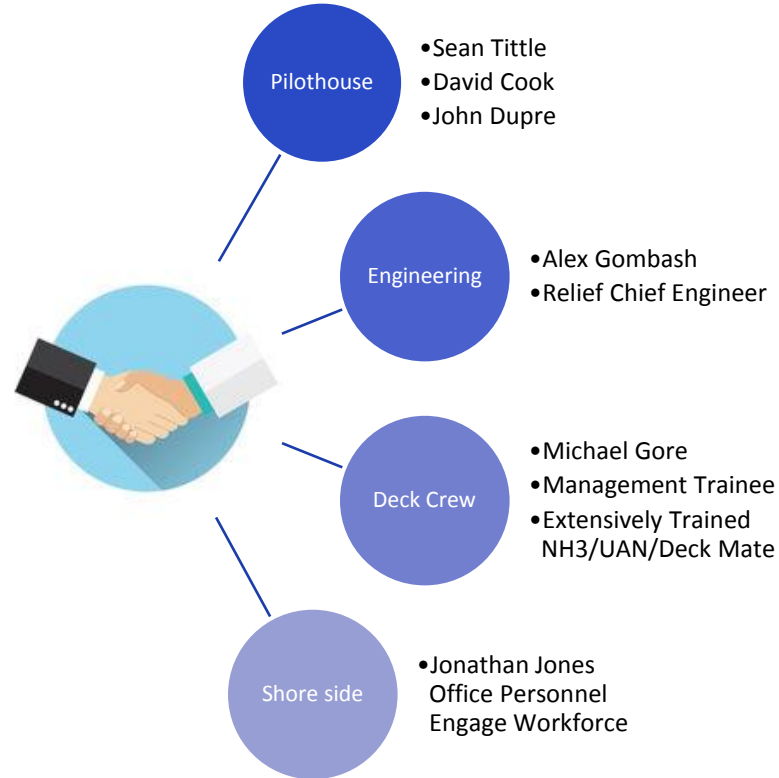
*A CEO can delegate Culture, but the Climate is a direct indication of the CEO’s personal, upfront involvement and visible leadership!*



- D** • **Develop Future Talent**
- R** • **Reinforce Frontline Management**
- I** • **Improve Processes**
- V** • **Value Open Communication**
- E** • **Empower Multidiscipline Teams**

# Leadership Development Program

- **Multidisciplined -Development Team**
- Peer to Peer and Individual Assignment
- Safety & Performance Oriented Tasks
- Increased Engagement & Communication
- **Develop Lasting Relationships among Future Leaders**



# LEADERSHIP DEVELOPMENT

STC invested efforts into identifying, investing and developing leaders.

- Year-long program including on-site efforts and follow-up activities
- Identification of and investment into captain advisory council
- Diversified groups, representing multiple areas of focus as well as experience levels, etc.
- Annual awards banquet to honor top performing boats and individuals

## TeamTrek Onsite Training



Week	Theme:	Approach
1	<b>LDI Kick-Off with 4-Day Program at Team Trek Learning Center</b>	Team Trek 4-day program (6 participants - includes food/lodging/facilitation)
2		
3		
4		
5		
6	Team Trek Journal Article - "Leadership Clarity"	Southern Towing led discussion
7		
8	Team Trek Journal Article - "Organizational Clarity"	Southern Towing led discussion
9		
10	<b>100% Responsibility - (Review commitments made at kick-off)</b>	<b>Team Trek led 1 1/2 hour workshop</b>
11		
12	Team Trek Journal Article - "The Virtue of 100% Responsibility"	Southern Towing led discussion
13		
14	Team Trek Journal Article - "A 100% Engaged Workforce"	Southern Towing led discussion
15		
16	Team Trek Journal Article - "Building High Performing Teams"	Southern Towing led discussion
17		
18	Team Trek Journal Article - "Virtue Leadership"	Southern Towing led discussion
19		
20	<b>Engaged Listening + Effective Communication</b>	<b>Team Trek led 1 1/2 hour workshop</b>
21		
22	Team Trek Journal Article - "Communication"	Southern Towing led discussion
23		
24	Team Trek Journal Article - "Empathy"	Southern Towing led discussion
25		
26	Building Trust - Read and discuss "Speed of Trust"	Southern Towing led discussion
27		
28	Team Trek Journal Article - "Trustworthiness"	Southern Towing led discussion
29		
30	Team Trek Journal Article - "Setting Clear Expectations"	Southern Towing led discussion
31		
32	Team Trek Journal Article - "Accountability"	Southern Towing led discussion
33		
34	Team Trek Journal Article - "Attitude of Conflict"	Southern Towing led discussion
35		
36	<b>Healthy Conflict &amp; "How to Coach"</b>	<b>Team Trek led 1/2 day workshop</b>
37		
38	Team Trek Journal Article - "The Gift of Giving & Receiving Feedback"	Southern Towing led discussion
39		
40	Team Trek Journal Article - "Focus on Results"	Southern Towing led discussion
41		
42	Team Trek Journal Article - "Doing Less"	Southern Towing led discussion
43		
44	<b>Awareness + Leadership of Others</b>	<b>Team Trek led 1 1/2 hour workshop</b>
45		
46	Team Trek Journal Article - "The Parachute Packer"	Southern Towing led discussion
47		
48	Team Trek Journal Article - "Know Your People"	Southern Towing led discussion
49		
50	Team Trek Journal Article - "Developing People"	Southern Towing led discussion
51		
52	Where do we go from here?	Southern Towing led discussion



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# **WATERWAYS: Working for America**



## Maintaining Safety

*Inland waterways transport has a low injury and fatality record compared to rail or truck.*

Safety related statistics for all modes of freight transportation between 2001 and 2009 show 1 injury in the inland marine sector for every 95.3 in the rail sector and 1,609.6 in the highway sector. The same 9-year period shows 1 fatality in the inland marine sector for every 18.1 in the rail sector and 132 in the highway sector.





## Moving Forward, Saving Energy

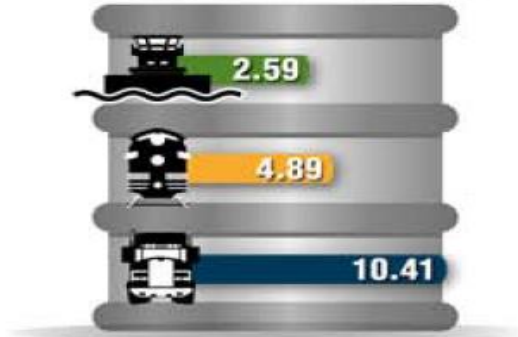
*Transporting freight by water is the most energy-efficient choice.*



**Ton-miles Traveled per Gallon of Fuel**

The most energy-efficient way to move commodities such as coal, grain, iron, steel, aggregates, petroleum and chemical products is to use the nation's navigable rivers. Barges can move one ton of cargo 616 miles per gallon of fuel. A rail car would move the same ton of cargo 478 miles, and a truck only 150 miles.

### Rate of Spills in Gallons per Million Ton-miles



Spills of more than 1,000 gallons

### Protecting Communities

*Inland waterways transport moves hazardous materials safely.*

All transport modes work hard to prevent accidents, human errors and other causes of spills. Overall, spill rates are very low. Statistics for 2001-2009 show trucks losing 10.41 gallons per million ton-miles, rail cars 4.89 gallons and barges only 2.59 gallons.

### Ensuring Cleaner Air

*Inland waterways transport generates fewer emissions than rail or truck.*

The emission comparison between inland towing, rail and truck transportation shows that fewer air pollutants are generated by moving products on America's inland navigation system. These pollutants include:

- Particulate matter (PM)
- Hydrocarbons (HC)
- Carbon monoxide (CO)
- Nitrogen oxides (NOx)

### Emissions (Grams/Ton-mile)

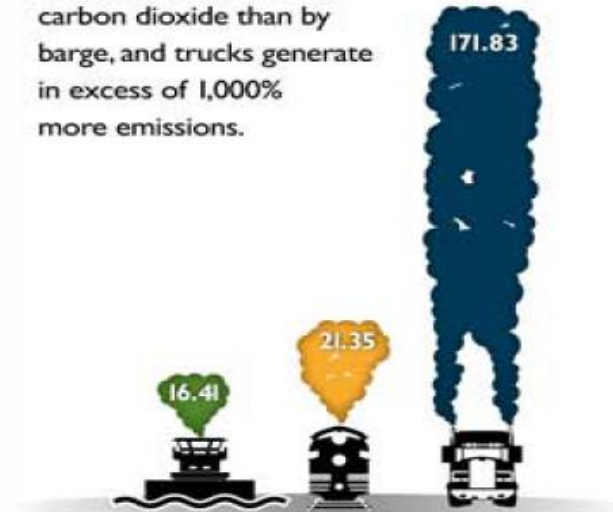


PM = Particulate matter ■ HC = Hydrocarbons ■ CO = Carbon monoxide ■ NOx = Nitrogen oxides

### Environmentally Advantageous

*Barges have the smallest carbon footprint among competitive transportation modes.*

To move an identical amount of cargo by rail generates 30% more carbon dioxide than by barge, and trucks generate in excess of 1,000% more emissions.



Tons of CO<sub>2</sub> per Million Ton-miles

## Mississippi STAGES – 9 Mar 2018 – 0700 CDT

Station	Flood Stage	Daily Change	Current Stage	Forecasted Crest Stage	Date	2011
St. Louis, MO	30.0	-0.5	16.93	Crested 19.84	26 Feb	33.89
Chester, IL	27.0	-0.15	20.67	Crested 24.74	26-Feb	39.74
Cape Girardeau, MO	32.0	0.0	29.19	Crested 32.32	28-Feb	46.28
<b>Cairo, IL</b>	<b>40.0</b>	<b>0.0</b>	<b>54.24</b>	<b>Crested 54.8</b>	<b>3 Mar</b>	<b>61.72</b>
New Madrid, MO	34.0	-0.1	41.03	Crested 41.41	5 Mar	48.35
Caruthersville, MO	32.0	0.0	40.7	Crested 40.9	5 Mar	47.61
Memphis, TN	34.0	0.0	39.34	Cresting 39.5	10 Mar	48.03
Arkansas City, AR	37.0	0.3	42.09	44.0	14 Mar	53.14
Greenville, MS	48.0	0.5	53.58	56.0	15 Mar	64.22
Vicksburg, MS	43.0	0.4	47.72	50.5	16 Mar	57.1
Natchez, MS	48.0	0.7	54.19	57.0	19 Mar	61.95
<b>Red River Lndg, LA</b>	<b>48.0</b>	<b>0.75</b>	<b>57.48</b>	<b>60.0</b>	<b>20 Mar</b>	<b>63.39</b>
Baton Rouge, LA	35.0	0.75	40.16	42.5	21 Mar	45.01
<b>New Orleans, LA</b>	<b>17.0</b>	<b>0.3</b>	<b>15.67</b>	<b>17.0</b>	<b>13 Mar</b>	<b>17.38</b>
Morgan City, LA	6.0	0.3	6.04	7.5	20 Mar	10.35

Major Flood Stage:  
 Moderate Flood Stage:  
 Flood Stage:  
 Action Stage:

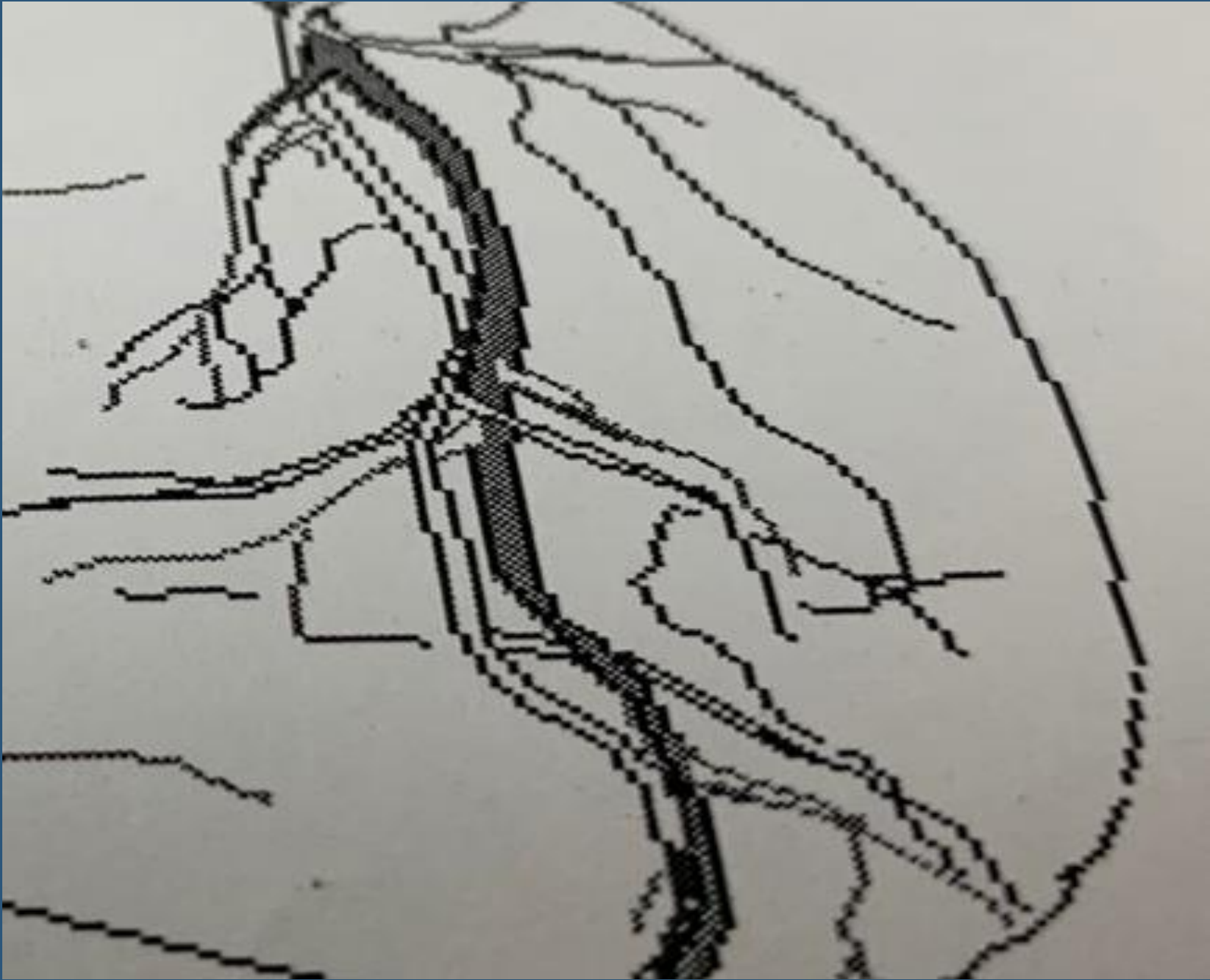
Top of Morganza gates 60 feet  
 RRL gage of 60.5 feet = 57 feet at Morganza

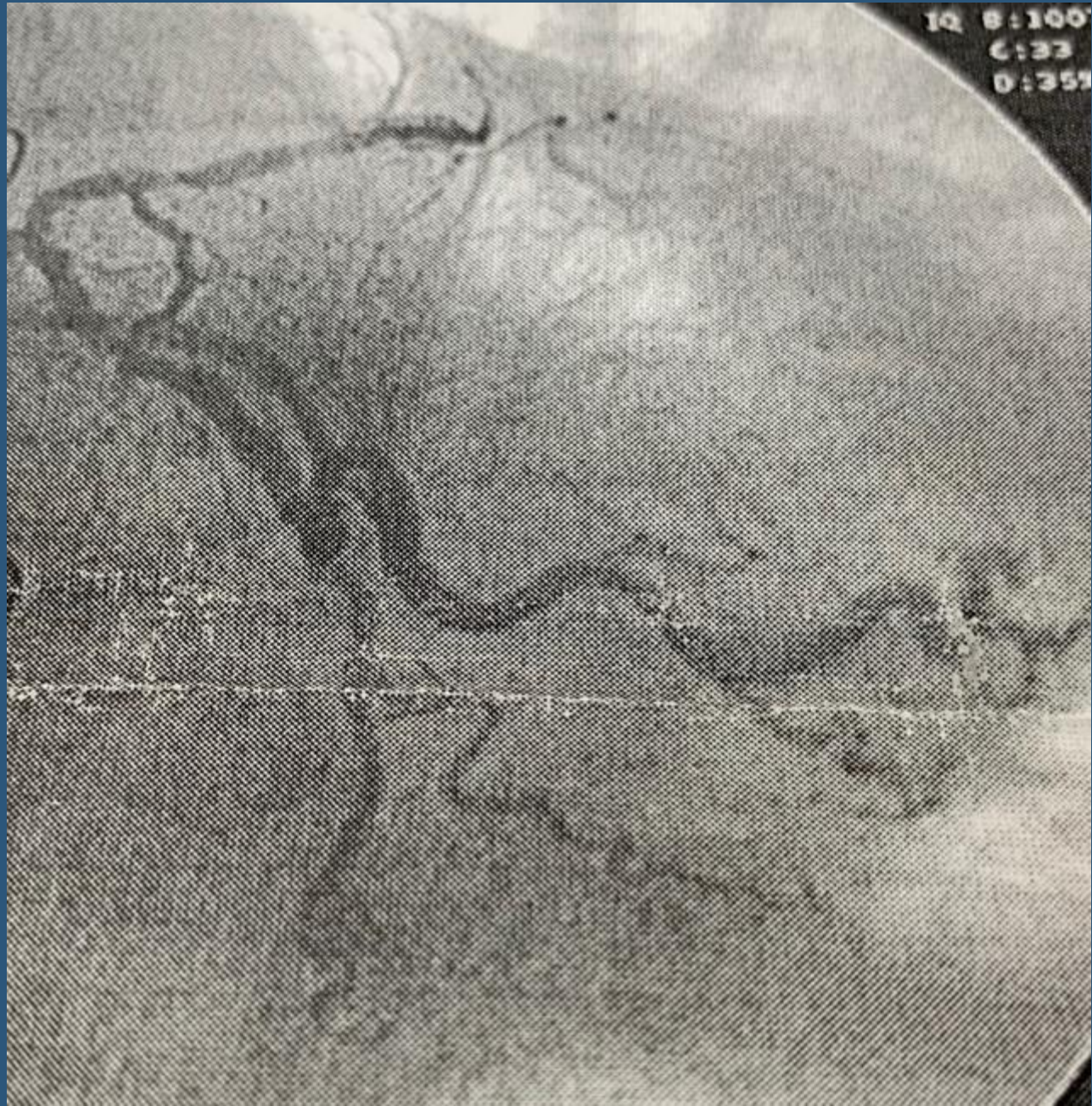


# RELIABILITY – SUSTAINABILITY ?

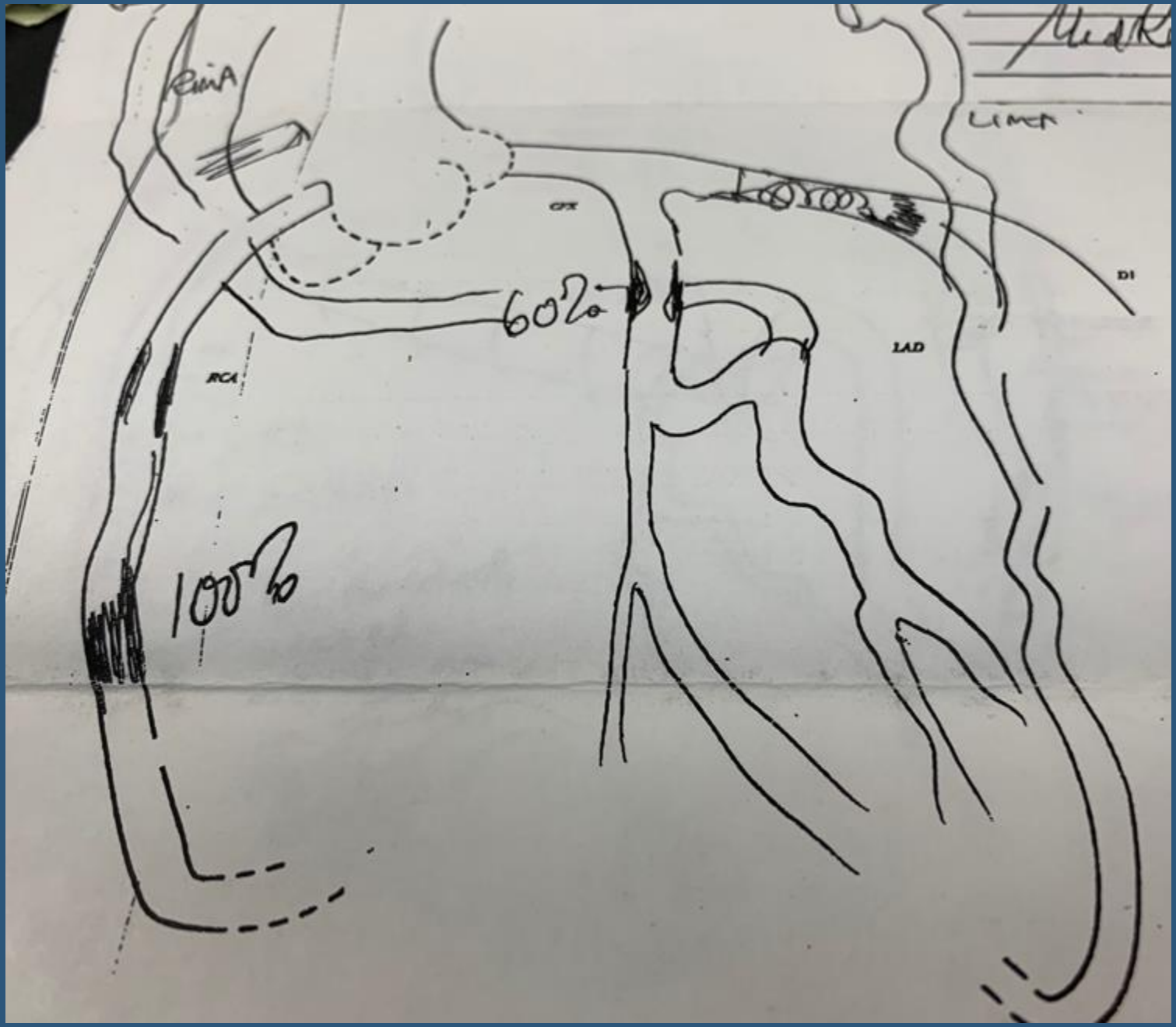
# “Arteries of our Nation”













## “ Keeping HSSEQT First ”

“A GREAT JOY IN LIFE IS  
ACCOMPLISHING WHAT OTHERS  
SAY CANNOT BE DONE OR HAS  
NOT BEEN DONE BEFORE’

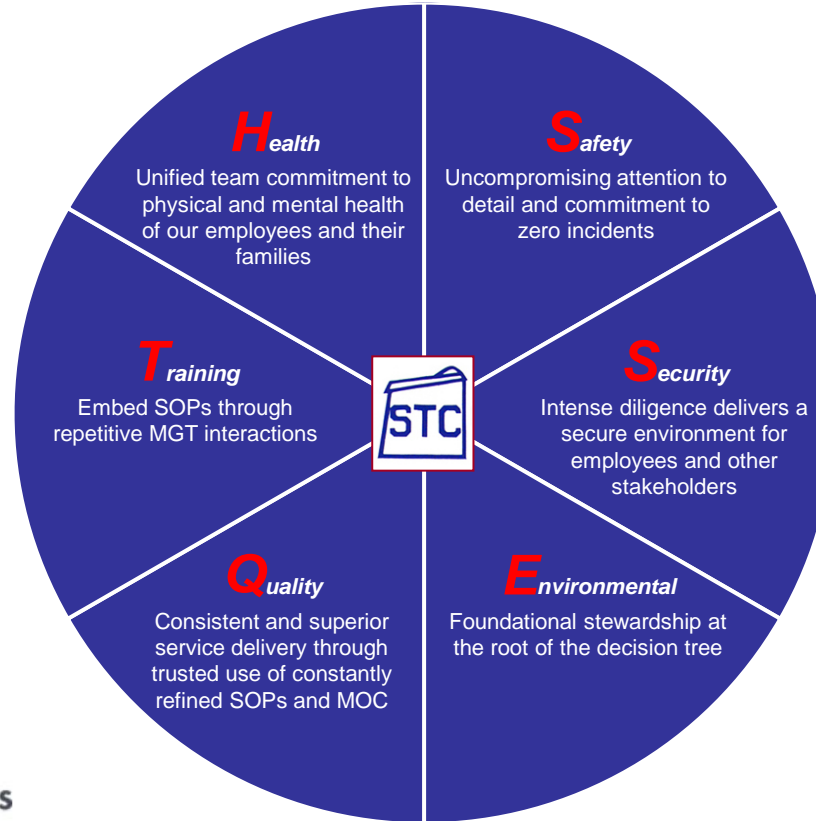


## “ Keeping HSSEQT First ”

“If we are to achieve things never before accomplished, we must employ methods never before attempted”

Sir Francis Bacon: 1561- 1626

# “HSSEQT FIRST - OUR LICENSE TO OPERATE”



## *A Culture and a Climate*

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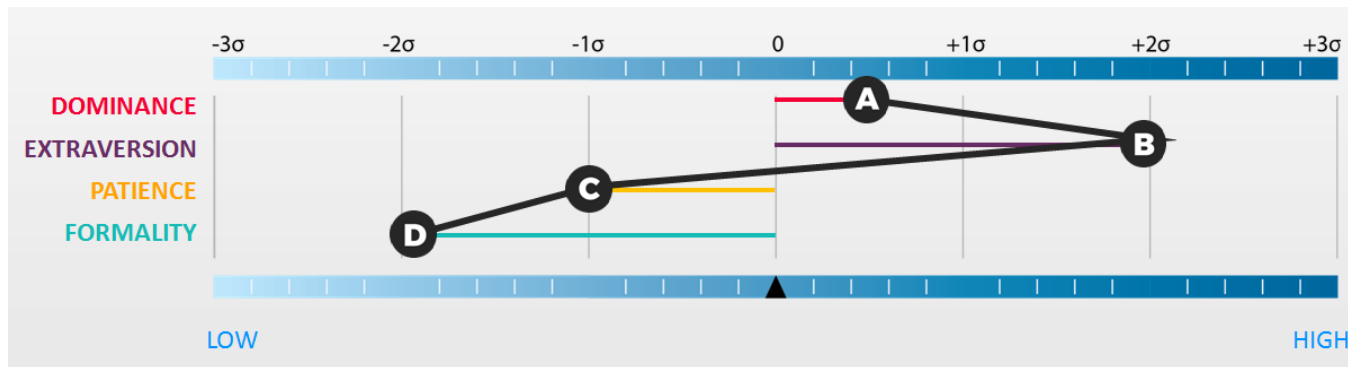
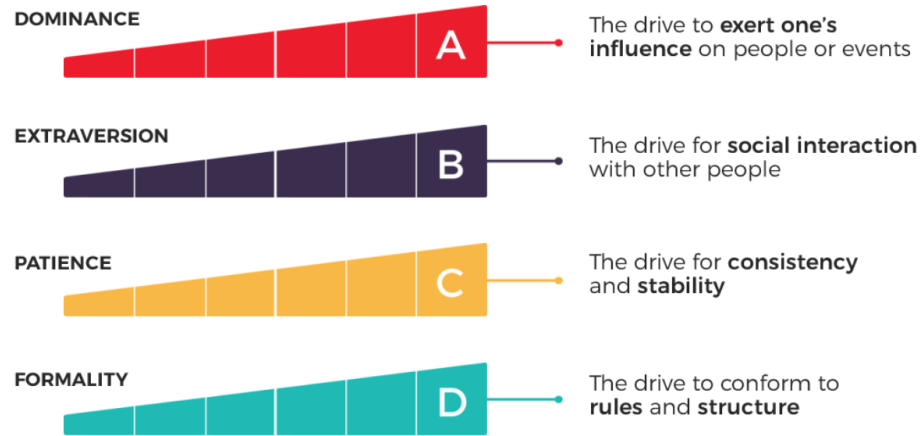
**Climate:** The general environment within a society comprising the attitude of the organization toward activities

*A CEO can delegate Culture, but the Climate is a direct indication of the CEO’s personal, upfront involvement and visible leadership!*

# STC FAMILY



# PREDICTIVE INDEX – IDENTIFYING TALENT



# WIRELESS SENSOR TECHNOLOGY





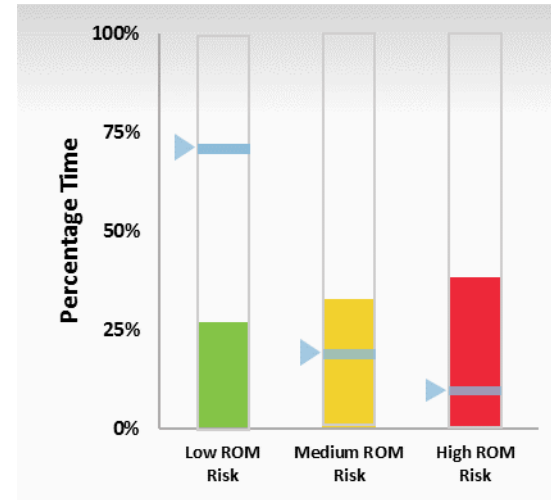


# POOR PRACTICE – TIGHTENING LINES

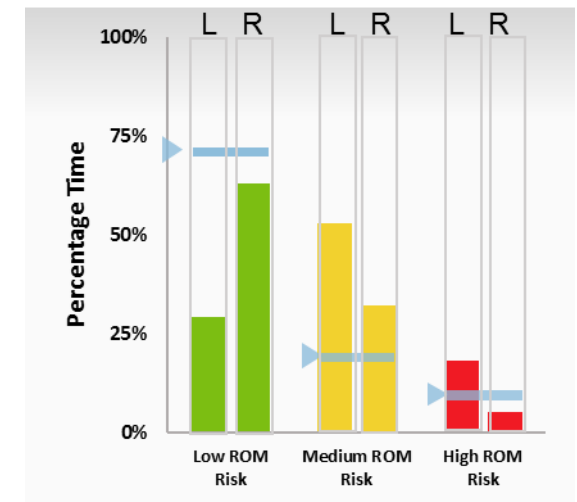


- Worker is standing front on to the ratchet
- This promotes back twisting which can be damaging to the spine and cause pain.

**Back**



**Shoulder**



# GOOD PRACTICE – TIGHTENING LINES

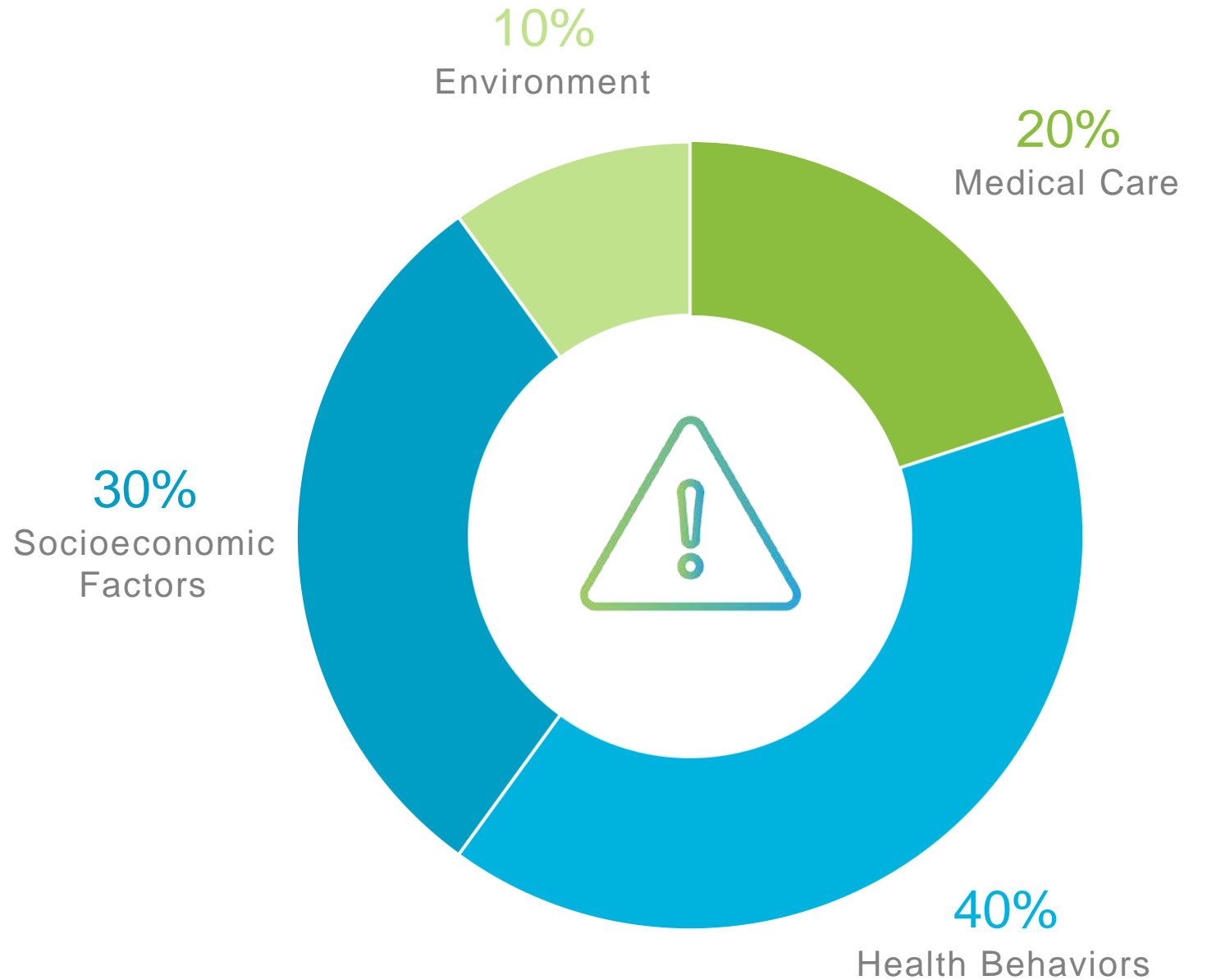


- Use a squat or lunge position.
- Stand perpendicular to the ratchet and avoid twisting the back.
- Always use the cheater pipe while tightening lines.
- Shift your weight between your left and right legs as you tighten the lines

# WHAT WE KNOW.

80% of health outcomes are influenced by NON-MEDICAL factors.

We can remove barriers, influence beliefs, and reward behaviors.



# THE SUSTAINABLE HEALTH INDEX



Simple data everyone can see, understand, and use to influence our people to own their health.

## We asked ourselves three things:

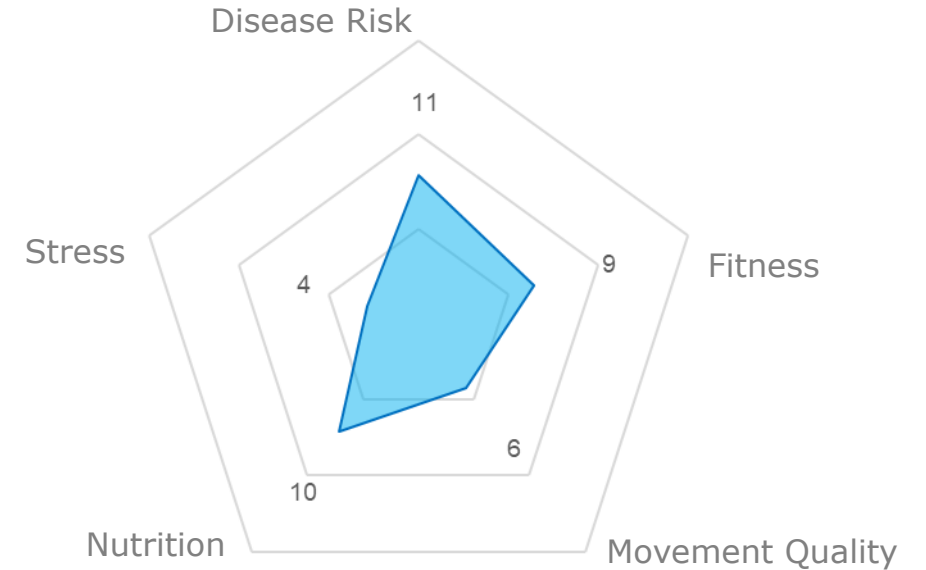
1. What are the health beliefs and behaviors of this community long before the health issues hit the claims deck?
2. What are the inherent barriers this community has to a habit of health?
3. How can STC remove barriers and influence beliefs and behaviors?

# THE INDEX EXPERIENCE.



- 93% Index completion rate
- 64% Readiness to change
- 55% Ability and confidence

## HEALTH INSIGHT



Total Health Score : 10



# CARE COORDINATION USING NURSE ADVOCACY.



**CONNECT**  
HEALTHCARE COLLABORATION

Using a combination of the SHI index and claims data, our Nurse Advocate can:

- **Identify** top claimants and conditions by cost
- **Instigate** outreach to employees, spouses and dependents
- Develop **personalized** member-driven goals and healthcare plans that might assist with weight loss, diabetic management, smoking, alcohol or drug cessation, among many other health-related topics
- End result is **improved** health outcomes, **decreased** spend, and improved **quality** of care

Our Nurse Advocate then dissects and uncovers savings through claims data addressing the following: (modifiable factors)

The “Impactables”

Care Gaps

Poor Outcomes

Medication Adherence

Prevention and Screenings

ER and Urgent Care Summary

Avoidable Visits

Disease Management



Defective Equipment Or Machinery



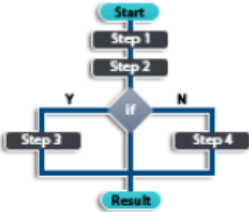
Communications




Supervision




Task Planning



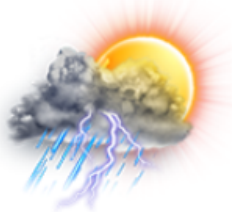
Procedural



Training



Housekeeping



Weather



Navigation




Safety Equipment



Fall From Height



PPE



Slip, Trip, Fall



Transiting Vessel / Barge / Dock



Smoke / Near Fire



Fueling

# “Arteries of our nation”





# "A Navigation of Compromise"



# The News-Star

Sunday  
February 22, 2004

Monroe/West M

## ORVA rallies to get funds

By GREG HILBURN  
ghilburn@thenewsstar.com

A delegation of Ouachita River Valley Association members will travel to Washington on Monday to lobby Congress and the Corps of Engineers to restore funds in next year's budget that would keep the river navigable.

Members of ORVA were stunned when they learned that President Bush's 2005 budget slashed funding for the river from \$10.22 million this year to \$1.97 million in 2005. The Corps has said it would spend about \$10 million to open four locks and dams and maintain a 9-foot channel. It values the river structure at about \$700 million.

"We've got to make sure we understand the impact that a non-navigable Ouachita would have on northeastern Louisiana and southern Arkansas," said Stringer, ORVA vice president.

Two examples of the economic and environmental impact of the river would be lost if ORVA estimates that more than 100 jobs would be lost in Smackout, La. If funding is cut, the Corps of Engineers and other agencies would not be able to maintain the river.

## The News-Star

### Bush plan threatens Ouachita

#### Proposed funding cut could sink river trade

By GREG HILBURN  
ghilburn@thenewsstar.com

President Bush's 2005 budget would slash funding for the Ouachita River infrastructure by more than 80 percent, which would destroy the river's commercial viability, the U.S. Army Corps of Engineers said.

"This basically means that the federal government would abandon the Ouachita River system," said Todd Davison of Davison Petroleum, which operates Sunshine Terminal in Rilla just south of Monroe.

Bush's proposed budget would cut funding on the Ouachita-Black system from \$10.22 million this year to \$1.97 million in 2005.

That's not enough money to operate the Ouachita's four locks and dams or maintain a 9-foot channel by dredging, the corps said.

"This basically puts (the river) in nonball status," corps spokesman Michael Logue said. "It really takes about the amount of money we had this year to keep the (river) open." The cut threatens future barge traffic and puts the future development of a new Ouachita River port in West Monroe in danger. Paul Revis, executive director of the Ouachita River Valley Association, said he was dumbfounded when he realized the extent of the cut. "I just can't imagine how you could not allocate enough money to operate the river," said Revis, whose organization includes commercial and recreational users as members. "It's the most ridiculous budget cut I've ever seen."

#### Locks and dams on the Ouachita



West Monroe-West Ouachita Chamber of Commerce President Sue Edmunds said she "was more than surprised when I found out. I was angry." "This isn't acceptable," Edmunds said. "We have so many economic challenges here until we can get the federal government to fully focus on the issues that could help us, like developing a port, the picture isn't going to change."

Revis said a nonnavigable Ouachita would harm consumers as well as the businesses that depend on barge traffic.

"We did a study last year that said gas prices in northeastern Louisiana would rise by about 6 cents per gallon if trucks instead of barges delivered gas to distributors," Revis said.

Davison's company trans-

► See RIVER / 11A

## Alexander fights to keep river flowing



Alexander...  
the Ouachita...  
\$1.97 million...  
Corps offi-

"A River Basin of Opportunity. A Century Plus of Commitment"

# ORVA

Ouachita River Valley Association

Serving Arkansas and Louisiana







“If we are to achieve things never before accomplished, we must employ methods never before attempted”

- Sir Francis Bacon: 1561- 1626

“We will chase perfection and while we chase it relentlessly, knowing all the while we can never attain it, but along the way we shall catch excellence”

- Vince Lombardi



PILLARS

# “ Keeping HSSEQT First ”

- 1. Get in the arena**
- 2. Lead with humility**
- 3. Communicate and act in an honest, ethical and direct way**
- 4. Maximize the collective strengths of the team**
- 5. Trust, respect and commit to each other – “Presume Best Intentions”**
- 6. Challenge conventional thinking**
- 7. Adapt and evolve through a philosophy of continuous improvement**
- 8. Drive results through a disciplined and data-driven approach**



# STC

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## PILLARS

 **SUCCESS THROUGH COMMITMENT**

 **SAFELY TRANSPORTING CARGO**

 **SERVICE TO CUSTOMERS**

 **SUPPORTING THE CREW**



**SOUTHERN TOWING**  
**COMPANY**



