



2000-present- Vice President-Southeast Stevedoring Corporation; North Pacific Maritime, Inc/ ANP Shipping Company

- Management position handling all variety of corporate affairs, legal, insurance, Workers Compensation, litigation, benefits, budgeting, cost approvals.
- Extensive time in labor negotiations with ILWU and Teamsters Union's locally and in collective bargaining with other Employers on a State-wide basis, Handle Union grievances and formal arbitrations. Develop and write arbitration position briefs and represent the Company at arbitrations hearings.
- * Corporate Human Resources, hiring, firing, training, conflict resolution, etc.
- Oversee Statewide ships agency operations, stevedoring operations for cargo, cruise, and military ships with hundreds of employees annually.
- Customer relations, contract and rate negotiations, account collections.
- * Research and development of new business opportunities and acquisitions.
- * Administrator of Corporate Profit-Sharing retirement account.

1995-2000- Operations Division -Southeast Stevedoring Corporation; North Pacific Maritime, Inc.

- Promoted to Corporate head office in Ketchikan Alaska.
- ❖ Facilitated vessel agency and stevedoring operations throughout out Alaska. Set up ship loading operations in remote Alaskan ports for export of Alaska Native Corporation Timber using local Native Shareholder labor.
- Worked with local Native leaders to hire and train their shareholders as longshoremen. Coordinate with Foreign Trading Company customers on ship schedules, cargo stowage and negotiate contracts for services.
- Assisted in other Alaska ports and Company offices for cruise ship agencies services during peak times.

1985-1994- Port Manager - Southeast Stevedoring Corporation; North Pacific Maritime, Cruise Line Agencies of Alaska, Sitka, Alaska.

- Diverse position covering ships agency services for all cruise, bulk cargo, reefer and military ships in Sitka.
- Arranged each port call and processed all required logistics, documentation for U.S. Government agencies including Customs, Immigrations, Coast Guard, Agriculture and the U.S. State Department.
- Handled the extensive in port needs of the ship, crew and passengers extending from medical emergencies to provisions, supplies, freight, crew transfers.

1985-2000-Cargo Superintendent -Southeast Stevedoring Corporation, Sitka, Alaska.

- Supervisor for loading cargo ships with baled wood pulp, round logs, lumber and fish products in Sitka, Ketchikan and many other Alaskan Ports.
- Provided the labor, equipment and expertise to load and properly stow the cargo on board foreign ships in Sitka and other Alaskan ports.
- ❖ Handled local labor relations, negotiations and disputes with the International Longshore and Warehouse Union or Native Corporation longshore labor.

1980-1985 Operations Manager- Koncor Forest Products Company

- Directed land management and field operations on over 120,000 acres of Alaska Native Corporation Timber Land
- Operated timber harvesting operations and logging camps on Afognak Island and in Yakutat Alaska for a group of Alaska Native Corporations.
- Conducted long ranging planning and field layout of timber sales including roads engineering and logging unit layout. Responsible for all Government permitting and logging contract administration.
- In charge of product quality control and inventory and assisted in sorting and marketing of logs for export.
- Oversaw construction and startup of a sawmill in Yakutat for primary manufacture of USFS Timber.
- Reporting to Native Corporation Board of Directors regarding annual budgets and local Native shareholder hire goals.

1970-1980- Various- timber industry seasonal jobs; Logging, Timber cruising, Tree planting and Forest Fire fighting throughout the Pacific Northwest.

Alaska Steamship Response -Marine Causality Incident Response Team for Alaska, Participated in oil spill and salvage response to maritime causalities of cruise ships, cargo ships and Alaska ferries throughout Alaska for over 25 years. Coordinating with all Federal and State agencies, on behalf of vessel owners, to facilitate a cost effective and environmentally sound incident response. Extensive annual response training with government agencies, cruise and cargo ship companies.

SEAK Marine Firefighting Committee- US Coast Guard directed Committee established to provide a forum to bring together experienced representatives from a variety of sources that will continually assess marine firefighting port readiness, implement appropriate measures to increase readiness levels, and develop, revise, and implement the Southeast Alaska Marine Firefighting Contingency Plan.

2003-2010; 2018-2023 Alaska State Board of Marine Pilots- Appointed by three Alaska Governors to this State Regulatory Board to administrate the Marine Pilotage System in Alaska and the licensing of Marine Pilots who are required on all foreign cargo and cruise ships in Alaskan waters. Represent a maritime industry position of balance and

cost reality while promoting safety and environmental responsibility in a strongly regulated profession.

2002-present- Employer Benefit Trustee, Employer Trustee for International Longshore and Warehouse Union Multi Employer Benefit Plans.

- Work with other Employer and Union Trustees and Trust Professionals to responsibly manage multiemployer funds, following Federal Taft-Hartley regulations, for Pension, Health and Welfare and Holiday and Vacation Benefit funds for the ILWU to provide long term stable benefits to qualified union members in Alaska.
- * Attend annual training with the International Foundation of Employee Benefit Plans
- * These Trust funds have been and continue to be in excellent funding status.

1990-1994- Sitka Ports and Harbor Commission- Commissioner and Chairman during large boat harbor and port expansion projects. Chairman of many challenging public hearings regarding these successfully completed projects. Worked closely with the City Assembly, hired consultants and the public.

1989-1993- Sitka Emergency Preparedness Council-council member working to develop local emergency response plans.

EDUCATION AND TRANING

1975-1979- Oregon State University. Bachelor of Science in Forest Management

Marine Firefighting Symposium 2011- Training in land-based response to shipboard fires. Valdez, Alaska 2011

Incident Command System (ICS) level 300 certified. Trained and have operated at all levels of ICS including Incident Commander.

Certified Forklift Training Instructor Class B Commercial Drivers license Advanced First Aid CPR USCG Captains License- OUPV Near Costal (currently expired)