

Cooke



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Cooke acquires Invergordon fish feed mill





Cooke

COOKE FAMILY OF COMPANIES NEWSLETTER FALL 2019



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On the Cover

Cooke Inc. recently announced the establishment of Northeast Nutrition Scotland Ltd. in Invergordon, Scotland. The facility is located at Inverbreakie Industrial Estate and will manufacture fish feed for Cooke Aquaculture Scotland Ltd.

Read more about Northeast Nutrition Scotland on page 26.

Message From Glenn



Growth for Team Cooke

At Cooke, loyal and hard-working employees around the globe dedicated to the very best for our customers are the secret to our success. Every day, I see proud devotion to top-quality products and customer satisfaction.

Their passion, dedication and innovation drives us forward. This year alone, we have added thousands of new people to the Cooke family. We welcome them as our global expansion allows us to offer more products to more people around the world.

Our recent growth includes Seajoy Seafood Corporation group, one of the largest vertically integrated, premium shrimp farms in Latin America. And we've acquired Farallon Aquaculture de Nicaragua S.A., a vertically integrated producer of farmed shrimp and a leading supplier of branded fresh-frozen shrimp to major markets in Asia, Europe and the U.S. Farallon Nicaragua is headquartered in Leon, Nicaragua, it employs nearly 400 people, and operates a state-of-the-art hatchery, three farms and a processing plant.

In March, we welcomed All Seas Wholesale, Inc. of California, a distributor of up to 40 species of fresh seafood, live shellfish and frozen seafood products. For more than three decades, All Seas has served San Francisco Bay area's hotels, country clubs, airline and event caterers, upscale retail markets and restaurants as a same-day purveyor of the finest quality seafoods.

We also acquired the former Skretting fish feed mill in Invergordon, Scotland, and established Northeast Nutrition Scotland Limited, which will manufacture fish feed for Cooke Aquaculture Scotland operations in the United Kingdom. The addition of domestic feed production in Scotland represents another step in our commitment to sustainably sourced feed ingredients, ongoing improvements to feed formulations and innovations in feed delivery allow us to produce healthy fish for our customers.

Sustainable growth for our company also includes not only expanding our operations but always aiming to make both our farmed and wild seafood practices even better. Our employees' dedication to driving continuous improvement delivers new innovation for Cooke.

An important Fall milestone was Omega Protein's Marine Stewardship Council (MSC) certification of both its Atlantic and Gulf menhaden fisheries. Now all fishmeal and fish oil produced by Omega will carry the MSC's iconic blue checkmark, signalling that they come from a healthy, sustainable fishery.

In the pages ahead, you will read how ingenuity among Cooke workers spurred a drive to partner with Bell, Canada's largest telecommunications company, in pioneering and rolling out high-tech remote feeding systems for some of our aquaculture sites in Atlantic Canada. This is a significant

achievement with benefits for our team while enhancing fish health.

I salute the effort our people are putting behind Cooke Wellness, a new platform for employees launched to promote awareness around healthy eating, activity and mindfulness. In its first month, signups to the online community far surpassed expectations – an indication of how keen our people are in taking control of their health and wellness.

Our customers are our reason for being, and we're always searching for ways to serve them better. In that spirit, True North Seafood forged an important partnership with Martha Stewart to launch a new retail line in the United States featuring four recipes developed by her test kitchen with our products. And they are available not only in stores but at Amazon.com, allowing American customers to have the products shipped directly to their homes. Another point of pride for us is how this exciting partnership emerged from Martha's own interest in our operations near her home in Maine, and how impressed she was by them.

I want to extend my gratitude to each and every employee whose work is building on our success. We would not be where we are today without you.

Glenn Cooke
CEO

The Big Idea

Cooke Aquaculture and Bell Canada: Pioneering remote feeding technology

NEW BRUNSWICK, CANADA –

It all started about three years back with an experiment by a few Cooke Aquaculture employees in New Brunswick who were tinkering with 4G mobile phone technology, looking to wirelessly connect to feeding systems on the water so they could help with troubleshooting.

And just maybe, they thought, they could figure out how to use the connection to feed fish remotely, like the systems they had seen on display at a conference in Norway.

Fast forward to today – the ingenuity of those workers led Cooke to pioneer an advanced remote feeding system now spreading across its operations in Atlantic Canada and beyond.

The innovation, developed and employed through a strategic partnership with the telecommunications company Bell Canada, has brought with it a host of advantages that include allowing Cooke to feed from shore in bad weather, monitor site conditions, repair feeding systems remotely and feed with greater precision.

“The people who are doing the feeding now have a whole host of tools available to them to look at the biological aspects of the fish – all to ensure that the fish are healthy and that they are feeding them properly,” says Jeff Nickerson, Regional Manager for Cooke’s saltwater operations in Nova Scotia.

People on his team run remote feeding

for six farms across Nova Scotia from the company’s regional office in Bridgewater, Nova Scotia. They work from an open “bullpen,” keeping an eye on the operations from a bank of screens channelling video of underwater and overwater conditions while displaying real-time data.

The technology allows the technicians with all the information they need to feed with precision seven days a week, year-round. Storms that could pose safety hazards for site workers and prevent feeding altogether are no longer a hindrance.

The system also frees up employees working at the fish sites to focus on other work critical to the sites’ success.

“We have a camera in each cage so we can watch the fish behaviour in the cage and we know how much to feed the fish. Previously, this was done by the site crews in conjunction with all their other site activities,” Nickerson says.

The shift has also made the company more attractive to young university graduates, who are recruited and developed into highly skilled technicians.

“Feed is the company’s single biggest cost in a competitive marketplace, and we want to be good stewards of the environment, so we don’t want to waste any feed,” says Nickerson, “That means the technicians are continually monitoring.”

The technology has been so successful that it is being rolled out beyond Nova Scotia



and New Brunswick to Newfoundland and Labrador and is now being considered for operations in Scotland.

Cooke's IT team recalls the early experiments in 2016 by employees looking to provide connectivity to remote island operations in New Brunswick. The workers called in the IT team when they couldn't get the 4G technology to work – the volume of data coming back from the cameras was just too overwhelming.

At about the same time, IT staff happened to mention the effort to Kamil Forgie, an account executive with Bell Canada newly assigned to Cooke.

"This is a case where, if we were trying to do it without Bell, we would have said: 'this is impossible' and moved on with our lives and that would have been it," says Adam Todd, Director of IT Operations for Cooke. "They are heavily invested and do care."

Forgie remembers the challenge well.

"I kept thinking this is a great way to earn some credibility as the new account manager for Cooke – to figure out this problem," he says. "At first, it looked like it was going to be very difficult to install Bell, telco-grade equipment on feeding systems in the Atlantic Ocean. I didn't know how we were going to do this."

But as teams with Cooke and Bell worked together on solutions, they devised a combination of high-speed fibre optic cable and wireless technology to handle the video and data feeding back in real time.

"Cooke has been an excellent partner," Forgie says. "They are really willing to sit down as a team with us to come up with solutions."

Not only has that allowed Cooke to advance remote feeding, but it has meant that citizens and other businesses in these smaller or more remote communities have access to high-speed Internet through Bell, and at some of the fastest speeds in Canada.

Bell is still very much involved as a strategic partner, helping Cooke roll out the remote feeding to other sites and helping to locate new operations.

Warren Giesbrecht, Chief Information Officer at Cooke, says Bell has been indispensable.

"Another piece Bell brings is redundancy options," he says. "In other words, if there is a



Jessica Gill is a recent graduate of Dalhousie University's Faculty of Agriculture, and has joined Cooke as a remote feeding technician in Bridgewater, Nova Scotia.

power outage in Nova Scotia and that office is offline, we theoretically can feed those fish from one of our other feeding locations."

He lauds Bell for its commitment to delivering solutions and partnering to drive further innovation.

"Where others might say, 'We don't have a tower; we don't have the hardware; we can't help you,' Bell takes that extra step to help us find a solution that we might not have found otherwise," Giesbrecht says.

"We wouldn't be able to do what we are doing today without Bell." ■



Growth and Development

Bioriginal Wisconsin dairy ingredients manufacturing facility receives BRC certification

REEDSBURG, WISCONSIN, USA – Bioriginal Reedsburg dairy ingredients facility in Wisconsin is proud to announce that it has received BRC certification, meaning it meets the global standard for food safety and quality as established by the British Retail Consortium. This prestigious certification is reserved for top producers who exemplify elevated standards for quality, plant sanitation and product safety.

"At Bioriginal, we believe lactose and whey

are essential to good health and making clean, pure wholesome products is just the responsible thing to do," says Darcy Shroeder, the plant's General Manager. "We partner with local artisan cheese makers from the upper Midwest, who source their milk from local, organic farms, to ensure the freshest organic bovine and goat whey are used as our raw materials."

Shroeder adds that receiving one of the toughest industry certifications recognizes the hard work and dedication of the entire Reedsburg team,

including quality and documentation leaders.

"We are proud of the work we do at the facility and the products we make," says Shroeder. "By sourcing from local producers, we can minimize the amount of emissions due to transportation. We also use an ultrafiltration process that has minimal impact on the whey during the manufacturing process. The result is a product that is as close to natural as possible."

Cooke is expanding with support from ACOA

OAK HAVEN, NEW BRUNSWICK, CANADA – April 25 – With support from the Government of Canada, Cooke Aquaculture is expanding its facilities and advancing its existing salmon breeding program. These investments will enable the company to expand its Oak Bay hatchery to further develop and implement advanced genomics technology, building on its salmon breeding expertise. Government support will also help expand and modernize the company's Johnson Lake hatchery facility, creating up to six new, highly skilled jobs.

Both expansion projects support innovation and productivity improvements in the aquaculture sector and are part of Cooke Aquaculture's five-year plan to invest over \$350 million in Atlantic Canada. The Government of Canada is providing contributions of more than \$5.6 million to support these projects.

Karen Ludwig, former Member of Parliament for New Brunswick Southwest on behalf of the Minister of Innovation, Science and Economic Development and Minister responsible for the Atlantic Canada Opportunities Agency (ACOA), along with Cooke Aquaculture CEO Glenn Cooke, made the announcement together in April.



From left: Glenn Cooke, former MP Karen Ludwig, and Gifford Cooke.





Tim Milligan, Director of Omega Protein shipyard.



Glenn Cooke, CEO and co-founder of Cooke Inc.



Director of Human Resources Heather Lunsford christens the Southern Star.

Omega Shipyard christens Southern Star; vessel to join Cooke Uruguay's South American red crab fishery

MOSS POINT, MISSISSIPPI, USA – July 8, 2019 – Omega Shipyard, a subsidiary of Omega Protein, recently christened the F/V Southern Star, the latest ship to come out of its Moss Point, Mississippi shipyard. The newly retrofitted vessel is bound for Uruguay to fish for red crab.

Director of Human Resources Heather Lunsford was the sponsor of the vessel, and officially christened it as part of the ceremony.

On hand to witness the christening was Glenn Cooke, CEO and co-founder of Cooke Inc., along with his father and co-founder, Gifford Cooke.

The Southern Star began its service in 1979, as a supply vessel for the offshore oil industry. It was purchased by Omega Protein in 2016, prior to the company's acquisition by Cooke Inc. Originally, the Southern Star's retrofit began

at the Moss Point shipyard with plans to become a menhaden fishing vessel. However, the vessel was redesigned and will now serve as a red crab fishing vessel in the waters of the Southern Atlantic Ocean. With \$12 million invested in the retrofit, the Southern Star will be one of the most advanced vessels in its fleet.

"This vessel is going to be a quantum leap into the future compared to what's currently available," says Tim Milligan, the Director of the Omega Protein shipyard. "It's going to expand the capabilities of the fleet in a big way."

Other renovations include a completely rebuilt propulsion system, as well as state-of-the-art, digitally controlled equipment that will reduce the amount of manual labour

necessary to catch and land red crab. With its new equipment, the Southern Star will be able to stay at sea for up to 30 days per trip.

The vessel will also have facilities to process, package, freeze and store red crab onboard, allowing the vessel to sell directly to retailers and wholesalers, thereby improving the quality and freshness of the product.

"With these new renovations, you can't get a fresher product," says Mr. Milligan. "They're going to allow us to provide seafood that comes straight from the ocean and goes directly to the customer."

After leaving Moss Point, the Southern Star will have a permanent homeport in Montevideo, Uruguay, where it will operate off the country's coast.



Cooke acquires All Seas Wholesale

SAINT JOHN, NEW BRUNSWICK, CANADA and SAN FRANCISCO, CALIFORNIA, USA – March 19 – Cooke Inc. announced in March the acquisition of *All Seas Wholesale* of California, a distributor of up to forty species of fresh seafood, live shellfish, and frozen seafood products. The transaction was completed in mid-February of this year.

For 33 years, *All Seas Wholesale, Inc.* has been proudly servicing the San Francisco Bay area's hotels, country clubs, airline and event caterers, upscale retail markets, and restaurants as a same day purveyor of the finest quality seafoods.

"Purchasing *All Seas* allows us to continue to strengthen our vertical integration and distribute our True North Seafood products to additional markets," said Glenn Cooke, CEO of Cooke Inc. "*All Seas* prides itself on

being able to receive an order early in the morning and have it delivered fresh to the customer to serve on their lunch menu that same day, and that fits very well with our drive for high standards in both top quality products and customer satisfaction."

"We are thrilled to have joined the Cooke family of companies," said Peggy Howse, General Manager, *All Seas Wholesale*. "Cooke is respected globally for delivering delicious, sustainable seafood products and now *All Seas* will be taken to the next level serving customers."

"95% of *All Seas* employees have been with the company for over 10 years," added Howse. "Our devoted professionals have united with the top seafood team dedicated to offering the freshest seafood imaginable."

Icicle's 2019 A-season for Alaska's Bering Sea/Aleutian Islands pollock and cod fisheries was one for the record books

By Chirs Pugmire, Western Operations Manager, Icicle Seafoods

Despite a reduced cod quota and the most competitive fisheries we've ever seen in terms of processor and harvester participation in Alaska's Bering Sea/Aleutian Islands (BSAI) pollock and cod fisheries, Icicle had no trouble holding its own. We increased our total purchases for the season by more than 4mm lbs compared to 2018, which landed us 5.5mm lbs above our 2019 budget. This increase was made possible by the aggressive tactics employed by our fleet management team, led by Joel Zarate, which helped increase our market share in all but one of the major cod sectors in which we participate, giving Icicle the highest cumulative cod market share in our history. We also made a lasting positive impression on our fleet by electing to work with Evening Star to have the processing vessel (P/V) Gordon Jensen moved to the Aleutian Islands to continue buying and processing cod, following the early closure of the Bering Sea. This not only enabled us to acquire additional production volume, but it also demonstrated to the entire BSAI fleet that Icicle is still a viable market out West, which is a very attractive fleet retention/recruitment tool to have in our tool belt. The success we achieved this cod season

was truly a team effort and the following individuals and their respective departments deserve a huge shout out:

- Joel Zarate and Dave Bendinger for making all the right calls regarding management of the fleet
- Hunter Berns, Dan Martin, and the entire Northern Victor Coop fleet for all their support in maximizing our trawl contributions in both the Bering Sea and Aleutian Islands.
- Steven Samuelson and Bryan Finley for keeping the P/V Gordon Jensen's factory firing on all cylinders throughout the season
- Keith Nelson and Bret Joines for their willingness to take whatever cod curveballs were thrown their way at our processing plant the Northern Victor, while still managing to keep the pollock machine going without missing a beat.
- Hunter Berns (again) and Julianne Curry for helping to navigate the politics of fishing in the BSAI.

Our pollock operations were also in rare form this winter. Despite a daunting 65mm pound hill to climb, the Northern Victor plant managed to chew threw all but about



Individual Quick Frozen (IQF) pollock

6mm lbs (that will roll into the B-season). Obviously, this all starts on the fishing grounds, having a top-notch fleet capable of steadily delivering high quality pollock over a span of almost 3 months, in the most extreme winter conditions the Bering Sea can whip up. The Northern Victor Cooperative (Vessel Co.) fleet did an amazing job balancing both our pollock and cod production needs, allowing both of our processing platforms the ability to maintain consistent production on good quality fish throughout the season, a true testament to the elite status of our fleet and it's managers, Joel Zarate, Dan Martin and Jim Touza.

On the production side of things, the Northern Victor plant raised the bar to levels never before seen. Here is a list of some of their most notable accomplishments:

- The combined pollock fillet/mince recovery increased 5.5% over last A-season's mark and was easily the highest yield I've ever seen during any A-season prior
- Roe recovery increased by almost a full per cent; and
- Pollock oil yields doubled from last A-season thanks to the hard work and ingenuity of our fishmeal plant team, led by Fepuali Valelei.

Thanks to all who helped make the 2019 pollock and cod A season a complete success!



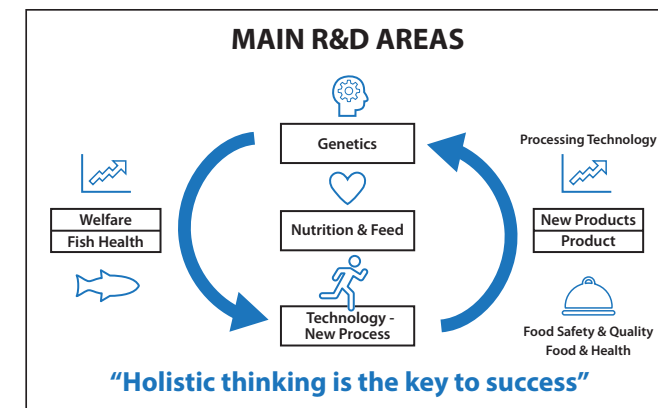
Northern Victor

Growth in R&D at Culmarex

SPAIN – Culmarex has seen a sharp increase in the number of R&D projects it supports within the last year. This is due to investment in European projects and research areas for nutrition and feed, and new products. The R&D team at Culmarex is focused on animal health and welfare, new products, nutrition, technological development and genetics.

The R&D investment for 2018 accounted for 1.2% of the total annual turnover. These positive results are due to the teamwork between Culmarex Group, independent labs, universities and research centres.

Culmarex Group was born out of an R&D project and it remains an important part of the company's DNA every day.



Bioriginal launches new plant-based ingredient product at IFT19

SASKATOON, SASKATCHEWAN, CANADA – As demand for clean-label, plant-based and "free-from" products continues to grow, Bioriginal has recently launched a new product that will help food manufacturers rise to the occasion.

Without sacrificing flavour or quality, XanFlax™ is a natural thickening agent that can be used as a non-GMO replacement for a number of gums including xanthan or guar. It can even be used as an egg replacement helping turn formulations into vegan friendly creations.

Harnessing the power of water-soluble polysaccharides (hydrocolloids) derived only from flaxseed meal, XanFlax™ is a source of omega-3 alpha-linoleic acid, phytochemicals, protein and dietary fibre. It's ease of use means it is a clean-label and gluten free addition to smoothies, baking and a number of other cooking applications.

"This is a great example of Bioriginal collaborating with local partners to



commercialize exciting new products" explained Kelly Shone, Director of Innovation and NPD. "Bioriginal has been primary in flax and flax products for decades. Launching an innovative product that both meets emerging market demand and is sourced from one of our core ingredients is a perfect fit for our business."

Officially launching the product at June's IFT (Institute of Food Technologists) Annual Conference and Expo in New Orleans, XanFlax™ gained a lot of industry attention. According to Cam Kupper, VP of Business Development "We sampled vegan flax cookies, using XanFlax™ instead of eggs with conference and expo participants. The result was a lot of interest and conversations about the product and, ultimately, Bioriginal."



Bandera bronzini continues investing in loyalty programs

SPAIN – Last June, the Culmarex Group facilities in Mallorca (hatchery) and Águilas (seabass farm and headquarters), were visited by Patagonian Sea Products, a distributor based in Miami, Florida, USA.

This fast-growing young company is specialized in high quality fish and seafood covering all South Florida and with plans to expand into New York City.

The Patagonian Sea Products management team were accompanied by David Frederickson from True North Sales, and during their visit learned more about Bandera's traceability in meetings with members of the Culmarex team, including Alberto Morente (Hatchery Director), Francisco Soto (Sales Director), and Pepe Morata (Marketing Manager).



WE'KOQMA'Q PROUD



We'koqma'q First Nation partnering with Cooke Aquaculture on steelhead trout

WE'KOQMA'Q FIRST NATION, NOVA SCOTIA, CANADA – On July 15, the We'koqma'q First Nation announced that it was partnering with Cooke Aquaculture on the sales and marketing of its Bras d'Or Lakes grown steelhead trout (*Oncorhynchus mykiss*).

“Our people have lived and flourished on the shores of the Bras d'Or Lakes for over 13,500 years, sustainably living and producing food in and around the Lakes for generations. The Cooke family business shares our belief that aquaculture can be developed in a manner that protects and preserves the environment for future generations,” said We'koqma'q First Nation Chief Rod Googoo. “We believe this relationship with Cooke Aquaculture will help us further develop our Bras d'Or Lakes grown steelhead trout into a recognized brand, enhancing our economy and creating opportunities for our community for years to come.”

“We'koqma'q First Nation has shown leadership among First Nations in its approach to commercial fishing, and we look forward to sharing our best practices to further support We'koqma'q in becoming a leader in aquaculture fish farming development,” says Glenn Cooke, CEO of Cooke Aquaculture Inc. “We're

looking forward to a collaborative and productive relationship that will bring this world-class steelhead trout product to consumers.”

We'koqma'q First Nation, a historic Mi'kmaq community, is nestled along the shores of the world-famous Bras d'Or Lakes in Cape Breton, Nova Scotia. Aquatic life is plentiful in the inland sea and the area is home to many successful fishing enterprises. We'koqma'q First Nation employs over 35 community members in the commercial fishery and over 50 community members in the aquaculture business. Several individuals work in the guardian program helping the community access its rights under the Food, Social, and Ceremonial agreements.

The trout farm was re-established in We'koqma'q in 2011, harvesting and marketing of current production began in July.



Cooke acquires Farallon Nicaragua

SAINT JOHN, NEW BRUNSWICK, CANADA AND LEON, NICARAGUA – In March, Cooke acquired Farallon Aquaculture de Nicaragua S.A. a vertically integrated producer of farmed shrimp and a leading supplier of branded fresh-frozen shrimp to major markets in Asia, Europe and the U.S.

Farallon Nicaragua is headquartered in Leon, Nicaragua, employs 384 people, and operates a state-of-the-art hatchery, three farms and an onsite processing plant from four locations.

“Farallon Nicaragua is a company guided by the highest international standards in environment, health, security, and quality – all attributes shared with our existing aquaculture and wild seafood fishery divisions,” said Glenn Cooke, CEO of Cooke Inc. “With their long-term expertise in the shrimp market, and emphasis on continuous innovation, Farallon is well positioned to support our expansion in the shrimp market to supply high quality, sustainable seafood.”

“Farallon Nicaragua also produces Pacific white shrimp and offers Post-larvae (PL) for commercial sale,” added Glenn Cooke. “We will integrate the company into our Seajoy operations, which allows for us to achieve Seajoy's certifications for producing environmentally and socially responsible seafood from groups such as the GAA (Global Aquaculture Alliance), 4-star BAP (Best Aquaculture Practices), and ASC (Aquaculture Stewardship Council).”

“Over the last two decades we have built a recognized and respected brand and look forward to continued success as part of the Cooke family of companies,” said Jose B. Martinez, founder and owner of Farallon Nicaragua. “We believe this ownership transition will allow Farallon to realize its full potential.”

New shrimp operation in Argentina

ARGENTINA – This year brings a new opportunity for Cooke with the addition of a new shrimping operation to our scallops and king crab fishing in Argentina.

The acquisition of F/V MESSINA, has enabled our Virginia-based Wanchese Fish Company to start fishing at the opening of 2019 shrimp season in national waters with very successful results. There were 12 trips between mid-June and the end of July, and the season is expected to go until October with a projected catch of approximately 1,000 MT.

Argentinean red shrimp (*Pleoticus muelleri*), which is a bottom trawl fishery, is one of the main resources in the Argentine Sea. By June each year, fishing operations are enabled in national waters outside the San Jorge Gulf, and from the start of the southern hemisphere spring, catches are centred at the north of the Gulf and off the coast of the province of Chubut.



BAP Certification

HONDURAS – The Seajoy Group of companies has maintained its Best Aquaculture Practices (BAP) certification and four-star status across its operations, from the farms and larval facilities to the processing plants. This achievement is a testament to Seajoy's commitment to continuous improvement.

Icicle wins USDA canned salmon bid

By John Boyton, Vice President Sales, Canned Sales

ALASKA, USA – Icicle Seafoods was one of two successful bidders for a United States Department of Agriculture bid to supply canned salmon for the National School Lunch Program and other Federal Food and Nutrition Assistance Programs. These important government programs help American families and children in need to obtain access to healthy and nutritious foods.

The canned salmon contract is valued at \$8,872,590. Icicle will be providing 179,360 cases of 24/14.75oz pink salmon cans between September 2019 through February 2020. The canned salmon will be shipped across the country under Icicle's "Arctic Star" label, and will be supplied from the Petersburg, Seward, and Larsen Bay facilities.



Left: Single tall pink can.

Below: Half red can, Larsen Bay in background.





Renovation of the former synagogue in Saint John complete

SAINT JOHN, NB – After a two-year ambitious renovation, employees have moved into modern office spaces integrated into a former synagogue across the street from the Cooke Inc.'s global headquarters in Saint John.

According to Joel Richardson, Cooke's Vice President of Public Relations, this was a proud moment for the company. "This is a heritage building brought back to life from certain demolition just a few years ago. Today, it is not only a beautiful and welcoming space for our employees but it stands as a testament to our commitment to the community."

Built in 1871, the former Shaarei Zedek synagogue at 76 Carleton St. combines mid-19th century Gothic Revival and high Victorian Gothic architecture. Formally designated as a historic building, it had been bought by the City of Saint John after sitting vacant for many years and was later designated for demolition when a suitable buyer could not be found.

Today, it is a building transformed. The completely renovated space incorporates both a modern business look with glassed-in office spaces and striking monuments to its history such as a refurbished sanctuary space, the blending of balcony pews into upper-floor designs, and an ornate wooden staircase. Original features, including arches, woodwork, and trusses remain.

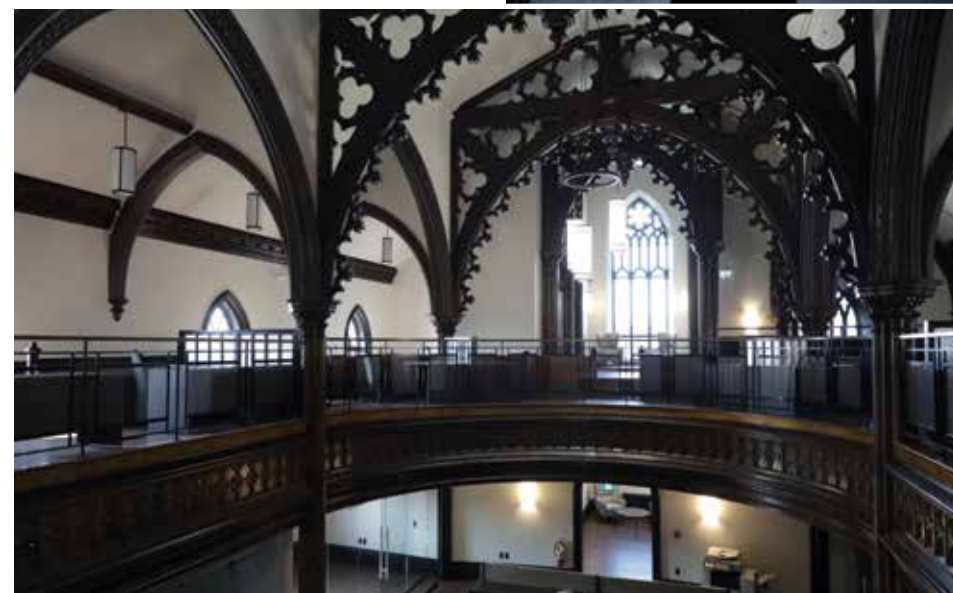
The building was originally a Christian church that was purchased in 1919 by members of the Jewish community and converted to a synagogue. The building was

designated as a Provincial Historic Site in 2006. Cooke purchased the building in 2017, and the renovations, which were overseen by project manager Pamela Cooke, began shortly thereafter.

Richardson says the renovation cost would prove to be significant but the Cooke family didn't want to see the building torn down, particularly given its local and provincial significance.

"Saint John is fortunate to have so many beautiful heritage buildings. There is tremendous opportunity for investment and for growth. The Cooke family felt it was really important to make the investment as part of their commitment to New Brunswick and to the community."

Architect Robert Boyce, hired alongside Saint John-area contractor Glenhar Builders, speaks of spaces sacred in a religious sense that quickly became sacred during the renovation.



"Being an old worship space, it had no elevators so the upper two floors were inaccessible except by stairs and there were insufficient washrooms in the building. To find ways to insert those functional things in a fashion that didn't detract from the character of the building was the real challenge," says Boyce, a well-known Saint John architect with an expertise in heritage properties.

"Particularly the sanctuary space. It quickly became evident to me that it was not just important to me as an architect and a heritage advocate but it was important to Cooke. They recognized that the character of the space was an important part of the building and its appeal," he says.

"It was very clear to me that they were committed to retaining the character and quality of the space."



Boyce and Glen Thompson of Glenhar worked closely with Pamela Cooke over the life of the project.

"We shared the same goals with what we were hoping to end up with at the end of the day and, frankly, Pamela was a marvellous client. She brought great ideas to the project and she had sound judgment that, in many ways, made me look good," Boyce says with a chuckle.

The exterior of the building, particularly the window shapes, was left true to the original appearance while improvements were made to bolster energy efficiency and its aesthetic appeal. Even antique doors rescued from a demolition of part of another historic church nearby were incorporated.

New systems such as heat pumps, LED lighting, sprinklers and natural gas backup were added but masked from view.

The investment comes at a time of significant growth within the company – from 5,000 employees around the world three years ago to 10,000 today. The newly renovated building became home to about 60 global head office employees this summer.

Boyce says he is very pleased with how the renovations turned out.

"I miss the room. I was in the habit of dropping into the site at least once a week to observe the work of the tradespeople, and now I am not going to be doing that every week," he says.

"The tradespeople that had worked on the building – you could see that for many of them it was a new experience, working on a building of that age and character. You could see their respect for it, for the quality of the workmanship that had been done originally. You could see them rising to the challenges that come with a project like this and taking a lot of pride in what they were doing. For me, that was really a pleasure to see."

"And it was a real pleasure for me to work on it – I had a great group of people to work with and a marvellous client," he said. "I'm glad the Cooke family stepped up to save the building."

Naturland certification for Seajoy

HONDURAS – Seajoy's Inexsa production centre in Honduras has recently obtained the Naturland standard for organic aquaculture.

Naturland members and partners undertake to comply with the standards of the Naturland Association. Producers and processors alike are subject to annual inspections by qualified inspection bodies.



Suffolk Cold Storage adds import house

SUFFOLK, VIRGINIA, USA – Earlier this year Suffolk Cold Storage completed the process with the US Department of Agriculture (USDA) for becoming an import house. This certification will allow Suffolk Cold Storage to be one of only three cold storage warehouses in Virginia to have this value-added service. Currently, Siluriforme Fish, poultry, beef, pork, egg products, and various other meats must be tested by the USDA before they enter the consumer market; since the completion of the inspection room Suffolk Cold Storage has been importing Siluriforme Fish from Vietnam to the US for a customer.



Marketplace

Martha Stewart for True North Seafood



In March, True North Seafood announced a partnership with Martha Stewart in the development of a new retail line to be sold in the United States.

This exciting new partnership first began after Martha visited Cooke sea sites in 2016. Impressed with our operations and understanding of exactly where her seafood was coming from, Martha was keen to work with True North in the development of a full line up of products.

The line includes four different product offerings with a value ad developed by Martha and the Martha Stewart test kitchen.

Each product package offers True North Seafood 4-star Best Aquaculture Practices

(BAP), and Marine Stewardship Council (MSC) certified product accompanied by a Martha Stewart signature butter flavour or spice blend. Packaging also includes an easy to follow meal recipe created by Martha herself.

The full product line includes: Atlantic Salmon with Lemon Herb Butter, Sockeye Salmon with Miso Butter, Wild Alaska Pollock with Southwest Spice Blend, and a Seafood Medley (Pollock, Atlantic Salmon, and Bay Scallops) with Herb Spice Blend.

This line is all about convenience and quality product and we are so excited to have the opportunity to bring our seafood to the plates of US consumers. It is a perfect option

for existing seafood customers while also encouraging new customers who may not be as comfortable buying or preparing seafood to shop the category.

We are excited to be taking advantage of the new world of e-commerce in grocery. We are pleased to share that the Atlantic Salmon and Sockeye SKUs from the Martha Stewart for True North Seafood line are now available on Amazon.com. This partnership will allow for US consumers to order our product online and have it shipped directly to their homes.

We hope the success of this line will lead to more exciting partnerships like this in the future. Thank you to all who have been involved in making this vision a reality.



True North Seafood secures partnership with HelloFresh



We are pleased to announce that True North Seafood has partnered with meal kit pioneer, HelloFresh. The brand will now be exclusively using our sea scallops out of Wanchese seafood as one of their seafood offerings in the United States.

Harvested from the cool pristine waters of the eastern seaboard, our wild caught sea scallops are known for their sweet flavour and tender consistency. These flavourful bite sized gems are as delicious as they are beautiful, the perfect addition to any recipe.

"We cannot wait to see how the Hello Fresh team brings our sea scallops to life using new and exciting recipes," says Jill Cronk, Director of Marketing, True North Seafood. "We are excited to see how this partnership will further develop over time in an effort to continue bringing sustainable seafood to the tables of US consumers."

We hope to continue to grow this partnership by introducing additional seafood offerings to the HelloFresh team in the future.

Seafood Expo Global 2019 highlights

This year marked the 27th annual Seafood Expo Global in Brussels, Belgium. This year's exhibition was claimed to be the greatest success yet with the attendance of over 29,000 buyers and suppliers from around the world.

The Cooke team was proud to be one of the 2,020 exhibitors at the event sharing in the latest trends and innovations within the global seafood industry.

Much like what was displayed in Boston, at Seafood Expo North America, team Cooke displayed our latest innovative offerings including crab cakes and crab croquettes, which were very well received by those visiting the booth.

The show was a great success bringing together the global sales team with members from True North Seafood, Icicle, Grupo Culmarex, and Cooke Uruguay. It is great to have the team come together from around the world to work toward a common goal.



True North Seafood innovation project taken to the next level with Sysco Foods

HOUSTON, TEXAS, USA – Sysco is the global leader in selling, marketing and distributing food products to restaurants, healthcare and educational facilities, lodging establishments and other customers who prepare meals away from home. With over 67,000 associates, the company operates approximately 330 distribution facilities worldwide and serves more than 600,000 customer locations.

This year, the True North Seafood’s Sales, Marketing, and Product Development teams came together and submitted a concept to Sysco’s Cutting Edge Solutions (CES) program. Among almost 200 applications, the team’s concept for a seafood tartare trio made it to the final concept testing round which included only 20 products.

The seafood Tartare trio offering includes: Atlantic salmon, sea scallop, and tuna. The full cross functional team presented the spread to Sysco CES representatives this past July at Sysco Corporate Head Quarters in Houston, Texas.

We are pleased to have had the opportunity to demonstrate to Sysco that we are a leader in seafood innovation. We hope to have similar concepts make it to national launch in the future as we work toward providing the foodservice industry with trendy and exciting seafood offerings.



Above: True North Seafood’s Sales, Marketing and Product Development teams at Sysco Foods corporate headquarters in Houston, TX.

Below top: The seafood tartare trio offering includes: Atlantic salmon, sea scallop, and tuna. The full team presented the spread to Sysco CES representatives this past July at Sysco Corporate Head Quarters in Houston, Texas.

Below bottom: Tony Locke, Director of New Product Development, and Christa Baranuik, Product Manager assembling the tartare trio.



SENA 2019 highlights

BOSTON, MASSACHUSETTS, USA – More than 22,000 seafood industry professionals from around the world came together in Boston from March 17-19, 2019. Seafood Expo North America (SENA) is North America’s largest seafood exposition bringing together 120 countries and over 1,300 exhibitor booths.

This three-day event allows the opportunity for individuals and companies within the industry to network and exchange business.

Cooke has attended this world-renowned event for many years. It allows us to showcase our latest innovations and wide variety of products.

Our new booth, as of last year, has helped us to further establish our premium and trendsetting position within the industry. Cooke was happy to have over 100 employees attend the event to share their knowledge with potential buyers and customers.

This year, with the launch of the new Martha Stewart for True North Seafood retail line,

we were pleased to host a demo presented by Thomas Joseph, Vice President and Culinary Director for Martha Stewart. The demo showed each of the four product offerings prepared in their pictured application from the packaging. The Cooke team was able to engage many individuals passing by the booth during the demo and bring them into the space to experience it up close.

Overall, this year’s SENA was a great success in introducing new and current products, as well as establishing the Cooke brand as a true leader in the seafood industry. We hope to experience the same in years to come.



Connie Huang and Kristen Cook.



Anchored in Safety



Icicle program updates 2019

By Colin Tippet, Icicle Seafoods Vice President
- Process Improvement, Production/Operations

Icicle's "Project Lead" enters second successful year

Project Lead started in 2018 and continues to bear fruit for Icicle. Coming off a successful first year, we decided to roll the program over a second year to capture opportunities that we couldn't realize in the first year of inception. The exciting part of the program is that all levels of the organization have been involved in driving costs out of the business or increasing volumes. The groundfish business has taken the mantra of LEAD and has done extraordinary things to secure and process cod and pollock to the levels that befit a leader in the industry.

Icicle's Quality Assurance program continues to flourish

British Retail Consortium (BRC) certification is the gold standard in the food processing industry, so we are proud that four more Icicle sites have been BRC certified in just two years. In 2018, Wood River and the Northern Victor achieved BRC certification for the first time. In 2019, the fresh/frozen components of Egegik and Larsen Bay achieved BRC certification which means that six of our seven facilities are now BRC certified.

With the help of Innova and its support team, the traceability and labels have taken

another step forward towards consistency and uniformity across all the platforms.

Understanding there's more to do, Cool Earth and its related products continue to be a challenge that our folks are meeting head on. Over the winter, the QA group took steps to use Cool Earth to streamline and standardize our fresh frozen testing across platforms, in addition to providing better reports more frequently to operations and sales teams.

Icicle has been working towards selling ready to eat Ikura in the North American market. This large effort has been spearheaded by Monique Moore, Icicle's Quality Assurance Manager, and will be ready for launch in 2020.

The BRC food safety standard provides the most rigorous framework to manage product safety, integrity, legality and quality, and the operational controls in the food and food ingredient manufacturing, processing and packing industry.

New "Near Miss" safety program implemented at Icicle Seafoods

Icicle's "Near Miss" program is up and running! Safety is a concern for all of us, and preventing incidents is the best way to go! Our facilities have undertaken this program to help keep everyone safer. It does require some paperwork to fully investigate every "near miss", but it's a small price to ensure everyone is prioritizing safety and following best practices.

Ophthalmological Initiative in Tepual

CHILE – Cooke Chile recently carried out an Ophthalmology Initiative across its Tepual plant facilities. This project aimed to diagnose and prevent ophthalmological problems, and had great interest and participation from staff, who could access specialist care and advice for selecting the lenses they need.



North American Health and Safety Week

SAINT JOHN, NEW BRUNSWICK, CANADA – Dawn Marie Glennie, Chuck Brown and Chalena Biggar attended the national launch of North American Health and Safety Week (NAOSH), which took place May 5-11, 2019. The goal of NAOSH is to increase employee, employer and the general public's awareness and understanding of occupational health and safety programs and professionals. The theme for 2019 was "People, Passion and Prevention".



We're taking big steps toward Cooke Wellness

This summer we launched a brand-new platform giving us a unique opportunity to take a major step toward improved all-around wellness.

Cooke Wellness, powered by *Sprout*, is an online wellness community that turns healthy eating, activity and mindfulness into a social experience complete with challenges, games and special-interest groups.

In its first month, nearly 300 people had signed up for Cooke Wellness – surpassing expectations and demonstrating that we all want to take steps toward feeling our best.

Our CEO, Glenn Cooke, talks about our people every chance he gets. He was pleased with the introduction of Cooke Wellness for our employees and their spouses.

"This investment is part of our ongoing commitment to creating a culture that empowers our people to grow, connect, and thrive," he said.

Cooke Wellness uses a platform and app developed and managed by *Sprout*. It gives us access to cutting-edge technology for health risk assessments and the tools to take control of our wellness.

"Our goal is to drive healthier, happier communities by developing health and wellness programs that employees truly want to engage with," said Andrew Zimakas, CEO of *Sprout*. "We are thrilled to help Cooke bring their employees together on a single platform to build a shared sense of community."

The *Sprout* platform's social networking functionality enables teams to share health and wellness achievements, event calendars, photos, and even engage in friendly competition and challenges.

Cooke Wellness can be used through manual online updates or it will sync to wearable activity trackers, including those from Fitbit, Apple or Garmin.

The program launched in Atlantic Canada as a trial and it will be rolled out company-wide if it is a success.

Are you part of our online wellness community? If not, you can learn more or register at cooke.sproutatwork.com or download the Sprout at Work app for iOS or Android.



Fire safety training at Tepual Processing Plant

CHILE – A fire simulation was carried out at Tepual Processing Plant in Chile in order to ensure that the team was prepared to respond quickly and safely in the event of a fire. Everyone from the plant and from Cooke’s Chile headquarters took part in the exercise, as well as contractors, servicer providers, and visitors who were at the facility at the time. The simulated event, which was overseen by monitors, was of a fire emergency

in the machinery room, which included the evacuation of everyone in the plant.

This simulation allowed the team to put its emergency response plan into action and review potential risks. At the end of the exercise, the authorities that took part gave a positive assessment of how the simulation was conducted and that the evacuation process occurred within a safe timeframe.



Safety training for Seajoy’s emergency brigades

HONDURAS – Seajoy’s emergency brigades in Deli, Honduras were recently trained by the members of the Choluteca Fire Department in order to be prepared to attend to different types of emergencies. The training covered evacuation, first aid, and firefighting situations.

World Food Safety Day

HONDURAS – On June 7, teams from across Seajoy’s departments in Deli Honduras celebrated World Food Safety Day. This was an occasion to celebrate the focus on quality and safety culture that are pillars of Seajoy’s approach to production.





In the News

Glenn Cooke gives speech on sustainable growth and investment in Nova Scotia

HALIFAX, NOVA SCOTIA, CANADA – On March 28, Cooke Aquaculture CEO, Glenn Cooke gave a passionate presentation to over 150 business leaders at a sold-out luncheon hosted by the Halifax Chamber of Commerce. The keynote address focused on the Cooke family's commitment to sustainable growth and investment in support of Nova Scotia's rural coastal communities.

Top photo: Glenn Cooke joined by representatives of the Halifax Chamber of Commerce and the Halifax business community.

Middle photo, from left: Dan Turner, A.C. Covert Distributors; Matt Miller, Northeast Nutrition Inc.; Jeff Nickerson, Kelly Cove Salmon Ltd.; Tom Smith, Aquaculture Association of Nova Scotia; Glenn Cooke, Cooke Aquaculture.

Bottom photo: More than 150 business leaders attended the Halifax Chamber's luncheon event.



F/V Sunset Bay rescues four off the coast of Prince William Sound, Alaska

ALASKA, USA –

By Hunter Berns, General Manager, Evening Star Fisheries

In the early morning of July 19th, the F/V Sunset Bay rescued a group of four people that were adrift in a deflating kayak off Prince William Sound in Alaska. The group had no communication radio, and had given off no May Day to signify they were in distress. Glenn Jahnke, captain of the F/V Sunset Bay just happened to take a different route while traveling to tender salmon when he and his crew discovered the struggling boaters. Although the four boaters are now safe and in good condition, if it wasn't for the crew of the F/V Sunset Bay they likely wouldn't have survived in Alaska's cold waters.

ISVesselCo, Inc. has a long-term supply agreement with Iccle Seafoods.

Right, top: Crew members with the stranded boaters they picked up off Prince William Sound.
Right, bottom: The boaters rescued by the crew of the F/V Sunset Bay.



Finance team hosts historic outing

ST. ANDREWS, NEW BRUNSWICK, CANADA –

In June, the finance team from our Cooke Aquaculture head office in Blacks Harbour visited Ministers Island in St. Andrews. The unique historic site is accessible only at low tide and visitors must drive across a sandbar to get on and off the island. Once everyone arrived, they were treated to a tour of the historic Van Horne Estate – once the summer home of Canadian Pacific Railway magnate Sir William Van Horne. A scavenger hunt helped everyone learn about the history of the site and was followed by lunch and more team-building games.





Cooke acquires Invergordon fish feed mill

INVERGORDON, SCOTLAND –

Cooke Inc. announced in early September the establishment of Northeast Nutrition Scotland Ltd. after the acquisition of the former Skretting fish feed mill in Invergordon.

The facility is located at Inverbreakie Industrial Estate and had previously produced fish feed for aquaculture companies in Scotland. Northeast Nutrition Scotland Ltd. will manufacture fish feed for Cooke Aquaculture Scotland Ltd., a leading salmon producer with facilities in the Shetland

and Orkney Islands, as well as the United Kingdom's mainland. Invergordon is a town and port in Easter Ross, in Ross and Cromarty, Highland, Scotland.

"All of our salmon is reared using feeds that are manufactured in compliance with the highest standards for animal feed safety," said Glenn Cooke, CEO of Cooke Inc. "We are excited to include domestic feed manufacturing in Scotland, adding to the vertical integration of our operations and further enhancing the full traceability of our fish."

Skretting announced in November 2018 its

plans to cease manufacturing activities in the United Kingdom, and it closed the Invergordon facility at the end of April 2019. Cooke plans to work with former employees who were affected by the closure to resume operations at the mill. "We are thrilled to be in a position to offer new opportunities to those employees and have an engaged and experienced team in place from day one," said Chris Bryden, General Manager. As a rural coastal community, Invergordon has a population of approximately 4,000 residents. "Joining the Cooke family of companies provides us with the opportunity to keep Scottish jobs and

be an important part of a globally respected growing seafood leader," expressed Bryden.

Cooke Aquaculture Scotland and Cooke's feed division and feed suppliers employ teams of professionals in fish nutrition, feed manufacture, fish feeding behaviour, fish health management, farm management and information technology that oversee every aspect of feed supply and delivery. Cooke's commitment to sustainably sourced feed ingredients, ongoing improvements to feed formulations and innovations in feed delivery allow the company to produce healthy fish for its customers. ■





People and Places



PETERSBURG, ALASKA, USA



Icicle's Petersburg facility celebrates 55 years by honouring 30+ year employees



16



17

By Julianne Curry, Public Affairs Manager, Icicle Seafoods

The Icicle Seafoods story began almost 55 years ago in Alaska when a group of fishermen and others banded together to purchase Petersburg's largest seafood processing facility that was threatening to close. The year was 1965, and the purchase likely saved the small community and its many fishing families. The purchase was the beginning of Petersburg Fisheries, which later became Icicle Seafoods as other facilities around Alaska were acquired. The plant is also the oldest operating plant in Alaska canning continuously since 1899.

Petersburg is a community that was founded on fishing with strong Norwegian roots, and generations of families have fished for Icicle Seafoods. As one of the few Icicle plants that operates year-round, the variety of sustainable seafood harvested nearby is part of what makes the Petersburg plant so special. Personally, my family has fished for Icicle in Petersburg since the beginning, making me (at least) the third generation of harvesters delivering to the Petersburg plant. Since being acquired by Cooke Seafood in 2016, Icicle is now part of a larger company that also boasts strong family and employee ties.

One of the things that makes Icicle's Petersburg facility stand out is the number of long-term employees who have spent the bulk of their career working at Icicle. We are honoured to have an extremely high rate of long-term employees, with the majority

of them calling Petersburg home. Some Petersburg employees started working for Icicle in high school and in their teen years. Icicle's longest serving employee, Vicki Curtiss, began working part time in the summer of 1972 as a salmon gillnet clerk at

the Petersburg office. My mom also worked in the Petersburg office at that time, and she hired Vicki to take her place as a full-time bookkeeper in 1974. Now working as the Office Manager, Vicki is currently putting in her 48th year at Icicle Petersburg. ■

Please join us in celebrating the Petersburg employees with over 30 years of employment at Icicle Seafoods!

Years with Icicle, Year started, First job at Icicle to current job at Icicle

- | | |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 Scott Lockhart | 36 years, 1984, Egg/Roe Room to Can Line Machinist |
| 2 Jeff Randrup | 37 years, 1983, Egg/Roe Room to Can Line Machinist |
| 3 Nathan Midkiff | 44 years, 1976, Egg/Roe Room to Head Electrician
Nathan is also the first and only hourly employee at Icicle Seafoods to surpass 100,000 hours! |
| 4 Kevin Timm | 35 years, 1985, Cold storage to Assistant Fleet Manager |
| 5 Ken Hicks | 34 years, 1986, Can line Machinist |
| 6 Vicki Curtiss | 48 years, 1972, Gillnet Clerk to Office Manager |
| 7 Jeff Poole | 37 years, 1980, Cold Storage Quality Assurance to Quality Assurance Manager |
| 8 Lori Roberts | 41 years, 1974, Processing line worker to Personnel Manager |
| 9 "Kimmie" Hyo Rye Kim | 42 years, 1978, Crab processor to Head Cook |
| 10 Patrick Wilson | 32 years, 1988, Vessel Manager of the Coastal Star to Plant Manager |
| 11 Ernesto Vega | 31 years, 1989, Forklift Operator to Glaze Line Lead |
| 12 Tim Shay | 42 years, 1978, Processing Line Worker to Production Manager and Supervisor |
| 13 Frances Yuen | 34 years, 1984, Processing Line Worker |
| 14 Charlie Narraway | 42 years, 1977, Freezer Loading to Ice and Bait Supervisor |
| 15 Ed Volk | 41 years, 1979, Freezers and Cold Storage to Plant Support Lead |
| 16 Doug Riemer | 31 years, 1989, Icicle Pilot |
| 17 Rick McKay | 47 years, 1972, Electrician |



Left to right: Claire Jessiman, Cate Devine, Nathan Tyler, Nell Nelson, Rosemary Moon.

Scottish Salmon messaging reaches new audiences

SCOTLAND –

By Nathan Tyler, Head of Digital and Communications at the Scottish Salmon Producers' Organisation

Flying into Kirkwall's tiny airport you would be hard pressed to imagine anywhere else in the UK where a population of only 26,000, spread across 16 or so inhabited islands, could deliver such an incredible breadth of fine quality food and drink.

The islands' produce ranges from renowned whiskies, gins, cheeses and meats to, chocolate and seafood, including farmed salmon that is among the best in the world.

I hosted a group of six social media food

Influencers (Instagram and other social media users who have an established credibility and audience) and photographers on a three day trip to Orkney, hoping to harness their social reach to engage with new audiences, debunk some of the myths about Scottish salmon farming and offer consumers an insight into how the number one fish of choice for UK shoppers is actually grown.

Key to achieving this was allowing the unpaid Influencers, and in turn their followers, to make up their own minds about the sector, see for themselves almost every stage of production and processing, the communities and environments in which salmon is farmed, and to speak freely with those tasked with growing and caring for the fish.

Social media offers trade bodies such as the Scottish Salmon Producers Organisation (SSPO) the opportunity to engage in new ways with opinion formers, decision makers and consumers.

The primary focus of our Orcadian trip was to provide the food experts with a greater understanding of salmon farming.



Nathan Tyler

Just like growing healthy salmon, the key is in ensuring the right raw ingredients – in this case transparency and credibility – are in people's social media feeds, packaged and delivered in the right formats, on the right platforms and, crucially by the right people for the audiences they are aimed at.

The sector's commitment to transparency was evidenced during the day we spent with Cooke Aquaculture and its Orkney Area Manager, Robert Peterson.

We set off from Stromness aboard a repurposed trawler dressed in dayglo oilskins, life-vests and matching wellies. Our first stop, after 45 minutes of rain-drenched sailing, was a long-established farm site just off the island of Hoy.

The group negotiated the slippery jump down from the boat to the pens and holding tight to the rails, watched as the fish were fed, before climbing onto a feed barge to observe the process via the underwater cameras.

The monitors provided my guests with a perspective rarely seen by the public but one that the SSPO hopes to make available to everyone with the launch of a new website featuring live feeds from Scottish salmon pens.

While standing on the shifting sea pen and clutching her mobile, Claire Jessiman, one of the Influencers, took the opportunity to open her Instagram Stories up as an "ask them anything" to her 21,000 followers.

This allowed people from across the UK to directly ask and get immediate answers to their questions, with many taking the opportunity to engage with queries about the sector's record on pollution and plastic, the use of medicines including antibiotics, impacts of wild fish populations, the number of fish held in pens and the health benefits of eating salmon.



Photographer Euan Myles at Cooke's Pegal farm site.



Edinburgh Food Safari founder Nell Nelson with Cooke's Robert Peterson.

I judged this as one of the critical successes of the trip – where the producers could directly respond to the public's questions with fact and reason.

We then visited a shore site to meet Akva who are helping Cooke build the next generation of salmon pens.

Seeing the structures being constructed on land before being towed out to sea allowed the group to better appreciate the significant size of the pens - necessary to enable the fish to display their natural behaviours including shoaling.

It also provided an insight into the skill, innovation and technology that goes into creating modern salmon farms that provide valuable employment for remote communities.

The final stop on our tour was a newly installed site off the island of Cava where the Cooke farm team answered questions about approaches to predator management including the use of seal-proof netting and acoustic deterrent devices.

Cooke then provided an insightful factory floor tour of its Kirkwall primary processing facility. Guided by Dave Bugh, we saw thousands of salmon being delivered by tanker before being gutted, iced and boxed ready for export only hours after harvesting.

I encouraged the group to ask questions of all the Cooke representatives they met throughout the tour and they were given unrestricted access to the site workers and the sites themselves. Stocking densities, health and welfare issues, survivability and

harvesting were all discussed in depth – not with slick PR teams but with farm workers, managers and processors. Giving the people working in salmon farming the opportunity to respond to these enquiries helps provide a strong counter-narrative to the one currently being pushed in some areas of the media.

Throughout my visit to Orkney, the passion and professionalism of all those working in the salmon sector, in the supply chain, the service industry and in the communities in which they live was evident.

They are rightly proud of the high quality products Orkney produces while sustaining its unique, fragile environment.

Orkney's global reputation as an archaeological destination is complemented by its growing credentials as a 'must visit'

island for food and drink lovers and I, for one, will be back.

And as for the food Influencers, their social media posts have already reached tens of thousands of people who might not normally interact or engage with the salmon farming sector and the level of positive social media engagement is unprecedented. Whether some of those who may have been critical in the past, will change their minds about salmon farming remains to be seen but they have been given an honest and credible insight into the sector. The SSPO will proactively continue to counter disinformation about Scottish salmon farming with substance and transparency. ■

This article originally appeared in the October 2019 issue of Fish Farmer Magazine. It has been edited for length.



The blackbelly rosefish approved as lobster bait

MACHIASPORT, MAINE, USA – On July 10, Cooke Aquaculture USA announced that whole blackbelly rosefish (*Helicolenus dactylopterus*) had been approved by the Maine Department of Marine Resources to be sold and used as lobster bait in the state. This new supply will help address challenges Maine lobstermen have faced as a result of decreasing herring quota and its impact on access to supply.

The New England Fishery Management Council announced in June that the quota for herring caught off the coast of New England will be reduced in 2020 and 2021, further impacting the existing bait shortages in the area.

"Lobstering is an important part of the communities where we operate. Lobster fisherman are our friends, neighbours, and in many cases, family. When we learned about the bait shortage and its impact on the lobster industry in Maine, we began to explore possible solutions," said Glenn Cooke, CEO of the Cooke Inc. family of companies, which includes Cooke Aquaculture USA in Maine.

Cooke has nearly 3,800 employees in the United States and Cooke Aquaculture USA has over 230 Maine residents working at its Atlantic salmon marine farms, freshwater hatcheries and value-added processing plant in Machiasport. The family company and its people are well regarded for supporting the coastal communities where they farm, fish and live.

The blackbelly rosefish bait was granted approval for use on June 28, 2019 and will come from South Atlantic waters off Uruguay. It will be harvested by Cooke and frozen at sea as a whole fish within hours to maximize the product quality. The plentiful species is widely distributed in the Atlantic Ocean and is from the same scientific classification as the familiar Atlantic redfish, which lobstermen already often use for bait. Cooke is inviting local bait dealers to contact them to establish a supply chain.

"We believe this is a solution to address concerns from the lobster fishery on the challenges they are currently facing on account of bait shortages," says Cooke. "We operate alongside lobster fisherman in coastal communities in the State and hope this new option for safe, clean bait will benefit our colleagues in the lobster fishery."

The Maine Department of Marine Resources issued the rosefish approval to Cooke after a thorough evaluation by its bait review team, which is established to ensure the biosecurity of proposed bait species.

"We're very pleased by the collaborative approach Cooke and the State took to help deal with the challenges that the lobster fishery has been facing related to securing bait," says Patrice McCarron, Executive Director of the Maine Lobstermen's Association. "This is a very promising solution to a serious issue, and we look forward to seeing it in use in Maine."



Organic salmon picnic on Skiall Beach.



Influencers tour Cooke's Kirkwall processing facility.

Cooke Aquaculture Chile signs an industrial waste removal contract with Qualis Chile SpA

PEURTO MONTT, CHILE – In our main offices at Puerto Montt, an industrial waste removal contract was signed between the company Qualis Chile SpA and Cooke Aquaculture Chile S.A.

Guillermo Marambio, Commercial Manager of Qualis Chile SpA and Jorge Uribe, Farming Manager of Cooke Aquaculture Chile signed this agreement in celebration of Earth Day on April 22nd.

Qualis Chile SpA is now committed to periodically remove all industrial wastes derived from our productive chain from eggs to harvest.

Plastics, metals, paperboard, old equipment and other items will now be recycled to manufacture different goods. Our company goal is to increase 20% recycling per year from a volume equivalent to 160 tons/year during 2018.

A clean point will also be installed at El Tepual Plant to receive glass, plastics, paper, plastic bottles and aluminium with the aim of promoting a culture of recycling and care of the environment.

Qualis Chile SpA was born with the aim to positively impact the communities and



contribute to the care of the environment. A significant proportion of the company's margin will go directly to an organization that works to address homelessness.

It's Official: Atlantic menhaden fishery achieves MSC sustainability certification

REEDVILLE, VIRGINIA, USA – August 28 – Omega Protein's Atlantic menhaden fishery has now been officially certified as sustainable against Marine Stewardship Council (MSC) standards. The certification comes after a final approval by an independent adjudicator, who had ruled against challenges to the certification. Today's approval ends a two-year effort by Omega Protein to secure the certification.

The MSC standard is considered perhaps the strictest and most reliable indicators of seafood sustainability. Fisheries that carry the Council's blue checkmark are required to follow internationally recognized best practices for operating healthy, sustainable fisheries.

"When we started this process in the Spring of 2017, we knew that our Atlantic menhaden fishery could meet the high bar for MSC certification," said Bret Scholtes, CEO of Omega Protein. "Now that our fishery is officially certified, consumers around the world will know the work our fishermen do every day to ensure our products come from a sustainable, responsibly harvested resource."

In March of this year, independent auditor SAI Global recommended that the menhaden fishery be certified against the MSC standard. This followed a thorough evaluation of the fishery according to MSC's sustainability criteria, which extensively evaluates fisheries

according to 28 standards. These standards measure the sustainability of the stock, efforts to minimize environmental impacts, and the effectiveness of its management.

A minimum score of 60 is required for each of these 28 indicators, with an average score of 80 in each category. The Atlantic menhaden fishery easily met the requirements in each of these categories, scoring 82.5 (sustainability), 86.0 (environmental impact), and 92.2 (management).

As part of the certification process, an independent adjudicator was hired to resolve appeals filed by several environmental special interest groups objecting to the certification. The adjudicator rejected most of the points of these appeals in July, while requesting clarifying language from SAI Global. Now that the adjudicator has approved the language this week, the fishery is officially certified.

The Atlantic menhaden fishery has operated continuously out of Reedville, Virginia since the 1870s. Fisheries managers at the Atlantic States Marine Fisheries Commission (ASMFC) have repeatedly recognized the health of the stock. According to its latest assessment, the stock is not overfished, and overfishing is not occurring.

The ASMFC is currently developing new Ecological Reference Points (ERP) for menhaden, which will allow fisheries managers to further consider the species' role in the ecosystem. The ERP and single-species stock assessments will be peer-reviewed later this year.



About Omega Protein

Omega Protein Corporation is a century old nutritional product company that develops, produces and delivers healthy products throughout the world to improve the nutritional integrity of foods, dietary supplements and animal feeds. Omega Protein's mission is to help people lead healthier lives with better nutrition through sustainably sourced ingredients such as highly-refined specialty oils, specialty proteins products and nutraceuticals. Omega Protein is a division of Cooke Inc., a family owned fishery company based in New Brunswick, Canada.

The Company operates seven manufacturing facilities located in the United States, Canada and Europe. The Company also has a long-term supply contract with Alpha VesselCo, LLC which owns 30 vessels which harvest menhaden, a fish abundantly found off the coasts of the Atlantic Ocean and Gulf of Mexico. The Company's website is www.omegaprotein.com.

All fishing vessels formerly owned by Omega Protein are owned and operated by Alpha VesselCo, LLC, an independent company.

Community



Healthy Suffolk Spring 5km

SUFFOLK, VIRGINIA, USA – On May 18, twenty participants from Wanchese Fish Co., Suffolk Cold Storage and Omega Protein took part in the Healthy Suffolk Spring 5km Walk/Run. Healthy Suffolk is a non-profit organization that works to implement policy change at the city and community level by serving as a convener, advocate and promoter of wellness and livability in Suffolk. Wanchese Fish Co. was a sponsor of the Walk/Run event.



Cooke Aquaculture supports KV Oasis

SAINT JOHN, NEW BRUNSWICK, CANADA – June 22 – Cooke Aquaculture was pleased to support the KV Oasis Youth Centre's 'Over the Edge' event.

KV Oasis is the first multifaceted youth centre in New Brunswick. Oasis supports four pillars of well-being: recreation and entertainment, education, mental health, and social interaction for youth ages 12 to 25 in the Greater Saint John Area.

The primary focus of the Centre is to encourage youth to be proactive when it comes to their emotional and psychological needs. The centre also seeks to enhance and develop important life skills by introducing entrepreneurial initiatives, mentoring programs, cooking classes, budgeting sessions, art, music and theatre, and much more. By collaborating with local businesses, organizations, and charities, the Centre will promote inclusion and reinforce a sense of community and belonging within our youth - something that is vital in our world today.



Cooke Aquaculture donation to Shetland Youth Clubs

SHETLAND, SCOTLAND – Staff at the 2018 Shetland Christmas party raised the magnificent sum of £2009 for local good causes. That amount was then doubled by Cooke Aquaculture and donations were made to 4 youth groups at Westside, Yell and Unst.

Pictured at the presentation are members from the youth clubs: Dave Bugh our Operations Manager in Shetland, and Michelle Johnson, Technical Manager.

A big thank you to our generous suppliers for donating the prizes.



Liverpool Food Bank Donation

LIVERPOOL, NOVA SCOTIA, CANADA – Jennifer Hewitt and Jane Whynt present a \$500 cheque to Charlotte White, Chair of the Liverpool Food Bank.

Donation to Orkney Samaritans

ORKNEY, SCOTLAND – Cooke Aquaculture was pleased to make a donation to the Orkney Samaritans.

Pictured left to right are Diane Hay, Krystal Flett, Vicci Laird and Sara Duncan from our Orkney Office, along with Gavin Cullen from the Samaritans organisation

If you're going through a difficult time and would like to talk to someone, you can find their contact details here - <https://www.samaritans.org/how-we-can-help-you/contact-us>



Stromness playpark donation

SCOTLAND – Stromness/Orkney receives children's play park donation! Robert and Sara from our community donations team met Kris and Ruby from the South End play park project to hand over a donation towards this exciting renovation. The team will be following the ongoing work and look forward to seeing the finished park, which will be enjoyed by all, later this year!



The Give: Cooke donates \$5,000 to Saint John Regional Hospital

SAINT JOHN, NEW BRUNSWICK, CANADA – A \$5,000 donation was made to the Saint John Regional Hospital Foundation's 7th Annual 'Love Your Hospital Radio-Thon', which was held on February 13th.

Clinic 1 is the busiest outpatient clinic at the Saint John Regional Hospital, serving over 40,000 patients annually across 33 clinical specialties. From broken bones to cancer; every person in our community will come into contact with these types of care at some point in their lives. Despite its role as a high-traffic area offering the single largest number of services in the hospital, it has not been renovated or expanded since the hospital's construction in 1982, while treating an ever-increasing number of patients every year.

Donation to Shelburne Lions Club

SHELBURNE, NOVA SCOTIA, CANADA – Jeff Nickerson, Jennifer Hewitt and Doug Drysdale present the Shelburne Area Lions Club with a cheque for \$2,000. This donation will help replace the roof at the Lions Hall.



Community Open House for the former synagogue

SAINT JOHN, NEW BRUNSWICK, CANADA – On June 21, we welcomed 631 Saint John neighbours to our Community Open House to tour the new Cooke offices in the renovated former synagogue! Voluntary donations were collected at the door, raising \$2,000 which was shared between Outflow Mission men's shelter and Stone Church outreach programs.



Working together for cleaner waterfronts

Team Cooke partners with communities in beach clean-up events

Brier Island, Nova Scotia, Canada

On June 8, Cooke employees took part in the annual Briar Island Beach Clean, and had samples on hand for volunteers.



Bayswater, Nova Scotia, Canada

On June 27, our Nova Scotia team joined MLA Hugh MacKay and local residents to clean up the popular Bayswater Beach, which is adjacent to our Saddle Island site. The group retrieved three lobster traps and 12 bags of garbage.



Friars Bay Beach, Campello Island, New Brunswick, Canada

On July 2, Team Cooke in New Brunswick cleaned up Friars Bay Beach on Campobello Island, New Brunswick.



Shelburne, Nova Scotia, Canada

On July 17, our Nova Scotia team tackled the shoreline around Shelburne, and hosted a BBQ for participants.





Team Cooke joins Team Lucy at Walk to Cure Diabetes

SAINT JOHN, NEW BRUNSWICK, CANADA – There were lots of smiling faces as about 200 people took part in the Sun Life Walk to Cure Diabetes in Saint John on June 15. Families enjoyed bouncy castles, arts and crafts and healthy snacks, including our True North smoked salmon served by Cooke volunteers Victoria McCaig, Dawn Marie Glennie, Liam Freill, Chuck Brown and Rob MacNeil. Rob and his family took part in the walk as Team Lucy, named for his daughter who was diagnosed with Type 1 diabetes in 2018. The walk raised money and awareness for the Juvenile Diabetes Research Foundation – Canada.

Cooke sponsors New Brunswick's biggest fireworks display

ST. GEORGE, NEW BRUNSWICK, CANADA – Cooke Aquaculture was proud to sponsor the largest fireworks display in New Brunswick, and second largest in Atlantic Canada on July 20. The fireworks show was part of the Town of St. George's annual Summer Fest.

Cooke volunteers were on hand serving free samples of maple barbecue salmon bites as part of the pre-show festivities.



Future students learn all about agriculture at Dalhousie Community Day

TRURO, NOVA SCOTIA, CANADA – From pre-schoolers to high school seniors to retirees, hundreds of people across all ages visited the Dalhousie Agricultural Campus in Truro to learn about agriculture at Community Day, July 18.

Every department at the school was represented, including aquaculture, with some support from our Cooke team. Kim Making and Chuck Brown were there answering questions, handing out All About Salmon Farming activity books for kids and running our popular Plinko game.

They also spoke to potential Dalhousie students who are entering their final year of high school and are interested in the wide and diverse field of agriculture, including aquaculture.

Our message to them? Aquaculture offers many career options and is an exciting field to explore – whether you are interested in caring for animals, science, business, engineering, finance and much more.



Cooke staff supporting relief efforts during New Brunswick flooding

BLACKS HARBOUR, NEW BRUNSWICK, CANADA – Cooke Aquaculture deployed two boats, personnel and equipment to help with flood relief efforts in the Village of Cambridge-Narrows along the lower St. John River system. Cambridge-Narrows is located on the Washademoak Lake and home to approximately 650 residents and many cottagers.

One of the boats is a 21-foot white fiberglass skiff and the other is a 25-foot red Zodiac, and both frequently handle choppy tidal waters in the Bay of Fundy. The boats patrolled Washademoak Lake area communities in collaboration with the New Brunswick Emergency Measures Organization (NBEMO), local first responders and the Cambridge-Narrows volunteer fire department.

"The boats hold up to 12 people each and were used to help move residents from flooded areas and moved supplies to areas where flood waters have cut off access. They can also be used to quickly move emergency personnel or for other emergency response needs," said Joel Richardson, Vice President of Public Relations with Cooke Aquaculture.

The Cooke family offered the boats to NBEMO after providing several boats and experienced marine staff to support the record 2018 flood. Cooke is one of several local businesses providing NBEMO flood relief support.



2019 Ranger Class ROV Competition

NEWFOUNDLAND, CANADA – On May 3, Cooke Aquaculture sponsored the 2019 Ranger Class ROV Competition at the Fisheries and Marine Institute of Memorial University of Newfoundland.

From left: Sheldon George, Regional Manager, KCS Saltwater Operations with Glenn Blackwood, Vice-President of Memorial University (Marine Institute), Paul Brett, Assistant Director, Programs at Fisheries and Marine Institute of Memorial University of Newfoundland, and Gatchel Griffin, Saltwater Training Compliance Coordinator, KCS NB Saltwater Production.



Mid Yell Junior High School winter clothing donation

SHETLAND, SCOTLAND – It can get chilly at this time of year, so we were pleased to be able to make a donation to Mid Yell Junior High School. The donation covered the cost of clothing for the children to wear when they're taking part in outdoor activities. Pictured above is our Shetland Area Manager, David Brown and Technical Manager, Michelle Johnson, who went along to present the new gear!

Under 11 Crusaders

CUMBRIA, UK – The Under 11 Football Team are pictured here proudly wearing their new team uniforms donated by Cooke Aquaculture. The team is based at Wetheral, Cumbria.



Donation to Kirkoswald Primary School Cumbria

CUMBRIA, UK – Kirkoswald Primary School Cumbria were very grateful to receive a donation from Cooke Aquaculture towards their sports kit and the employment of a part time P.E teacher.

Kirkoswald School is keen to address the problem of obesity and lack of exercise, and the funds received will be very useful. With the addition of a part time PE teacher, the school is aiming to establish their own programme of interschool competitions and thereby raise the profile of competitive sport.

The photo shows the children taking part in the Hunter Hall Cross Country competition, which they thoroughly enjoyed.



Harbour View High School Wellness BBQ

SAINT JOHN, NEW BRUNSWICK, CANADA – What's better than a healthy and delicious lunch? Sharing it with a few hundred friends! We had a great time on May 30 at the annual Harbour View High School Wellness BBQ in Saint John where students cooked, served and devoured our True North Seafood Company salmon skewers as part of a healthy choices meal.



North Isles Netball Team

SHETLAND, SCOTLAND – We're proud to be able to sponsor the newly formed North Isles Netball Team. Players from both Unst and Yell recently combined forces to compete in the Shetland Junior Netball Development League and the donation will enable them to design and purchase their own uniforms. The team's coach, Linda Thomson (far left) and our area manager in Shetland, David Brown, are pictured alongside the team. Good luck girls!



Our Cooke Aquaculture Fun Team is serious about making people smile

BLACKS HARBOUR, NEW BRUNSWICK, CANADA –

On Saturday, May 4, hundreds of our employees, family and friends did a lot of smiling at the Cooke Kidz Carnival in Blacks Harbour.

There were giant inflatables, a petting zoo, hayrides and delicious treats, including cotton candy and, of course, grilled salmon skewers.

Want to help bring the smiles to next year's Cooke Kidz Carnival as part of our Fun Team? Give Linda McGee a call at 506-456-6611 or email her at lmcgee@truenorthseafood.com to learn more.





Our People

From left: Sean McKagan, Scout, Beth Pokorny, John Russell and Justin Moore.



Icicle Egegik

Icicle's Egegik plant sees success with record runs and returning employees

By Beth Pokorny, Egegik Plant Manager,
13 years at Egegik and 30 years with Icicle Seafoods

ALASKA, USA – Alaska's Bristol Bay sockeye run in Alaska continues to exceed expectations. The 2019 summer salmon season was the best on record for Icicle's Egegik plant, with 1.5 million pounds more processed than in 2018. This success was in part due to retention of talented and versatile staff, which has contributed to Egegik's consistent success. Doing business in remote Alaska is incredibly challenging; however the Egegik crew always produces a high standard regardless of the curveballs thrown their way.

With so many long-term employees at Egegik, we like to think of ourselves as a family where everyone has each other's back. By Alaska standards, the Egegik plant represents a medium sized processing operation, which means we all cross over departments and assist each other when needed. This flexibility and resourcefulness results in a team atmosphere that contributed to excellent salmon fillet and can pack numbers in 2019.

The success we saw in Egegik is due to our team, and I'd like you to join me in celebrating the 2019 salmon season with them! They make me extremely proud and I know without a doubt that they can be depended on in every situation.

Justin Moore - CS Foreman, 7 years in Egegik and 30 years at Icicle Seafoods

Sean McKagan - Cannery Foreman, 12 years in Egegik

Brian Barno - Power House Manager, 9 years in Egegik

Bob Johnson - Refrigeration Manager, 11 years in Egegik

Mit Chanthaula - Boiler and Cannery Machinist, 10 years in Egegik

Mario Marin - Beach Crew Foreman, 15 years in Egegik

Bob Stobie - CS Maintenance Manager, 3 (great years) in Egegik

John Russell - Production Manager, 15 years in Egegik

Noel Galdo - CS Night Foreman, 15 years in Egegik

Roy Cordova - First Machinist, 15 years in Egegik

Jim Forbes - Refrigeration Tech, 11 years in Egegik, just retired

Anthony Marumba - Can Line Machinist, 15 years in Egegik

Robert Holland - Quality Assurance Manager, 2 (great years) in Egegik

Matt Thornton - Carpenter, 15 years in Egegik

Jim Obert - Brite Stack Foreman, 12 years in Egegik

Dave Houston - Fish House Machinist, 6 years in Egegik

Terry Holmes - Cannery Supervisor, 9 years in Egegik and 20 years at Icicle

Marcus Menefield - Boiler Technician, 7 years in Egegik

BJ McKagan - Office Manager, 12 years in Egegik

Lita Givens - Housekeeper, 15 years in Egegik

Ron Duplisis - Sanitation and Winter Watchman, 15 years in Egegik

Herlinda Marical De Bucio - CS Lead, 10 years in Egegik

Maria Dominguez De Richmond - CS Lead, 11 years in Egegik

Caitlin Sullivan - Human Resources, 12 years in Egegik

Dave Bendinger - Fleet Manager, 2 (great years) in Egegik



EGEGIK INFO

Population: 30

Location: Bristol Bay, 42 miles (68 km) from Dillingham

Jet service: Dirt runway, small prop planes

The Egegik cannery is one of Icicle's most remote processing facilities. Egegik is located in Southwest Alaska in Bristol Bay, home to the world's largest sockeye salmon run. Bristol Bay is in the eastern-most arm of the Bering Sea and spans 250 miles (400 km) long and 180 miles (290 km) wide at its mouth. A number of rivers flow into the bay including the Cinder, Egegik, Igushik, Kvichak, Meshik, Nushagak, Naknek, Togiak, and Ugashik.

The Bristol Bay watershed in Southwestern Alaska supports the largest sockeye salmon fishery in the world, is home to 25 federally recognized tribal governments, and contains large mineral resources.

Egegik produces all five species of salmon: sockeye, king, pink, coho, and keta.

From left: Alaska Department of Fish and Game Commissioner Doug Vincent-Lang, Egegik Plant Manager Beth Pokorny and West Virginia Senator Joe Manchin tour the Egegik facility.





Cumbria office staff trip to Orkney

By Pete Shenton, Warwick Mill Office

ORKNEY, SCOTLAND – The Warwick Bridge office staff had a very enjoyable and informative visit to Orkney in September to see the Orkney offices, the processing facility and two marine sites. Most of the staff had never been to a marine site or processing facility.

The weather was against us on the first day with horizontal rain and winds, but Diane Hay, Sara Duncan, and Vicci Laird still managed to give us a very interesting tour of the local area, including Skara Brae Neolithic village.

On the second day, we managed to get out to two marine sites despite gale force winds, which was very interesting for all of us. A tour of the production facility followed to see the “end product”.

This was a thoroughly enjoyable and interesting visit and we are very grateful to the Orkney staff who made us so welcome.

Left, from front: April Farish, Claire Soulsby and Sue Beattie.

Below left, from left: April Farish, Sue Beattie, Pete Shenton, Claire Soulsby and Sandra Vevers.

Below right, from left: Claire Soulsby, Sue Beattie, Pete Shenton, April Farishand and Sandra Vevers.



Students become fish fans in Scotland

SHETLAND, SCOTLAND – Our Shetland Area Manager, David Brown and Technical Manager, Michelle Johnson enjoyed a visit to Fetlar Primary School in July to have a chat with the students about fish farming! The class had a lot of great questions and were fascinated by the salmon. David and Michelle have been visiting schools across Shetland and have been really pleased with the response from the kids. Thanks to Fetlar Primary School for having us.



Culmarex group strengthens its equality policy

SPAIN – Culmarex Group management continues to support and invest in policies to enhance gender equality and work/life balance. This is part of Culmarex’s commitment to being a company that supports our people and our communities.

Due to this recent policy, Culmarex has implemented an “Equality Plan” that guarantees the implementation of workplace bullying and sexual harassment prevention protocols.

Some of the activities underway to support the policy are: staff meetings to increase awareness of the policies, agreements with educational institutions and employment agencies, and specific training for department managers.



Icicle Petersburg celebrates the “Over 70 Years in Age Club”

By Patrick Wilson, Icicle Petersburg Plant Manager

PETERSBURG, ALASKA, USA – In addition to the 30 plus year employees in Petersburg, we have numerous members of the “over 70 years in age club”! We are proud to recognize these dedicated employees for their long careers.

Two of these employees are in their 80’s! Each received a one-of-a-kind Icicle Petersburg 70+ Club embroidered jacket, and they were thrilled.

Please join me in celebrating these employees and their contribution to Icicle Seafoods and the Cooke family of companies.

From left: Nemia Leiva, Tony Jacabo, Tina Lynch, Charles Narraway, Arsenia Jacabo, Elmo Ayala and Gilberto Garcia.





Nancy Jaramillo: the first female fishing captain in Argentina

ARGENTINA – Wanchese Argentina is pleased to announce that it has appointed Nancy Jaramillo as Captain of one of its scallop vessels, making her the first woman in the country to be a fishing captain. Congratulations Nancy!

Vida Cámara executive visits the Cooke facilities in the Cupuelan Fjord

CHILE – In May, executives from Vida Cámara visited the Cupuelan Base to provide information on the employee health, dental and life insurance benefits program they offer. This activity was developed with great enthusiasm in the Pontoons and the Cupuelan Base.



Icicle Seafoods recognizes first 100,000-hour employee

By Patrick Wilson, Icicle Petersburg Plant Manager

PETERSBURG, ALASKA, USA – Nathan Midkiff was recently recognized for being the first hourly employee to surpass 100,000 working hours at Icicle Seafoods. Nathan started his employment at Icicle Petersburg while in high school, and to this day fills an important role as the facility Head Electrician. His solid work ethic, dedication and great attitude has made his contribution substantial to the success of Icicle Seafoods. Please join me in congratulating Nathan for this incredible milestone!



Canada Day in Chile

SANTIAGO DE CHILE, CHILE – On July 9, representatives from Cooke Chile attended a Canada Day celebration at the Canadian Embassy in Santiago.

In the photo we see Patricia Peña, Ambassador of Canada in Chile, socializing with the team from Cooke Chile during the celebration.



Table Tennis Championship at Cooke Chile

CHILE – The workers of El Tepual Plant participated in the first Table Tennis Championship with great joy and motivation. Twelve teams of men and women took part in the event.



Stirling University Aquaculture Students visit Furnace Hatchery

SCOTLAND, UK – Andy Young, Site Manager at Furnace, recently hosted a visit from Msc students studying Aquaculture at Stirling University. The students were given a complete tour of the facility by Andy, which they found very interesting.



Andy Young, Site Manager at Furnace (far right in the picture above) with some of the students.

Wanchese employee milestone: Ricky Simms

HAMPTON, VIRGINIA, USA – Congratulations to Ricky Simms, who is celebrating his 32-year anniversary with Wanchese Fish Company! Ricky started working at Wanchese Hampton processing fish and scallops, and currently works on the IQF line processing shrimp and scallops. Wanchese's Vice President of Sales and Marketing, Sam Daniels boasts that "Ricky is the most dependable worker Wanchese Fish Company has ever had. He is here no matter how high the water has been," referencing the storms and hurricanes that occur in the area. When asked what he enjoys most about Wanchese, Ricky said "The teamwork. Everyone motivates one another and we get the job done." Congratulations Ricky!



National Coconut Day a great success!

SASKATOON, SASKATCHEWAN, CANADA – The Coconut Coalition of the Americas Industry Trade Association launched the first-ever National Coconut Day on June 26. As a founding member of the Coalition, Bioriginal celebrated in style with coconut topped doughnuts and virgin piña coladas and special coconut tree stickers handed out to staff throughout its offices.

In 2017, a group of coconut industry stakeholders came together to establish a unified voice in the North American coconut trade as the Coconut Coalition of the Americas. As a group, they work to maintain high quality standards and preserve the integrity of the wide array of coconut products made available to consumers. National Coconut Day aims to bring awareness to the variety of the coconut's many benefits, many of which extend beyond food products.

Bioriginal didn't keep the celebration to themselves. In the days leading up to and on National Coconut Day, the team shared a variety of facts and information about coconuts and coconut products with their followers on LinkedIn. They even shared a recipe for shrimp quinoa risotto with baby kale that uses coconut oil as its base.

So, just how amazing is the coconut? Check out these facts:

- Coconut oil contains 63% medium chain triglycerides (MCTs). MCTs are efficiently used by the body for energy production. They are rapidly metabolized and not stored as fat.
- There are 1,300 types of coconut, all of which can be traced back to one of two genetic origins from either the Pacific or Indian Ocean Basins.

More information can be found at bioriginal.com.



“Our incredible network of employees is the heartbeat of our family company and what makes us strong.”

Glenn Cooke
CEO, Cooke Inc.



To learn more about global careers with the Cooke family of companies visit MyCookeCareer.com

AN OCEAN OF OPPORTUNITY AWAITS.

Cooke Inc. 
@cookeseafood 
Cooke Inc. 



From left: Mr. Arthur Irving (Chairman of Irving Oil) and Glenn Cooke (CEO, Cooke Aquaculture).

Awards

Glenn Cooke receives the Paul Harris Fellowship Award from the Rotary Club

SAINT JOHN, NEW BRUNSWICK, CANADA – Congratulations to our CEO, Glenn Cooke, who accepted the Paul Harris Fellowship Award from the Rotary Club of Saint John on behalf of the Cooke family and the entire Cooke Team. The Paul Harris Fellowship Award is one of the highest honours Rotary can bestow upon a person for their outstanding contribution to the community. Glenn was awarded alongside Mr. Arthur Irving, Chairman of Irving Oil, at a gala event on May 24.

Paul Harris was a Chicago-based lawyer who founded the Rotary in 1905. Rotary is now a global network of 1.2 million people who make positive, lasting change in their communities at home and abroad. Clubs work together to promote peace, fight disease, provide clean water, promote sanitation and maternal health by supporting education, and growing local economies.



Camp Kerry Visionary Donor Award

SAINT JOHN, NEW BRUNSWICK, CANADA – In August, Cooke Aquaculture was recognized for its support of Camp Kerry Atlantic with the 2019 Visionary Donor Award.

Camp Kerry provides bereavement programs and supports individuals and families impacted by serious illness, grief and loss.

From left: Claire Ryan, Pam Pastirik, Director, Camp Kerry Atlantic, Dr. Heather Mohan, Executive Director, Camp Kerry Society.



From left: Becky Robertson, Melissa Thrift, Matt Rahn and Nancy Roman.

Matthew Rahn joins three others to become 4th AOCs-certified chemist at Omega Protein

REEDVILLE, VIRGINIA, USA – In June, Matthew Rahn became a certified chemist by the American Oil Chemists Society (AOCS), joining the list of nationally recognized chemists working at Omega Protein's Health and Science Center (HSC). His expert training from Melissa Thrift, HSC's Quality Specialist, and guidance from the analytical and operations team helped him achieve this award.

In addition to Matthew, other active AOCS's certified chemists working at HSC are: Rebecca Robertson, Nancy Roman and Melissa Thrift. Rebecca, HSC's Food Safety and Quality Officer, has qualified eight times in a row, and she was selected First Place in seven of those years. She qualified in both the Marine Oil series and in the Fatty Acid Profile series.

The program is designed to test the skills, equipment and methodology of individual chemists and 3rd party laboratories. If results are exceptional, the chemist is certified.

The AOCS Laboratory Proficiency Program (LPP) is the world's most extensive and respected collaborative proficiency testing program for oil and fat related commodities, oilseeds meals and edible fats. More than 500 chemists participate to verify and demonstrate their laboratory's analytical accuracy. The approved Chemist Program honours the most accomplished participants in the LPP. Approval is earned through superior performance during the previous year.

When the HSC team communicates with customers, being able to tout that we have four AOCS certified chemists is certainly something that sets us apart from our competition.

Congrats to Rebecca, Nancy, Melissa and Matthew!



Shetland North Isles Manager receives Coastguard 20 Year Medal

SCOTLAND, UK – Cooke Aquaculture is very proud of the voluntary efforts of staff and community members who give up their spare time to train and work as retained fire fighters and in the auxiliary coastguard.

Here is our Shetland North Isles Manager, Dennis Johnson, receiving his 20-year service medal for his service alongside his local Coastguard colleagues.

Photo Contest

CANADA

FIRST PRIZE : *Tracy Justason*

Fresh dusting of snow on an early January morning.
– St. George Gorge, New Brunswick, January 4th, 2019

Honourable Mentions

A *Shelley Berdan* (New Brunswick)

B *Jody Robichaud* (Nova Scotia)

C *Nicholas Rose* (Newfoundland)



SOUTH AMERICA

FIRST PRIZE : *Stephanie Norambuena Lobaredes*

Sunrise at the sea farm.
– Base Cupquelan, Chile, August 8, 2019

Honourable Mentions

A *Ermin Gonzalez* (Chile)

B *Erica Siewert* (Argentina)

C *Jimena Barrientos* (Chile)





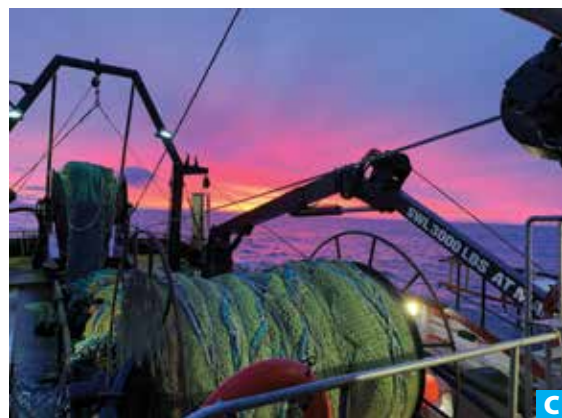
USA

FIRST PRIZE : *Ryan Tomlinson*

Island Pride (an Icicle seiner) headed out of Fredrick sound into the Wrangell narrows. – Petersburg, Alaska, March 18, 2019

Honourable Mentions

- A** *Bailey Loving* (Virginia)
- B** *Jackleen Walters* (Alaska)
- C** *Clayton Smith* (Oregon)



EUROPE

FIRST PRIZE : *Alan McDonald*

A lonely and still morning in Scotland's back and beyond. – Loch Garasdale, Scotland, January 30, 2019

Honourable Mentions

- A** *Owen Hutchins* (Scotland)
- B** *Naomi Dempsey* (Scotland)
- C** *Mark Weir* (Scotland)



About the judge:

Mark Clinton is a graphic designer who joined the True North Seafood marketing team in July 2019.



ALL
NEW!

Pan-Seared Salmon with Lemon Herb Butter

Turn True North Seafood into a simple and delicious meal with a little help from Martha Stewart.



INGREDIENTS

- Olive oil
- Coarse salt and freshly ground pepper
- Lemon wedges, for serving

DIRECTIONS

1. Preheat oven to 350°F.
2. Melt lemon herb butter.
3. Heat a medium oven-safe skillet over medium-high heat.
4. Pat fish dry with paper towels. Oil and season both sides of fillets with salt and pepper.
5. Add fish, skin side down, and cook until skin is crisp about 2-3 minutes.
6. Flip and baste fish with melted butter, reserving some to serve.
7. Finish fish in oven until opaque throughout, 5-9 minutes more. Cook time will vary slightly depending on thickness of fillets.
8. Spoon over remaining butter and serve with lemon wedges.

COOKING TIPS

Cook salmon until fish is opaque throughout or when a paring knife inserted in the center is warm to the touch. Perfectly cooked salmon will flake easily when done. Cook time will vary slightly depending on thickness of fillets.

Martha
STEWART



For more recipes and cooking inspiration
visit marthastewartseafood.com