

# ISLANDER

*The Island Operating Magazine*

**ISLANDERS  
BELIEVE**

Zero is Possible





## PRESIDENT'S MESSAGE

GREGG FALGOUT



**Keep this focus on safety for yourself, your crew, and the Island Team.**

**Safety of all Islanders is what drives all decisions at Island Operating.** This unrelenting focus on being incident and accident free has resulted in Island having its second best safety year ever in 2018. While second place is not where we want to be, it is a stop on our journey to attain ZERO.

**The laser like focus of our operators to do the right thing and their willingness to use STOP WORK AUTHORITY is driving Islanders to a safer work environment.** I personally read and respond to all ZONE Cards that involve “stop work” and continue to be impressed by your thoughtfulness in your job planning, job execution, and where necessary, re-planning of a job. Keep this focus on safety for yourself, your crew, and the Island Team.

**I was proud that Island was successful in negotiating a no cost renewal on our health insurance for 2019.** This allowed us to keep our plan benefits unchanged and your deductions the same. This no increase renewal was also due in large part to the Island Team working together for our common good. More and more Islanders are being smart consumers of health services and prescriptions, which in turn lowers your costs in both the short and long term.

Our industry and Island experienced a scare when oil and gas prices sank at the end of 2018. Thankfully we are seeing a rebound to a level that, while not ideal, is a place where we can move forward without hitting the panic button. As we all know, the price of oil and gas is out of our control. We can only control our safety, compliance, and efficiency.

**Looking back at 2018, we had a good year overall.** 2019 will have its challenges, both from a business and safety standpoint. You have shown that you can deliver on safety. So my challenge to you is to make 2019 Island’s safest year on record. Not just for Island, but for you and your crew. We owe it to each other to keep one another safe while delivering for our clients.

You are the best in the industry. Keep up the good work!

*Gregg Falgout*

**These ZONE Zero 2018 statistics speak volumes to your commitment.**



- *It is obvious Islanders are not scared or intimidated to use their SWA!*
- *Islander’s commitment to safety awareness and Near Miss reporting undoubtedly prevented numerous injuries and incidents.*

### ZONE Cards Submitted 2018

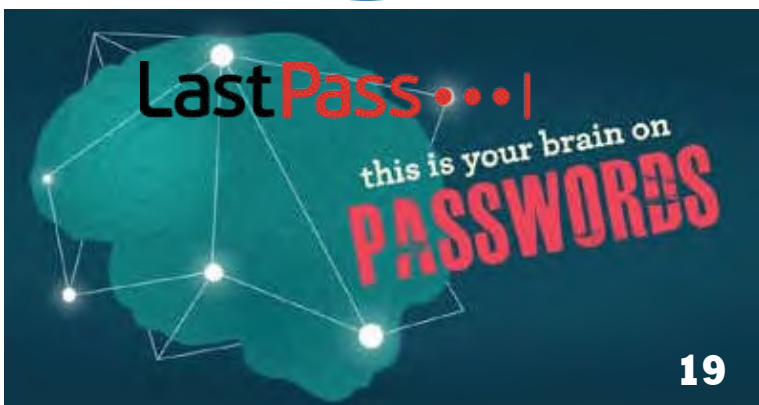
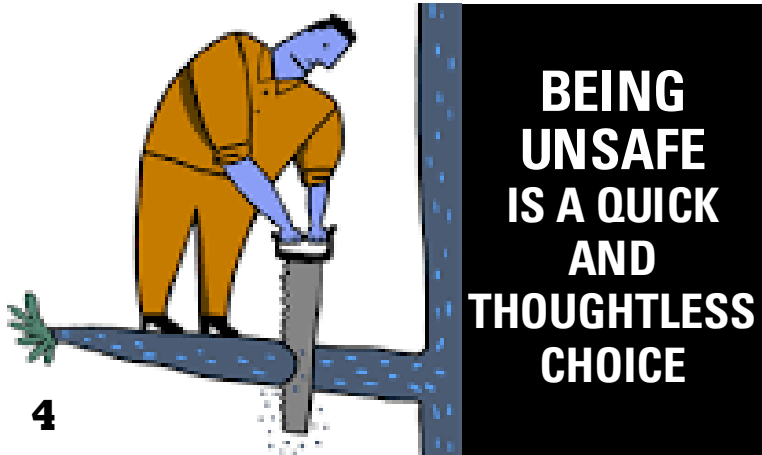
Safe Work Observed	Unsafe Work Observed	Near Miss Observed	SWA Used	Total
903	1253	111	419	2267

### Incidents Rates 2018

Reported Incidents	Recordable Incidents	Lost Time Incidents	Man-hours
35	5 = 0.40 TRIR	4 = 0.32 LTIR	2,492,690



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*Should I keep  
my PPE on?*

# Making Safe Choices



## IS SAFETY A CHOICE YOU MAKE?

The decisions that are made as to how we will handle a particular situation or complete a certain task determine how safe everyone involved will be. When a situation occurs that is governed by Safety procedures, everyone performing the work must take those procedures into account when making decisions as to how the work will be done. Unfortunately, this is where breakdowns in Safety normally occur.

## IF BEING SAFE IS A CHOICE, THEN BEING UNSAFE IS ALSO A CHOICE

95% of all incidents occur through human behavior because someone made a poor choice or decision that resulted in an accident or injury. When we investigate these incidents, we find that a decision was made that placed the injured employee into harm's way. There are many reasons for this, but the most common one is the wrong decision was made for the job or situation at hand. How many times have you heard someone say "I've done it this way a thousand times and nothing bad has happened", or "I was only going to be there for a few seconds." When poor choices or decisions are made because of convenience and not according to the procedure or JSA, the chance of an injury increases greatly.

### Being unsafe is a quick and thoughtless choice.

Perhaps it's human nature, but when placed in a stressful situation, people will sometimes revert back to what worked for them in the past. This habit can quickly lead to errors in the decision making process and eventually an accident. To help avoid this situation, it is important to recognize the things that can form our habits and utilize our ZONE Zero Safety culture to ultimately help us in the choices we make. Knowledge, skill, and attitude all play a critical role in choices and decisions that we make each day.

### Knowledge

Understanding the task and Safety processes for the task are crucial to a safe environment. We must educate one another on the correct way to perform the job.

### Skill

The ability to perform a task safely includes experience with that particular task. Many workers have been injured because they were given a new task that they have never performed before. Some will choose to try and bluff their way through it, while others will utilize their "Every Voice Matters" directive and utilize their Stop Work Authority if they are unsure or feel something should be questioned.

### Attitude

The most important part of the safety culture is ATTITUDE! A person with a bad attitude is an accident looking for a place to happen. The most dangerous thing on a platform is the worker who just is not going to follow procedures no matter what was planned and documented. We must all have a good attitude towards safety. Ultimately, the goal is to return to our families in the same condition as we were when we reported to work at the beginning of the hitch. Safety rules and procedures do not prevent incidents. That's right! The rules and procedures themselves are only as good as the paper they are written on. It is actually following those rules and procedures that greatly increase the chances that an incident will NOT occur. Make the right choices about Safety and do not let your fellow workers make decisions that you know could possibly cause an injury. Have the right attitude and everyone will have a safer workplace.

The most dangerous part of a job is not a hazard, job step, or condition. The most dangerous part of a job is the people doing the work who haven't made a commitment to Change for Safety, which is the most important control of all!!!

Being safe is a choice that requires thought and planning.

More often than not, it is your choice if you are going to have an accident or injury. It is your choice whether you take that shortcut or actually follow the plan and do the job safely. It is your choice whether you follow the Safety rules or not. The end result is "not" your choice if you choose to take that shortcut. You gave up the choice to remain injury free by rushing, by disregarding the plan, or not using your SWA. Make the right choice. Don't take shortcuts!!! Follow the Safety procedures for your task at home, at work, and at play.



The maximum time to form a habit is 254 days.

# CONSISTENCY IS WHAT TRANSFORMS AVERAGE INTO EXCELLENCE

The following employees scored a perfect 100 on their T2 Basic or T2 Refresher course and received ZONE Zero points.

## 100% T2 BASIC

Khalid Dandachli  
 David Sonnier  
 Trevor Ritchey  
 Jeff McDonald  
 Nathan Finley  
 Justin Powell  
 Kelly Lee  
 Mike Pena  
 Lorin Schexnider  
 Rene Bourriague

Wayne Fabre, Sr.  
 Nicholas Bergquist  
 Dustin Hebert  
 Clayton Walters  
 Seth Pickering  
 Howard Dedeaux  
 Anthony Baudoin  
 Jordan Monier  
 Michael Wootan

## 100% MMS REFRESHER

Grundy Laurence  
 Adam Lewis  
 John Taylor  
 Kristopher Pugh  
 James Ducote  
 Ronnie Duet  
 Jason Mitchell  
 Allen Massey  
 Cody Tilley  
 Terral Cameron  
 Wayne Felarise, Jr.  
 John Hartman  
 Glen Price  
 James Favre  
 Christopher Kuffner  
 Rodney Wheeler  
 Wyatt Boone  
 John Rushing  
 Jasmond Jones  
 Darrell Debate  
 Timothy Leger  
 Michael Armitage  
 Gregory Dupree  
 Jason Heim  
 Nicholas Wootan  
 Timothy Shoffner  
 Justin Fontenot  
 David Johnson  
 Donovan Nelton  
 Stacey Guidry

Emery Carney  
 Don Champagne  
 Jeremy Lafleur  
 Joshua Parsley  
 Frederick Beall  
 John Amell  
 Roger Winn Arceneaux  
 Barry Bertrand  
 Jeffery Istre  
 Gary Lebleau  
 Dakota Manuel  
 Lucas Berzas  
 Larry Courtney  
 Shane Leblanc  
 Paul Trahan  
 Brian Breaux  
 Christopher Dixon  
 David Boudreaux  
 Jonathan Harrington  
 Kyle Hebert  
 Timothy Lejeune  
 Brent Harris  
 Erik Pothier  
 Travis David  
 Mark Gribbin  
 Jacob Rubar  
 Kendall Hood  
 Robert Wallace  
 Joshua Wilson



## HARD HATS OFF

Hats off to the following Island Operators for their commitment to safety and embracing a ZONE Zero mindset.

### CODY MATHERNE

While attempting to bring guys out into the field during high winds, **Cody Matherne** overheard the helicopter pilot radio that he was unable to land on some of the field platforms due to the high winds. He stated that the tail rotor would be positioned over the stairs because of the landing angle. The visit was postponed until later in the day when the winds had calmed down. SWA was used, noted on JSAs, and filed in SEMS. Great job by the pilot for making the call to postpone the visit and not taking an unnecessary risk. *Thank you Cody for submitting this card. Sounds like the pilot made the correct call and subsequently your tasks were canceled at that location.*

### REECE LEGE-MYER

**Reece Lege-Myer** found an A-Frame ladder to be in poor condition. The sides of the ladder were coming apart and the ladder was no longer structurally sound. He rendered the ladder out of service, notified the PIC, and properly disposed of it. Ladders are inherently dangerous, and one that is not structurally sound is a REAL danger. *Thank you, Reece, for not thinking twice about properly disposing the compromised ladder. Great catch and great call.*

### MITCHELL KNIPPERS

**Mitchell Knippers** observed a rigger walking into a blind spot between loads during the backloading of a cargo box onto the boat. He stopped crane operations and informed the rigger to stay clear of any loads coming down. He also told him to stay out of any blind spots and to not get between any load hooked to the crane and anything on the boat. *Thank you Mitchell for using your SWA in this instance. As the crane operator, you had the ability to see a hazardous situation developing and stopped the operation before something bad happened. This type of leadership and commitment to ZONE Zero is what makes you a true safety leader.*

### TYLER NEAL

While preparing to offload and backload the boat, the captain was having a hard time holding his position due to the strong current. After trying a few different approaches, we decided it would be safer to wait until the current changed direction and/or slowed down. The job was stopped until the boat could make a safer approach to the platform. *Thank you, Tyler Neal, for working with the captain and reinforcing the notion that there is no job so important whereby we would compromise safety. You and the captain made the right call. Thanks for setting the standard in safety.*

**“Actions like these lead to the safe working environment we have.”**

## Stop Work Authority

### Enforcing the 3 Point Contact Rule

**Patrick Blaise Hebert** was walking down the stairs from the heliport when he noticed an operator ahead of him trying to walk down the stairs with two bags in his hands. Blaise immediately stopped the operator and reminded him that he needed 3 points of contact, then offered to carry his second bag down. Thank you, Blaise, for enforcing the 3 point contact rule and helping the operator with his bags. Sometimes the guys forget the significance of proper stair usage techniques. It sounds simple, but it is VERY effective at saving injuries while using stairs. *You also set the tone that on your facility safety matters most, to the point that you will carry bags to keep people safe. Great leadership.*

### Island Backs SWA for Safety Results

A construction crew was on the platform replacing a damaged pipe that runs across the bridge from one platform to the other side. One of the construction hands hooked up his safety belt, then went to go out over an open water hazard without a life vest on. **Byron Johnston** stopped the worker from continuing on out onto the bridge piping and made him put on a life jacket with his safety harness so that he would be 100% safe during the process of his job. *Thank you, Byron, your commitment and focus on safety says volumes about you and shows a GREAT example for your crew. Great Job!*

## Employee Referral Program

**A referral bonus is available to any Island Operating employee who refers an experienced production operator to our company and the operator is hired.**

(Contact your Island Supervisor for details.)

 **Island Operating Company**



# Active Learner

## Islanders have Full Access to Course Catalog

Did you know that in addition to the regulatory required training that you have to complete in your Active Learner account annually, **you also have unlimited access to the entire ePILOT course catalog?** This includes seven course libraries and over 1,400 hours of content.

Sampling of course content within Active Learner:

Gas Processing Operations	Petroleum Industry Overview	Rotating & Reciprocating Equipment
Dehydration	Exploration and Production	Air compressors
Fractionation	Gas Processing	Centrifugal compressors
Inlet Separation	Industry Overview	Centrifugal Pumps
Phase Behavior	Midstream Industry Segment	Compressor performance
Process Overview	Oil and Gas Reservoirs	Condition Monitoring
Production Facilities	Petrochemicals	Couplings and Gears
Process Safety	Pipeline Systems	Dynamic Compressors
Sweetening	Refining	Dynamic Pumps
Thermodynamics	Surface Processing	Fans and Blowers
<b>Instrumentation and Control</b>	<b>Pipeline Operations</b>	Gas Turbines
Control Systems	General Pipeline Operations	Internal Combustion Engines
Custody Transfer	Pigging	Mixers and Blenders
Flow Measurement	Pipeline Fundamentals	Positive Displacement Compressors
Lease Instrumentation	Pipeline Systems and Components	Positive Displacement Pumps
Level Measurement	<b>Production Operations</b>	Reciprocating Compressors
Measurement Fundamentals	Artificial Lifts	Screw Compressors
Pressure Measurement	Completions and Intervention	Steam Engines and Pumps
Process and Instrumentation Drawings	Gas Flow Measurement	Steam Turbines
Tank Gauging	Gas Lift	<b>Stationary Equipment</b>
Temperature Measurement	Process Safety Management	Fired Heaters
<b>Offshore and Subsea Systems</b>	PSST (T2)	Oil and Gas Separators
	Stimulation	Separators
	Subsurface Pumping	Valves
	Water Treatment	
	Well Pumping	
	Well System Performance	

7 COURSE LIBRARIES

1,400 HOURS OF CONTENT

REGULATORY TRAINING

You can access this content via the left hand navigation screen. Click on "Catalog" to view all modules grouped by subject area. Then click on a group title to expand all modules contained relating to that subject area. You can also search by keyword, by selecting "Activity Search" and typing in any keyword. Example: type in "glycol" or "gas" and it will display all modules with that keyword in it's title. Please see illustration on right.

Please feel free to reach out to any one of us in the Training Department (Mario Bruno, Erica Clayton, Callie Leverett or Skyla Matthew), if you have any questions or need any assistance accessing this content. You can also email us at [training@islandoperating.com](mailto:training@islandoperating.com) and one of us will be happy to assist.



For more information  
contact the Training Dept.  
at 337.233.9594.

# 4th QUARTER ZONE ZERO WINNERS

The following are the winners for the 2018 4th quarter of the ZONE Zero observation program. The winning cards were selected from observations made between October 1st and December 31st. The top 5 overall winners were chosen anonymously by operators who volunteered at crew change. A total of 7,470 points were awarded to 103 winners.



## 1 500 PTS Aubrey Hill

There was a boat crew testing our new pipeline and they had been putting one man on our platform to monitor pressure while the testing was underway. Their shift change would occur at midnight, so the employee asked if we could change out personnel with the crane. We started the JSA and while discussing the transfer, the employee stated the boat wasn't going to move from its location due to hoses that were connected to the platform from pumps on the boat. This would mean making the personnel transfer a blind lift. I informed the employee that a blind personnel transfer was out of the question and I would not attempt it. We contacted the boat captain and explained the situation. He understood and advised that he could move over but it would be a slow process due to the hoses. After planning and then moving over, we were able to safely transfer personnel. It took longer to complete, but the transfer was done safely and without any concerns or incidents.

## 3 300 PTS Michael Welch

We currently have construction operations on the platform. As I was making rounds, looking things over at the construction site, I came across a 1" air hose that was being used for air tools laying on the deck. The valve on the end of the hose was open and the construction crew was working in this area. I asked the guys what the hose was for and they told me it was run to the compressor, but not connected. I informed them that the valve on the hose needed to be closed and secured. Should someone decide to connect the hose to the compressor without knowing that it's open, it could cause an injury. They kept telling me that it was okay because the hose wasn't connected at the compressor. I explained that it's better to be safe and try to prevent possible injuries rather than taking a risk. They all agreed and the valve was closed and secured.

## 4 200 PTS Michael Keen

We decided to work on replacing the wood floor in our top deck I&E building. After moving all of the room's equipment outside, we began tearing out the flooring and realized there was extensive water damage and mold had accumulated under the first layer. Everyone involved in the job decided we needed to stop work and revise our JSA to include use of a respirator due to the presence of mold and mildew. We also updated our job steps, potential hazards, and added hazard controls. We all reviewed the revised JSA, agreed on the process, and then resumed work with respirators, rubber gloves, and goggles for added protection. The job was completed safely and no one was affected by the mold or loose particles from the damaged wood.

## 2 400 PTS Shane Miller

During a transfer by swing rope, a worker missed his first try at swinging from the platform to the boat. While waiting for another chance to make the transfer, another worker on the landing began to shout "Now, Now, Now". The employee swung and made the transfer safely. Once both workers were on the boat, I approached the first worker and spoke to him. I advised him not to allow anyone to dictate or entice him to swing until he himself feels comfortable. I then approached the other worker and advised him that we have new workers here and we do not rush or entice them to make a transfer until they feel comfortable and ready. By yelling "now", he placed undue pressure on the worker trying to transfer. I also advised him to be patient and allow the others to transfer when they themselves felt comfortable. It's ok to offer guidance on timing the swing, but do so in a calm way and allow the person as much time as they need.

## 5 100 PTS Benjamin Murphy

While a mechanic was working on one of our cranes, he asked to run the crane for himself to see the problem we were having with it. He climbed into the crane and was about to start it when I stopped him. I went on to tell him that it is important, and also required, that everyone who runs the crane, including himself, needs to do a pre-use prior to operating the crane; not only for his safety, but also everyone else's, as you never know what could happen with mechanical equipment.



## AREA ZONE CARD WINNERS (OCTOBER - DECEMBER 2018) BY SUPERVISOR:

### Raymond Salinas Fieldwood Energy Area 1:

1. Robert Whitewood
2. Sergio Sanchez
3. John Allen
4. Matthew Jones
5. James Bell

### Jeremy Broussard Fieldwood Energy Area 2:

1. Kevin McHugh
2. Keegan Navarre
3. Lane Boudreaux
4. Anthony Roberson
5. Calvin McKelroy

### Jody Soileau Fieldwood Energy Area 3:

1. Charles Brignac
2. Michael Welch
3. Ronnie Smith
4. Todd Myers
5. Lucas Guillory

### Rob Hernandez Fieldwood Energy Area 4:

1. Mark Davidson
2. Clay Williams
3. Charles Stephens
4. Gregory David
5. Blaine Beene

### Area 5:

1. Jeffery Istre
2. Tray Hernandez
3. Aaron Babineaux
4. Seth James
5. Damon Savoie

### Bert Faul Fieldwood Energy Area 6

1. Jeremy Legros
2. Tristan Lacour
3. Jesse Giroir
4. Christopher Ardoin
5. Byron Johnston

### Area 7

1. Cody Beamish
2. Jesse Coffman
3. John Aguiard

### Earl Stanley Talos

1. Travis Johnson
2. Charles Marshall
3. Austin Gray
4. Mitch Steen
5. Sean Mullen

### Deany Smith Walter Oil & Gas

1. Joseph Primeaux
2. Robert Blanchard
3. Kenneth Duet
4. Chad Reed
5. Bryan Chandler

### Ricky Lirette Arena Energy

1. Shane Miller
2. Shane Miller
3. Allen Hebert
4. Larry Courtney
5. Shane Miller

### John Saldana Fieldwood Energy

1. Shaun Keen
2. Justin Wallace
3. James Nall
4. Matthew Byrd
5. Joshua Wilson

### Gregory Ardoin

1. Benjamin Murphy - Sanare
2. Michael Parker - W&T
3. Cody Parfait - Sanare
4. Gabriel Richard - Sanare
5. Casey Cheramie - Sanare

### Cody Richard Arena Energy

1. Jeff Fruge
2. Daniel Jordan
3. Audrey Hill
4. Aaron Leblanc
5. Chad Combest

### Mike Kibodeaux

1. Marcus Melancon - Arena
2. Kevin Lanerie - Loop 48
3. Marcus Melancon - Arena

### Michael Holley

1. Steven Massey - Arena
2. Chad Hession - Arena
3. Timothy Graham - Walter O&G
4. Shane Miller - Arena

### Richie Savoie Arena Energy

1. Lucas Berzas
2. Chet David
3. Lucas Berzas
4. Jackie Prejean
5. Aaron Stanley

### Ray Labauve Arena Energy

1. Ted Thompson
2. Jonathon Harrington
3. Jonathon Harrington
4. Dilan Comeaux
5. Russell Miller

### Dwayne Hebert

1. Jason Curtis - Walter
2. Donald Flurry - Walter
3. Stephen Sonnier - Fieldwood
4. Aaron Stanley - Walter
5. Jeff Verzwylt - Freeport-McMoran

### Chad Shuff Walter Oil & Gas

1. Aaron Trahan
2. Grant Williams
3. Joshua Dent
4. Derek Vines
5. Derek Vines

### Clay Burgeson Loop 26

1. Larry Dunn
2. Aubrey Leblanc
3. Aubrey Leblanc

### Joe Rodriguez Equinor Holdings

1. Joey Guidry
2. Sean Needham
3. Marvin Richard
4. Jake Francis
5. Miguel Bazan

### Chris Fontenot Devon Energy

1. Jarrod Simon
2. Jarrod Simon
3. Lance Coleman
4. Lance Coleman
5. Will Burton



## Island Operating Mission Statement

Island Operating is committed to providing safe, compliant, and efficient operations to our customers' oil and gas assets and our employees' well-being. We will accomplish this by adhering to our core values of honesty, trust, integrity, and respect for our clients and one another.

HONESTY

TRUST

INTEGRITY

RESPECT





# THE LASETER FILE: A TREASURE LEAVES THE ISLAND

The Chinese philosopher Confucius said, “Choose a work that you love and you won’t have to work another day.” The thinking being that if you love your work, you won’t consider it work. John Laseter loved what he did at Island Operating, but it wasn’t work because he took pride in being the best that he could be at any job he undertook. Retiring on March 1, John looks back at 29 years with fond memories of friendships and accomplishments.

The ‘Laseter File’ (who could resist with a name like that?) begins with a 35-year-old leaving a career in drilling to work in production at Island Operating.

He would start nearly over again as a roustabout. In time, he worked his way to an “A” operator and over the next 11 years excelled to lead operator. When he decided to look at the work from a different angle, he took a position in Compliance, where he remained for 10 years.

Afterwards, he saw his potential in Island’s DOT Training Program, which gave him experience to finally land in Production Operations, assessing and evaluating potential operators. There was a method to this seemingly random change of positions. “I always thought that if I could diversify myself, I could be more of an asset to the company,” John explains.

As he learned new skill sets along the way, he also took the opportunities to learn about himself. It was while evaluating potential operators that he picked up a valuable lesson: not to be too hasty in forming first impressions. “It’s easy to form a first opinion of someone based on something they say, or even in noticing some mannerisms,” John admits. “Especially during an interview, people will often put on ‘a front’ to make a good impression – or they’re just plain nervous. The company depended on me to give a good evaluation and I took that seriously. So, I learned to let people talk and get comfortable. As a result, I’ve become a good listener and a trusted confidant.”

“The company depended on me to give a good evaluation and I took that seriously.”



John's own nerve-racking first week on the job is still a vivid memory. "The first day on the platform for Island I was asked to get something," he grins. "Having worked on drilling rigs for years, when someone told you to get something, you ran and got it! First time I ran on my Island job, the foreman called me out saying, 'We don't run here, son.'" From then on, this operator learned the "Island way," keeping his eyes and ears open daily, ready to make decisions that might affect lives.

He recalls one of several "stop work" incidences, "I arrived on a platform where workers were doing some cutting on the backside of the living quarters. While I was talking to the fire watch, I looked down and noticed the departing oil pipeline directly below the work area where sparks could land and cause a fire. I shut down the job while the foreman and I reevaluated the situation; we ended up covering the pipeline with tarps and sprayed it down with water."

Sometimes, safety hazards are not man made. Once, when John was on hand for a crew change offshore, seas quickly got rough and the utility boat that was waiting in the waters below got hung up underneath the crossmember of the platform. He called the boat captain and delayed the pickup until waters were calmer.

One thing John is adamant about – to the point of making it his motto – is that "silence is consent." "If you see an unsafe act, or situation, and you say nothing, you are consenting to that unsafe job," he stresses.

Evident early on, his commitment to safety led John to participating on Island's very first SEMS independent audit team for Apache, working gulf wide from Port O'Connor, TX to Theodore, AL.

But it hasn't been just safety where he's taken initiative. In 2001, he was part of a team that suggested the cost-saving idea of sharing a supply boat with three companies.



## Pearls of Wisdom

John offers this advice to newcomers:

- Document the important things so that you have credibility when your story doesn't match up with someone else's. "I preach that to this day," John says.
- Experience is the best teacher.
- Redundancy is a potential problem. "We do the same things over and over and it's easy to fall into complacency and look over the simplest details. Always focus on the task at hand."
- There is no such thing as a dumb question.

Now starting a new chapter in his life, John is easing into retirement with plans to refurbish more old doors and beds – a hobby he picked up. After a rainy week, you might find the Gueydan native at his camp mud riding on his Polaris side-by-side. "My wife has a 'honey-do' list about two pages long," he adds laughing.

There will be more time with family: three children, six grandchildren, and two great-grandchildren.

As he says goodbye to his "second family," the people at Island, John is reminded of what made Island such a special place to work. "There is a comradery and a positive attitude that comes from the top. Other people in a job for as long as I have been might have gotten tired of the same routine, but I was always happy with my work."

When asked how he wants to be remembered by his coworkers and administration, he humbly replies, "I just want to be thought of as a person who always tried to do a job right the first time."



## AROUND THE OFFICE



### NEW ARRIVALS

Congratulations to the following employees on welcoming their new bundle of joy.

**Nicole and Stephen Trahan**  
welcomed Helen Eve on 11/14/18  
**Leland and Amanda Tagert**  
welcomed Landon Sage on 11/21/18  
**Derek and Kreslyn Lemaire**  
welcomed Colton Joseph on 12/03/18  
**Grant Williams and Leah Monte**  
welcomed Zackary Joel on 12/03/18  
**Ethan Loyed**  
welcomed Noah James on 12/13/18

### CONDOLENCES

We extend our condolences to the following employees, customers, and their families for their loss.

**Robert Weeks** on the loss of his wife  
**Anthony Dartez** on the loss of his mother  
**William Vanmeter** on the loss of his brother  
**Kenneth Duet** on the loss of his father  
**Richard Bourque** on the loss of his father-in-law  
**Gary O'Brien** on the loss of his brother

### RETIRED

We wish our best to the following employees who are retiring.

**Karen Deen - 25 years**  
**John Laseter - 29 years**

### HIRED ON

We congratulate the following employees who were hired on by Arena Energy.

**Kenny Broussard**  
**Thomas Deshotels**  
**Danzel Marcantel**  
**Jessie McGraw**  
**Raymond Roper**



### JUST MARRIED

Best wishes to the following employees on their recent marriages.

**Travis and Caitlyn Badeaux** 11/03/18  
**Michael and Charlotte Dupre** 11/03/18  
**Joseph and Lindsay Richey** 11/10/18  
**Michael and Angela Perryman** 11/17/18  
**John and Dana Hartman** 11/24/18



### GET WELL SOON

We wish the following employees a healthy recovery.

**Bert Grant**  
**Kevin Fontenot**  
**Francis Smith, Sr.**  
**Tim Leger**  
**Patrick Guillory**  
**John Aguillard**  
**Michael Myers**  
**Derron Berghman**

Learn to enjoy every minute of your life. Be happy now. Don't wait for something outside of yourself to make you happy in the future. Think how really precious the time is you have to spend, whether it's at work or with your family. Every minute should be enjoyed and savored.



# How to Reduce Stress at Work

*Job stress can be all-consuming but it doesn't have to be. Address your triggers, keep perspective, and know when to seek help.*

► The workplace is a likely source of stress, but you're not powerless to the effects of stress at work. Effectively coping with job stress can benefit both your professional and personal life.

Below are 6 tried and true methods for reducing workplace stress – so you can get back to being more productive:

- Form Positive Relationships
- Start Exercising (or Exercise More)
- Eat Healthy and Nutritious Foods
- Get Enough Sleep
- Prioritize and Organize
- Kick Your Bad Habits.

## Know when to seek help

If none of these steps relieve your feelings of job stress or burnout, consult a mental health provider – either on your own or through our employee assistance program. Through counseling, you can learn effective ways to handle job stress.



The knowledgeable employees of the Payroll Department are ready to help you by answering any questions you may have. Please don't hesitate to contact April, Callie T., Chrissy, Jennifer, Lauren, or Olivia.



**For more information**  
contact the Payroll Dept.  
at 337.233.9594.

## NOTEWORTHY

### AFCU Offers \$1,500 Scholarship and Skip-A-Payment

**Scholarship to be awarded at annual banquet.**

Acadian Federal Credit Union's annual banquet will be held on March 9, 2019. Members can sign up by calling the AFCU office at 337-233-6744.

Don't delay! The cost is \$11 per adult and \$5 per child under 12. There will be a great meal served and lots of cash prizes! Grand prize is \$500 cash!!

**Skip-A-Payment is now offered.**

Acadian Federal Credit Union now offers Skip-A-Payment throughout the year. Members are able to apply for the month they choose.



Go to [www.acadianfcu.org](http://www.acadianfcu.org) for more details on both.

## PAYROLL CALENDAR



### 2018 W-2

You can now access a copy of your 2018 W-2 online at <https://efile.aatrix.com/MAS026>. Please contact the Payroll Department for your unique password.



### MARDI GRAS

The office will be closed Tuesday, March 5, 2019 for Mardi Gras.



### GOOD FRIDAY

The office will be closed Friday, April 19, 2019, for Good Friday. We are asking for your support in turning your time ticket in one day early. Please do your best to have your time ticket into the Lafayette Office by Thursday, April 18, 2019, by 10:00 a.m. Payday is April 26, 2019. Checks and direct deposits will go out as normal.

## ZONE ZERO INCENTIVES

Remember to check your portal often for points accrued.

## SPOTLIGHT On NEW Items in the Island Store

We've Got You Covered With Heathered Mesh Back Caps



### Heathered Mesh Back Cap (9 Points)

#### Features:

- (E)Pro Round Crown
- 6 Panel
- Cotton Chambray
- Hook/Loop Tape Closure
- Mesh Back
- Slight Pre-curved Visor
- Structured

### Top Choice:

*Cotton chambray structured cap with a mesh back and a hook/loop closure.*

>Remember to check your portal often for points accrued!<

### SHOW YOUR ISLAND PRIDE!

All items stocked at the Island Incentives Office are featured in the category "Show Your Island Pride!" in the Island Store.

### UNIFORMS

Employees are eligible for 2 sets of FRC uniforms every 6 months. We will not contact you to place your order! If you are eligible, or need to check your eligibility, please call Brittany Cole or Kaley Jones in the Incentives Department at 337-233-9594 or 1-800-366-9594.



For more information contact the Incentives Dept. at 337.233.9594 or 1.800.366.9594.

## DISPATCHES:

News from the people who keep the company running smoothly.

### Mario Bruno Promoted to Personnel Manager

Mario Bruno has been promoted to Personnel Manager. She has been with Island for 14 years serving in numerous capacities, most recently as Island's Training Manager. Mario's commitment to Island's success is noticed and admired throughout the company. We know she will use her energy and creativity to help Island grow and foster new operating talent. Please join us in congratulating Mario on this much-deserved promotion.



### Island Management Team Travels to Odessa, TX

Island's Management Team traveled to Odessa, Texas to onboard employees who were starting to work with Apache Corporation.



### Traffic Jam in the Middle of Nowhere 🤔🤔🤔

Island Supervisor Chris Fontenot witnessed a traffic jam in the middle of nowhere. . . only in the oilfield!



## ARENA ENERGY

### East Cameron 328-B

Ryan Berzas, Eugene Blanchard, Chett David, Brendan Finlay, Chad Gradney, Carrol Hebert, Joshua Jones, James Klinger, Jeffrey McDonald, Erik Potier, Cassey Scott, Garrett Speyrer, Aaron Stanley

### Eugene Island 99-E, 100 #13-JE

Steven Deshotel, Brian Gaspard, Michael Landreneau, Kelly Lee, Kenneth Marks, Craig Martin, Kevin Moss, Sage Schexnider

### Eugene Island 314-B

Slade Boullion, Earl Fontenot, Joseph Manuel, David Soileau, Dennis Sonnier, Bradley Thibodeaux

### High Island A 547-B

Anthony Baudoin, Darren Bird, Kyle Duhon, Trenton Guidry, Camron Kershaw, Gene Leblanc, Joshua Mckenzie, Jeremy Richard, Brett Snider, Sylls Young

### Main Pass 120-A, 236-D, 236-E

Darren Brown, Brandon Hamilton, Chad Hession, Allen Massey, Shane Miller

### Matagorda Island 669 A/E/G

David Salinas, Robert Weeks, Ben Finley, Nick Figueroa, Aubrey LeBlanc, Larry Dunn, Anthony Dimonaco

## BENNU

### Ship Shoal 351

Ross Couvillon, Josh Fontenot, Jeromie Lavergne, Jordan Monier, Joseph Richey, Joey Whitmore

## BOIS D'ARC EXPLORATION LLC

### Ship Shoal 170-B

Jeremy Broussard, Kenwood Gary, Travis Gleason, Michael Parker, Robert Ramey, Paul Trahan II

## CONTANGO OPERATORS, INC.

### Eugene Island 11-H

Barry Bertrand, James Bordelon, Brent Cormier, Jacob Dupre, Ricky Gaspard, Nicholas Gaston, Paul Jumonville, Benjamin Leblanc, Harold Lege, Kirk Lopez, Kodie Miller, Corey Mire, Joshua Parsley, Christopher Thornton

## FIELDWOOD ENERGY

### Eugene Island 119-#34, 119-F, 119-K

John Daigle, Bret Giroir, Billy Istre, Charles Jurls

### Eugene Island 175-D

James Berza, Stephen Boyett, Justin Fontenot, Jan Ledoux, Phillip Myers, Oran Thibodeaux

### Ewing Banks 826

Dalton Bouley, Hunter Chretien, Mark Gribbin, Joshua Guidry, Chance Mixon, Gregory Tyler

### Grand Isle 94-B

Jeremy Broussard, Michael Dupont, Kenwood Gary, Travis Gleason, Douglas Leblanc, Michael Parker, Robert Ramey, Paul Trahan II

### High Island 129 #16

Roger Arceneaux, Jason Cutts, Keith Flurry, Chad Gerald, Todd Henry, Christopher Sanders, Stephen Sonnier, Matthew Touns, Jeffery Verzwylt

### Main Pass 154-A

Blake Bonin, Richard Erwin, Brent Harris, Dane Legnon, Jarren Lizana, Tracy Marquez, Keegan Sonnier, Richard Tisdale

### Main Pass 259-A

Dane Legnon, Stephen Moncla

## Mustang Island A-111 A

David Salinas, Robert Weeks, Ben Finley, Nick Figueroa, Aubrey LeBlanc, Larry Dunn, Anthony Dimonaco

### South Pass 67-A, 75-A

Darren Brown, Brandon Hamilton, Chad Hession, Allen Massey

### South Timbalier 308-A

Richard Fontenot, Jason Jinright, Tristan Lacour, Reece Leger-Meyer, Michael Murrill

## HELIS OIL & GAS

### High Island 129-#18

Roger Arceneaux, Jason Cutts, Keith Flurry, Chad Gerald, Todd Henry, Christopher Sanders, Stephen Sonnier, Matthew Touns, Jeffery Verzwylt

## HOACTZIN

### Ship Shoal 144-1, 145-E

Jeremy Broussard, Michael Dupont, Kenwood Gary, Travis Gleason, Douglas Leblanc, Michael Parker, Robert Ramey, Paul Trahan II

## RIDGELAKE

### Ship Shoal 150-B

Ross Couvillon, Josh Fontenot, Jeromie Lavergne, Jordan Monier, Scotty Munnerlyn, Joseph Richey, Joey Whitmore

## ROOSTER PETROLEUM

### Grand Isle 70

Jeremy Broussard, Zachary Buteaux, Kenwood Gary, Travis Gleason, Jade Leblanc, Michael Parker, Robert Ramey

## SANARE ENERGY PARTNERS LLC

### Ship Shoal 63-14, 63-16, 63-K, 63-4, 63-6, 72-J, OF, LQ, 31, 32, 72-13B, 72-21E, 72-33, 72-I, 72-L, 72-N, 87-B, 87-M

Casey Cheramie, Donald Deshotel, Kenneth Deshotels, Sean Dupont, Hugh Edwards, Ruston Elliott, Garrett Granger, Tanner Matt, Laurence McLaurin, Benjamin Murphy, Cody Parfait, Gabriel Richard, William Rivas

### West Delta 89-D

Jeremy Broussard, Zachary Buteaux, Kenwood Gary, Travis Gleason, Jade Leblanc, Michael Parker, Robert Ramey

## SOJITZ

### Ship Shoal 358

Ross Couvillon, Josh Fontenot, Jeromie Lavergne, Jordan Monier, Joseph Richey, Joey Whitmore

## TANA EXPLORATION

### Main Pass 175, MP 186

Darren Brown, Brandon Hamilton, Chad Hession, Allen Massey

### Matagorda Island 633-D

David Salinas, Robert Weeks, Ben Finley, Nick Figueroa, Aubrey LeBlanc, Larry Dunn, Anthony Dimonaco

## W&T OFFSHORE

### High Island 22 A & B

Roger Arceneaux, Jason Cutts, Keith Flurry, Chad Gerald, Todd Henry, Christopher Sanders, Stephen Sonnier, Matthew Touns, Jeffery Verzwylt

### Ship Shoal 149

Jeremy Broussard, Michael Dupont, Kenwood Gary, Travis Gleason, Douglas Leblanc, Michael Parker, Robert Ramey, Paul Trahan II

### Ship Shoal 33 C-1, C-2, C-3, 33-5, 27-2

Don Champagne, Benjamin Deshotels, Jeffery Harper, Charles White

## WALTER OIL & GAS

### Ewing Bank 834

Lloyd Andrus, Charlie Beard, Nicholas Bergquist, Jerry Childers, Franklin Coon, Andre Couvillon, Joshua Dent, Samuel Fluit, Devin Fontenot, Nicholas Hetherington, William Knight, Danzel Marcantel, Jr., Robert May, Clinton Meaux, Dylan Navarre, Chase Olivier, John Simar, Joseph Stump, Derek Vines, Grant Williams

### Ship Shoal 189-D

Robert Neal

### South Timbalier 311-A

Kelvin Caraway, Terry Couvillon, Rodney Duprie, Brandon Hargrave, Phillip Hutton, Jr., William Kays, Richard Mauldin, Gary Stewart, Jeffrey Tankersley, Varry Walls, Rodney Wheeler

### West Cameron 73-#2

Roger Arceneaux, Jason Cutts, Keith Flurry, Chad Gerald, Todd Henry, Christopher Sanders, Stephen Sonnier, Aaron Stanley, Jeffery Verzwylt

### West Delta 106-A

Kendall Arnaud, Phillip Broussard, Patrick Green, Michael Jenkins, David Johnson, David Scarborough, Jack Shultz, Trent Sullivan, Gene Tuccio



# Exceptional INC Free Inspections

Congratulations on another great set of inspections on the following facilities.

## Fieldwood Energy Ewing Banks 826

**207 Components/0 INCs**

Dalton Bouley  
Hunter Chretien  
Mark Gribbin  
Joshua Guidry  
Chance Mixon  
Gregory Tyler

Supervisor – Bert Faul

## Fieldwood Energy Main Pass 259-A

**142 Components/0 INCs**

Dane Legnon  
Stephen Moncla

Supervisor – John Saldana

## W&T Offshore Ship Shoal 149

**105 Components/0 INCs**

Jeremy Broussard  
Michael Dupont  
Kenwood Gary  
Travis Gleason  
Douglas Leblanc  
Michael Parker  
Robert Ramey  
Paul Trahan II

Supervisor – Gregory Ardoin

## Sanare Energy Partners Ship Shoal 72-J, OF, LQ, 31, 32

**104 Components/0 INCs**

Casey Cheramie  
Donald Deshotel  
Kenneth Deshotels  
Sean Dupont  
Hugh Edwards  
Ruston Elliott  
Garrett Granger  
Tanner Matt  
Laurence McLaurin  
Benjamin Murphy  
Cody Parfait  
Gabriel Richard  
William Rivas

Supervisor – Gregory Ardoin



FOR YOUR BENEFIT

# Maximize Your Ameritas Vision Benefits

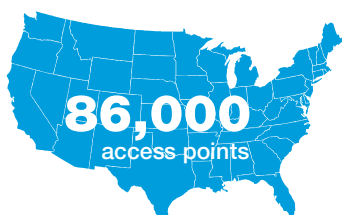
Select the vision provider that's right for you. Keep in mind, your out-of-pocket cost will be lower when you see a network provider.



**86%** of VSP doctors offer early morning, evening or weekend hours.

## The VSP Choice Network

- More than 86,000 provider access points nationwide
- VSP offers the nation's largest network of independent doctors. Find your local providers at [vsp.com](http://vsp.com)



- Over 8,000 retail locations plus an online option



- Use your out-of-network benefits at Walmart or Sam's Club. They'll file your claim; however, your benefit will be lower compared to an in-network VSP provider.
- No claim forms for in-network services. When you visit a VSP provider, your claim is submitted for you.

## Savings

Take advantage of VSP provider discounts, plus visit [vsp.com](http://vsp.com) for other exclusive member extras.



**20% off** remaining frame balance



**20% off** additional noncovered complete prescription glasses



**20-25% off** noncovered lens options, such as UV coating and polycarbonate lenses



**Extra \$20-\$40** to spend on featured frame brands ([vsp.com/specialoffers](http://vsp.com/specialoffers))



**LASIK or PRK** laser vision correction at an average of **15% off** the usual price, or **5% off** a promotional price, through VSP and a contracted laser surgery center

Based on applicable laws, reduced costs may vary by doctor location.

▶ You can find out more information about benefits by contacting Holly or Tammy by phone or via e-mail to [benefits@islandoperating.com](mailto:benefits@islandoperating.com)



**For more information**  
contact the Benefits Dept.  
at 337.233.9594.

**Ameritas**   
fulfilling life.

# Using your Dental Benefits is Pain Free



Learn how you can reduce your out-of-pocket expenses and access your Ameritas account information.



**See any dentist.** Your Ameritas dental plan allows you and your family members to **see any dentist** you chose, regardless if they are in- or out-of-network. Family members do not need to see the same dentist.



**Save money.** Dentists in the Ameritas network have agreed to charge you **25-50% less than their regular rates**. Many of them also offer discounted fees on non-covered dental services as allowed by state law.



**Avoid paperwork.** When visiting our network providers, there are no claim forms to submit. Our providers handle everything. All you need to do is make the appointment and show up.



**Know what's covered.** As a smart consumer, it's best for you to know your share of the cost up front. For services over \$200 we recommend you ask your dentist to request a pretreatment estimate from our customer relations department. You will receive a written response showing what Ameritas estimates your dental plan will pay, and the amount that you will be responsible for.

**Check if your dentist is in network.** Visit [ameritas.com](http://ameritas.com). Find a Provider to find a new dentist or see if your current provider is in the Ameritas Dental Network.

**Nominate your dentist.** If your dentist is not in our network already, it's easy to let us know. Just go to [ameritas.com](http://ameritas.com), search for "nominate a provider" and complete the online form.



## BENEFITS WITH BENEFITS

Activate your account by visiting **MDLIVE.com/bcbstx** or by calling **888-680-8646**.



BlueCross BlueShield of Texas

## Virtual Visits

Powered by  
**MDLIVE**



Blue Cross and Blue Shield of Texas, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

MDLIVE, an independent company, operates and administers the virtual visit program and is solely responsible for its operations and that of its contracted providers.





# Just 1% more can make a big difference

Increasing your savings by just 1% now could mean a lot in retirement.



## Increase your contribution by 1% and by retirement you could...

have an additional  
**\$85,492\***  
to enjoy **VACATIONS**.



**Suzi**

Age: **35**

Earns: **\$60,000**

have an additional  
**\$42,925\***  
to enjoy **FAMILY**.



**Andrew**

Age: **45**

Earns: **\$70,000**

have an additional  
**\$16,779\***  
to enjoy **FUN**.



**Sharon**

Age: **55**

Earns: **\$80,000**

## Key takeaways

- Consistently saving a little bit more can add up over time.
- Whether it's \$10 or \$100, saving money early in life, doing it consistently, and increasing the amount you're able to save over time can help you live the life you want in retirement.

Get started in Island's 401k right now on your smartphone, tablet, or computer at [NetBenefits.com/Easy](http://NetBenefits.com/Easy)

Ready to enroll? Talk with a Fidelity Representative at 866-260-9745 or an Advisor at 866-260-9745.

Get a reminder to enroll later\*\*: Text START to 343898

## Your 401(k) Retirement Plan

### Easy today.

Get started in  
60 seconds with  
**EasyEnroll.**

### Smart going forward.

Choose a savings approach that  
suits you today—and adjust it  
any time to fit your changing needs.



Enroll now:  
**NetBenefits.com/Easy**



Get a reminder to enroll later: Text Start to 343898


 Fidelity  
INVESTMENTS

# LastPass...



## INTRODUCING THE PSYCHOLOGY OF PASSWORDS

It feels like almost every day there's another data breach in the news, or a case of user credentials up for sale on the Dark Web. Despite the headlines, and repeated warnings from experts about weak passwords and the dangers of password reuse, users have yet to change their online behavior.

To get a better understanding of why users are so averse to taking the necessary steps to protect their online accounts, LastPass partnered with Lab42 to survey adults around the world on their attitudes and behaviors around password security. The results: although we know what safe passwords should be, we tend to ignore this knowledge in favor of using easy-to-remember passwords, because the fear of forgetting is stronger than the fear of being hacked. Furthermore, the personality traits that normally define us seem to have little bearing on our poor behavior, but do help us rationalize it.

Are you rationalizing your less-than-secure password habits? Our infographic on the right explores why you may be falling into the trap of bad passwords, and how our personalities may help us rationalize our insecure habits.

## WHAT IS LASTPASS?

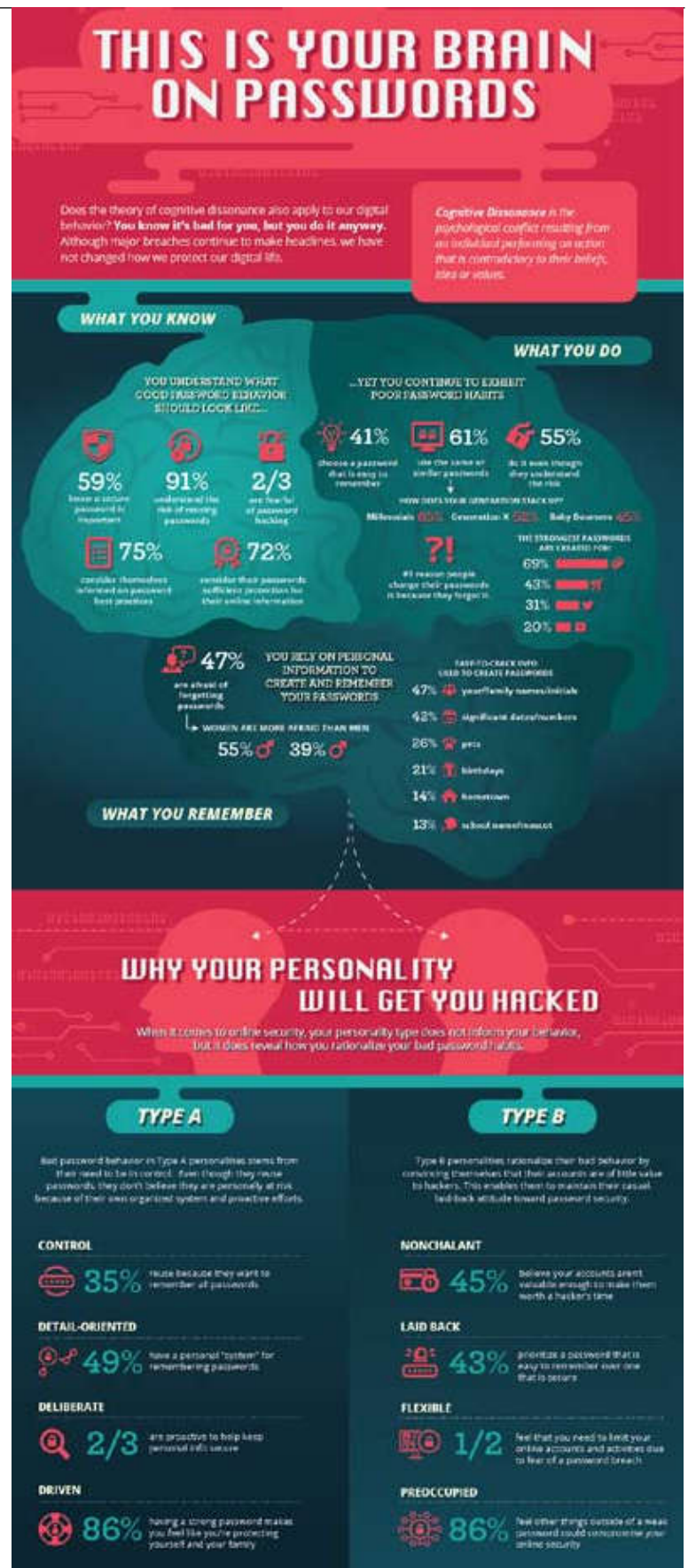
LastPass simplifies your online life by remembering your passwords for you. With LastPass to manage your logins, it's easy to have a strong, unique password for every online account and improve your online security. You can get started today – it's free.

### DON'T JUST RESET YOUR PASSWORD, RESET YOUR THINKING

Managing your passwords properly can be a quick behavioral adjustment that can yield long-term benefits.

LASTPASS CAN HELP YOU MANAGE YOUR PASSWORDS IN A CONVENIENT AND SECURE WAY.

[LASTPASS.COM](https://lastpass.com)





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THE QUEST FOR HIGH PERFORMANCE

“Don’t bother just to be better than  
your contemporaries or predecessors.  
Try to be better than yourself.”

- William Faulkner

Jeremy

