

ISLANDER

The Island Operating Magazine

**ISLANDERS
BELIEVE**

Zero is Possible



**PRESIDENT'S
MESSAGE****GREGG FALGOUT**

I am thankful for the over 1,000 Islanders that strive to live the Island Way.

The final quarter of 2018 is an opportune time to look back at our progress and to reflect on all of the things that we should be thankful for. This year has given our industry some breathing room as our clients regain their financial health after an extended downturn. While we are hopeful that the worst may be behind us, there is still a ways to go for our industry to be on its feet again.

Fortunately for Island, 2018 has thus far been a year of improving safety and compliant performances, our two most important benchmarks. Our safety numbers have improved by 24% over last year. The compliance performance on facilities that we contract has resulted in a 50% decrease in our INC/COMPONENT RATIO. Congratulations on a job well done!

Going into Thanksgiving, I am thankful for the cultural shift that is palpable at Island. The Island Team's focus on safety and compliance is stronger than ever before. Your willingness to use Stop Work Authority is a testament to the way that Islanders are living the ZONE Zero culture. It is evident that Islander's Believe ZERO is possible.

I am thankful that we have a client base that is also focused on safety. Our clients want a safety first culture and have been very supportive when a safety issue was brought to their attention. This collaborative journey to a zero accident culture, and a zero accident workplace, is something that we should all be proud of. Being aligned with our clients in our focus on safety makes everyone's job easier.

Referrals of prospective employees from current Islanders is the best way to keep Island's culture intact. If you know of any qualified Lead, "A", or "B" operators, please refer them to us. We have become active on social media as a way to recruit qualified candidates and spread the word on who Island Operating is and what it means to become an Islander. Please like and share us on social media as a way to help us expand our employee base. If you have any good stories that help tell the Island story of safety, compliance, and production, please forward them to socialmedia@islandoperating.com.

Lastly, but most importantly, I am thankful for the over 1,000 Islanders that have at their core the desire to be the best they can be and strive day in and day out to live the Island way. We show honesty, trust, integrity, and respect for one another. It is important to remember that we are here for one another and that together we make the premier team in the oil and gas operating industry.

Thank you for all that you do. I am proud to represent you to our clients.

Gregg Falgout



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OUR SAFETY CULTURE DEPENDS ON EACH OF US WALKING THE TALK 100% OF THE TIME.



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FEATURES

Changing for Safety, Risk Assessment, Planning, and Controls

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An accident or injury can occur to anyone at anytime and its cause can be from virtually anything. Most of us realize this, while others need to change themselves and their attitude toward safety.

Barricades, Harnesses, and a Duck Festival Queen

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Gregg Dupree takes safety personally and makes safety personal. Like many Island employees, he is a safety professional. Twenty-three years working in drilling earlier in his career and 17 ½ years as a production operator at Island, identifying and eliminating hazards.

Open Enrollment is Going on Now!

16

Make changes to your benefits package without a qualifying event. Open enrollment ends December 1.

What is a 401k Anyway?

18

A 401k is a type of retirement plan offered through your employer. It makes a lot of sense to participate in the plan. One advantage is the chance to get "free" money in the form of matching contributions from Island Operating. Island currently matches 10% of your contributions once per year.

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Changing for Safety, Risk Assessment, Planning, and Controls

ZONEZERO

Changing for Safety

Most people are very safety conscious and have the desire and will to perform their duties in a safe manner. Others however, have the thought process that accidents only happen to “other people” or “they can’t happen to me”. Some people even think they have years of experience at taking risks because they haven’t had an accident. Both of those thought processes couldn’t be farther from the truth. An accident or injury can occur to anyone at anytime and its cause can be from virtually anything. Most of us realize this, while others need to change themselves and their attitude toward safety. Safety is our number one priority and we must never compromise it. We take some things for granted in life but safety should never be compromised or taken lightly. The minute you do, and let your guard down, is when things can and will go south.

Safety is our number one priority and we must never compromise it.

Risk Assessment and Job Planning

Risk assessment is a careful examination of what action, condition, or job step has the potential to cause an accident or harm to someone or something. Identifying hazards, and the level of risk with those hazards, is the most important activity you perform at work. Risk assessment is based on the understanding process that risks do indeed exist, and awareness and careful planning is key to developing a solid and safe control measure. We accomplish this daily in pre-job meetings where we discuss and plan the day’s activities.

We must walk the talk 100% of the time.

Controls

How do we control risks once we have identified them? There are several avenues we can take, with the most popular and useful being a JSA. Once you have planned and assessed a job, it’s time to develop controls to eliminate or lessen the risks. We discuss, plan, and document these controls on the form and then take on the job at hand. One thing this document or piece of paper cannot do is make someone adhere to the plan and that’s where things go wrong.

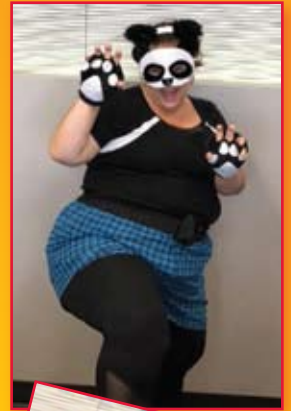
Sometimes the most important work you do is to..... Stop Working!

You’ve assessed, planned, and identified the associated hazards, but once work commenced, an event occurs, or a hazard gets discovered that wasn’t identified or planned for. That’s when we all should exercise our authority to shut down the job. Yes, every one of us has the authority to do just that. Shut the job down and regroup. Get everyone on the job to look at the situation and offer up their opinion on how to proceed safely. Only after the situation is rendered safe, everyone is aware of the hazard and agrees on the new revised plan, should work be allowed to resume.

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!!!

HALLOWEEN FESTIVITIES

OUR SUPERHEROES HELP KEEP ISLAND SAFE! LOL



WE'VE BUILT
A CULTURE OF SAFETY

At Island Operating, our safety policy is simple: **Everyone's goal is to work safely.**
We believe that building a strong safety culture is everyone's responsibility.

HARD HATS OFF

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

DRAKE BAUDOIN

Great job, **Drake!** He found a leak upstream of the reboiler PSV in the piping. He shut down the unit and notified the PIC. *Thank you for detecting the leak and quickly and efficiently dealing with it. Good job!*

MARIO JENNINGS

Great job, **Mario!** Upon arriving on location, Mario walked around the lower deck and noticed tools scattered around the walkway. He stopped and picked them up and put them where they belong. Housekeeping is one of the most important aspects of keeping a safe work environment. *Thank you Mario for maintaining a clean location!*

MARK DAVIDSON

Mark, thank you for shutting the job down when the compressor did not operate properly. This was the right call and the one that would protect the guys and the environment. *Keep up the good work!*

CHARLES MARSHALL

Charles was testing PSVs and noticed quick connect had a crack in it. He stopped the job and replaced the connection. Great job Charles! Paying attention to the details and stopping the job to correct the issue is living the Zone ZERO culture. *Thank you for the great and safe work!*

SEAN MULLEN

After the recent storm, **Sean** was making rounds and assessing damages. He discovered that one of the wire rope hand rails on the platform boat landing had broken off of the turnbuckle. He immediately informed the PIC and began to fix the issue by replacing the turnbuckle. The boat landing was then placed back in service. *Thank you for making a good inspection after the storm and addressing the issue you found!*

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

Stop Work Authority

Island Backs SWA for Safety Results

Benjamin Murphy was getting ready for crew change. While back loading the boat, he noticed the seas and wind had started to pick up.

Before he made the next lift, he waited to see if the captain would still be able to hold the boat in position. He was able to hold the boat, but he was also worried about the swells at this point. Ben called the boat captain over the radio and told him they were going to stop crane operations and wait for the seas to calm down.

Great decision Ben! There is never any reason we should take chances or compromise safety when dealing with crane activities. Thank you for speaking up and using your SWA in this scenario.

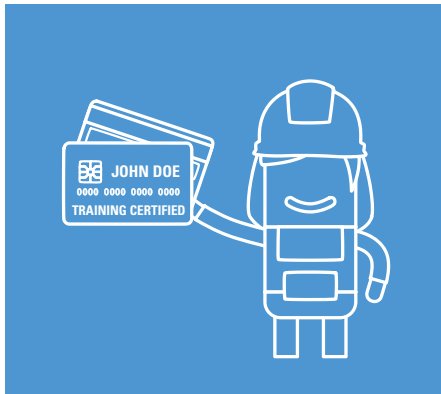
Driven by safety.
Guided by compliance.
Focused on production.

In the Know about Training

Understand the requirements for Island employment.

What you need to know

After the completion of your required training courses, you will receive a certification card and/or certificate, depending on the training facility at which you were scheduled. It is your responsibility to ensure that you have your certification card on you at all times and/or a current copy kept in your files offshore. This information is necessary for verification of completion of all required training courses mandated by Island Operating Company, Inc.



If you should have any problems, please contact Skyla Matthew, Callie Leverett, Erica Clayton, or Mario Bruno. We are here to work with you and support you any way we can. *It is a pleasure working with each and every one of you!*

Thank you

Whether it was calling to confirm classes in a timely matter, helping out a fellow Islander in a training course, calling to schedule courses early to avoid interference with personal plans, or possessing a positive and outgoing attitude when calling in to the Training Department, the following employees went over and beyond expectations and we would like to pass along our thanks and appreciation.

Darren Bird
Bradley Cook
Paul Dartez
Daniel Dixon
Jimmie Duncan
Tyrone Felix
Carl Harrington
Don Hogge
Carrol Johnson
Grundy Laurence
Jeromie Lavergne
Brandon Lebouef
Jonathan Ledoux
Chris Lemaire
Dakota Manuel
Allen Massey
Cody Matherne
Jordan Monier
Francisco "Poncho" Perna
Marcus Staub
Joseph White



The employees listed on the left were entered into a random drawing for ZONE Zero points to be added to their accounts.

Congratulations to this quarter's winners:

100 Points:
Paul Dartez

50 Points:
Grundy Laurence

30 Points:
Francisco "Poncho" Perna



For more information
 contact the Training Dept.
 at 337.233.9594.

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

Samuel Galetskas
 Eric Drake
 Lloyd White

Cody Matherne
 Jeffery Verzwylt
 Bryant Faulk

100% T2 REFRESHER

Julian Yerena
 Benjamin Shaw
 Thomas Deshotels
 Anthony Roberson
 Michael Landreneau
 Gary Guidry
 Edward Watson
 William Young
 Danny Keen
 William Smith
 Mark Hebert
 Dominic Darbonne
 Kenny Hebert
 Michael Wooten
 Cody Beamish
 Brayton Young

Jaycey Wall
 Matthew Colon
 Darrell Hartzog
 Taylor Smith
 Timothy Billings
 Regan Chase Benoit
 Jason Jinright
 Hermilio Perez
 Franklin Coon
 Scott Theriot
 Matthew Toups
 Clarence Cannon
 Michael Parker
 Jesse Benoit
 Ryan Stanley



GO GET IT!

Login to the Employee Dashboard at www.islandoperating.com to access the E-Library and all of Island's policies.

Equal Employment Opportunity Policy

Island Operating Company, Inc. is committed to providing equal employment opportunity to all employees and applicants for employment regardless of age, race, creed, national origin, sex, religion, veteran status, disability, sexual orientation, or any other characteristic prohibited by law. Our Management is dedicated to ensuring the fulfillment of this policy with respect to hiring, selection for training, promotion, transfer, rates of pay or other forms of compensation, and general treatment during employment. We expect everyone to show understanding and consideration to fellow employees and to respect and observe this policy.

3rd QUARTER ZONE ZERO WINNERS

The following are the winners for the 2018 3rd quarter of the ZONE Zero observation program. The winning cards were selected from observations made between July 1 and September 30. The top 5 overall winners were chosen anonymously by operators who volunteered to review and rate the cards. A total of 7,680 points were awarded to 106 winners.



1 500 PTS Cody Beamish

Crane mechanics were out to swap our crane boom. They were attempting to set both booms onto a connex building to facilitate the swap. I assessed the job and shut it down due to the unsafe manner of what could take place, as the weight of the booms was in excess of 7,000 lbs. There is no way to know the integrity of the connex, and doing the job in this manner or fashion could lead to catastrophic events. I had the crane operator place the boom back onto the boat and we stopped to discuss other options. In the discussion, it was decided the only safe way to complete the boom swap was to utilize a liftboat at a later date.

3 300 PTS Joseph Babin

Construction was erecting a hanging scaffold on the bridge between the P-1 and P-2. While making a walkthrough on the 2nd day, I noticed the scaffolding was braced on the handrails so that the handrails were supporting the weight of the hanging scaffolding. When I asked the supervisor about it, he told me it was OK. Not feeling it was a safe way to build scaffolding, I shut down the job and contacted our customer's management. The stop work was documented and the JSA was uploaded into our SEMS portal. It was the end of the day so the job was not restarted till the next day. We sent management pictures and they came to the same conclusion, that bracing to the handrails was not correct. Scaffold builders can use the vertical members of the handrails to begin the build, but the weight must be supported by structural members. The next morning we had the scaffold builders move the anchor points to the structural members of the bridge. Now, no part of the scaffolding is attached to the handrails.

4 200 PTS Brek Smith

On the morning of 8-29-18, I observed the construction crew rigging up on compressor exhaust piping and muffler, all in one lift. I got with the construction supervisor and told him that the exhaust piping was designed to be lifted first and then the muffler on a second lift. Fifteen minutes later, I observed them still rigging up to take it all down in one lift. I used my SWA and called an All-Stop to the lift. I held a meeting with the crew and discussed again how the piping and muffler needed to be removed in two separate lifts, as picking it up in one lift could cause it to flip or rotate and cause damage or injury to someone. They rigged up and made the lifts separately and without incident.

2 400 PTS Chad Combest

Due to the rig arriving on location during working hours with tugboat lines hooked up to the rig near the boat landing, our construction crew was unable to return to their standby boat to go to bed for the evening. They ended up staying on the platform all night with no beds and very little rest at all. I was unaware of this till the next morning. I refused to sign any JSA's and allow them to go to work until they could get back to the boat, showered, and adequate rest/sleep. We were able to communicate with the rig and have the tug nearest the boat landing move over temporarily and allow the construction boat to back in and pick up the crew to get some sleep.

5 100 PTS Jake Francis

A truck driver came on location to pull out of my water tank and haul for disposal. The driver signed in and when I asked for a JSA, it was apparent that we had a language barrier and he did not understand what I was asking for. I called his dispatch and explained the situation. I told him I needed a JSA before the job could be done. They agreed to send out another employee to translate and complete the JSA with myself and the driver. I explained the importance of planning and filling out a JSA prior to the job and how it is a requirement. I also contacted our customer safety personnel and they advised that they would address this with the particular company to prevent a recurrence.

AREA ZONE CARD WINNERS (JULY - SEPTEMBER 2018) BY SUPERVISOR:

Raymond Salinas Fieldwood Energy Area 1:

1. Robert Whitewood
2. John Allen
3. Sergio Sanchez
4. Steven Bell
5. Matt Jones

Jeremy Broussard Fieldwood Energy Area 2:

1. Anthony Roberson
2. David Boudreaux
3. Kevin Mchugh
4. William Harwell
5. David Boudreaux

Jody Soileau Fieldwood Energy Area 3:

1. Eric Duos
2. Michael Welch
3. Oran Thibodeaux
4. Blake Campisi
5. Charles Brignac

Rob Hernandez Fieldwood Energy Area 4:

1. Charles Stephens
2. Blaine Beene
3. Patrick Hebert
4. Gregory David
5. Gregory Dupree

Area 5:

1. Aaron Babineaux
2. Scott Theriot
3. Aaron Babineaux
4. Seth James
5. Bonner Wooldridge

Bert Faul Fieldwood Energy Area 6

1. Jason Jinright
2. Tristan Lacour
3. Jason Jinright
4. Christopher Ardoin
5. Dale Biessenberger

Area 7

1. Cody Beamish
2. Christopher Pugh
3. Brad Domangue
4. Bernard Waguespack
5. Matthew Jackson

Earl Stanley Talos

1. Charles Marshall

Deany Smith Walter Oil & Gas

1. Bryan Benoit
2. Chad Reed
3. Charles McIntyre
4. Robbie Bankston
5. Robert Blanchard

Ricky Lirette Arena Energy

1. Joseph Babin
2. Gene Callahan
3. Justin Courtney
4. Bernard Lebleu
5. Jesse McGraw

John Saldana Fieldwood Energy

1. Dustin Bussard
2. Gregory Richard
3. Samuel Galetskas
4. Justin Wallace
5. Darrell Hartzog

Gregory Ardoin

1. Leland Tagert - Fieldwood
2. Benjamin Murphy - Northstar
3. Benjamin Deshotel - W&T
4. Tanner Matt - Northstar
5. Casey Cheramie - Northstar

Richard Brierre

1. Shawn Bonsall - Castex
2. Jarrod Norris - Byron
3. Robert Spikes - Byron
4. Jason Lupe - Byron
5. Michael Ledoux - Byron

Cody Richard

1. Aubrey Hill - Arena
2. Chad Combest - Arena
3. Corey Mire - Contango
4. Bryon Tauzin - Arena

Mike Kibodeaux

1. Brekk Smith - Gomex
2. Kevin Lanerie - Arena
3. Joshua Melancon - Helis
4. Joshua Melancon - Cochon
5. James Mouton - Gomex

Michael Holley

1. Timothy Graham - Walter
2. Jessie White - Arena
3. Shane Miller - Arena
4. Aaron Trahan - Walter

Richie Savoie Arena Energy

1. Ryan Berzas
2. Marion Prejean
3. Chase Finlay
4. Eric Mayeaux
5. James Baudoin

Kim Istre Matador Production Co.

1. Brandon Badon

Kenny Broussard Arena Energy

1. Carl Harrington
2. Joseph Duncan
3. Richard Roper
4. Anthony Sonnier
5. Blake Johnson

Dwayne Hebert

1. Chris Sanders - Fieldwood
2. Chris Sanders - Rooster
3. Keith Flurry - Fieldwood
4. Jason Curtis - Walter
5. Jeff Verzwylt - Freeport-McMoran

Chad Shuff Walter Oil & Gas

1. Derek Vines
2. Derek Vines
3. Billy Knight
4. William Kays

Clay Burgeson Loop 26

1. Larry Dunn
2. Larry Dunn

Joe Rodriguez Equinor

1. Jake Francis
2. Jake Francis
3. Mark McClain
4. Sean Needham
5. Aris Bazan

Chris Fontenot Devon Energy

1. Ray Pittman
2. Lance Coleman
3. Jarrod Simon
4. Michael Johnson
5. Lance Coleman



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.

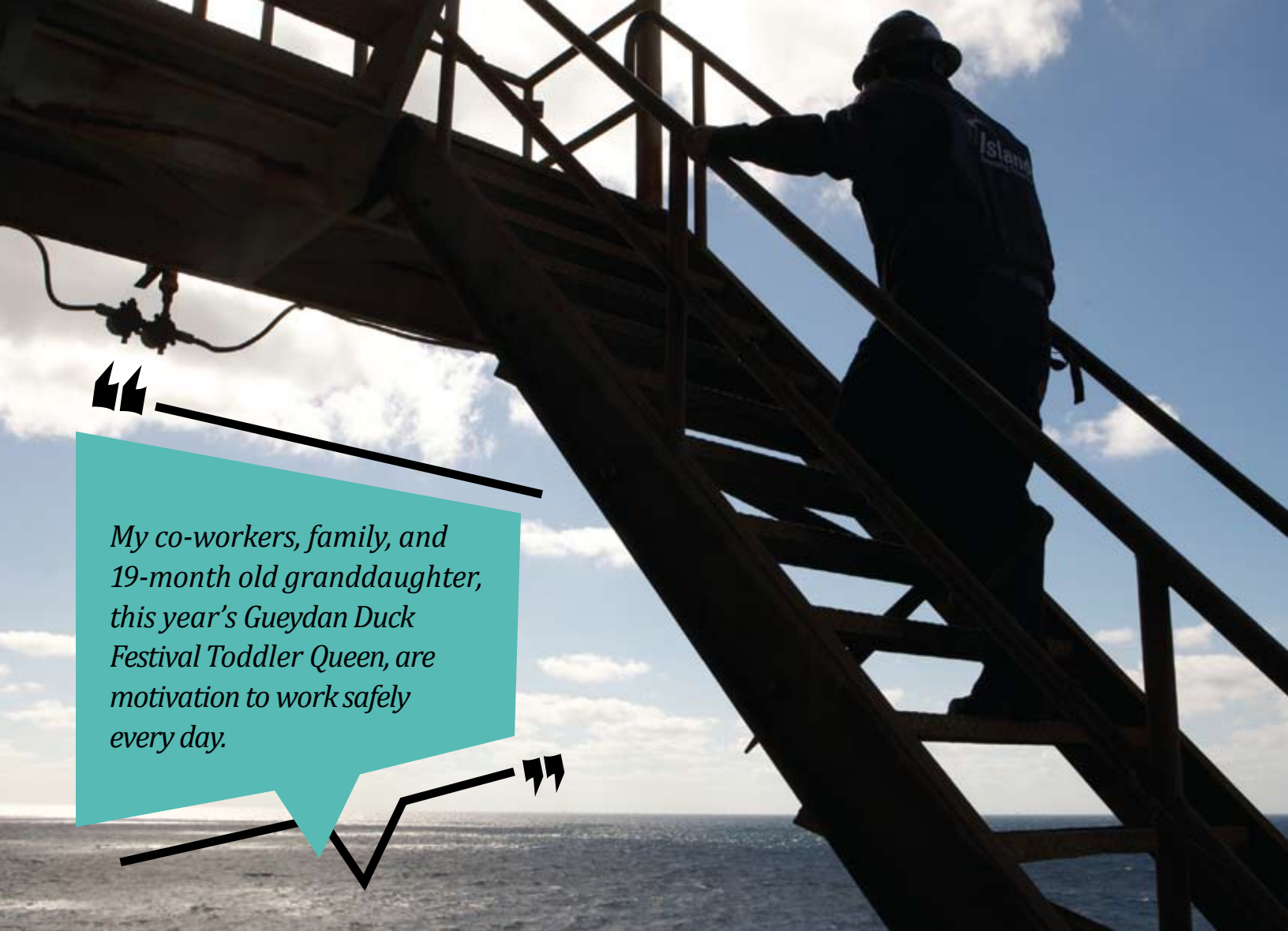
HONESTY

TRUST

INTEGRITY

RESPECT





My co-workers, family, and 19-month old granddaughter, this year's Gueydan Duck Festival Toddler Queen, are motivation to work safely every day.

Barricades, Harnesses, and a Duck Festival Queen

Greg Dupree takes safety personally and makes safety personal. His motivation: "I think of how grateful I am for the life I have with my family and that motivates me to work safely so I can continue being there with them," he says.

Although he does not have "safety" in his title, Greg, like many Island employees, is a safety professional. Twenty-three years working in drilling earlier in his career and 17½ years as a production operator at Island, identifying and eliminating hazards, brings that same level of experience.





The days on Eugene Island 346-A begin with a routine punch list that Greg considers anything but routine: checking on the wells, assuring that they are flowing at the right rate, and keeping the platform running. Turban generators putting out 4,160 volts command his attention, as do electric compressors and shipping pumps. **There is no place for complacency in this job.**



HARNES FOR SAFETY

"You have to keep an open mind about the job going on; if I see we can do it better or safer, I won't hesitate to use my 'stop work,' authority," he says, recalling a recent time when he put safety before a deadline. "We were changing a pendent line on a crane and because of the way we had to position the crane, one line was over the platform and the other side was hanging over the hand rail and a fuel gas skid. I was wearing a full body harness, swinging a sledge hammer trying to knock out the pin on the pendent line

and quickly realized if we were to drop anything, something could be ruptured or a fire could start. We stopped work and waited until we could get scaffolding and a welder to heat up the pin so it could come out easier. The job was finished a week later, but safely."

At Island Operating, no assignment is so urgent that employees cannot take the time to plan and execute it safely. Greg enforces taking the effort to wear a full body harness even for tasks that are not that high off the ground, whether just on a ladder, climbing something, or even when tightening a needle valve.

USING BARRICADES ARE JUST COMMON SENSE

And he advises newcomers to use common sense. Take the case of open holes; Greg doesn't like them. "Before you open a hole on a deck, it should be barricaded," he says, explaining why. "First of all, putting a barricade lets people know there's a hole (the common sense part). Another reason for putting the barricade first is that sometimes when you're opening a hole you might get interrupted by something, like a process alarm going off, that requires you to leave. If there's no barricade in place when that happens, you're leaving an open hole."

In another scenario involving openings, Greg once arrived at the platform to find the wireline crew on the site and the main hatch on the top deck opened – a 5' x 5' gap. The barricade was barely covering it. The crew had taken out the main hatch to install the main block valve down below the lubricator. "When I asked why the main hatch was not in, the workers said when the job would be finished they would have to pull it out anyway in order to pull out the main block valve. I made the call to put the main hatch back in, work safety through the wirelining and the small hatch. It was a little extra work, but safer to work through the smaller hatch."

SAFETY MINDSET

Thinking ahead to prevent unsafe conditions and behaviors is a mindset that has kept Greg accident free for 17 ½ years. A page from his "playbook" offers these tips to the less experienced: Consider every scenario. If something doesn't look right, question it. Communicate constantly. As Greg often says, "Say what you mean and mean what you say."

Another important aspect of safety on the job is health care, including getting an annual physical, eating a proper diet, and staying in shape. "We have three different levels on the platform; that's a lot of stairs to climb," says Greg. "If you're overweight or if your heart is not conditioned for that kind of exercise, you'll be huffing and puffing quickly – or worse."



MOTIVATION TO WORK SAFELY

Living near Gueydan, Greg is among those who either hunt ducks or cook them. As an accomplished cook, he falls into the latter category. In fact, he's taken first place several times at the Gueydan Duck Festival cook-off.

And he's not the only Dupree who's won over the judges at the Duck Festival. His, now, 19-month old granddaughter, Kairyn, has been crowned festival queen of the toddler division. The blue-eyed beauty queen won Greg's heart the day she was born and is one of the latest on a list of very important people in his life who, along with coworkers, are the motivators for staying safe at work.

AROUND THE OFFICE



NEW ARRIVALS

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

Austin and Brooke Phelps

welcomed Dawson Garrett on 7/5/18

Sean and Amber Dupont

welcomed River James on 8/20/18

Reginald and Whytney Loggins

welcomed Malachi Zayne on 9/4/18

Charles and Danyelle Brignac

welcomed Charlotte Laine on 9/26/18

Timothy and Brittany Bennett

welcomed Jameson Christian on 10/1/18

Ty Taylor and Danielle Roppolo

welcomed Kellett Paul on 10/21/18

Aaron and Natalie LeBlanc

welcomed Jared Lee on 10/26/18

CONDOLENCES

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

Eddie Cannon on the loss of his son

Robert Weeks on the loss of his wife

Chris Maloney on the loss of his father

Seth Morris on the loss of his grandmother

Wendy Thibodeaux on the loss of her mother-in-law

Scott Fontenot on the loss of his father

Robert Belaïre on the loss of his brother

Olivia Duplechin on the loss of her grandmother

Andy Stanley on the loss of his father

Scott Fontenot on the loss of his father

HIRED ON

We congratulate the following employees who were hired on by Noble Midstream.

Samuel Kody Sasser

Robin Dubose

Arnulfo Jeff Vasquez



JUST MARRIED

Best wishes to the following employees on their recent marriages.

Kurt and Lauren Matte 8/23/18



GET WELL SOON

We wish the following employees a healthy recovery.

John Gradney

Matthew Johnson

Jason Vince

Anthony Baudoin

Adam Leonards

Sam Cobb

Travis Hession

Victor Richard

Randall Craig

Alan Abshire

Jessie Giroir

Bert Grant

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.

THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU

We Can't Thank
You Enough!

25
YRS

15
YRS

20
YRS

10
YRS

5
YRS

SERVICE ANNIVERSARIES

We thank the following employees for their many years of dedication.

5 YEARS

November

John Gradney

Eric Drake

Bert Grant

Bill Bullock

Michael Walk

Billy Melancon

Sedrick Hampton

Barry Brooks

Timothy Bennett

Brian Champagne

Michael Parker

December

Cody Beamish

Brandon Hamilton

Randall Dowden

Thor Mazac

Bernard Waguespack

Jack Shultz

Seth James

10 YEARS

November

Kendall Arnaud

December

John David

Anthony Barnett

5 YEARS

October

John Brandes

Jake Francis

Richard Reynolds

Kenyon Evans

Douglas Tinkle

Jeremy Legros

25 YEARS

October

Chris Touns

20 YEARS

October

Charles Ford

15 YEARS

October

Kevin Lanerie

November

Chad Gerald

A Day to Remember to be Grateful



From all of us at Island Operating Company – A warm & beautiful Thanksgiving greeting to you and your near & dear ones.

► Sometimes it's easier to focus on what we don't have, rather than what we do have. Thanksgiving is a perfect time to stop for a moment and remember to give thanks. It's a time to be grateful for one's health, family, friends, job, home, and having food on the table.

Take a few moments to reflect on what you will be giving thanks for this Thanksgiving, as you read what Islanders have shared.

- "We will be taking a few moments with our family to give thanks and say our "Gratefals" before eating, as a reminder of all that we have to be grateful for, the good and the not so good."
- "I am thankful to have a family that loves me and friends that are always there no matter where I go."
- "I'm thankful to have a strict work habit. Well, I'm most thankful to have a job that I love at Island."
- "Most importantly, I'm thankful for everything. Good, bad, scary, beautiful, harsh, wonderful. I am thankful that I get to wake up each day and make it whatever I want it to be."
- "I will be giving thanks to having family and friends that I am blessed with."
- "I am grateful to have co-workers that have my back."

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, Chrissy, Jennifer, Lauren, or Olivia.



For more information
contact the Payroll Dept.
at 337.233.9594.

NOTEWORTHY



Christmas Loan Special

Borrow up to \$2,000 for one year, as low as 7.6%

Our Visa Credit Card is at 9.0%. Members earn credit points by using their cards and are able to trade in points for merchandise. Members can click on www.acadianfcu.org for more details on both.

Website is in full compliance with disclosures.



Acadian Federal
credit • union

PAYROLL CALENDAR



THANKSGIVING HOLIDAY

The office will be closed Thursday, November 22, and Friday, November 23. Payday is November 23. Checks and direct deposits will go out as normal.



CHRISTMAS HOLIDAY

The office will be closed Monday, December 24, and Tuesday, December 25.



NEW YEAR'S HOLIDAY

The office will be closed Monday, December 31, and Tuesday, January 1, 2019. We are asking for your help – we need your support in turning your time ticket in early. Please do your best to have your time ticket in the Lafayette Office by Wednesday, December 26, 2018, by 10:00 a.m. Payday is January 4. Checks and direct deposits will go out as normal.

Santa Lights the Way for Islanders

With the Gift of a Dual-Light™ Flashlight



X-Series Intrinsically Safe Dual-Light™ Flashlight w/Dual Magnets

Features:

- cETLus, ATEX, IECEx and INMETRO listed Intrinsically SAFE for use in both above and below ground hazardous locations where explosive gases and dusts may be present
- Flashlight – Floodlight – Dual-Light
- CREE® LED technology – 50,000 + hours LED life
- Momentary or constant-on flashlight
- Sharp focused flashlight beam for distance illumination
- Unfocused wide-beam floodlight for close-up illumination
- Dual-light (flashlight and floodlight at same time) for maximum versatility
- Powerful integrated magnets built into the base and pocket clip for multiple hands-free options
- Engineered polymer housing
- Non-slip grip
- Dual body switches
- Waterproof
- Impact and chemical resistant
- Includes removable lanyard
- 3AA batteries (not included)
- Limited Lifetime Warranty



*An Enlightening Idea:
Flashlights Complete
Emergency Preparation Kits*

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, please call Brittany Cole 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.

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

ARENA ENERGY

East Cameron 328-B

Ryan Berzas, Brendan Finlay, Chad Gradney, Gary Guidry Jr., Carrol Hebert, Joshua Jones, James Klinger, Joseph Manuel, Jeffrey McDonald, Cassey Scott, Garrett Speyrer, Aaron Stanley

Eugene Island 251-C

Jimmie Duncan, Joseph White

Eugene Island 276-C

Charles Guillory, Carl Harrington

Main Pass 120-CA

Darren Brown, Brandon Hamilton, Hugh Hession, Michael Jenkins, Allen Massey, Zachary Mullen

South Timbalier 151-Y

Joseph Babin, Larry Courtney, Johnny Fortenberry, Allen Hebert, Kendal Hood, Justin Johnson, Wilford 'Half Pint' Knight, Christopher Kuffner, Brandon Lebouef, Coli Lopez, Cody Alexander Matherne, Justin Powell

Vermilion 52-C, 71-#1, 72-#1, 72-#2

Joshua Benoit, Shawn Hoffpauir, Kevin Lanerie, Christopher Lemaire, Shawn Mathews, Marcus Melancon, Cody Menard

BOIS D'ARC EXPLORATION LLC

Ship Shoal 170-B

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

FIELDWOOD ENERGY

Galveston 210 - #1, High Island 206-B

Clifton Daniel Bergeaux, Mike Hebert, Laurent Drue Martin, Michael Cannon Mitchell

High Island A 382-F

Mathew Colon, William Harwell, Tim Trehearne

Sabine 10-A

Roger Arceneaux, Jason Cutts, Keith Flurry, Chad Gerald, Todd Henry, Christopher Sanders, Derick Saulsberry, Stephen Sonnier, Matthew Touts, Jeffery Verzyvyvelt

Ship Shoal 246-A

Scott Theriot, Jeffrey Trahan

Ship Shoal 248-D

James Ducote, Timothy Lejeune, Horace Matthews

Ship Shoal 274-A

Stan Weimorts

Ship Shoal 301-A

Jovan Bridges, Jr., Jamison Cormier, Roger Curol

Ship Shoal 354

Ethan Johns, Joseph Roberts, Willie Zepherin

Vermilion 380

Robert Guthrie, Brandon James, Jake Montgomery

MEDCO ENERGI

Main Pass 55-1, 64-A & AQ, 64-B, 64-#1, 64-#3, 64-#5, 64-#6, 64-#7, 64-#8, 64-#9, 64-#10, 64-#11, 64-#12, 64-#13, 64-#14, 64-#15, 64-#17, 64-#18, 64-#19, 64-#20, 65-A

Wyatt Boone, Cullen Brunet, Bradley Russo, William Vanmeter, Clayton Walters, Michael Wootan, Nicholas Wootan

NORTHSTAR OFFSHORE ENERGY PARTNERS LLC

Eugene Island 246-J

Dominic Darbonne, Josh Fontenot, Jeromie Lavergne, Craig Martin, Jordan Monier, Shannon Parker, Joseph Richey, Joey Whitmore

Ship Shoal 72-J, OF, LQ, 31, 32

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

PEREGRINE

West Delta 63-E

Darren Brown, Brandon Hamilton, Hugh Hession, Michael Jenkins, Allen Massey, Zachary Mullen

ROOSTER PETROLEUM

Eugene Island 28 & #6

Dominic Darbonne, Josh Fontenot, Jeromie Lavergne, Craig Martin, Jordan Monier, Shannon Parker, Joseph Richey, Joey Whitmore

TANA EXPLORATION

Vermilion 284-C

Dominic Darbonne, Josh Fontenot, Jeromie Lavergne, Craig Martin, Jordan Monier, Shannon Parker, Joseph Richey, Joey Whitmore

West Delta 63-A

Darren Brown, Brandon Hamilton, Hugh Hession, Michael Jenkins, Allen Massey, Zachary Mullen

W&T OFFSHORE

West Delta 72-B

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

WALTER OIL & GAS

Main Pass 301-A

John Amell, Timothy Graham, Michael Jenkins, Zachary Mullen

Ship Shoal 243-A

Eric Blanchard, Robert Blanchard, Kenneth Duet, Joseph Primeaux, Michael Schmidt, Chase Sonnier

South Timbalier 127, 72-#1

Robert Bankston, Bryan Benoit, David Bordelon, Jonathan Carroll, Khalid Dandachli, Kurt Fuselier, Charles McIntyre, Chadwick Reed

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

WHITNEY OIL & GAS

Eugene Island 123-A, 123-B, 143-A

Dominic Darbonne, Josh Fontenot, Jeromie Lavergne, Craig Martin, Jordan Monier, Shannon Parker, Joseph Richey, Joey Whitmore

Islander Uses SWA to Prevent a Hazard

While working with the boat, **Chad Hession** noticed a deckhand cutting some rope that was to be used to pull a hose up on the platform. The hand was cutting the rope with the action of pulling the knife toward himself.

Chad called on the radio enforcing stop work then walked down to the boat to explain the dangers of cutting that way. He explained that any time something is being cut, there is a hazard associated with the task. With the boat rocking, the hazards become even more present because you have to take into account that you could lose your footing and fall. Chad told the hand that in the event something needs to be cut, use teamwork when necessary, opposed to holding the rope between his legs, as he was doing before, to increase tension on the rope. This could have caused him to lose his balance. You should always cut away from yourself and others in case the knife was to slip. I helped him to cut the rope and the job was completed safely.

Chad, Islander could not be prouder of the way that you handled this situation. You used SWA on a deckhand and took the time to educate him and explain why you used SWA. This encounter speaks volumes of the man that you are and the leadership skills that you possess. GREAT JOB!



Exceptional INC Free Inspections

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

Arena Energy East Cameron 328-B 142 Components/0 INCs

Ryan Berzas
Brendan Finlay
Chad Gradney
Gary Guidry, Jr.
Carrol Hebert
Joshua Jones
James Klinger
Joseph Manuel
Jeffrey McDonald
Cassey Scott
Garrett Speyrer
Aaron Stanley

Supervisor – Richie Savoie

Medco Energi Main Pass 55-1, 64-A & AQ, 64-B, 64-#1, 64-#3, 64-#5, 64-#6, 64-#7, 64-#8, 64-#9, 64-#10, 64-#11, 64-#12, 64-#13, 64-#14, 64-#15, 64-#17, 64-#18, 64-#19, 64-#20, 65-A

206 Components/0 INCs

Wyatt Boone
Cullen Brunet
Bradley Russo
William Vanmeter
Clayton Walters
Michael Wootan
Nicholas Wootan

Supervisor – Michael Holley

**SEEK SAFETY,
AIM SAFETY,
FOLLOW SAFETY,
ENSURE SAFETY,
TEACH SAFETY,
YIELD SAFETY.**

MAKE YOUR POLICY CHANGES NOW DURING OPEN ENROLLMENT HAPPENING THROUGH DECEMBER 1, 2018



Open enrollment season is happening now through December 1, 2018.

We have great news this year! There will be no changes to our insurance benefits (health, dental, and vision) and no increases to our employee deductions! We will be moving our Dental plan to Ameritas Life Insurance Company. You should receive cards from Ameritas prior to January 2019. The Vision plan will remain with VSP.

If anyone has any changes for open enrollment, you may send your request to benefits@islandoperating.com beginning now through December 1, 2018. Your changes will become effective January 1, 2019.

LIMITED TIME!

All employees can add, drop, or change coverage during this time without a qualifying event. Just a few reasons why you may need to make a change:

- To take spouse off once divorce decree was signed.
- To add newborn soon after birth.
- To add wife at time of marriage.



▶ You can find out more information about benefits by contacting Holly, Nicole, or Tammy by phone or via e-mail to benefits@islandoperating.com



For more information
contact the Benefits Dept.
at 337.233.9594.

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.

Ho! Ho! Go!

Life can get pretty hectic around the holiday season, and you can let your exercise routine fall by the wayside. Make this upcoming season different and try to engage more physical activity into it instead of less. By staying active, you may find your holidays even more enjoyable because you feel so much better.

Start by examining your current physical activity level. If you're not currently an exerciser, get started. There are too many health benefits on which you're missing out. Even walking for three 10-minute increments during your day can provide great changes for your body. If you're currently exercising, good for you. Keep up the good work.

While the mall may be a stressful place for shopping, it can be a great place for exercising. A lot of malls now have 'mall-walking' groups that meet throughout the day, most days of the week. Malls are opening early to allow walkers to get some miles in before the crowds start, and, for walkers, it's a great way to window-shop for deals. Grab a friend or two and start a 'mallers' group of your own.

Parties are always fun during the holidays but they're usually at someone's house and include a lot of sitting and eating. Why not try something different this year and take your party on the road? Turn your holiday event into an activity at, for instance, a bowling alley or an ice-skating rink. Get your friends together and volunteer at a food bank so, instead of you eating the food, you're packing it up for others in need. Hire a yoga instructor to come to your house so you and your friends can enjoy some basic stretching while enjoying each other's company.

A lot of people gain weight during the holiday season. Be determined that you won't be one of them. Get creative with your exercising and your holiday events and make this upcoming holiday season one that is truly memorable.

Source:

Jerry Painter, MS, RD, LDN



Well onTarget is a registered mark of Health Care Service Corporation, a Mutual Legal Reserve Company.



What is a 401k, anyway?

Simply put, a 401k is a type of retirement plan offered through your employer. It makes a lot of sense to participate in the plan. Here are a few reasons why:

1. The earlier you start saving, the more time your money has the potential to grow. That's called compounding, and it can really help you reach your retirement savings goals. Here's how time and compounding impact a \$5,000 pretax yearly contribution:

- Start saving at 25: \$1,600,000 by age 70*
- Start saving at 35: \$800,000 by age 70*
- Start saving at 40: \$500,000 by age 70*

2. Beyond providing a way to invest for retirement, 401k's may offer huge tax advantages. For example, your contribution comes out of your paycheck before income taxes are deducted, which means your tax bill will be lower. You could also save on taxes when you withdraw the money because you may be in a lower tax bracket in retirement.



3. Your retirement plan isn't just a generic or glorified savings plan for your day-to-day expenses. It's a long-term personal approach for growing your savings by investing in stocks and bonds through the investment options available in your plan. What's more, you can change your approach anytime to reflect your unique goals and needs from day one through retirement.

4. Another huge advantage: the chance to get "free" money from Island Operating Company, Inc. in the form of matching contributions. Island Operating currently matches 10% of your contribution once per year.

Get started in Island's 401k right now on your smartphone, tablet or computer at 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



This information is intended to be educational and is not tailored to the investment needs of any specific investor. Investing involves risk, including risk of loss.

*This hypothetical example assumes the following: (1) \$5,000 annual contributions on January 1 of each year for the age ranges shown, (2) an annual rate of return of 7%, and (3) no taxes on any earnings within the qualified retirement plan. The ending values do not reflect taxes, fees or inflation. If they did, amounts would be lower. Earnings and pretax contributions from qualified retirement plans are subject to taxes when withdrawn. Qualified retirement plan distributions before age 59½ may also be subject to a 10% penalty. Systematic investing does not ensure a profit and does not protect against loss in a declining market. This example is for illustrative purposes only and does not represent the performance of any security.

**When you text START to 343898, you will receive 1 text message from Fidelity. Message and data rates may apply. Text HELP for help and STOP to opt-out. Visit <http://pages.fidelityinvestments.com/smsee> for additional information.

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TECHNOLOGY

Fitness Trackers

Can technology keep you moving?

When it comes to wearables, there are two main categories of devices: fitness trackers (also known as activity trackers, and most commonly identified with the brand Fitbit) and smartwatches. Not all wearables fall under one of these two boxes, but we'll mainly focus on these two categories for the purpose of this article.

Let's start by taking a look at all the things you can track with a wrist-worn or clip-on fitness tracker. Note that this list doesn't necessarily include all the granular stats you'll find on more specialized sports wearables, such as golf wearables, swimming-specific wearables, or wearables used by serious athletes.

Steps — This one's probably familiar to you, as pretty much any activity-tracking device will include step tracking. Activity trackers (and some smartwatches) include accelerometers which can measure your movement and, in turn, deliver you stats like steps per day. You're probably familiar with the popular benchmark of 10,000 steps per day (equal to a bit less than 5 miles); pretty much any tracking device — even the clip-on Fitbit Zip — can help you monitor your progress to this goal or any personal goals you've set for yourself.

Distance traveled — It only makes sense that if a wearable device tracks your steps taken, it can show you your total distance traveled as well. This metric is also available courtesy of a gadget's accelerometer, and you can find it on pretty much any activity tracker, from a sub-\$50 option like the Xiaomi Mi Band, to specialized sports watches from brands such as Garmin.

Floors climbed — Activity-tracking wearables that include an altimeter can measure how many flights of stairs you climb and other elevation-related data. And if you live in a hilly city, you might be surprised to see how quickly those flights add up over the course of a day!

Calories burned — Especially if you're looking to lose weight, keeping tabs on the number of calories burned during a workout can be quite useful. Luckily, this metric is yet another "entry-level" fitness stat for fitness trackers, so you should find it on virtually every option that makes its way on to your comparison-shopping list.

Active minutes — Most activity-tracking bands or clip-ons will also gather data on your total active minutes in a day, and you'll be able to view this stat on the device's companion app. For instance, with Fitbit trackers, you can view your total minutes for specific workouts (with dates listed for each). This brand of devices also monitors your hourly activity stats and stationary time, and they include reminders to get up and move when you've been sedentary for an extended period of time.

Specific exercises and/or activities — By monitoring patterns across the three axes measured by their accelerometers, fitness trackers can identify the type of activity you're engaged in. For example, with Fitbit devices that support the company's SmartTrack feature, your workout will be automatically identified as one of the following (if applicable): walking, running, outdoor biking, elliptical, and swimming (though only specific devices are water-proof). Plus, devices like the Garmin vivoactive can even identify less mainstream activities like golf.

Sleep time and sleep quality — Not everyone wants to wear an activity tracker to bed, but plenty of these wearables do have sleep-tracking technology built in. Devices such as the Jawbone UP3, Basis Peak, and Withings Activité monitor your movements using sensors, and this data is translated into information about your sleep behavior during a specific period. So, for example, if you were to wake up frequently in the middle of the night, a wearable device would track the periods when you sit up/stir and track those time frames as awake periods that don't count toward your total nights' sleep time. This way of tracking sleep is called actigraphy, and while it's not the most accurate way to measure your Zs (measuring brain waves is less convenient, but more precise), it can give you some insight into your habits.





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“ At the end of the day,
the goal is simple:
safety in production.”

- Lance Smith

Jeremy

