



The Lab Report

SPRING 2015, ISSUE 2



To our employees,

We are all keenly aware of the quick and steep downturn in our market. The effects are being felt throughout our industry from our customers and vendors to each of us as individuals. Everyday the Laborde Marine Management Team must make critical decisions to guide the company forward through these rapidly changing economic conditions. Sacrifices are being made by all of us as we continue to deliver exceptional service and quality equipment to our customers at reduced price structures. In order to weather this storm, we have begun cost-cutting measures and will continue to actively cut costs to withstand the projected down cycle. The industry has been through these downturns before and we believe that our company is well positioned to manage through this one.

In the upcoming quarter, we will be negotiating with our insurance carriers for the renewal of our company benefits. We will work hard to insure that we can offer to you and your family a solid benefit package at an affordable price. You can expect further information regarding the benefits sometime in April.

On page 4 of this Report, you will find Jeff Fegenbush's 2014 Safety Review & The Future 2015. Please take a moment to read this Report and contemplate our continued need to regard safety as our number 1 company goal. As we have said before, our customers regard Laborde as a company with an exemplary safety culture and this is because of each of you. We continue to urge everyone to remain vigilant to our safety program and work safely. During these challenging times, it is critically important that we work smartly and safely and watch out for the safety of fellow employees.

Together, we will weather the changing conditions of our market. Each of us has an important role to play. As always, we appreciate your dedication to the business at hand.

Sincerely yours,

MARCH 2015

1st Quarter

Inside this issue:

| | |
|----------------------|---|
| Genie Lab | 2 |
| Genie Lab | 3 |
| Safety Review | 4 |
| Brazil | 5 |
| Financial IQ Article | 6 |
| Benefits Corner | 7 |
| New Office Employees | 7 |
| Editor's Note | 8 |

Featured Boat: Genie Lab



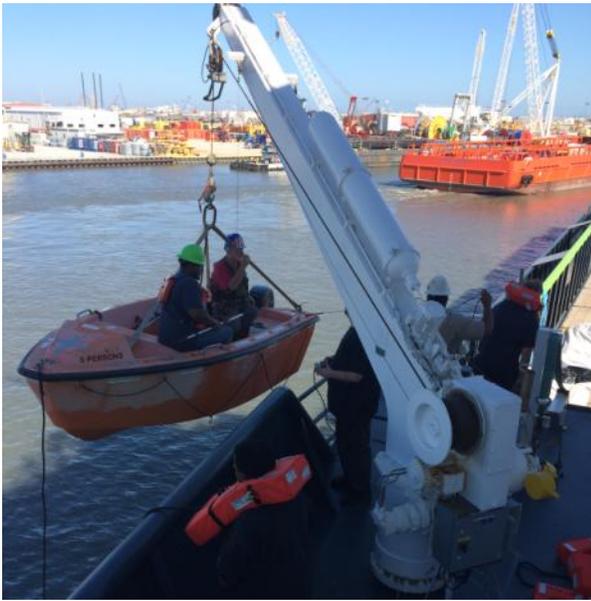
The Genie Lab shown above heading to Fourchon from her dry dock job.

The Genie Lab has just finished her 5 Year Dry docking job, ABS, USCG & FMEA trials with no outstanding issues. Good job by the crew with all inspections—no write ups and the vessel was in very good condition.



Genie Lab shown above on her dry dock job.

Genie Lab continued



Shown to the left are crewmembers launching FRC while holding man overboard drill for USCG.



The Genie Lab shown along side the drill ship Rowan Reliance.



2014 Safety Review & The Future 2015

In order to improve our safety performance for 2015, we need to evaluate our successes and failures from last year. By reviewing our mishaps and making corrective action, we will improve our safety performance going forward in 2015. The key to any good review is not to place blame or fault, but to constructively evaluate, observe, give feedback and learn, so we can take steps toward constructing a strategy for continuous improvement of our safety culture. The Masters Management Review is the perfect tool to complete this process onboard your vessel.

Our positive achievements from last year were in the areas of Behavior Based Safety, Stop Work Authority, and Near Miss Reporting. We continue to embrace the BBS program by increasing the number of observations each year. Last year we observed over 5,000 safe and unsafe acts. This was 5,000 times we had opportunities to provide feedback and improve our safety culture. We also increased the number of SWA to just under 300. That is 300 times we potentially saved someone from getting hurt. Near Miss reporting continues to rise year after year. The key is to turn these near misses into learning opportunities in lieu of learning from actual accidents.

Now for the failures, or should we say the opportunities, for improvement. We fell short in all of our main key performance indicators: Recordable injuries, first aid professional and environmental. We have proven in years past that we can achieve Zero recordable injuries and environmental incidents. This year we had one of each. Looking back on these incidents, more times than not, the incident is caused by crewmembers not taking the time to follow the established procedure. Our 3 first aid professionals were all minor, but still had the potential to be much more serious. All of these incidents did not have an effective JSA that identified and planned each task to prepare each person for potential hazards. Effective JSA's are key to reaching our goal of ZERO in these key performance indicators.

2015 will be a challenging year for our company due to current market conditions. During these challenging times, we cannot let the pressures from the poor market conditions negatively affect how we complete each job safely every day. You only have to review one document within Laborde Marine to lead us through this year and that is the Laborde Marine Safety Policy. Quote "While what we do as a company is important, assisting in providing energy to the world, it is not so important that it ever justifies someone being hurt or killed in the process. No job is so important that we cannot take the time necessary to do it right - and safe". If we work by that policy one day at a time every day in 2015, we will meet all the challenges of the upcoming year and improve our safety performance, while continuing to provide the best marine services in the industry.

Jeff Fegenbush
HSE Director



What's going on in Brazil?



The Corbin Foss is towing the USN Constellation from Seattle Washington to Texas for de-commissioning the USN Constellation.



The tow went around the southern tip of South America as she could not fit in the Panama Canal and the Magnolia Mar met them 150 nm off the coast of Rio de Janeiro to provide fuel for the towing vessel.



Financial IQ –10 Question Quiz to Sharpen your Money Smarts



See how much you know about how you should be saving and spending by taking this quiz! (Answers & Scorecard provided at the end)

1. Is it better to pay off your credit cards or add to your savings?

- a. It is better to pay down your credit cards before saving
- b. It is better to add to your savings before paying off your credit cards
- c. It is better to pay the minimum monthly payment on your credit cards first, and then save as much as you can
- c. It is better to pay down credit as you save, paying off highest-interest cards first

2. How much of your income should you be saving each month for retirement?

- a. 1% to 5%
- b. 5% to 10%
- c. 10% to 15%
- d. 15% to 20%

3. What percentage of your pre-retirement income will you likely need to maintain your lifestyle in retirement?

- a. 75% to 100%
- b. 20% to 30%
- c. 40% to 50%
- d. 60% to 80%

4. What does investment diversification mean?

- a. Dividing your money among stocks, bonds and cash
- b. Choosing investments that have different performance characteristics
- c. Allocating your portfolio among conservative dividend-paying stock funds, growth and income funds,

growth stock funds, & aggressive growth stock funds

- d. All of the above

5. Which retirement-oriented investment vehicle is specifically designed to minimize the need to make changes as you approach retirement?

- a. Roth IRA
- b. Variable annuities
- c. Target-date funds
- d. Money market funds

6. When does the IRS say you have to start taking withdrawals from your retirement plan or IRA?

- a. Age 59½
- b. Age 65
- c. Age 67
- d. Age 70½

7. What percentage of your annual income do most experts say should go toward paying your home mortgage?

- a. No more than 10% of gross earnings
- b. Up to 28% of gross earnings
- c. No more than 33% of gross earnings
- d. Up to 50% of gross earnings

8. How often should you rebalance your retirement portfolio?

- a. Never
- b. Quarterly
- c. Annually
- d. B or C, depending on market conditions

9. How much of an emergency fund should you set aside?

- a. 6 months
- b. 2 weeks
- c. 2 years
- d. 5 days

10. What asset class has, on the whole, produced the best performance results since 1929, but carries the most risk in the short term?

- a. Bonds
- b. Stocks
- c. Gold
- d. Baseball cards

Answers: 1, d; 2, c; 3, a; 4, d; 5, c; 6, d; 7, b; 8, d; 9, a; 10, b.

Score yourself: 8 to 10 answers correct: Take a bow, Financial IQ genius!

4 to 7 answers correct: Brushing up on a few basic concepts will improve your money smarts.

0 to 3 answers correct: Well, you still have your looks!

Benefits Corner



VSP is offering an extra \$20 to spend on featured frame brands. Find a doctor who carries these brands at vsp.com. Please contact Mikelyn Louviere or Diane Segura at 985-399-9066 if you have any questions.



As an employee of Laborde Marine you could be saving 10% on qualifying AT&T services.

How To Receive Benefits:

To purchase online, visit: <http://www.att.com/getIRU>

To find the AT&T store closest to you visit: att.com/find-a-store

If you visit a local AT&T

Company FAN#: 05961621

If you visit a local AT&T store, please have proof of eligibility (employee badge or paystub) and mention your Company FAN



We are thrilled to introduce RallySM, a personalized health benefit offered to UnitedHealthcare members. Rally is here to help you create positive habits that may help improve your health and well-being. When you sign up with Rally, the first thing you'll do is discover your Rally Age, an indicator of your overall health.

It's easy to get your Rally Age:

1. Log in to myuhc.com.
2. Click on the Health & Wellness tab (far right side) on the navigation bar.
3. Click on any Rally announcement to get your rally age.

Join today and take the first small step to a healthier lifestyle.

New Office Employees



Shown above is our new Crew Coordinator, Dwayne Aucoin. He will be setting up and arranging crew changes from week to week to make sure that our boats are properly manned. Dwayne is married with 2 sons.



Shown above is our new Personnel Manager, Chris Childers. He will be overseeing the crew coordinating and managing training. Chris is married with 2 children.

I truly hope you enjoyed the second Edition of THE LAB REPORT! The company welcomes everyone's input for the newsletter—especially vessel and employee pictures, group or individual achievements and articles of interest. Please feel free to send them to me at Lauren@labmarine.com.

Lauren Waguespack, Editor

NEW ORLEANS OFFICE

601 Poydras Steet, Suite 1725
New Orleans, Louisiana 70130
(504) 582-2185



MORGAN CITY OFFICE

1601 Highway 182
Morgan City, Louisiana 70381
(985) 399-9066

