

## **Dockside Chat**

**By Kevin Tarleton**

### **Chief Financial Officer**

As we look to the second half of what has been an extremely busy year, it appears that there is no letup in sight. Our volumes continue to be strong and we are on pace to exceed our previous record tonnage levels. While our volumes have varied significantly over the past several years, one thing has remained the same – our continued investment in our future by adding new floating cranes. We have literally reinvented our company with the addition of six Gottwald cranes over a span of less than four years.

While 2011 will be another active year for Associated Terminals in terms of cranes and equipment investment, we turn our attention to further investing in our most important asset – our people. We started the year by kicking off a 12 week company weight loss challenge. Employees attended weekly seminars where they received information regarding proper nutrition and healthy lifestyles.

Next we added a twist to our recent leadership forum where for the first time we invited outside guest speakers to make presentations to our managers on a variety of topics ranging from wellness and fitness to techniques for managing, identifying and counseling people battling addiction.

Our most important initiative of the year was also unveiled recently, which is formal leadership training program. The decision to implement this training program was based upon the desire of team members throughout the organization to obtain more structured feedback regarding performance. Our goal is to provide our managers with additional tools that will allow them to be as successful as possible managing their departments and providing people with as much feedback as possible.

The present business environment presents many opportunities for growth. Capitalizing on these opportunities will require a team that has the right tools at their disposal. We are committed to invest the necessary resources to continue to develop the best team with the best equipment providing the best service available in our industry.