



Icicle Seafoods has been a leader in the seafood industry for over 40 years, and was one of the early pioneers of using floating processing vessels in the fisheries of Western Alaska in the late seventies and early eighties.

Since then, Icicle Seafoods' vessels have processed and shipped hundreds of *millions of pounds of fresh/frozen seafood.*

Icicle's Star Division consists of our processing fleet, Arctic Star, Bering Star, Discovery Star, and the Northern Victor, and our processing plants and canneries in Egegik and Larsen Bay. Icicle has canneries in Seward and Petersburg as well as numerous buying and support stations throughout Alaska.

Each location has a different configuration, operates at times in different areas and fisheries, and even has different personalities.

Over the years, we have employed thousands of seasonal employees, and rely annually on a large full time key staff of managers, engineers, maintenance, and support personnel. 25% of our employees are key staff, and they make 46% of our payroll annually.





THE ARCTIC STAR

LENGTH: 265' - CREW:170

PROCESS SALMON IN BRISTOL BAY , CRAB IN ST.
PAUL/DUTCH HARBOR, HERRING IN TOGIAK



THE BERING STAR

LENGTH: 220' - CREW: 130

PROCESS SALMON IN BRISTOL BAY, COD IN DUTCH
HARBOR, HERRING IN BRISTOL BAY



THE DISCOVERY STAR

LENGTH: 158' - CREW: 60

PROCESS SALMON IN BRISTOL BAY/SOUTHEAST, COD IN
DUTCH HARBOR, HERRING IN BRISTOL BAY



THE NORTHERN VICTOR

LENGTH: 380' - CREW: 220

PROCESS POLLOCK AT BEAVER INLET (DUTCH HARBOR)

JUNE -SEPTEMBER / JANUARY-APRIL



EGEGIK CANNERY

CREW: 200 - APRIL TO SEPTEMBER

PROCESS SALMON IN BRISTOL BAY



LARSEN BAY CANNERY

CREW: 200 - APRIL TO SEPTEMBER

PROCESS SALMON IN KODIAK ALASKA



SEWARD FISHERIES

CREW: 350

PROCESS SALMON, HALIBUT, AND BLACK COD IN
SEWARD ALASKA



PETERSBURG FISHERIES

CREW: 500+

PROCESS SALMON, CRAB, HALIBUT, HERRING, AND
BLACK COD IN PETERSBURG ALASKA

KEY STAFF POSITIONS

Plant/Vessel Management

Production Management

Safety & Environmental Management

Quality Assurance Management

Office Management

Personnel

Facility Maintenance

Refrigeration Engineering

Electrician

Machinist

SEASONAL KEY STAFF POSITIONS

- Production Supervisor
- Production Lead
- Quality Assurance Technician
- Can line Machinist
- Iron Butcher Mechanic
- Cannery Maintenance
- Refrigeration Engineer
- Cook
- Dock/Deck Operations
- Payroll/Office
- Welder
- Carpenter
- Electrician
- Port Engineer

KEY STAFF BENEFITS



Health Insurance



Life Insurance



401(k) Plan



HEALTH INSURANCE

Medical, Dental, Vision, Prescription

Icicle pays 78% of the premium cost

All Alaska providers are covered at an in-network price

Dependants can be covered

Employees can pre-pay up to 4 months of coverage to use during lay off periods



LIFE INSURANCE

Company pays 100% of the premium cost

Premium is in effect when health insurance
is in effect

Greater insurance benefit for salaried key
staff



401(k) PLAN

Icicle provides a match up to 4%

Replaces ESOP. Current Alaskan residents hold \$34.5 million dollars in ESOP assets (funded in full by Icicle)

Open to all employees who meet the qualifications

Immediately 100% vested

CHALLENGES

- Lack of trained workers
- An aging workforce
- Publicity and enticement for people to enter the seafood industry
- Highlighting career opportunities

MAINTENANCE / ENGINEERING

Basic mechanics of various systems: hydraulic, pneumatic, electrical, steam, refrigeration, etc.

Boiler and retort operations (partner with boiler inspectors)

Mechanical operations of production equipment: headers, gutters, iron butchers, can lines, retorts, conveyor systems, etc.

Entry level welding

Safety requirements in maintenance settings: HAZCOM, Emergency Response Plans, Lock Out / Tag Out, Respiratory Protection, HAZWOPER, PSM, Personal Protective equipment, etc. (partner with AKOSH)

Exposure to hand tools and shop tools: grinders, pipe cutters, lathes, hoists, cranes, etc.

Water safety around docks and skiff operations (partner with AMSEA or USCG)

Internships at processing plants

PRODUCTION SUPERVISION

Basics of seafood: species, seasons, processing variations, general market, etc.
(partner with U of A)

Basic overview of seafood harvesting and reporting regulations (partner with ADF & G)

Supervisory skills: motivating employees, maintaining positive morale, progressive discipline

Conducting effective and impartial investigations; proper and improper documentation

Legal aspects of supervision: Anti-Harassment, ADA and accommodation, FMLA, wage and hour regulations, I-9 requirements

Quantifying and monitoring production flow to maintain reasonable labor costs

Quality assurance issues such as HACCP (partner with ADEC)

Safety in production facilities : HAZCOM, Emergency Response Plans, Lock Out / Tag Out, Respiratory Protection, HAZWOPER, PSM, Personal Protective equipment, First Aid / CPR, etc. (partner with AKOSH)

Basic production accounting: 10-key use, Excel spreadsheets, tallies, basic math skills (for example, how to determine recovery as a percentage of round pounds)

Internships at processing plants

RECOMMENDATIONS

Ensure high school graduates have the basic skills to enter the workforce and make them aware of available training

Educate high school and college students on career opportunities in the seafood industry

Develop training for career path opportunities

Shift focus from rural processing recruitment to developing careers in the seafood industry

Scholarship, apprenticeship, and internship opportunities

Recruiting & publicity: high school and college campuses, rural communities, etc.



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SEAFOODS, INC.