

Brown Water Marine Service, Inc.

MARINE TRANSPORTATION & TOWING

320 COVE HARBOR P.O. BOX 2269 ROCKPORT, TX 78381 (361)-729-3721

DECKHAND FACT SHEET

A deckhand is an individual who works on a towboat that is pushing a variety of different types of barges for different types of services. A deckhand is an entry-level position for anyone who is aspiring to make a career working on the water and can be strenuous as well as physically demanding. There is a great opportunity for one to advance in this industry; up to and including obtaining a Captains License from the United States Coast Guard.

The Captain of the boat is a deckhand's direct supervisor. He is the most senior member of the crew and will allocate responsibilities amongst the other crewmembers. A list of daily duties per watch as dictated per the captain is usually located in the galley. If these duties are not posted you will be informed verbally. The daily duties include cooking meals, washing dishes, checking everything in the engine room, check winches and rigging on the tow, maintaining a clean and hazard free deck at all times, washing the windows in the wheelhouse, and any other task that presents itself either by self discovery or the Captains orders. The other duties include making tow, line handling, knotting, cleaning the boat top to bottom, removal of rust, painting, changing oil and filters in engines, packing stuffing boxes and any other task that presents itself either by self discovery or the Captains orders.

Working as a deckhand is unlike most other jobs in respect to the fact that you live at work with your co-workers and supervisors. With this being said, it is apparent that conflicts of personality may arise. If a conflict does arise it should be worked out by crew members, if this is not possible don't quit, call the office and speak with a personnel supervisor who can work things out between crewmembers or relocate one or more members to another boat. Depending on which boat you are on, the crew will consist of two to four with an occasional fifth crewmember in training. There will be a supervisor, to every deck crewmember on board except the third deckhand in training.

Most of the amenities at home will be aboard the vessel, including refrigerator, oven and range top, sinks, showers, toilets, and in most cases, washers and dryers. All food is provided to the crew by Brown Water Marine. All other items including tobacco products are to be provided by the individual. One item that is not onboard is a telephone with free access. A mobile cellular phone is present; however, this phone is for business purposes and emergencies only. Crewmembers are allowed to use the phone, but charges will be doubled and deducted from payroll checks. Cell phones are cheap and easily accessible and it is highly advisable that all crewmembers obtain one if they wish to make calls of

a personal nature from onboard the boats, otherwise many docking facilities have public phones available.

Crews stay on the boats for 14 days and are off for 7 days, or 20 and 10 respectively. Crews going on to the boat should arrive at the Brown Water Marine office between 7:00 and 7:15 in the morning. Upon arrival, the crew should load out the crew trucks with groceries and supplies. The crew then will drive the truck to the boat which will usually be between Port Arthur and Brownsville, Texas. The crew getting off will bring the truck back.

All marine personnel are paid per day opposed to hourly or salary. Starting pay for a new deckhand is \$ 100.00 per day. Raises are in five-dollar increments and will be discussed if hired, as well as maximum pay, etc. Brown Water Marine Service offers medical and dental insurance after 90 days of employment. A 401-K retirement plan is available after six months, and an employee profit sharing plan after one year of service. A further explanation of benefits will be provided in the event that an individual is hired.

Working on deck requires rubber soled work boots so an individual will not slip on a wet deck. Long pants, shirts and or work overalls are required while deck work is being performed. Other items to be brought by each individual crewmember include bedding for a single size bunk, towels, toiletry items, tobacco products, cell phones, or any other personal item that you will need for the duration of the trip.

Three questions that an individual must ask oneself before choosing to apply as a deckhand are:

- Am I willing to work long hard hours to learn the necessary tasks that I will need to perform in order to do my job well?
- Will I be able to spend long periods of time away from my family and friends?
- Can I pass a pre-employment drug screen and maintain a drug free life style as being subjected to random drug screenings through out the course of my employment?

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“We are an equal employment company. We are dedicated to a policy of non-discrimination in employment on any basis including race, creed, color, age, sex, religion, or national origin, or physical disabilities”

DATE: _____ DATE YOU CAN START: _____

NAME: _____ PHONE: _____

ADDRESS: _____

CITY: _____ ST: _____ ZIP: _____

POSITION APPLYING FOR: _____

Applicant Questionnaire Question:

YES NO

_____ 1 Are you at least 18 years old?

_____ 2. Do you have a valid Drivers License?

_____ 3. Are you currently working?

_____ A. Will you have to give notice?

_____ B. If so – how much?

_____ 4. Are you willing to work up to 20-22 consecutive days away from your home and family?

5. Driving Record

_____ A. Have you had a D.W.I. in the last 3 years?

_____ B. Do you have no more than 2 moving violations in the past three years?

6. Criminal Background

_____ A. Are you currently on probation or have any charges pending?

_____ B. Will you need to meet with a probation officer on a regular basis?

- _____ 7. Can you pass a Drug and Alcohol screen?
- _____ 8. Have you ever been employed here before?
- _____ 9. Are you legally eligible for employment in this country?

YES NO

- _____ 10. Have you ever had an accident on a boat?
 When? _____
 What happened? _____
 What Boat? _____ Owner? _____
- _____ 11. The position you have applied for, is there any physical condition we need to be made aware of that could prevent you from doing it safely and efficiently or create an injury to you because of a physical limitation?
- _____ 12. Do you consent to background checks of consumer report information regarding education, employment history, motor vehicle record, etc....?

How did you hear about us?

- Brown Water Marine Employee/Referring Employee** _____
- Newspaper** **Name of Newspaper** _____
- Internet** **Name of Web Site** _____
- Other** **Please Explain** _____

APPLICATION FOR EMPLOYMENT

NAME	LAST	FIRST	MI	APPLICATION DATE
				()
PRESENT ADDRESS	STREET	CITY	STATE	ZIP
				()
PERMANENT ADDRESS	STREET	CITY	STATE	ZIP
				()
PHONE NUMBER				

SOCIAL SECURITY NUMBER		DRIVERS LICENSE NUMBER		STATE ISSUED		DATE OF BIRTH

EDUCATION AND TRAINING

CIRCLE HIGHEST GRADE COMPLETED IN EACH SCHOOL CATEGORY

GRADE SCHOOL	HIGH SCHOOL		TECH SCHOOL		COLLEGE	GRADUATE SCHOOL
1 2 3 4 5 6 7 8	9 10 11 12		1 2		1 2 3 4	1 2 3 4

VOCATIONAL TRAINING OF SKILLS

SCHOOL	COURSE NAME	DATE COMPLETED	AWARDS/CERTIFICATES/SPECIAL SKILLS

MILITARY SERVICE

YES NO (PLEASE CIRCLE ONE)

BRANCH OF SERVICE	ENLISTMENT DATE	DISCHARGE DATE	RATING AT DISCHARGE	TYPE OF DISCHARGE		SPECIAL TRAINING

REFERENCES (PLEASE LIST 3)

NAME	ADDRESS	PHONE NUMBER	RELATIONSHIP

**** FEDERAL LAW PROHIBITS DISCRIMINATION ON THE BASIS OF AGE WITH RESPECT TO INDIVIDUALS WHO ARE AT LEAST 40 YEARS OF AGE.

EMPLOYMENT HISTORY

(STARTING WITH LAST OR PRESENT EMPLOYER FIRST)

EMPLOYER	DATES	SALARY
PHONE #	FROM	STARTING
ADDRESS	MONTH YEAR	\$ PER
	TO	FINAL
JOB TITLE	DESCRIBE MAJOR DUTIES	
DEPARTMENT/VESSEL	IF APPLICABLE: VESSEL	
SUPERVISOR	HORSEPOWER	
	REASON FOR LEAVING	
EMPLOYER	DATES	SALARY
PHONE #	FROM	STARTING
ADDRESS	MONTH YEAR	\$ PER
	TO	FINAL
JOB TITLE	DESCRIBE MAJOR DUTIES	
DEPARTMENT/VESSEL	IF APPLICABLE: VESSEL	
SUPERVISOR	HORSEPOWER	
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DEPARTMENT/VESSEL	IF APPLICABLE: VESSEL	
SUPERVISOR	HORSEPOWER	
	REASON FOR LEAVING	

PLEASE READ THIS CAREFULLY BEFORE SIGNING:
EMPLOYEE RELEASE

CERTIFICATIONS AND AUTHORIZATIONS
(READ THE FOLLOWING CAREFULLY)

I certify that the answers supplied by me on this application are true and complete, without any material omissions; I understand that any false statements or material omissions in this application will be grounds for cancellation of the application and/or dismissal from the Company's service if I have been employed.

I understand that if employed, in the absence of a written employment contract, my employment will be for an indefinite period of time, and that I may terminate my employment at any time for any reason, and that the Company may do likewise; I further understand that no representative of the Company has authority to enter into any agreement to the contrary, unless such agreement is in writing and signed by the President of the Company.

This is to inform you that an investigation may be made whereby information is obtained through personal interviews with your neighbors, friends, and others with whom you are acquainted, and that such inquiry may include information as to your character, general reputation, personal characteristics or mode of living, which will be used for employment purposes. You have the right to make a written request within a reasonable period of time for a discloser concerning the nature and scope of this investigation.

I authorize the Company to investigate the information contained in this application; I further authorize the former employers listed above to give to you any and all information concerning my previous employment, and I release all parties from liability as a result of such disclosures.

I agree, if employed and an injury or illness occurs while working, to provide the company access to all medical records related to the diagnosis and treatment of the injury or illness.

I understand I may be required to take a qualification test, based on the requirements of the position, and hold harmless the company for any injury incurred during such test.

I have read and signed the applicant drug and alcohol screen and search authorization form.

If employed, I agree to allow the company to deduct from my wages any monies owed to the company for tools, equipment, uniforms and/or wage advances.

I understand that this application will be active for only 60 days from the date below. After 60 days, I understand I must renew my application in order for it to be considered.

Signed: _____ Date: _____
(Applicant's Signature)