

LEADING
WITH

INTEGRITY



BBNC COMPLIANCE CONFERENCE

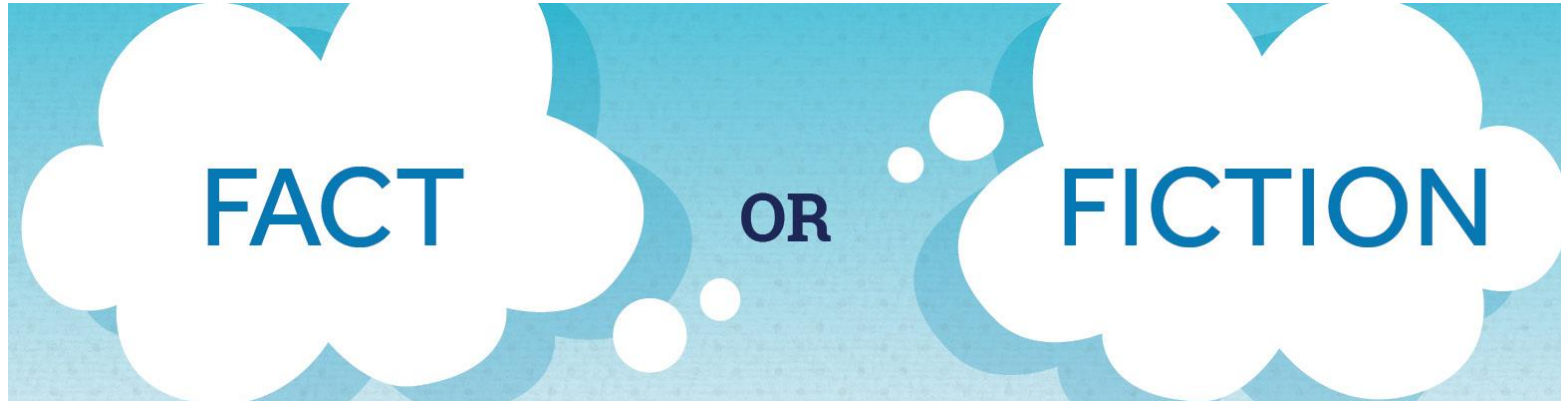
November 5-6, 2018

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GAME TIME: *FACT OR FICTION?*



Practice (Need Participation!)



Salmon fishing is Alaska's official state sport. Fact...or...Fiction?



Fiction!
Alaska's official state sport is dog mushing.



**It is against the law in Alaska to give beer to a moose.
Fact...or...Fiction?**



Fact!
It's the law.



The BBNC hotline is a completely confidential form of communicating issues to BBNC. Fact...or...Fiction?



Fact!

The hotline is in fact a fully confidential avenue for employees to raise concerns...and all operating groups need to promote a culture of open communication without retaliation.



Investigations are intended to catch and root out bad people from the BBNC family.



Fiction!

Investigations are to quickly determine the truth, so that corrections can be made and a high quality work environment can be restored!



**The latest census shows that people now outnumber bears in Bristol Bay.
Fact...or...Fiction?**



Fiction!
Nope, still the bears.



When a customer wants you to fire someone, you need to just do it. Terminations like this are justified and dealing with HR just makes things harder.



Fiction!

Customer relations are important, but terminations can be tricky and create liability. You don't want the end to be just the beginning. Always use the support of BBSS or BBNC (or BBI for industrial services) for any termination.



Operating within a proper chain of command is important, but so is the freedom to raise concerns outside of the chain without any concern of retaliation.



FACT!

Chain of command creates order...AND...the freedom to raise concerns keeps it from going astray. We need to foster a culture of freedom and encourage communication.



If there's ever a “situation”, its best to keep it quiet and sweep it under the rug. Things usually work out over time.



Fiction!

We need to be fully transparent! Encourage open communication within your operating groups and throughout BBNC.



This conference is for my personal training only and its not my job to share these things with others.



Fiction!

We all need the things learned at this conference to be shared when you return home! Lead with Integrity, expect ethical behavior and foster open communications without retaliation.

There is a much better way of doing this!

Can't it wait until it's too late?



Final Thoughts

- If we expect to have ethical operations with integrity, we must ourselves be ethical and lead with integrity and transparency.
 - That is my expectation of everyone one here and it needs to be your expectation of me and those of us at BBNC.
- We all depend on the people within our organizations.
 - Chairman Joe's formula is to hire good people and treat them well.
 - Especially in this day, we need to encourage a culture of integrity, ethics and transparency, which in turn leads to a positive and productive workplace.

Final Thoughts (cont.)

- We've got 4000 employees and the reality is that we are having a problem somewhere, we just don't know about it yet.
 - Use your chain of command wisely and make sure to take action that encourages and protects communication outside of the chain.
 - Special care needs to be taken to insure that there is no actual or perceived retaliation in your operating groups.
- Encourage the use of the Ethics Hotline as a tool for open (and confidential) communication.
 - Help BBNC help you to have a productive and positive work environment!
- When it comes time to terminate an employee, don't go it alone.
 - Always seek the guidance of BBSS or BBNC (BBI for Industrial Services).

Thank You!