

| INITIATIVE | PROJECT MANAGER | STRATEGY | TIMELINE | COST RANGE | |
|------------------------------|------------------|--|--|---|--|
| SMS/QMS | Angela Sampson | Outsourced to external consultant | 15 - 22 months | \$500,000 | \$700,000 |
| LMS | Janice Kennefick | Outsourced to external consultant/provider | Pilot - summer 2019 | \$1800/month + TBD infrastructure | |
| MISSION STATEMENT (a) | Sean Driscoll | Internal development | Summer 2019 | Internal resources only | |
| MISSION STATEMENT (b) | Sean Driscoll | External, combined with Strategic Planning | 3 - 6 months | To Be Determined | |
| STRATEGIC PLANNING | Robert Davis | Outsourced to external consultant | 18 - 24 months after Mission Statement | \$200,000 | \$300,000 |
| PERFORMANCE METRICS | Janice Kennefick | Internal development | Year following Strategic Plan | Internal resources only | |
| ENGINEERING RESOURCES | Mark Amundsen | Immediately fill (5) positions, further evaluate additional tradespeople | 3 - 4 months | Recruiting \$75,000 Annual \$600,000 | Recruiting \$100,000 Annual \$700,000 |
| VESSEL OPERATIONS | Janice Kennefick | Internal development | 3 - 6 months | Internal resources only | |