

Jan - Apr 2015

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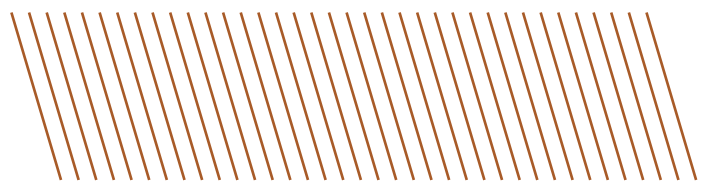
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 **Please recycle**

Tanker market shows clear signs of improvement and this period, following the very tedious and hard efforts to convince Chevron and Escravos terminal, and following the excellent cooperation of the Masters and crews of M/T Aramon, M/T Athiri and M/T Altesse, we managed to secure a number of very good fixtures with Chevron, which will greatly improve the overall 2015 year results of the fleet.

As a result of the increased business with Chevron, Chevron attended our Office between 10 and 12 March 2015 for a TMSA2 audit, which was successfully conducted, allowing for time charter business with Chevron. Observations and conclusions out of this audit will be discussed during the officers training ashore in Roxana training center in Vladivostok.

Pancoast Singapore office was augmented during this period. Roxana Operations and Chartering team was set up in this office to better cover operations East of Suez, and in order to strengthen Roxana spot tanker market presence. Singapore is strategic location for shipping to cover the Tanker market especially the Far East and Indian Ocean Market.

Our 3 offices in Brazil, Athens and Singapore thus ensure that we cover the full spectrum of time zones and we are available for our clients around the clock.

Shell in co-operation with her Industry partners has launched a project towards the zero accidents target and has introduced a training module on mooring accidents, based on the reflective learning from incidents (LFI) principle.

I attended the Reflective Learning session on mooring by Shell in Athens on 27Nov14 and the Shell CEO safety meeting in London on 28-29Jan15.

Our company is committed to actively contribute to this project by gradually:

- Training all Fleet Sup/nts and other office staff as facilitators (already completed)
- Training ashore of officers and crew as facilitators (already started in Vladivostok)



*“We are happy to confirm once more the steady course of the Fleet and the Company towards high levels of performance”*

• Training of crew on board

We are happy to confirm once more the steady course of the Fleet and the Company towards high levels of performance. Clear evidence of this commitment to excellence in terms of safety, environment protection and quality for this period is the KPIs where the targets were achieved and even exceeded.

This time we will publish for the first time the top performers 2012 to 2014 in terms of PSC and vetting deficiencies per inspection and LTIF/TRCF, vessels and Masters.

These topics are included in the hot stuff section, which also contains:

Best Practices, Critical Equipment Maintenance - Risk Assessment, Spares statistics, Oil Record Book part I C11.4., TEK attendance to M/T Malbec and M/T Aramon successful SAR operation.

The Who is Who section this time hosts three colleagues for the second time, as an update of their whereabouts in the Company, ie: Gerasimos Karavias, Litsa Dimopoulou, Thanasis Oikonomopoulos.

Update on the developments in newbuildings program is reported in New Ladies on the block section.

The Lessons Learnt section continues to remind us wrong practices that we should refrain from.

All of us should study carefully what we should by all means avoid to do.

Updates on Ballast Water Treatment,

New Sulfur limits in ECA areas as of 01Jan15, Honk Kong air pollution, PSC-USCG Inspection Guidelines on MARPOL Annex VI and US EPA Penalty Policy for ECA Violations are included in the New Rules section.

Career development is always top priority task for our Company.

Prompt and effective training facilitates career development for our employees and ensures the smooth and effective implementation of changes in behavior and operations required due to the fast changing Industry environment.

In line with this policy extended shore familiarization with occasional employment in Head Office is offered to selected officers. Capt. Simonov Sergei attended Head office in Athens, as of beginning of Mar15, for extended familiarisation.

Details on the above, along with the records of promotions throughout the fleet, are addressed in the Human Resources section, including the recruitments of Capt. Theodoros Papatheodorou, as SQM dept manager DPA/CSO and Mr. Alexandros StAthopoulos as operator, as well as Capt. Simonov Sergei attendance in Roxana Headoffice.

Other interesting topics are addressed in the remaining sections of this edition. Enjoy the reading!

Takis Koutris  
Managing Director

# Who is Who

## Gerasimos Karavias

Mr. Gerasimos Karavias is holding a Greek Chief Engineer Licence (grade A) from KESEN as of 2000.

He has 18 years of sea service in total (having served on board all types and sizes of tanker vessels).

As of 1989 till 2003, Gerasimos was employed in a major Hellenic Shipping company.

From 2003 till 2008 he was employed in another major Hellenic Shipping Company, as superintendent engineer.

Thereafter Gerasimos joined Kristen Marine/Roxana Shipping S.A as Fleet sup/nt in Group 1 tankers fleet, a position that he holds since then, contributing substantially to the success of the team.

He is holding certification on ISM and Quality Management Systems from Recognized Organizations and is also certified as Internal Auditor.



## Litsa Dimopoulou

Litsa Dimopoulou has graduated from the University of Athens in 1988, holding a Master's degree in Biology.

Litsa was then employed in 1984 by a Piraeus Shipping Company for fourteen consecutive years in Operation, Technical and purchasing depts successively. In 1998 Litsa joined Kristen & Roxana's Operation Dept. till Aug 2012 and since Apr 15 is serving back in Operations dept.

Knowledgeable and methodical Litsa, being one of the oldest employees of the Company, is adding value to Company's Operations team.



## Thanos Oikonomopoulos

Thanos Oikonomopoulos graduated from University of Piraeus on 2009 and holds degree in Maritime Studies.

After fulfilling his military obligations on 2010 he started working in a shipping company operating tankers, as an account's assistant and trainee in operations.

In November of 2010 Thanos joined Roxana Shipping SA as operator, a position which he holds successfully since then.

He is holding certification on ISM and Quality Management Systems from Recognized Organizations and is also certified as Internal Auditor.



A plethora of different events took place for RoKcs since the beginning of this year, two of the most important are reported herebelow.

In February Capt. D. Verkhoturov participated in the “round table conference” at MSU premises. The subject of the conference was “problems arising for preparation of future marine specialists”.

It is reminded that last year RoKcs confirmed the agreement with MSU for employing cadets onboard dry and wet fleet manned by RoKcs. The immediate effect of such agreement is the successful recruitment of electrician cadets onboard Roxana Fleet.

On the 30th of April capt. Pavel Sidorkin and Capt. D. Verkhoturov visited VMC so as to take part in the celebration of the 20th anniversary of College.

Administration of college prepared a recreational program along with further banquet.

Among the guests were: Harbour Master of port Vostochnyy Igor Glukhov (we are proud to announce that he is ex. Kristen ocean-going captain), Director of Fescontract Petr Dryuk, representative of governmental organization Rosmorrechport

Aleksandr Kuvshinov, representatives of Vladivostok and Primorskii krai administrations and others.

Capt. Verkhoturov made a short speech with congratulations on behalf of Roxana, Kristen and RoKcs and along with Captain Sidorkin handed over the gift to Mr. Manko; a whiteboard magnetic table for classroom.



E. Khalimenko,  
Capt P. Sidorkin,  
Capt. D. Verkhoturov

*“Crewing Agency “Roxana Kristen Crewing Services” LLC was established in 2008 recruiting of seamen on vessels of Roxana Shipping S.A and Kristen Marine S.A”*

# RoKcs Training Center

## Tanker Officers Training on the 26th of March 2015

Our Managing Director, Mr. Takis Koutris, attended RoKcs premises in Vladivostok from 21st to 28th March 2015, in order to conduct an office audit and regular training courses to Roxana pool of seafarers and to the tanker and bulkers crew pools.

In particular, the purpose of the tanker crew pool training courses, which took place on 25th till 26th March 2015, was to refresh tanker deck & engine Officers' knowledge on the Company's Documented Management System (DMS), Bridge Team Management (BTM) and Engine Room Team Management (ERTM).

Topics like Company objectives and policies, Health and Safety, Environmental management, Quality management, DMS reporting and document control, Ulysses Doc Manager, Danaos crewing, Management of Change and Risk Management, Career development and appraisals, emergency preparedness, Non-Conformities and CPARs, Incident investigation, Oil Record Book, Garbage Management, update on last Management Review and KPIs, Bridge Team Management and Engine Room Team Management, Cargo Operations, Bunkering procedures, New Rules, Log Book entries were discussed.

Particular attention was paid to Reflective LFI training on mooring, which was conducted for the first time in Vladivostok.

The number of participants was 12 tanker deck Officers and 15 tanker engine Officers (including 3 electricians), listed as follows:

### DMS/ BTM (Bridge Team Management)

Melnik Evgeny	Master
Koshetov Igor	Master
Grudinin Anatoly	Master
Borisov Igor	Master
Ivanov Eduard	Master
Zenenko Nikolai	Master
Khristovich Timofey	Chief Officer
Kozlov Alexander	Chief Officer
Ovechkin Alexey	Chief Officer
Eliseev Alexey	Chief Officer
Cherepanov Viacheslav	Chief Officer
Pavlov Yury	Chief Officer

### DMS/ ERTM (Engine Room Team Management)

Kril Oleg	Ch/Eng
Mayorov Alexey	Ch/Eng
Polkovnikov Alexey	Ch/Eng
Shumkov Arkadii	Ch/Eng
Selifontov Boris	Eng/2nd
Triakin Andrei	Eng/2nd
Astakhov Konstantin	Eng/2nd
Epishin Stanislav	Eng/2nd
Kuznetsov Sergey	Eng/2nd
Kochnev Sergey	Eng/2nd
Nikiforov Oleg	Eng/2nd
Shumkov Anton	Eng/2nd
Gordeev Konstantin	Electrician
Elsner Viktor	Electrician
Ozornin Sergey	Electrician



## Bulkers Deck and Engine Officers Training 23rd March 2015

Our Managing Director, Mr. Takis Koutris, attended RoKcs premises in Vladivostok from 21st to 28th March 2015, in order to conduct an office audit and regular training courses to Roxana pool of seafarers and to the tanker and bulkers crew pools.

In particular, the purpose of the bulker crew pool's training course, which took place on 23rd till 24th March 2015, was to refresh both deck and engine bulker Officers' knowledge on the Springfield Documented Management System (DMS) and Bridge Team Management (BTM)/ Engine Room Team Management (ERTM) respectively.

Topics like Health and Safety, DMS reporting and document control, Management of change and Risk Management, Career development and appraisals, emergency preparedness, Non-Conformities and CPARs, Incident investigation, Oil Record Book, Garbage Management, update on last Management Review and KPIs, Bridge and Engine Room Team Management, Cargo Operations, Bunkering procedures, New Rules, Log Book entries were discussed, as presented by capt. Apostolopoulos, SPIS Manning dept manager.

10 deck officers and 12 engine officers participated as follows:

### DMS/ BTM (Bridge Team Management)

Lysy Alexey	Master
Petrov Victor	Master
Mostovoi Nikolai	Master
Tsyba Andrei	Master
Kirilenko Aleksandr	Master
Tulunin Sergei	Master
Ryabets Alexey	Ch/Off
Nikulin Alexey	Ch/Off
Shelomentsev Eduard	Ch/Off
Nechay Alexey	Ch/Off

### DMS/ ERTM (Engine Room Team Management)

Yevdokimov Valery	Ch/Eng
Klunko Sergei	Ch/Eng
Matveev Aleksandr	Ch/Eng
Zykov Valerii	Ch/Eng
Naumov Victor	Ch/Eng
Solodovnikov Konstantin	Ch/Eng
Shein Konstantin	Eng/2nd
Samsonov Sergey	Eng/2nd
Oleynik Oleg	Eng/2nd
Delnov Yury	Eng/2nd
Posadskii Vladislav	Eng/2nd
Sobolev Andrei	Eng/2nd



# RoKcs Training Center

## Reflective Training on Mooring on the 26th of March 2015

As part of the implementation of the Reflective learning on mooring incidents SHELL training module, this module was delivered to all officers, during training ashore on 26Mar15 at the recent attendance of our Managing Director , Mr. Takis Koutris, 27 Deck and Engine Officers (5 groups consisting of about 5 persons) participated in the course as follows:

### DMS/ BTM (Bridge Team Management)

Melnik Evgeny	Master
Koshetov Igor	Master
Grudinin Anatoly	Master
Borisov Igor	Master
Ivanov Eduard	Master
Zenenko Nikolai	Master
Khristovich Timofey	Chief Officer
Kozlov Alexander	Chief Officer
Ovechkin Alexey	Chief Officer
Eliseev Alexey	Chief Officer
Cherepanov Viacheslav	Chief Officer
Pavlov Yury	Chief Officer

### DMS/ ERTM (Engine Room Team Management)

Kril Oleg	Ch/Eng
Mayorov Alexey	Ch/Eng
Polkovnikov Alexey	Ch/Eng
Shumkov Arkadii	Ch/Eng
Selifontov Boris	Eng/2nd
Triakin Andrei	Eng/2nd
Astakhov Konstantin	Eng/2nd
Epishin Stanislav	Eng/2nd
Kuznetsov Sergey	Eng/2nd
Kochnev Sergey	Eng/2nd
Nikiforov Oleg	Eng/2nd
Shumkov Anton	Eng/2nd
Gordeev Konstantin	Electrician
Elsner Viktor	Electrician
Ozornin Sergey	Electrician



The aim of this learning session is not to just watch a video, it is to think and talk about the incident as a group. The participants should reflect on the causes of the incidents involved in this video. They should relate to what has happened (or could happen) in similar situations at their own site and what they could do differently in the future. Both individually and as a group they have an opportunity to elaborate on how to prevent a similar incident from happening at their sites in the future.

The outcome of the Group actions will be considered by Company in an effort to revise procedures and practices so that mooring accidents are completely eliminated.



## Junior Officers training 05 – 06 February 2015

Courses on Company's DMS for Junior Officers and Engineers of Dry fleet and Roxana fleet were conducted by RoKcs Training Officer Capt. P. Sidorkin.

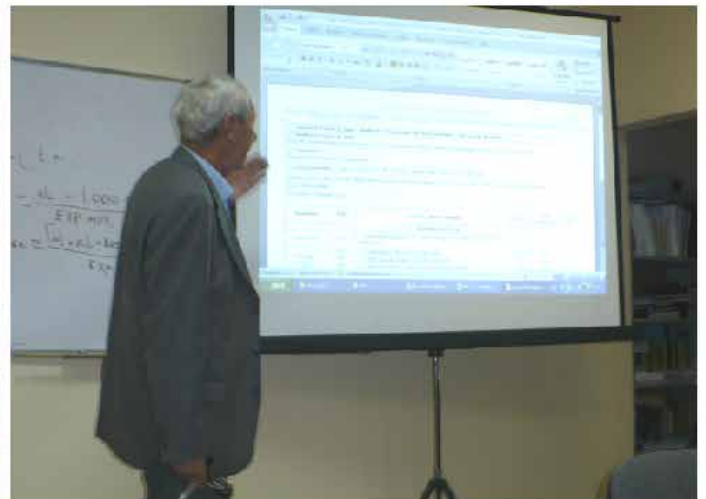
Company's Documented Management System (DMS) and Bridge Team Management (BTM) / Engine Room Team Management (ERTM) were conducted with participation of 8 deck officers and 12 engine officers respectively, as follows:

### DMS/ BTM (Bridge Team Management)

Shulgin Artem	Off/2nd
Rarov Valentin	Off/2nd
Syrov Andrey	Off/2nd
Filippov Pavel	Off/2nd
Kuznetsov Vladimir	Off/3rd
Ignatenko Leonid	Off/3rd
Pushkar Sergei	Off/3rd
Maklakov Pavel	Off/3rd

### DMS/ ERTM (Engine Room Team Management)

Gusev Albert	Eng/3rd
Skachkov Leonid	Eng/3rd
Baykov Alexander	Eng/3rd
Arkipov Anton	Eng/3rd
Slinko Aleksandr	Eng/3rd
Litunovskiy Alexander	Eng/3rd
Zamatyrin Nikolay	Eng/3rd
Bacharnikov Sergei	Eng/4th
Petrov Evgenii	Eng/4th
Titov Denis	Eng/4th
Vorozhchenko Andrey	Eng/4th
Selivanov Sergei	Eng/4th



# RoKcs Training Center

## VMC cadets training course in February 2015

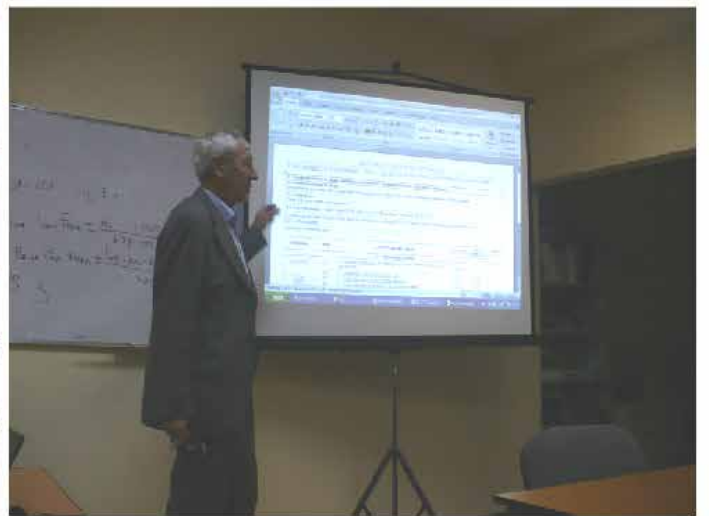
Introduction to Company's DMS, Safety on board and Environmental regulations for VMC cadets were conducted by RoKcs Training Officer Capt. P. Sidorkin on 6 February 2015 with participation 12 deck and 12 engine cadets, as follows:

### VMC Deck Cadets

Valiaev Oleg	Deck cadet
Kiktenko Timofei	Deck cadet
Korolev Nikita	Deck cadet
Laptev Vadim	Deck cadet
Mymrin Leontii	Deck cadet
Naumovets Mikhail	Deck cadet
Romanenko Vladimir	Deck cadet
Stepanov Evgenii	Deck cadet
Fedorin Ivan	Deck cadet
Shumakov Maksim	Deck cadet
Rybalkin Aleksandr	Deck cadet
Panov Maksim	Deck cadet

### VMC Engine Cadets

Iniakin Aleksei	E/cadet
Bridko Maksim	E/Cadet
Dubovenko Maksim	E/Cadets
Koznov Ivan	E/Cadet
Voitko Igor	E/Cadet
Kostiuchenko Aleksandr	E/Cadet
Pidzhakov Andrei	E/Cadet
Sklianichenko Dmitrii	E/Cadet
Fomenko Ivan	E/Cadet
Shadrin Vladislav	E/Cadet
Shataev Dmitrii	E/Cadet
Iakovlev Dmitrii	E/Cadet



## Junior Officers ECDIS type specific training 06 February 2015

ECDIS type specific training course on Furuno installation FEA 2107 software and operation for Junior Officers of Tanker Fleet were conducted by VMC teacher Mr. Kenetbaev Talgat.

The training was conducted with participation of the following 5 deck officers

Filippov Pavel	Officer 2nd
Kuznetsov Vladimir	Officer 3rd
Ignatenko Leonid	Officer 3rd
Pushkar Sergei	Officer 3rd
Maklakov Pavel	Officer 3rd



Thanks to the extended type specific training program for Furuno FEA2107, now all officers serving on board have already participated in the type specific courses at Roxana training center in Vladivostok, and they are fully prepared to meet the challenges of electronic charts and navigation.

Refresh course will be provided every 5 years.

## Catering staff training course on 18 February 2015

Courses on Company's DMS for Cooks and Messmen of Kristen and Roxana fleet were conducted by RoKcs training officer capt. P. Sidorkin.

Training for RX cooks / messmen was arranged at RoKcs training center on 18Feb15 with topic: Food & Catering, Health, Hygiene and Quality In compliance with MLC 2006 Standard A3.2, B3.2 with participation of 7 Cooks / 6 Messmen respectively, as follows:

Babichuk Igor	Chief Cook
Nikolaenko Vladimir	Chief Cook
Bulash Vadim	Chief Cook
Gorbunov Roman	Chief Cook
Sivashchenko Aleksandr	Chief Cook
Makarishin Vladimir	Chief Cook
Poliakov Iurii	Chief Cook
Goriunov Aleksei	Messboy
Zayats Vitaly	Messboy
Pudov Sergei	Messboy
Pogornets Mikhail	Messboy
Kim Kirill	Messboy
Nazarov Aleksandr	Messboy



A lively discussion and change of views took place, with the objective to improve the standard of food and catering services on board.

# Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd. was established in 2009, as affiliate to Pancoast Trading, to play a more active role in the Far East Dry bulk sector market.

The office is situated in the 38th floor at OCBC Centre in a prime location of Central Business District of Singapore.

In 2014, Roxana Operations and Chartering team was set up here to cover the time zone for the East of Suez, and in order to strengthen Roxana spot tanker market presence.

Presently the office has 3 Employees.

Capt. Karthik Kaliappan who joined us in 2014 has the responsibility for the Roxana fleet Wet Operations reporting to Roxana managing director and liaising with Roxana Athens Wet Operations manager for the everyday operation of Roxana Fleet. As Tankers chartering manager he is reporting to Roxana chartering manager in Athens.

Ms. Lydia Guo who is working in this office from 2010 has a triple role under Capt. Karthik, of

- Roxana, Singapore: as Operator
- Pancoast Singapore: as Operator: part time / back-up and in liaison with Capt Dimtris Karagiorgis
- Pancoast / Roxana Postfixture: part time / back-up and in liaison with George Ledakis.

Previously she was working for Kristen Marine from 2006 to 2010 as crew co-ordinator in Athens office.

Ms. Sharon Chua who is also working in this office from 2009 has a dual role of Account and Administration tasks in the office. She is part of the Athens accounting team of Pancoast and Roxana shipping.



## 20th Anniversary

On April 30, 2015 there was a ceremony dedicated to 20th anniversary of Vladivostok Maritime College, which is considered to be one of the best maritime colleges in Russia. The significance of this event was in the air long before the birthday of Vladivostok Maritime College. Many different maritime forums and conferences covered by mass media were held, especially the English language student conference (according to the results of the sea practice) and the reward of VMC cadets. Vladivostok Maritime College opened the door for all guests to share the experience and take congratulations on the 20th anniversary.

The final part of the 20th anniversary took place in a broad college hall. The presenters of the ceremony, the manager of the Youth Center, Skutelnik Vasilina, and the cadet of group 211 Kachan Artem, made a short excursus to the 20-year history of VMC and showed the videos.

Many special guests came to congratulate Vladivostok Maritime College. There were delegates from Department of Education and Science of Primorsky Krai, Vladivostok Authorities and many other honorable citizens of our city. And all these people have already become our very close friends and family.

And it goes without saying that the ceremony could not have been held without our respected partners, shipping companies and crewing agencies, who provide the sea practice and employment of the college cadets from one year to another. The solemn speech was made by the Director General of «Fescontract International» Dryuk Peter, the Director General of «Roxana Kristen Crewing Service» Verkhoturov Denis, and the delegate from Crewing Department, the chief of the office of crew manning, Sufiarov Marat.

The solemn speech of the Director of VMC. Manko Vladimir, and the speech of the chairman of the founding members meeting, luminov Aleksandr, received great ovations. On the ceremony everybody has emphasized the reality of further development of maritime education in Russia, the importance of personnel training for the work on the maritime transport and international economical relationships and, of course, the significance of such institutions as Vladivostok Maritime College.

This day many congratulations were addressed to the college. The most pleasing moment came when the bestowal of the college employees and teachers started. Many of them were rewarded by Certificates of Merit and Letters of Gratitude. Special Letter of Acknowledgement was granted to the Chief Accountant of VMC Biriukova Galina and the Director of VMC Manko Vladimir.

The congratulations and performances of the guests were intermingled with videos about cadets' sea practice and amazing show. It is known that the Youth Centre cooperates with many teachers and performance studios around the city. At the end of the ceremony there was a real laser show.

Summing up the opinion of all those people who gathered at this ceremony we can confidently say: "The establishment of the college accomplished!"

Let's wish it always have a hand's width of water under its keel!



# VMC (Vladivostok Maritime College)

## English Conference

On April 28, 2015 English language conference “Practical studies today” was held in Vladivostok Maritime College. This discipline-related event was dedicated to results of sea practice in 2010-2011 study years. The plan of this conference was developed by Smirnova Albina, leading English teacher, who acted as presenter and translator, and Skutelnik Vasilina, manager of the Youth Center who directed audio and video. Technical support was provided by VMC IT-Office.

Kosov Roman, Kruichkov Vasilii, Lebedkin Pavel, Timischenko Valentin, Alimagomedov Aleksandr, Matveev Sergei, Tret'yakov Uyrri, Denisov Evstakhii, Kolesnikov Aleksei, Komov Andrei (senior students) presented the messages about their sea practice and then they gave a performance about meeting of cadets in foreign port cheerfully and easily. The college hall was full. In addition to the cadets of the college teachers and staff attended the event, teachers and pupils of the senior classes of schools of Vladivostok.

The Director of the Vladivostok Maritime College, Manko Vladimir and the manager of Greek company “Roxana Kristen Crewing Service”, Ievgenia Khalimenko were invited as official guests.

The goal of this conference was not just to present the reports on sea practice but to demonstrate skills in general and specialized English language. Students, and freshmen in particular, have many questions concerning the major, especially about their first sea practice and the life onboard. That is why a lot of attention was paid to answering first year students' questions. It was particularly interesting to listen to the answers of those students who are going to graduate from the college this year and to find out how much the knowledge of the cadets has increased since they left school.

This part of the conference was a dialogue between the senior cadets and freshmen where the last mentioned attentively listened to every word of the elder. It was occasionally interrupted by video and photo presentations about sea practice by the trainees about workdays and leisure onboard. The peculiarity of the conference was that it was held in English only. It is well-known that “Maritime” English is a specific and difficult language. The cadets have to learn many terms, build sentences specifically and continuously enhance their skills. English is one of major subjects in Vladivostok Maritime College, said Manko Vladimir. It is caused by growing competition on labour market, elevating prestige of VMC and the requirements of shipping companies and crewing agencies. So English is a baseline for future employment. This was the main idea of the conference.

At the end of the conference the second officer Kondratiev Maksim, who graduated from VMC, gave a speech. In a free and understandable manner, with fluent English and using videos, he instructed the freshmen and reminded to the senior of the occupational safety onboard. At the summary of the conference the organizers emphasized that sea practice plays significant role in the study process and becoming a seaman. It was noted that cadets grew to maturity after it. It is also important to underline that the language barrier is not a problem for them.

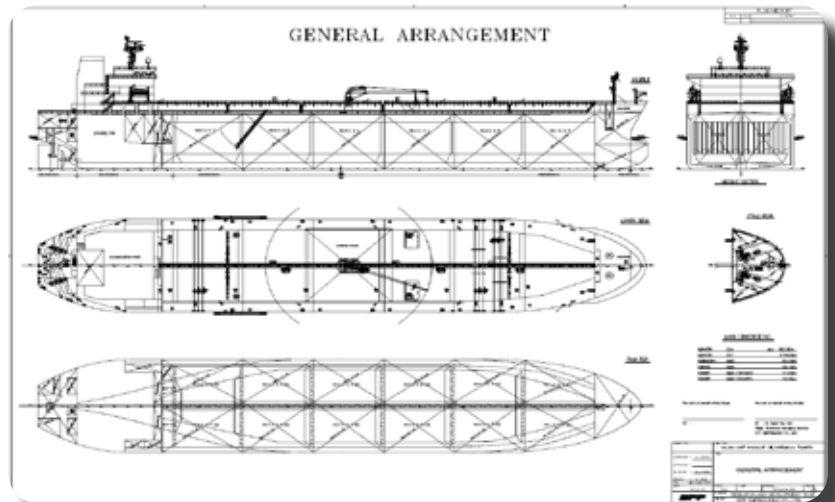


# New Ladies On The Block

Our company is planning the next generation of newbuildings and is following closely the new rules, particularly:

- air emissions NOx and Sox control technologies and limits
- distillate MGO availability vs the scrubbers
- LNG as propulsion fuel technology
- Eco designs and options
- Ballast Water Treatment

The next generation of newbuildings will be a challenge for our company, particularly due to the evolution of LNG as marine fuel and the price level of the conventional and ULS fuel oil.



## Vessel Top Performers 2014

It was in the Management Review of 2012-02 that the issue to monitor the individual performance of Vessels and Officers serving in Roxana Fleet was raised.

At that time, KPIs were considered to be LTIF/TRCF, 3rd party Inspection performance and spares ordered vs budget.

The in-house developed software (TechAnywhere) can now monitor the performance for vetting and PSC inspections per Vessel and per individual crew member.

### The 2014 statistics for PSC have indicated:

1st: Handytankers Magic, now Magic Star: 4 inspections - 0 dpi

2nd: Asprouda: 4 inspections - 0 dpi

3rd: Aligote: 2 inspections - 0 dpi

Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

**Handytankers Magic, now Magic Star:** Simonov Sergey (14Apr14-27Jul14), Koshetov Igor (27Jul14-16Feb15), Mikulskiy Georgy (07Dec13-15Apr14), Teplyakov Andrey (29Dec13-30Apr14, 28Oct14-01Apr15), Farkov Sergey (29Apr14-28Oct14)

**Asprouda:** Grudinin Anatoly (04Dec13-22May14, 20Sep14-14Feb15), Dimov German (22May14-31Sep14), Pachin Nikolay (25Apr14-01Nov14), Svistunov Evgenii (04Dec13-26Apr14, 29Oct14-02Jun15)

**Aligote:** Gordievskiy Alexey (24Nov13-07Apr14), Rubanov Valery (25Sep14-04Feb15), Mezenin sergei (05Apr14-014Oct14), Ozerin Valeriy (11Sep13-06Feb14, 20Jun14-24Nov14), Kraynev Vladimir (23Nov14-23Mar15), Dolgopopolov Igor' (06Feb14-202Jun14)

The full statistics for PSC as below.

Target: DPI 1.2

Vessel	Inspections	Deficiencies	DPI
Handytankers Magic	4	0	0,00
Aligote	2	0	0,00
Asprouda	4	0	0,00
Miracle	3	2	0,67
Melody	4	3	0,75
Altesse	1	1	1,00
Ocean Spirit	2	3	1,50
Aramon	2	3	1,50
Malbec	3	5	1,67
Ocean Quest	3	7	2,33
Marvel	6	17	2,83
Athiri	1	3	3,0
Ocean Dignity	1	9	9,0





**The 2014 statistics for Vetting Inspections have indicated:**

1st: Handytankers Magic, now Magic Star: 3 vetting inspections - 2 dpi

2nd: Aramon: 4 vetting inspections - 3.5 dpi

3rd: Miracle: 2 vetting inspections - 3.5 dpi

Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

**Handytankers Magic, now Magic Star:** Simonov Sergey (14Apr14-27Jul14), Koshetov Igor (27Jul14-16Feb15), Mikulskiy Georgy (07Dec13-15Apr14), Teplyakov Andrey (29Dec13-30Apr14, 28Oct14-01Apr15), Farkov Sergey (29Apr14-28Oct14)

**Aramon:** Koshetov Igor (07Dec13-01Jun14), Rossoshinkiy Igor (03Nov14-05Mar15), Pilgun Anatoly (24May14-23Nov14), Neural Anton (27Nov13-03Jun14, 03Nov14-05Mar15), Shevchik Alexander (01Jun14-05Nov14)

**Miracle:** Sheludko Vlacheslav (30Apr14-26Sep14), Zenenko Nikoay (19Sep14-12Mar15), Protsenko Denis (09Nov13-30Apr14), Vazhenin Andrey (07Dec13-24Apr14, 27Aug14-12Feb15), Montrenko Alexey (24Apr14-29Aug14)

The full statistics for Vetting as below:

Target: DPI 5

Vessel	Inspections	Deficiencies	DPI
Handytankers Magic	3	6	2.00
Aramon	3	9	3.00
Miracle	2	7	3.50
Ocean Dignity	2	8	4.00
Melody	6	24	4.00
Asprouda	3	12	4.00
Marvel	6	29	4.83
Aligote	3	15	5.00
Ocean Spirit	2	11	5.50
Malbec	2	11	5.50
Altesse	2	12	6.00
Athiri	2	14	7.00
Ocean Quest	2	19	9.50



## Vessel Top Performers 2014 (Continued)

The 2014 statistics for LTIF/TRCF have indicated:

Ocean Spirit, Miracle, Melody, Marvel, Aramon, Aligote, Altesse, Athiri, Asprouda with zero accidents and incidents.

Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

**Ocean Spirit:** Khairullin Oleg (17Dec14-29May15), Dobrovolskiy Dmitry (08Sep13-12Feb14), Usovich Vladislav (04Feb14-05Jul14), Aleksandrov Igor (01Jul14-23Dec14), Shumkov Arkadiy (23Nov13-09Apr14, 02Sept14-02Feb15), Bushtruk Alexander (07Apr14-04Sept14)

**Miracle:** Sheludko Vacheslav (30Apr14-26Sep14), Zenenko Nikoay (19Sep14-12Mar15), Protsenko Denis (09Nov13-30Apr14), Vazhenin Andrey (07Dec13-24Apr14, 27Aug14-12Feb15), Montrenko Alexey (24Apr14-29Aug14)

**Melody:** Tereshchenko Alexey (25Dec13-17May14, 14Nov14-14Apr15), Ivanov Eduard (16May14-21Nov14), Goncharov Konstantin (13Oct13-23Mar14, 20Aug14-08Feb15), Valchun Valerii (22Mar14-21Aug14)

**Marvel:** Melnik Evgeny (17Jun14-24Nov14), Rubanov Valery (17Jul13-30Jan4), Gulin Alexey (16Nov14-28Apr15), Maltcev Dmitrii (25Jan14-14Jul14), Erin Aleksei (09Nov13-15Mar14), Evgrafov Konstantin (15Mar14-09Sep14), Mayorov Alexey (31Aug14-26Jan15)

**Aramon:** Koshetov Igor (07Dec13-01Jun14), Rossoshinkiy Igor (03Nov14-05Mar15), Pilgun Anatoly (24May14-23Nov14), Neural Anton (27Nov13-03Jun14, 03Nov14-05Mar15), Shevchik Alexander (01Jun14-05Nov14)

**Aligote:** Gordievskiy Alexey (24Nov13-07Apr14), Rubanov Valery (25Sep14-04Feb15), Mezenin sergei (05Apr14-014Oct14), Ozerin Valeriy (11Sep13-06Feb14, 20Jun14-24Nov14), Kraynev Vladimir (23Nov14-23Mar15), Dolgopolov Igor' (06Feb14-202Jun14)

**Altesse:** Veskhovskiy Andrey (02Nov14-now), Gordievskiy Alexey (16Jun14-03Nov14), Zenenko Nikolay (29Jan14-18Jun14), Aleksandrov Igor (20Sep13-30Jan14), Potyanikhin Andrey (20Feb14-10Aug14, 23Dec147-now), Polkovnikov Alexey (05Aug14-25Dec14), Begishev Igor' (27Jul13-20Feb14)

**Athiri:** Verkovskiy andrey (02Nov13-09May14), Chernobrovskiy Andrey (30Dec14-now), Karelov Alexander (25Apr14-12Jan15), Kraynev Vladimir (13Feb14-19Jun14), Bortnikov Evgeny (22Sep13-13Feb14), Erin Aleksei (19Jun14-12Jan15)

**Asprouda:** Grudinin Anatoly (04Dec13-22May14, 20Sep14-14Feb15), Dimov German (22May14-31Sep14), Pachin Nikolay (25Apr14-01Nov14), Svistunov Evgenii (04Dec13-26Apr14, 29Oct14-02Jun15)

Vessel	LTIF	TRCF
Ocean Spirit	0.00	0.00
Miracle	0.00	0.00
Melody	0.00	0.00
Marvel	0.00	0.00
Aramon	0.00	0.00
Aligote	0.00	0.00
Altesse	0.00	0.00
Athiri	0.00	0.00
Asprouda	0.00	0.00
Handytankers Magic	0.00	10.50
Malbec	5.25	5.25
Ocean Quest	0.00	5.57
Ocean Dignity	6.17	6.17

## Masters Top Performers 2012-2014

It was in the Management Review of 2012-02 that the issue to monitor the individual performance of Officers serving in Roxana Fleet was raised.

At that time, KPIs were considered to be LTIF/TRCF, 3rd party Inspection performance and spares ordered vs budget.

The in-house developed software (TechAnywhere) can now monitor the performance for vetting and PSC inspections per individual Officer.

### The 2012 till 2014 statistics for PSC have indicated following for Masters:

Masters	PSC Inspections number	No of PSC Deficiencies	Deficiencies per inspection (DPI)
KOSHETOV ,IGOR	7	0	0,0
DIMOV ,GERMAN	4	0	0,0
CHERNOBROVKIN ,ANDREY	1	0	0,0
GRUDININ ,ANATOLY	3	0	0,0
MELNIK ,EVGENY	1	0	0,0
SHELUDKO ,VIACHESLAV	4	0	0,0
MEZENIN ,SERGEI	2	0	0,0
IVANOV ,EDUARD	2	0	0,0
ZENENKO ,NIKOLAY	5	1	0,2
SUKHODOEV ,OLEG	4	1	0,3
SIMONOV ,SERGEY	7	3	0,4
RUBANOV ,VALERY	4	2	0,5
KHAIRULLIN ,OLEG	6	3	0,5
PILGUN ,ANATOLY	5	4	0,8
VERKHOVSKIY ,ANDREY	2	2	1,0
GORDIEVSKIY ,ALEXEY	5	5	1,0
GULIN ,ALEXEY	2	2	1,0
USOVICH ,VLADISLAV	4	4	1,0
KARELOV ,ALEXANDER	5	6	1,2
TERESHCHENKO ,ALEXEY	7	12	1,7
ROSSOSHINSKIY ,IGOR	1	3	3,0
GRIN'KO ,ALEXANDER	7	22	3,1
SINIAVSKII ,VASILII	2	8	4,0
GAVRILENKO ,ANDREY	2	10	5,0
MALTCEV ,DMITRII	3	17	5,7
BORISOV ,IGOR	1	9	9,0
<b>Grand Total</b>	<b>96</b>	<b>114</b>	<b>1,2</b>

### Target: DPI 1.2

Congratulations for a job well done to the Masters, Chief Engineers and crew on board, but still a lot is to be done so that the target of less than 1.2 deficiencies per PSC inspection is consistently achieved.

## Masters Top Performers 2012-2014 (Continued)

The 2012 till 2014 statistics for Vetting Inspections have indicated following for Masters:

Masters	Vetting Inspections No	Deficiencies per inspection (DPI)
KOSHETOV ,IGOR	6	3,2
ZENENKO ,NIKOLAY	5	4,0
MEZENIN ,SERGEI	3	4,0
DIMOV ,GERMAN	6	4,2
GRUDININ ,ANATOLY	2	4,5
MELNIK ,EVGENY	1	5,0
VERKHOVSKIY ,ANDREY	4	5,0
GULIN ,ALEXEY	1	5,0
KARELOV ,ALEXANDER	5	5,2
SIMONOV ,SERGEY	5	5,2
SHELUDKO ,VIACHESLAV	5	5,2
MALTCEV ,DMITRII	3	5,3
BORISOV ,IGOR	4	5,5
SUPONIN ,ALEXANDER	3	5,7
PILGUN ,ANATOLY	3	5,7
KHAIRULLIN ,OLEG	5	6,0
CHERNOBROVKIN ,ANDREY	1	6,0
SINIAVSKII ,VASILII	3	6,0
SUKHODOEV ,OLEG	6	6,3
RUBANOV ,VALERY	4	6,8
GORDIEVSKIY ,ALEXEY	5	6,8
GRIN'KO ,ALEXANDER	10	8,1
TERESHCHENKO ,ALEXEY	3	9,3
USOVICH ,VLADISLAV	4	10,3
GAVRILENKO ,ANDREY	4	11,3
IVANOV ,EDUARD	3	16,0
<b>Grand Total</b>	<b>122</b>	<b>6,5</b>

Congratulations for a job well done to the Masters, Chief Engineers and crew on board, but still a lot is to be done so that the target of less than 5 deficiencies per vetting inspection is consistently achieved.



## Successful SAR Operation by MT ARAMON



We are proud to report that at about 16:45 Hellenic time on 13Mar15, our DPA capt. K. Anisis received a call through the Italian MRCC, Rome, asking for the communication details of our MT ARAMON, in order to proceed to a rescue operation.

According to Officer's statement a yacht had capsized at the position LAT. 01° 39'N LONG. 028° 22'W and the sole man on board was in the water.

We established communication between the ship and Italian MRCC immediately. The MT ARAMON was en route to Salvador, Brz. The capsized boat was eleven n.m away from the vessel.

At 14:00 UTC the Master as per the Italian MRCC instructions proceeded to indicated position of the survivor.

At 15:36 hrs UTC the survivor Mr. Liege Matteo Miceli of Italian Nationality, Holder of P/Port Nr. YA 6820703, 45 years old, was picked up successfully.

The SAR operation was conducted basis on Company's:

1. FOM05 Annex 1 Recovery of Persons from the water
2. Man Overboard & Recovery of Persons from the Water checklist, form FOM05-18 and
3. Search and Rescue checklist, form FOM05-19

Time elapsed from the time that the Master was instructed to proceed to Survivor's position till the time that the Survivor was picked up on board successfully was 01:36 Hrs.

On 14Mar15 a message on behalf of the Survivor was received as follows:

*Quote*

Congratulation the crew m/t Aramon for my SAR operation.

Best regards,

Liege Matteo Miceli

*Unquote*

The vessel is presently bound to Salvador, Brz., where her ETA is to be on 17Mar15.

Congratulations to Master Cap. Anatoly Pilgun, C/E Afanas'yev Nikolai, C/O Vaschenko Alexander, 2/E Zakharov Dmitry and all crewmembers on board for the quick and successful SAR operation.



# Hot Stuff

## TEK M/T Malbec Attendance 11 Jan 2015

Our Managing Director Mr. Takis Koutris boarded vessel on 11Jan15 at Elefsis Petrola terminal.

Tour of the vessel in the presence of Master Alexander Gringo and Chief Engineer Yuriy Mikhailov was conducted.

Following report was sent to Master Gringo:

### Quote

Thank you, the chief engineer and your crew for the hospitality extended throughout our attendance on board on the 25th of Jan15.

During this attendance we had the chance to express our appreciation for:

- the excellent team you are privileged to manage and work with your and your crew very good performance in terms of 3rd party inspections and discuss the recent Total vetting inspection, which although did not meet the 5dpi target, seems to be an inspection which will ensure the acceptance status for M/T Malbec.
- the excellent housekeeping in Engine Room
- the excellent housekeeping in navigational charts and publications
- the excellent housekeeping in mess rooms and galley and provisions room and the excellent lunch offered to us

We had also the opportunity to discuss the campaigns we are up to this period ie:

- The CPAR and related MoC and RM for emergency changes due to failure of equipment
- The energy saving procedures
- The training on board for promotion

The very promising idea of training videos for the operation of certain important systems was discussed and we will appreciate your proposals as per Master's review of this safety committee meeting.

Please liaise with our SQM dept and we will define a project plan to materialise this idea, which we really consider as best practice, as soon as possible.

Pls ensure to liaise with our SQM for replacing the posters on policies with the properly signed ones and updating all the posters on board, as per the latest releases.

Thank you again and pls extend our thanks to your crew

Managing Director  
T. Koutris

### Unquote



## V. Kokkineas on M/T Aramon - Environmental Audit - Task Assistant Training

PMS Fleet Superintendent Vasileios Kokkineas attended on board M/T Aramon, while proceeding from Piraeus to Tuzla on 28Jan15 until 02Feb15 to carry out Vessel's environmental audit, as per CP11-15 'Environmental Audit Checklist', along with Task Assistance (TA) Ulysses audit and training for top4 officers as per CP11-17 'Training & Audit Checklist'.

Environmental management and Ulysses awareness of the crew was at a high level and the minor observations raised were incorporated in TIARE, filled in by fleet sup/t G. Karavias, attending on board simultaneously.

Task Assistant onboard audit training is scheduled once per year per vessel in line with our Company's inspections and audits plan 2015, for further following up crew familiarization with Task Assistance TA Ulysses.

The onboard Environmental audit training is scheduled every 3-6 months attached to vessel's TIARE for enhancing Company's environmental policy crew awareness and compliance.



## Critical Equipment Maintenance - Risk Assessment

Further to our ID/CIR-TEC-26 and 27, please note that:

1. As per Company's FOM 10 (Fleet Operation Manual, Section 10) par. 4.1.1, par. 4.2.3, par. 4.2.4. par. 4.2.5., par. 4.2.6. and par 4.3.2., whenever a Critical Equipment will be out of operation for a maintenance job, a Risk Assessment must be performed and the relevant form CP24-01 must be sent to office for approval, BEFORE commence the critical equipment's maintenance job. We --repeat-- that BEFORE commence the critical equipment's maintenance job, a risk assessment form CP24-01 must be sent to office for review and approval, AFTER you have received the office APPROVAL, you can commence the critical equipment's maintenance job.

2. The Risk Assessment form CP24-01 must include(as per FOM, Section 10, Par. 4.2.3) :

- The anticipated 'shut-down' time for the Critical Equipment's operation.
- Personnel Spares and Tools
- Worst case scenarios
- Recovery and mitigation measures
- Commissioning and testing procedures
- Alternative back-up equipment / systems -Necessary modification in operational procedure as a result -Additional safety procedures(emergency)

3. A further risk assessment CP24-01 form is undertaken if deadline for completing the job is extended, due to circumstances such environmental conditions, crew fatigue or operational parameters, indicating reason of extension, extension time and all factors as above (as per FOM, Section 10, Par. 4.2.3).

4. PMS sup/nt V. Kokkineas and Gr1 is monitoring the correct implementation of above.

## Best Practices Intro

As defined in CMSM 2.2, Best Practices are high performance ways of achieving objectives, which solve problems, create opportunities, and lead to “safety and environmental excellence”. Best practices should be capable of being transferred across the fleet through the consistent application of improved processes and procedures.

Our Company is committed to the development of the culture of Best Practices and to motivation of our staff to constructively contribute in exhorting the Company to achieve excellence, thus exceeding Industry Standards.

In this respect, Safety Committee Meeting Minutes, form CP06-10 is now revised to include a Best Practice proposal as attachment or reference in the Master’s Review.

List of Best Practices adopted:

- Master’s review: continuous process (CP02 par. 4.3 with monthly input in SCMM, form CP06-10 par. 7)
- Master’s review is commented and the full input and comments are discussed in MR and included in Ulysses as report of the Management Review.
- Doc management with summary of effected changes and highlights on the scope of changes (ISM circular) in Ulysses (DMS revisions)
- TAB Safe Top 4 daily meeting for planning of next day FOM07 par. 4.1.11
- All equipment failure leading to emergency operation or any change from to manual operation will trigger a CPAR to analyze the problem identify causes and propose corrective actions and a MoC plus RM to address the change in mode of operation (Ulysses/In house Workshops/MoC + RM repository for emergency changes)
- Encouraging Company KPIs as departmental KPIs CMSM par. 6.2.10 and departmental KPIs as personal.
- Training Suggestions Log, as recorded in Officers training ashore (topics for improvement and Best Practices)
- List of promotions published in News Waves Company magazine
- Cook’s training in Roxana Training Centre Vladivostok, CP06 par. 4.2.5.4
- Active participation in Leading Position of Industry Bodies:
  1. Intertanko
    - ISTEK Chairman as of 2014
    - BsC Chairman from 2008-2014
    - ITK Council Member as of 2010
  2. Martecma Chairman 2008-2014
  3. IRI
    - MIQC Member
    - BVAG Chairman as of 2014
- Personal selection of cadets through physical presence of Company Crew Department in Marine University
- Career development facilitated through specific training per rank for promotion documented in Officers on board training for promotion additional tasks, form CP06-41 and certified in Officers on board training for promotion Certificate, form CP06-42

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## Chevron TMSA2 Audit



In support of Chevron Group assurance processes, our Company underwent a scheduled TMSA2 audit. The audit was conducted on the 10-11Mar15 in the Company’s premises by Capt. Duncan Elsdon and Capt. Chris Callaway, on behalf of Chevron Tankers Ltd.

All the elements of our TMSA were reviewed during this process and the overall Company’s performance was confirmed to be in line with and supporting the goals set.

Closing meeting of the TMSA process was also attended by Company’s BoD and we were pleased to listen to the Chevron auditors appreciation of the Roxana system.

Official report including all the observations and deficiencies found was sent from Chevron Tankers Ltd in order for us to take all necessary actions for Company’s further improvement.



## Reflective Learning from Mooring Incidents



Shell in co-operation with her Industry partners has launched a project towards the zero accidents target. Industry has identified the equipment failure, the Navigational accidents and the mooring accidents as most significant accidents in terms of risk (frequency x consequence).

And then Shell launched a training module on mooring accidents, based on the reflective learning from incidents (LFI) principle.

The module presents the value of reflective learning from incidents (reflective LFI) on an experience of sharing and learning from each other's experience in a group.

Then, this reflective LFI principle is applied for a mooring incident.

The aim of this learning session is not to just watch a video, it is to think and talk about the incident as a group. The participants should reflect on the causes of the incidents involved in this video. They should relate to what has happened (or could happen) in similar situations at their own site and what they could do differently in the future. Both individually and as a group they have an opportunity to elaborate on how to prevent a similar incident from happening at their positions in the future.

Our Managing Director has attended the Reflective Learning session on mooring by Shell in Athens on 27Nov14 and the Shell CEO safety meeting in London on 28-29Jan15.

Our company is committed to actively contribute to this project by gradually:

- Training all Fleet Sup/nts and other office staff as facilitators
- Training ashore of officers and crew as facilitators
- Training of crew on board



All Fleet Sup/nts have now been trained as facilitators and they will run this training module on mooring accidents at their next 6-month attendance on board.

Records of the Group action out of this training will be delivered to the DPA.

The plan is that within 2015 all Masters will be trained as facilitators and then they will run this training module on mooring accidents at least once during their service on board.

Records of the Group action out of this training sessions will be sent to SQM dept.

Then SQM dept will evaluate the proposals and revise mooring procedure accordingly.

The revisions are to be concluded by Jun16.

## CIC awareness Enclosed Space Entry

The Paris and Tokyo MoUs will be conducting a concentrated inspection campaign (CIC) on Crew Familiarization for Enclosed Space Entry, from September to November 2015.

Although this is viewed as a routine procedure in the tanker industry, accident statistics show that around a third of all enclosed space entry fatalities at sea occur on board tankers. It should also be noted that the SOLAS requirement for conducting enclosed space entry drills came into force at the beginning of this year. This drill requires that all personnel with enclosed space entry and rescue duties are trained. It should be noted that there should be no unnecessary opening or entry into an enclosed space purely for purposes of conducting a drill. Therefore, any suggestions by a PSCO that he must observe an enclosed space entry should be strongly resisted.

All crew members should look at their procedures and ensure that all are familiar with their duties relating to enclosed space entry.

# Hot Stuff

## Shell Maritime Contractor Safety Conference London

We are pleased to report that our Managing Director was invited to the Shell Maritime Contractor Safety Conference in London.

This Conference was held at the Marriott Hotel, Grosvenor Square, commencing early afternoon on Wednesday 28th January 2015 and concluding early afternoon on Thursday 29th January 2015.

This Conference is the second in a series of four and follows the Singapore Conference, which was held in the last week of November, and precedes future Conferences that will be held in Rotterdam and Houston. It also builds on a similar series of Conferences held in 2012 and 2013.



In these series of Conferences, CEOs and senior leaders from a proportion of the maritime contractor community collectively identified three safety improvement actions that they committed to deliver, working towards the collective vision of a 'Zero Incident Industry'.

Visible and Felt Leadership – CEO & Senior Leader visits, all are visiting and it is high quality

- Plan, prepare, go with a purpose
- Engage with all staff, show genuine interest and discuss safety (including LFI's)
- Feedback on board, follow through on actions, communicate to others
- Frequency of one vessel visit by CEO or Senior Leader per month, with CEO visiting a vessel at least once per quarter (minimum 12 total visits per annum)

Learning – LFI's reach the intended audience, in an easy to use format

- Clear recommendations and actions, with crew involved in discussions
- Simple and targeted
- Follow-up and learnings are embedded
- Frequency of one per quarter

Behaviours – Reflective Learning

- Communicate case for change
- Training provided, supported and embedded
- Rolled out to all staff (onshore and seagoing)
- Frequency of two per annum

Our Company is actively involved in this project and has taken on board the above three objectives ie

- visible and felt leadership
- applying reflective learning from incidents (LFI) throughout the system, ashore and on board

## Spares Statistics

Further to feedback received by the crew through debriefings related to spares delivery, and in line with our quality policy for continuously improving our services to the vessels, we have gathered data to be able to evaluate our status and take actions to further improve our performance on the issue of spares delivery time.

To this extend we focused on the various steps involved in the process of spares delivery and we managed to improve the delivery time to the satisfaction of the customer, ship and crew.



For this purpose, we introduced target values in the various steps, from the time a spares requisition was generated o/b a vessel and received in the office, to the time the vessel has confirmed receipt of the specific requisition and after rigorous and lengthy effort, we managed to meet our preset time ranges and succeed in 2014 to complete the delivery process in about 90days, which was our initial target with a clear trend for 2015 to reduce this time to 60 days.

Following are the statistics results:

- Statistics for 2014 show following for the delivered requisitions:

1	Total Average Time until Delivery Reporting	95 days
2	Total Average Process Time in TD	21 days
3	Total Average Process Time in PD	40 days
4	Time from Order to Delivery on Vessel	41 days

- For requisitions received in 2015 processed and delivered:

1	Total Average Time until Delivery Reporting	51 days
2	Total Average Process Time in TD	10 days
3	Total Average Process Time in PD	18 days
4	Time from Order to Delivery on Vessel	23 days

## Outstanding 3rd party Inspections Performance

As we all know 3rd party inspections KPIs and particularly PSC and Vetting KPIs are vital for the tradability of our Fleet.

For PSC inspections absolute target for 2015 is 0 detentions and then 1.2 deficiencies per inspection, the combination of which will keep Roxana in the high performance companies, as per the Paris MOU NIR ranking.

For the Vetting inspections the absolute target for 2015 is 100% successful inspections, ie inspections without rejection, and then 5 deficiencies per inspection.

Thanks to the effective efforts of our Fleet we are proud for the outstanding performance of the vessels in terms of these two types of 3rd party inspections as indicated in following messages:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/T Marvel	A.Gulin	K.Evgrafov	-	Vetting	Shenzhen	02/02/15	3	5
M/T O.Quest	D.Maltcev	O.Remizov	-	Vetting	Sao Sebastiao	23/02/15	5	5
M/T H.Magic	V.Usovich	A.Teplyakov	-	Vetting	Dakar	01/03/15	1	5
M/T Aligote	S. Mezenin	V.Kraynev	G.Karavias	Vetting	Singapore	11/03/15	4	5
M/T Asprouda	D.German	E.Svistunov	G.Stratis	Vetting	Rotterdam	20/03/15	5	5
M/T H.Magic	V.Usovich	A.Teplyakov	-	PSC	Taman	10/04/15	-	1,2
M/T Malbec	A.Grinko	A.Shevckik	-	Vetting	Alexandria	04/04/15	3	5
M/T Marvel	A.Gulin	K.Evgrafov	-	Vetting	Guam	10/04/15	2	5
M/T H.Magic	V.Usovich	A.Teplyakov	-	Flag	Nikolayev	25/04/15	-	2
M/T H.Magic	V.Usovich	A.Teplyakov	-	PSC	Nikolayev	26/04/15	-	1,2
M/T O.Spirit	O.Khairullin	A.Bushtruk	-	Vetting	Suape	07/04/15	3	5
M/T Aramon	A.Pilgun	N.Afanasyev	-	Flag	Houston	27/04/15	-	2
M/T Aramon	A.Pilgun	N.Afanasyev	-	PSC	Houston	27/04/15	-	1,2



## Do not reset electrical equipment following a trip without evaluating the cause

### What happened?

About three and a half hours after departure of a vessel from port, the main circuit breaker for one of the diesel generators (DG) suffered a catastrophic failure.

The main circuit breaker failed with the violent release of a large amount of thermal energy. An electrical arc was generated, which seriously damaged circuit breakers, relays, and switchgear in the panels. This started a fire in the main switchboard and the engine control room. The crew successfully extinguished both fires using portable CO<sub>2</sub> & dry powder extinguishers. Loss of propulsion and blackout occurred. The emergency generator started and provided lighting and essential services. However propulsion could not be restored and the vessel had to be towed back to port. One of the Engineers on watch suffered burns and was admitted to hospital. The vessel was laid up for many days to carry out repairs.



View of the main circuit breaker

### The investigation noted that

- The main circuit breaker had tripped twice earlier during the day on overload although the DG was only running on 50% load. The main circuit breaker was reset and no fault finding exercise was carried out.
- The vessel completed four years in service since delivery, no visual inspection or protection test of the circuit breaker had been carried out.
- Maker prescribed recommendations for 3 monthly, 6 monthly and yearly maintenance schedules, including checking of various trips and protection devices of breaker. These recommendations were not (fully) complied with.



Burnt cables in the deck head

### Lessons learned

- Do not ignore unknown reasons for equipment stopping.
- Do not neglect Maker's recommended maintenance routines for electrical equipment.
- Ensure ship's staff are competent to work on electrical equipment.

### Key Message:

Do not reset electrical equipment following a trip without evaluating the cause

# Lessons Learnt

## Keep Clear of the Snap Back Zone

A Chief Officer (C/O) was fatally injured during a mooring operation while bringing the vessel alongside.

### How and why it happened

The forward mooring team on the forecastle consisted of the C/O, Bosun and an Able seaman (AB). The C/O was standing on a small bulwark platform on the starboard side. The C/O was leading the team and also operating the mooring winch remote control levers located close by. The bow thruster and engines were being used to manoeuvre the vessel alongside without tugs. The forward spring line was sent ashore and was being used to assist with positioning the vessel.



The Master warned the mooring team on the portable VHF radio that the engine would be working ahead and that all personnel should stand clear of the forward spring but the C/O remained at his location near the winch remote control unit. Due to the engine order ahead, the vessel moved forward causing the forward spring to come under very high tension and suddenly parted. The broken rope end snapped back violently and hit the C/O on the head and neck, fatally injuring him.

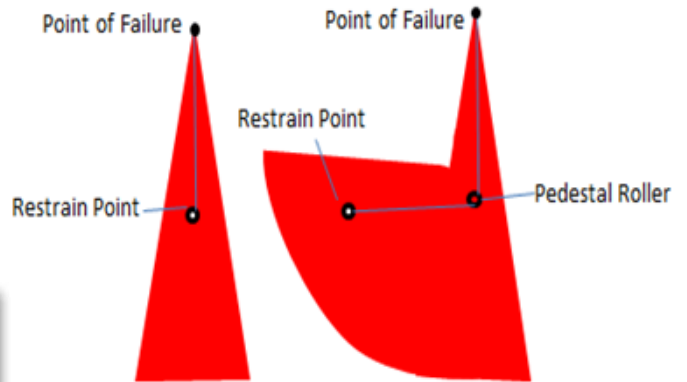


### Findings:

- The C/O failed to move away from the snap back zone even after being warned by the Master as he was operating the winch
- The Master assumed the C/O moved clear of the spring line snap back zone

### Key Message:

Keep Clear of the Snap Back Zone



## Stand clear, do not put your foot in the bight of a rope

### What happened?

In the dark hours of early morning, crew members on board a vessel were letting go from another vessel when a seaman's right foot was caught in a bight of the mooring rope between the bollard and the fairlead. The seaman's foot was severed above the ankle.



He was transported by helicopter to shore, where he underwent emergency surgery. His leg was amputated below the knee.

### How and why it happened

The order to let go from the other vessel came at 3 a.m. and mooring activities began at 3:25 a.m. After letting go the bow and spring mooring lines, the seaman began letting go the last stern line when the Captain put the vessel's engine ahead. The vessel's movement tensioned the mooring line, trapping the seaman's foot in the bight.

### Findings:

- Standard procedures were not followed;
- Communication breakdown occurred between the bridge and crew on deck;
- Basic seamanship was ignored, when the seaman stood in the bight of the mooring rope

### Key Message:

Stand clear, do not put your foot in the bight of a rope

## Do not get distracted from your main task during mooring

### What happened?

A vessel's aft mooring crew was performing a controlled release of a tow line back to a tug. A seaman's leg became entangled in the messenger line that was used to lower the tow line. The seaman was dragged about 4m across the deck and into the rollers of the fairlead. The messenger line came under tension and severed the seaman's right foot.

### How and why it happened

The second officer and two seamen were involved in releasing the tow line on the vessel aft deck. Due to the freeboard of the ship, the tug crew could not see past the ship's main deck hand rails so the second officer was standing near the hand rail to provide visual communication with the tug.



### Findings:

- The second officer stepped away from the rail to assist the seamen in releasing the tow line, losing visual contact with the tug crew
- On seeing the slack tow line the tug started to heave in the line
- The seaman's leg became entangled in the messenger line. It tightened and his leg was severed before the second officer was able to get back to the handrail and communicate with the tug

### Key Message:

Do not get distracted from your main task during mooring

## Crew Injury in Rough Weather

### What happened?

While underway to China the forward bilge alarm sounded on our vessel, prompting a need to send an investigation team forward in Force 6 weather. A risk assessment was hastily carried out by Master involving the Chief Engineer, Chief Officer, Bosun and the pumpman. After reducing speed and observing the wave pattern for almost 10 minutes, the team consisting of Bosun and Pumpman, led by Chief Officer went forward. It was noted that about 10 ltrs of water was in the bilge well of the forepeak store which was causing intermittent alarms. The water ingress was from water tight door which was not fully secured prior departure. The bilge well was emptied and the team started to return from forward when a freak wave hit them from behind causing all three to lose balance and fall on the catwalk.

A second and third wave followed in quick succession resulting in all three being thrashed on the catwalk. All three crew members limped back to safety inside the accommodation and were found with multiple injuries. The Chief Officer suffered bruises, haematoma (blood clot) and pain in leg. The Bosun suffered pain in the hip area whereas the Pumpman complained of pain in the back. All three were given first aid and noted to be in stable condition. They were sent for further medical check-up ashore two days later. The Chief Officer and Pumpman were given a further 3 weeks rest. The Bosun had fractures on shoulder blade and hip and underwent surgery. All three were repatriated home for further physiotherapy and rest.



### Why it happened?

- The risk assessment did not take into account the effect of changes in wave length and frequency, after the vessel's speed reduction had stabilised. The company procedure required 10 minutes of observing the deck after changes are made to speed / course before sending anyone on deck.
- The vessel was not put on hand steering or turned, to put the seas, on aft quarter, as indicated in company procedures.

# Lessons Learnt

- The watch-keeper on Bridge did not alert the men on deck, who were returning and had their back to the wave hitting the deck.
- Inadequate heavy weather preparation. The water-tight door had not been adequately secured or cross-checked prior departure.

## Lessons learned

- Do not send anyone on deck in rough weather unless absolutely necessary. If unavoidable do a proper risk assessment assuming a worst case scenario. Observe the seas on deck for at least 20 minutes after any changes are made to course and speed, allowing vessel to settle down in its new situation. Our company procedures have been revised to allow for this additional time.
- Ensure crew are well protected and in constant communication with dedicated watch-keeper on Bridge to alert if situation changes on deck.
- Prepare vessel for departure diligently expecting bad weather and cross-check actions to be sure.

## Key Message:

Do not under-estimate the force of seas on deck

## Monitor cargo tank pressures to avoid over / under pressurisation of tanks

There have been numerous cases of serious tank failure as a result of over / under pressure conditions created in cargo tanks due to blocked pressure/vacuum (PV) valves and vent lines leading to them.

### What happened?

A partly loaded vessel arrived and anchored while awaiting berthing pilot. She was loaded with High melting point cargo (Phenol). While anchored, the crew felt a sudden strong vibration and noticed deformation of deck plating and transverse frame above the cargo tank holding Phenol. The cargo was later observed to have flowed into the adjacent empty cargo tank and into two other tanks below the Phenol cargo tank. There was no injury or pollution due to the incident and outer hull integrity was also not breached

- Air temperature at the loading port was 10~11°C (50~52°F). During passage, air temperature dropped to as low as 1°C (34°F).
- In the first few days after loading the cargo temperature dropped from 57° to 53°C (135° to 127°F). During the passage low heating maintained the cargo temperature at around 52.5°C (126.5 °F).
- Pressure drop inside tank due to cargo contraction due to cooling was compensated by natural breathing through the pressure/vacuum (P/V) valve.
- The vessel experienced very rough sea, swell, cold climate, rolling and pitching. With the cargo tank fully loaded, cargo sloshed into the mouth of the vent line. Due to the high

melting point of Phenol and the low ambient temperature, Phenol solidified at the mouth of the vent line which gradually blocked the vent line completely.



Structural Damage



## Lessons learned

- Pressure/vacuum (P/V) valves and other relief devices should be well maintained and tested to ensure they function as designed for the cargo carried
- P/V valves and vent lines leading to them can become blocked by cargoes especially if they have high wax content, high melting points or are polymerising cargoes. Even when the P/V valves appear to operate freely, flow through vent lines must be confirmed.

## Key Message:

Monitor cargo tank pressures to avoid over / under pressurisation of tanks





## BWT update

The International Convention for the Control and Management of Ships' Ballast Water and Sediments (hereafter called the Convention) was adopted in 2004 by IMO, and will enter into force 12 months after ratification by at least 30 States representing 35% of the world's merchant shipping tonnage (number of States fulfilled, about 4% tonnage missing). The Convention will require compliance for all ships and offshore structures regardless of age and size. The Convention is not yet in force and the time table is subject to ratification of the Convention but may do so in the next couple of years.

IMO introduced relevant regulations in 2004 and provided 2 standards, the exchange standard D-1 (sequential, flow through and dilution method) and the performance standard D-2 (Ballast Water Treatments). MEPC recently approved a smoother schedule for Ballast Water Treatment (BWT) installation. Briefly, the two basic alterations with regard to the former schedule is the relocation of mandatory date for compliance with D-2 standard from 3 to 5 years for existing vessels and to first IOPP renewal survey after entry into force of the Convention for new buildings (ref: <http://www.dnv.com/industry/maritime/servicessolutions/classification/addrelser/BWM/index.asp>). The renewal survey has been harmonized with MARPOL IOPP renewal survey. Ships with year of construction after entry into force have to comply with standard on delivery.

The US Coast Guard (USCG) Regulations (33 CFR part 151 & 46 CFR part 162) entered into force 21st of June 2012. All ships calling to US ports are required to do exchange of ballast water, and must have a treatment system installed within dates detailed below:

- On delivery for new ships constructed on or after 1st of December 2013
- First scheduled dry docking after 1st of January 2014 for ships with ballast water capacity larger than 1500 m3 or less than or equal to 5000 m3
- First scheduled dry docking after 1st of January 2016 for all other ships

## Hong Kong Legislative Council Approves Air Pollution Control Regulation (Ocean Going Vessels) (Fuel at Berth) effective as 01Jul15

The Hong Kong Legislative Council has approved the -Air Pollution Control (Ocean Going Vessels) (Fuel at Berth) Regulation- which prohibits the use of certain fuels by vessels while they are at berth in Hong Kong waters and imposes the use of marine fuel with sulfur content not exceeding 0.5% by weight, liquefied natural gas or any other fuel approved by the air pollution control authority when at berth.

The Regulation will effectively apply to vessels of 500 gross tons and above certificated under the SOLAS Convention. There are limited exclusions, including ships entering Hong Kong waters solely for certain emergency situations.

"At berth" is broadly defined as "a place in the waters of Hong Kong at which the vessel is not underway," which means that at anchorage D/G and boiler should switch to .5% sulfur (but not the M/E).

No later than one hour after arrival at berth (and no earlier than one hour prior to departure switch back to HFO), the vessel will be required to switch to a marine fuel with sulfur content not exceeding 0.5% by weight, liquefied natural gas or any other fuel approved by the air pollution control authority.

Certain exemptions are permitted, such as when an approved equivalent arrangement is being employed (i.e. exhaust gas cleaning system) or if compliance will pose a risk to the safety of the vessel. Application for approval of such exemptions shall be submitted in writing at least 14 days prior to the date on which the vessel is intended to enter Hong Kong waters.



Record keeping requirements are also prescribed to document fuel changeover operations, arrival and departure information in a log book. Such log entries and bunker delivery notes must be retained on board the vessel for a period of 3 years.

### Company Actions

1. The above new rule to be distributed to the fleet for discussion and record at SCMM, form CP06-10 and be included in the next NewsWaves release.
2. Fuel switching in port as per poster 82 and FOM02 para 4.8.11.
3. Prior calling HK waters, and the voyage planning stage WetOpd to liaise with the Master and plan for the required grade and quantity of LS FO to be supplied. As per today's availability and pricing in the area a .1% MGO will be supplied, but always on a case by case basis.

## Guidelines On Application Of Marpol Annex VI Reg 18 In An Emission Control Area

### Introduction

The purpose of these guidelines is to provide advice on the implementation of Reg 18 of Chapter III of Annex VI of MARPOL – Fuel Oil Availability.

Reg 18 provides for situations where compliant fuel cannot be bunkered, provided the owner has taken reasonable steps to do so and therefore does not need to deviate from the intended route or unduly delay the voyage to achieve compliance.

It is possible that, from 01/01/2015 when the requirement to burn fuel oil with a sulphur content of not more than 0.10% m/m SO<sub>x</sub> content fuel in an ECA comes into force, shipowners may invoke Reg 18 and claim it was not possible to bunker the correct fuel before entering the ECA.

### Guidance

During the Initial Inspection within an ECA or first port after transiting an ECA the PSCO will look at:

1. Bunker delivery note showing a sulphur content of not more than 0.10% m/m for fuel oil used onboard (MARPOL Annex VI Reg 18 (5))
2. The representative sample of fuel oil with a sulphur content of not more than 0.10% m/m (MARPOL Annex VI Reg 18 (8.1))
3. Evidence of a written procedure (Note: there is no requirement for this to be in English) and record of changeover to fuel oil with a sulphur content of not more than 0.10% m/m before entering the ECA such that this fuel is being burnt when entering the ECA and the volume of low sulphur fuel oils in each tank as well as the date, time, and position of the ship when any fuel-oil-change-over operation is completed prior to the entry into an ECA or commenced after exit from such an area, shall be recorded in such log-book as prescribed by the Administration. (MARPOL Annex VI Reg 14 (6))

For the vessels operating in climate conditions with low temperature of air and/or water or expecting low temperature of air and/or water the PSCO may pay special attention to the following:

1. Existing pipelines for required fuel oil with a sulphur content of not more than 0.10% m/m delivery to machinery space are located or equipped with appropriate heating facilities to provide operation of the pipelines in low temperature conditions of air and/or water.
2. Written procedures of changeover to fuel oil with a sulphur content of not more than 0.10% m/m before entering the ECA include actions to provide that fuel delivery to machinery space in conditions of low temperature of air and/or water.
3. Any possibility of unavailability of fuel oil with a sulphur content of not more than 0.10% m/m due to possible considerable changing of weather conditions during all times of ship operation in ECA is excluded.

If either of the above shows a non-compliance the PSCO will conduct a More Detailed Inspection. The burning of non-compliant fuel in an ECA constitutes an unreasonable threat of harm to the environment and is of such a serious nature it may result in detention.

The master may claim that it was not possible to bunker the correct fuel prior to entering the ECA. If this is the case the master/owner must:

Present a record of actions taken to attempt to bunker correct fuel and provide evidence of an attempt to purchase compliant fuel in accordance with its voyage plan and, if it was not made available where planned, that attempts were made to locate alternative sources for such fuel oil and that despite best efforts to obtain compliant fuel oil, no such fuel oil was made available for purchase.

Best efforts to procure compliant fuel oil include, but are not limited to, investigating alternate sources of fuel oil prior to commencing the voyage or enroute prior to entering the ECA. If, despite best efforts, it was not possible to procure compliant fuel oil prior to entering the ECA, the master/owner must notify the Port State Administration in the port of arrival in the ECA and the flag Administration. (Annex VI Regulation 18.2.4).

The notification should be made to the port of destination within the ECA or port of destination after transiting an ECA

The Master/owner may provide evidence as below to support their claim (not exhaustive):

- A copy (or description) of the ship's voyage plan in place at the intended time of entry into the ECA, including the vessel's port of origin and port of destination;
- When the vessel first received notice it would be conducting a voyage involving transit/arrival in the ECA, and the vessel's location when it first received such notice;
- The date and time the ship expects to enter and exit the ECA;
- A description of the actions taken to attempt to achieve compliance prior to entering the ECA, including a description of all attempts that were made to locate alternative sources of compliant fuel oil, and a description of the reason why compliant fuel oil was not available (e.g., compliant fuel oil was not available at ports on "intended voyage;" fuel oil supply disruptions at port;

## Guidelines On Application Of Marpol Annex VI Reg 18 In An Emission Control Area (Continued)

etc. Cost of compliant fuel oil is not considered to be a valid basis for claiming the non-availability of compliant fuel oil).

- Include names and addresses of the fuel oil suppliers contacted and the dates on which the contact was made;
- In cases of fuel oil supply disruption, the name of the port at which the vessel was scheduled to receive compliant fuel oil and the name of the fuel oil supplier that is now reporting the non-availability of compliant fuel oil;
- The availability of compliant fuel oil at the first port-of-call in the ECA and plans to obtain that fuel oil;
- If the vessel has operated in the ECA in the last 12 months, provide the names of all ports visited, the dates of the port calls, and whether the vessel used compliant fuel oil;
- If applicable, identify and describe any operational constraints that prevented use of compliant fuel oil, for example with respect to viscosity or other fuel oil parameters.

The ship should not be required to deviate from its intended voyage or to unduly delay the voyage in order to achieve compliance. If a ship provides the information as above, a Party shall take into account all relevant circumstances and the evidence presented to determine the appropriate action to take, including not taking control measures.

A Party shall notify the Organization when a ship has presented evidence of the non-availability of compliant fuel oil.

### **B. North American and Caribbean ECAs**

EPA has launched an electronic portal through of which owners and operators of vessels can electronically submit a disclosure of fuel oil non-availability using a Fuel Oil Non-availability Disclosure (FOND) form. The electronic portal for submitting a FOND is managed through EPA's Central Data Exchange (CDX) found at <https://cdx.epa.gov>.

For vessels entering the North America ECA wishing to make a claim regarding the non-availability of compliant fuel oil, the vessel operator should submit the Fuel Oil Non-Availability Report prior to entering the North American ECA. The report should be submitted as soon as it is determined that the vessel operator will be unable to procure and use compliant fuel oil upon entry into the North American ECA, but no later than 96 hours prior to entering the North American ECA.

First time users must register to use the CDX service. Instructions on how to use the CDX site can be found at <https://cdx.epa.gov/About/UserGuide> and is provided, along with instructions for filling out the Fuel Oil Non-Availability Form.

### **Company's actions:**

1. A circular message was distributed to all vessels on 31Dec14, instructing all Masters on PSC/USCG inspection Guidance due to non availability of compatible fuel oil.
2. Our Wet OPD was instructed to always supply the vessel by the proper quantity and specification of the required fuel, depending on vessel's ECA port of arrival. In case that the vessel will not be supplied by the required fuel, the WET OPD was instructed to inform the Port Authorities of the vessel' destination in ECA well in advance of the situation and ensure that the vessel will be replenished by the required fuel at the port of destination or within ECA.
3. The Company's Fleet Operation Manual section 02, FOM02, was revised to include the aforementioned procedures under the para 4.3.9.

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## New US EPA Penalty Policy for ECA Violations

On 15th January 2015, the U.S. Environmental Protection Agency's (the EPA) policy (Penalty Policy) for assessing civil penalties for violations of certain provisions of the Act to Prevent Pollution from Ships (APPS), which implements MARPOL Annex VI, came into force.

Together APPS and MARPOL Annex VI establish the fuel sulphur standards applicable to ships operating in the North American and U.S. Caribbean Sea Emissions Control Areas (ECAs). MARPOL Annex VI is implemented in the United States through APPS.




The purpose of this Penalty Policy is to deter potential violators, ensure that the EPA assesses fair and equitable civil penalties, and expedite the resolution of claims arising from certain categories of noncompliance with the APPS.

US EPA Penalty Policy for ECA Violations can be accessed via-













<http://www2.epa.gov/sites/production/files/2015-01/documents/marinepenaltypolicy.pdf>

# Human Resources Management

## Familiarization, Roxana Shipping 01Jan - 30 Apr 15



Name	Rank	Vessel	Join Date	Photo
Dolgoplov Igor	Ch/eng	ATH	07/01/2015	
Farkov Sergey	Ch/eng	MGC	29/03/2015	
Simonov Sergey	Master	MGC	01/04/2015	

## Promotions, Roxana Shipping 01Jan - 30 Apr 15

Name	Rank	Promotion Date	Photo
Shirokopoyas Danil	Ch/off	18/01/2015	
Chernykh Dmitrii	Ch/off	20/01/2015	
Zavatckii Sergei	3rd/off	05/01/2015	
Savenko Anatoly	3rd/off	16/01/2015	
Maklakov Pavel	3rd/off	28/02/2015	
Durnov Egor	3rd/off	06/02/2015	
Vazhenin Maksim	2nd/eng	18/01/2015	
Gorichev Denis	2nd/eng	20/01/2015	
Zamatyrin Nikolay	3rd/eng	14/02/2015	
Sokolov Alexander	4th/eng	06/02/2015	
Plakhotniuk Aleksandr	4th/eng	30/01/2015	
Martynov Anton	4th/eng	17/02/2015	

# Human Resources Management

## Promotions, Roxana Shipping 01Jan - 30 Apr 15 (Continued)

Name	Rank	Promotion Date	Photo
Khortov Semen	Appr/off	24/04/2015	
Gladilin Alexander	Appr/off	25/03/2015	

## Promotions, SPIS 01Jan - 30 Apr 15

Name	Rank	Promotion Date	Photo
Mazhikov Marat	3rd/off	03/03/2015	
Levykin Viktor	3rd/off	19/01/2015	
Pyzhikov Roman	Appr/off	17/02/2015	
Mazhuga Dmitrii	3rd/eng	14/02/2015	
Rukavishnikov Nikolay	4th/eng	09/01/2015	
Shmatko Dmitrii	Appr/off	16/02/2015	



# Human Resources Management

## Capt. Vassilios Galitis resignation

We hereby announce that Capt. Vasilis Galitis submitted his resignation, effective as of 01Apr15.

Capt. Vasilis has been working with the Company for the last 12 years, holding the positions of Dry and Wet Operations co-ordinator, contributing to the successful expansion of the Company.

We wish him good luck in his new endeavours.

## Capt. Konstantinos Anissis moves to Crewing Dept.

We are pleased to advise you that Capt. Konstantinos Anissis as of 06Apr15 has moved to Crew Dept., as Crew Dept. Manager, at the same time acting as SQM dept manager, DPA/CSO of Kristen Marine and deputy DPA/CSO for Roxana.



Capt. Konstantinos has graduated from Nautical Academy of Aspropyrgos in 1975. He holds a Merchant Marine Master's degree as of May 1989 and has been sailing as Master mainly on Dry cargo vessels since May 1991.

His shore experience started in Sep06 serving in the positions of fleet superintendent, SQM Dept. Manager, DPA and CSO in Kristen Marine and Roxana Shipping.

All of us know the professional experience and skills, the devotion and loyalty of Capt. Konstantinos, who will definitely add value in our team and will help us meet the short and long term objectives set out by the Company.

These changes are in line with our management of change plan for re-activating our bulker management operation and expanding our crew management services.

All of us will support Capt. Konstantinos to succeed in his new tasks as Crew dept Manager!

## Mrs Litsa Dimopoulou moves to Operations Dept.

We are pleased to advise you that Mrs. Litsa Dimopoulou, has moved to Operations Dept., as of 06Apr15.

Litsa has graduated from the University of Athens, holding a BSc degree in Biology.

From 1981 till 1998 she was occupied in Shipping Industry in various positions and finally she joined Kristen Marine in 01Oct98 where she worked as operator till Sep12. Then she joined Crew Dept. as crew coordinator.

The transfer of Litsa to Operations dept in line with our management of change plan for re-activating our bulkers management operation.

All of us know the professional experience and skills, the devotion and loyalty of Litsa, who will definitely add value in our team and will help us meet the short and long term objectives set out by the Company.

And of course all of us will support Litsa to succeed in her tasks as operator again!

## Mrs Guo Li (Lydia) return

We are pleased to advise you that Mrs Guo Li, after her maternity leave, is back in Singapore office, as of 01Mar15.

Lydia graduated in 2004 from Cyprus college, Cyprus and holds a Bsc in Business Administration. From 1995 till 2005 she was occupied in Tourism business in various positions and finally she joined Kristen Marine in 14Feb06 where she worked as crew co-ordinator till Sep10. Then Lydia was transferred to our Pancoast, Singapore office in 01Oct10, dealing with co-ordination of administrative and dry post fixture matters.

Lydia was away with maternity leave from Apr14 till Feb15, and she has now joined again our Singapore office.

Considering the new flexible role of our Singapore office and the relevant Head-office restructure, following the Kristen Marine and Roxana Shipping re-structuring, we are in the process to re-define the roles also in Pancoast Singapore and a relevant MoC plan is in process for completion prior our next management review.

Based on this Lydia will have a triple role, as:

- Roxana, Singapore: as Operator
- Pancoast Singapore: as Operator: part time / back-up and in liaison with Capt. Dimtris Karagiorgis



- Pancoast / Roxana Postfixture: part time / back-up and in liaison with George Ledakis.  
For all roles she will be reporting to Capt.K.Kaliappan

All of us know the professional experience and skills, the devotion and loyalty of Lydia, who will definitely add value in our team and will help us meet the short and long term objectives set out by the Company.

And of course all of us will assist Lydia to accomplish with success her new tasks.

Lydia welcome back again!!

## Capt. Theodoros Papatheodorou's recruitment

We are pleased to advise you that capt. Theodoros Papatheodorou, has joined Roxana SQM dept, as of 01Jan15.



Capt. Theodoros holds the Merchant Marine Master's degree as of May 1987 and has been sailing in tankers since May 1977.

His shore experience started in Dec89 serving in the positions of operator, fleet superintendent, SQM and Marine dept Manager, DPA and CSO and HSQE Marine Director in two tanker ship management companies.

The intention is that capt. Theodoros will take over from capt. KNA as Roxana SQM dept Manager, DPA and CSO.

Capt. KNA will remain Kristen SQM dept Manager, DPA and CSO and alternate/substitute for capt. Theodoros in Roxana. At the same time, capt. KNA will be crew dept Manager both for Kristen and Roxana.

These changes are in line with our management of change plan for re-activating our bulker management operation and expanding our crew management services.

The professional experience and skills of capt. Theodoros will definitely add value in our team, will help us meet the short and long term objectives set out by the company, as stated above.

All of us will support capt. Theodore to succeed in his new tasks and we all welcome him onboard!

## Alexandros Stathopoulos's recruitment

We are pleased to announce that Mr. Alexandros Stathopoulos, as of 01Apr15, has joined our team as operator and with the plan to move to Pancoast Singapore, reporting directly to Capt. Karthik Kaliappan.

Mr. Alexandros Stathopoulos has graduated from Deree College, holding a BSc degree in Business Studies with specialization in Shipping Management.

Alexandros has been working with our Company since 06Jan14 as trainee in SQM, Chartering and Wet Operations dept.

All of us will support Alexandros to succeed in his new tasks and we all welcome him onboard!



## Capt. Sergey Simonov's Extended Familiarization

It's Company's policy to employ seagoing Masters to office departments with the aim to:

1. Improve Masters' familiarization with Office employees and Office tasks
2. Improve Office operations, thanks to the fresh sea-borne feedback

In line with this policy, Cpt. Sergey Simonov attended Roxana Headquarters for extended familiarization and training.

*"Great Vision Without Great People Is Irrelevant."*

*Jim Collins, Good To Great*





*State of the Art in Shipmanagement is our Tradition*