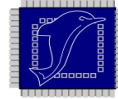




Royal Intel



Crew Manning & Management

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Building up your POOL of Seafarers

General Aspects:

1. **Continuously updated and adequate Wage and bonus remuneration, and employment contract terms**
 - Salaries in Euro currency
 - Rejoining Bonus
 - Contract period Ratings 6+1 months
 - Contract period Ratings 4+1 months
 - Permanent contracts for Management level officers
 - Immediate Rank promotion
 - No pre joining expenses for seafarers
 - <<Listen to seafarer when has something to share with us>>
2. **Effective Rotation Planning (based also on crew request)**
 - Ratings max vacation 3 months
 - Officers Vacation max 2 months
 - Seafarers' Documents extension, ex. IMO certificates planning while on vacation. Even financially contributed to some of their expenses.
3. **Seafarers Retirement Plan**
 - If UK or Germany retirement planning for Romanian (or other EU citizens) is more costly, we can study the Romanian retirement laws which are more flexible and less expensive covering also a larger range of Medical coverage.
4. **An exclusive filling - crew agent, who will make an effective and decisive role on selecting the crew:**
 - Gathering all EX-CARISBROOKE crew on one exclusive filling agent
 - Give the opportunity to your Crew manning agent to make a proper selection and deciding upon crew deployment more effectively than just preparing and sending the applications. That means appointing 1-2 crew operators EXCLUSIVELY trained and familiarized with all CARISBROOKE crew selecting aspects, operating vessels, and other internal procedures aspects.
 - Even not exclusively servicing your fleet, the crew agent should keep your pool separately by other crew pools created for other Fleets.

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- Working also with a more than one Employer, and a wider range of vessel types, the crew agent is constantly updated with market evolution and trend.
 - Planning effectively the crew based also on crew preferences. Some personal aspects cannot be understood by employer, only by the crew agent, who speaks same native language.
 - Crew selection, can be made also by EX - Carisbrooke Masters and chief Engineers while on vacation period, just for second opinion.
5. **Cadet project.**
- The only way to built up your POOL on long term basis, raise your company's Public Image in the Romanian market. Its an investment that you should afford. Already Experienced crew are always more <<expensive>>
6. **Continuous Advertising on local Market, on various public events and publicity.**

This will assure at least a 80% rotation rate for your pool for officers, and maybe higher rate for ratings. Nobody will guarantee that will man your fleet in due course, only that within next three years will have enough ex-crew to cover most of vacancies.

A feeling of <<home company>> is more efficient than a strictly professional relationship manner of dealing with seafarers.

Dynamic market approach is better that static personnel who just follow your instructions, this can be achieved only with an independent crew agent who has long term views, extensive past experience, and financial motivated (stability, not referred as profit).

Above is our view of crew manning.

Sincerely yours,

Royal Intel Ltd

Gemenetzidis Chris

Managing Director