

CAPACITY	LIMITATIONS APPLYING (IF ANY)
First Aid. Proficient in taking charge of Medical Care. Advanced Firefighting. Basic Safety Training. Vessel Security Officer. Vessel Personnel Designated With Security Duties. Security Awareness.	
Ref Num [REDACTED]	Serial Num [REDACTED]

The lawful holder of this credential,
MITCHELL THOMAS KUFLIK
 as endorsed below, is entitled under Title 46 (Shipping) U.S. Code
 to serve in the capacity or capacities specified (Domestic Only),
 subject to any limitations indicated.

CAPACITY	LIMITATIONS APPLYING (IF ANY)
Third Assistant Engineer Any Unlic Engine Rig Lifeboatman Ordinary Seaman Stewards Dept (FH)	Of Steam or Motor Vessels Of Any Horsepower. Corrective Lenses to be worn with spare glasses carried on board.
Ref Num [REDACTED]	Serial Num [REDACTED]

TOTE SERVICES, INC.

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

Licensed Deck Officers: This form is to be completed by the Master on all Licensed Deck Officers, the Radio Officer (as applicable) and Steward whenever that individual is detached for any reason.

Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any reason.

Vessel: S.S. El Faro Date: 08/05/14

Name of Individual: Mitchell Kuflik Rating: 3 AE

Reporting Period - From: 07/01/14 To: 08/05/14

Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership - Ability to work with crew	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attention to Assigned Duties	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness to Assume Responsibility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Watchstanding Ability - At Sea	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Watchstanding Ability - In Port	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cargo Handling Ability (Deck Officer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mechanical Ability (Engineering Officer)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Ship's Equipment/Automaiton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of TSI Policy & Procedures	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Conduct & Appearance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.)

Remarks: Mr. Kuflik is very eager and motivated. He has proven himself to be a valuable asset.
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? Mr. Kuflik has time and time again shown self motivation and initiative. He is very new in his career, but shows great potential with the natural skills and talents that are necessary to have in this industry.

In what areas does the supervisor feel that improvement can / should be made? Make use of the courses offered at the AMO STAR Center.

Have you discussed these areas with him/her? Yes No

If "No", specify reasons why no discussion has taken place. _____

What measures have you taken to help him/her improve? I have always made myself available to answer any questions Mr. Kuflik may have.

Do you recommend this individual for re-assignment to this vessel? Yes No

If "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). _____

Date Received: 8-29-14

Reviewed By: _____

Richard Pusatere
Reporting Officer (PRINT / SIGN)

Mitchell Kuflik
Crewmember (PRINT / SIGN)

Michael Davidso
Master
(*Or person in charge of the vessel)

- NOTES:
1. This document is intended for confidential office use only
 2. Crewmember comments may be placed on the reverse of this page.
 3. The Crewmember is entitled to a copy of the completed & signed form.
 4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.

TOTE SERVICES, INC.
SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

Licensed Deck Officers: This form is to be completed by the Master on all Licensed Deck Officers, the Radio Officer (as applicable) and Steward whenever that individual is detached for any reason.

Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any reason.

Vessel: S.S. El Faro **Date:** 01/12/15
Name of Individual: Mitchell Kuflik **Rating:** 3AE
Reporting Period - From: 10/31/14 **To:** 01/09/15

Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership - Ability to work with crew	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attention to Assigned Duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness to Assume Responsibility	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Watchstanding Ability - At Sea	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Watchstanding Ability - In Port	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cargo Handling Ability (Deck Officer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mechanical Ability (Engineering Officer)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Ship's Equipment/Automation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of TSI Policy & Procedures	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Conduct & Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.)

Remarks: Mr Kuflik is an excellent Engineer. He continues to be valuable asset to the vessel.

(If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? Mr. Kuflik is very quick to learn and is extremely self motivated. He continues to exceed all expectations and is highly reliable. He will help out anybody anywhere and is very attentive and aware.

In what areas does the supervisor feel that improvement can / should be made? Make use of the courses offered at the AMO STAR Center.

Have you discussed these areas with him/her? Yes No

If "No", specify reasons why no discussion has taken place. _____

What measures have you taken to help him/her improve? I have always made myself available to answer any questions Mr. Kuflik may have.

Do you recommend this individual for re-assignment to this vessel? Yes No

If "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). _____

Date Received: 1-30-15

Reviewed By: [Redacted]

Richard Pusatere
 Reporting Officer (Print / Sign)

Mitchell Kuflik
 Crewmember (PRINT / SIGN)

Michael Davidson
 Master
 (*Or person in charge of the vessel)

- NOTES: 1. This document is intended for confidential office use only. 2. Crewmember comments may be placed on the reverse of this page.
 3. The Crewmember is entitled to a copy of the completed & signed form. 4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.