

The lawful holder of this credential.

**RICHARD JOSEPH PUSATERE**

as endorsed below, is entitled under Title 46 (Shipping) U.S. Code  
to serve in the capacity or capacities specified (National Only),  
subject to any limitations indicated.

**CAPACITY**

**LIMITATIONS APPLYING (IF ANY)**

Chief Engineer  
Qualified Member  
of the Engine  
Department (QMED)  
Lifeboatman  
Ordinary Seaman  
Steward's  
Department (F.H.)

Of Steam, Motor and Gas Turbine Propelled Vessels.  
Any Rating

Ref Nu

Serial Nu



# INTEROCEAN AMERICAN SHIPPING CORPORATION

## 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.

<b>Vessel:</b> <u>S/S Westward Venture</u>	<b>Date:</b> <u>2/9/11</u>
<b>Name of Individual:</b> <u>Richard J. Pusatere</u>	<b>Rating:</b> <u>First Assistant Engineer</u>
<b>Reporting Period - From:</b> <u>12/26/11</u>	<b>To:</b> <u>2/9/11</u>

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

("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:** Rich is a valuable asset for both the vessel and the company, every effort should be made to keep from losing him.

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

**What positive qualities have you noted with his/her performance?** Rich understands the operation and maintenance requirements of a steam propulsion plant he has an admirable work ethic and is respected by his peers, subordinates and supervisors.

**In what areas does the supervisor feel that improvement can / should be made?** Rich still hesitates to delegate work to his subordinates, He will always take a greater work load on himself in order to ensure every task is completed to his own standards.

**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 meet with Rich every morning to discuss operation and maintenance.

**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).  
\_\_\_\_\_  
\_\_\_\_\_

_____ Joseph S. Scull Reporting Officer (PRINT / SIGN)	_____ Richard J. Pusatere - Crewmember (PRINT / SIGN)	_____ Frederic J. Leach Master (*Or person in charge of the vessel)
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- 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.
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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: El Morro

Date: 4/14/11

Name of Individual: Richard Pusatere

Rating: 1st A/E

Reporting Period - From: 02/11/11

To: 4/15/11

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

("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. Pusatere has a "can do" attitude, great work ethic and brings alot of steam experience to the El Morro.

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

What positive qualities have you noted with his/her performance? Since he has not spent his whole career at Sea Star he brings new idea's, methods, management style and trouble shooting skills to the El Morro. Great knowledge of steam plant operations.

In what areas does the supervisor feel that improvement can / should be made? The Automation and various plant upgrades the El Morro has are new to him, he has done very well picking these up, continue this desire to know , operate and maintain this plant.

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 will assist Mr. Pusatere with any help or guidance he may need or ask for.

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). \_\_\_\_\_

Sebastian Small   
Reporting Officer (PRINT /SIGN)

Richard Pusatere   
Crewmember (PRINT /SIGN)

  
(\*Or person in charge of the vessel)

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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: SS El Morro

Date: 8/15/11

Name of Individual: Richard Pusatere

Rating: 1 A/E

Reporting Period - From: 7/1/11

To: 8/15/11

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

Date Received: 9/7/11

Reviewed By: [Redacted]

("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. Pusatere is a very competent First who is experienced in the operation and maintenance of the plant.

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

What positive qualities have you noted with his/her performance? Hard worker who takes pride in his work and wants to do the best for the vessel. Is a good leader who can set up jobs and keep the crew working to complete the task at hand.

In what areas does the supervisor feel that improvement can / should be made? None

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? Always available to answer questions and offer guidance

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). \_\_\_\_\_

[Redacted]  
Reporting Officer (PRINT / SIGN)

Richard Pusatere / [Redacted]  
Crewmember (PRINT / SIGN)

[Redacted]  
M. Sch...  
(\*Or person in charge of the vessel)

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# INTEROCEAN AMERICAN SHIPPING CORPORATION

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**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.

<b>Vessel:</b> <u>SS El Morro</u>	<b>Date:</b> <u>8/31/11</u>
<b>Name of Individual:</b> <u>Richard J. Pusatere</u>	<b>Rating:</b> <u>1 A/E</u>
<b>Reporting Period - From:</b> <u>8/15/11</u>	<b>To:</b> <u>9/02/11</u>

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

("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: It has been a pleasure to sail and work with Rich.

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

What positive qualities have you noted with his/her performance? He is very self-motivated and works well with the organizing the crew and the jobs at hand.

In what areas does the supervisor feel that improvement can / should be made? Sometimes could use to slow down.

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? Rich and I have had conversations and have worked side by side on projects.

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). \_\_\_\_\_

Mark L. Gay/  
Reporting Officer (PRINT / SIGN)

Richard J. Pusatere/  
Crewmember (PRINT / SIGN)

Merle Sch...  
(\*Or person in charge of the vessel)

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**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.

<b>Vessel:</b> <u>SS El Morro</u>	<b>Date:</b> <u>01/05/12</u>
<b>Name of Individual:</b> <u>Richard Pusatere</u>	<b>Rating:</b> <u>1 A/E</u>
<b>Reporting Period - From:</b> <u>11/11/11</u>	<b>To:</b> <u>01/06/12</u>

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

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**Remarks:** Rich is hard working and knowledgeable first working his way to becoming a chief.

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

**What positive qualities have you noted with his/her performance?** He is able to work through difficult times.

**In what areas does the supervisor feel that improvement can / should be made?** He needs to keep working towards becoming a chief.

**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?** Rich and I have worked together on several issues and had many discussions.

**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). \_\_\_\_\_

Mark L. Gay/ Reporting Officer
Richard Pusatere/ Crewmember (PR
Fred Leach (\*Or person in charge of the vessel)

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# TOTE SERVICES, INC.

## SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

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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 YUNQUE Date: 07/22/13

Name of Individual: RICHARD PUSATERE Rating: 1 A/E

Reporting Period - From: 06/07/13 To: 07/22/13

Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	<input type="checkbox"/>	<input checked="" 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 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Watchstanding Ability - In Port	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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"/>

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Remarks: \_\_\_\_\_  
(If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? INTELLIGENT, HARD-WORKING, GOOD ATTITUDE

In what areas does the supervisor feel that improvement can / should be made? NONE

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? SHOWED RICH SOME OF THE RESPONSIBILITIES OF CHIEF ENGINEER

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: 07/22/13

Reviewed By: \_\_\_\_\_

\_\_\_\_\_  
Reporting Officer (Signature)

RICHARD PUSATERE  
Crewmember (Print Name)

EARL LOFTFIELD  
Master\* (Signature)  
(\*Or person in charge of the vessel)

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