

Name		Reference Number	
JEREMIE H RIEHM		[REDACTED]	
Citizenship	Gender	Last Refresh Date	
UNITED STATES	M	14-Sep-2016	
Document Type	Document Number	Issue Date - Expiration Date	Status
MMC	[REDACTED]	5-Dec-2013 - 5-Dec-2018	Valid

REGULATIONS

- II/1: Mates (Except Chief Mates) (500 Gross Tons or More)
- II/4: Rating forming part of a navigational watch (RFPNW)
- II/5: Able Seafarer-Deck
- IV/2: Performing Radio Duties (Radio Operator/Radio Maintainer), Holds GMDSS License
- VI/1: Basic Safety Training and Familiarization
- VI/2: Proficient in the use of survival craft, rescue boats and fast rescue boats
- VI/3: Advanced Fire Fighting
- VI/4: First Aid and Medical Care
- VI/6: Vessel Personnel Designated with Security Duties / Security Awareness

INTERNATIONAL CAPACITIES

LIMITATIONS

Officer in charge of a navigational watch (OICNW).

Not valid for service on ECDIS equipped vessels after December 31, 2016.

Able Seafarer - Deck.

Rating forming part of a navigational watch (RFPNW).

Proficiency in survival craft and rescue boats other than fast rescue boats (PSC).

Proficient in providing medical First Aid.

Advanced Firefighting.

Basic Safety Training.

GMDSS Operator.

Vessel Personnel Designated With Security Duties.

Security Awareness.

DOMESTIC CAPACITIES

LIMITATIONS

Deck Officer - Third Mate

Of Steam or Motor Vessels Of Any Gross Tons Upon Oceans. Radar Observer (Unlimited).

Able Seaman-Any Waters, Unlimited

Lifeboatman

Wiper

Stewards Dept (FH)

MEDICAL
CERTIFICATE



11-Mar-2014 - 5-Dec-2018

Valid

INTERNATIONAL CAPACITIES

LIMITATIONS

719K

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 Morro **Date:** 02/11/14

Name of Individual: Jeremie H. Riehm **Rating:** 3rd Mate

Reporting Period - From: 12/03/13 **To:** 02/11/14

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 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 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mechanical Ability (Engineering Officer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Knowledge of Ship's Equipment/Automaiton	<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 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: Another strong performance during this tour. Always kept me well informed.

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

What positive qualities have you noted with his/her performance? Solid bridge watch standing skills. Excellent two way communications. Proactive response to administrative changes onboard the vessel. Mr. Riehm's efforts regarding our checklists & pilot card are very much appreciated.

In what areas does the supervisor feel that improvement can / should be made? Continue to work under the tutelage of the 2M during our route planning, chart/pub corrections and other related administrative duties.

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

If "No", specify reasons why no discussion has taken place. n/a.

Date Received: 2-19-14

What measures have you taken to help him/her improve? Positive reinforcement. Reviewed By: [Signature]

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).

ADDITIONAL COMMENTS: Mr. Riehm has the knowledge and experience to sail as second mate if he chooses to do so. I would encourage him to make application and sit for his second mates license as soon as possible. I would like to have Mr. Riehm as our/my 3M on the El Faro.

[Signature]
Reporting Officer (PRINT / SIGN)

Jeremie H. Riehm
Crewmember (PRINT / SIGN)

[Signature]
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

- NOTES:
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Comments →

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Vessel: S.S. El Morro Date: 09/16/13
 Name of Individual: Jeremie H. Riehm Rating: 3rd Mate
 Reporting Period - From: 07/16/13 To: 09/17/13

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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mechanical Ability (Engineering Officer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Knowledge of Ship's Equipment/Automaiton	<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 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. Riehm routinely demonstrated a strong work ethic. He stands independent bridge and cargo watches.

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

What positive qualities have you noted with his/her performance? Thorough knowledge of our bridge systems. Strong working knowledge of cargo operations and mooring procedures.

In what areas does the supervisor feel that improvement can / should be made? Continued exposure to various types of cargo scenarios. Commence working more closely with the 2M during route planning, chart/pub corrections and other related 2M vessel administrative duties.

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

If "No", specify reasons why no discussion has taken place. n/a.

Date Received: 10.3.13

What measures have you taken to help him/her improve? Positive reinforcement.

Reviewed By: [Signature]

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).

ADDITIONAL COMMENTS: Mr. Riehm has very good two way communication skills. Eager to share his knowledge and asks questions.

He promotes a harmonious work environment and is well respected throughout all departments. Operates in a relaxed, confident fashion.

Michael C. Davidson [Signature]
 Reporting Officer (PRINT / SIGN)

Jeremie Riehm
 Crewmember (PRINT / SIGN)

Michael C. Davidson [Signature]
 Master* (PRINT / SIGN)
 (*Or person in charge of the vessel)

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Vessel: S.S. El Morro **Date:** 05/07/13

Name of Individual: Jeremie Riehm **Rating:** 3rd Mate

Reporting Period - From: 04/09/13 **To:** 05/07/13

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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mechanical Ability (Engineering Officer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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: 3/M Riehm is always ready to give a hand, AND ASSIST ANYONE NEEDING IT.
(If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? 3/M Riehm is very attentive to his duties. 3/M Riehm is a very capable officer, and works well with all onboard the ship.

In what areas does the supervisor feel that improvement can / should be made? _____

Have you discussed these areas with him/her?

Yes

No

Reviewed By: _____

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

What measures have you taken to help him/her improve? I have encourage 3/M Riehm to up grade his license at the soonest opportunity.

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).

Reporting Officer (PRINT / SIGN)

Jeremie H. Riehm

Crewmember (PRINT / SIGN)

Peter J. Villacampa

Master* (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: 11 MARCH 2013

Name of Individual: Jeremie H. Riehm

Rating: Third Mate

Reporting Period - From: 2/25/2013

To: 4/9/2013

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: Capable, responsible, pays attention to detail and assists other officers with larger duties. A very good officer.

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

What positive qualities have you noted with his/her performance? Mr. Riehm has good hands-on and seamanship skills but he has enhanced his ISM, safety management, bridge electronics, and computer knowledge to become a valuable resource for many issues.

In what areas does the supervisor feel that improvement can / should be made? Mr. Riehm is good with people and good teacher. He would benefit from greater managerial duties with crew to develop department head leadership skills.

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? Mr. Riehm has become my "go-to" officer for special projects and concerns. He takes on big tasks and does so well that he teaches me.

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). _____

J. N. HEARN
Reporting Officer (PRINT / SIGN)

J. H. RIEHM
Crewmember (PRINT / SIGN)

[Signature]
Master* (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: December 18, 2012

Name of Individual: Jeremie Riehm

Rating: 3rd Mate

Reporting Period - From: November 20, 2012

To: December 18, 2012

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: 3/M Riehm takes great provide and professionalism in his conduct and duties onboard the SS El Morro

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can / should be made? 3/M Riehm needs to up grade his liscense to 2nd Mate. He is ready and capable and desivering to be promoted on this ship

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 encourage 3/M Riehm to up grade his license.

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).

Jeremie Riehm/
Crewmember (PRINT / SIGN)

Peter J. Villacampa/
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

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INTEROCEAN AMERICAN SHIPPING CORPORATION

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Vessel: SS El Morro

Date: August 7, 2012

Name of Individual: Jeremie Riehm

Rating: 3rd Mate

Reporting Period - From: June 26, 2012

To: August 7, 2012

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: 3/Mate Riehm completes his duties in a professional manner.

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

What positive qualities have you noted with his/her performance? 3rd Mate Riehm works well with the other crew members, stands a very good bridge watch as well as an attentive cargo watch.

In what areas does the supervisor feel that improvement can / should be made?

Date Received: 9/7/12

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? 3rd Mate Riehm is encourage to up grade his liscense.

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).

Reporting Officer (PRINT / SIGN)

Jeremie H. Riehm
Crewmember (PRINT / SIGN)

Peter J. Villacampa/

Master* (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: <u>SS El Morro</u>	Date: <u>October 21, 2011</u>
Name of Individual: <u>Jeremie Riehm</u>	Rating: <u>3rd/Mate</u>
Reporting Period - From: <u>September 16, 2011</u>	To: <u>October 21, 2011</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: _____
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? 3/M Riehm cooperation was much improved this tour.
 As medical officer, he takes extra care when a crew members require medical attention from him.

In what areas does the supervisor feel that improvement can / should be made? As the medical officer, extra care has to be taken with the quarterly inventories.

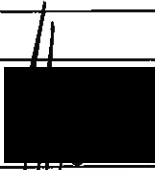
Have you discussed these areas with him/her? Yes No


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

What measures have you taken to help him/her improve? _____

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).


 Jeremie Riehm /
 Crewmember (PRINT / SIGN)


 Peter J. Villacampa/
 Master* (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:** June 3, 2011

Name of Individual: Jeremie Riehm **Rating:** 3rd Mate

Reporting Period - From: April 29, 2011 **To:** June 3, 2011

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can / should be made? 3/M Riehm needs to improve his attitude and social skills when dealing with "ALL OTHER" crew members onboard.

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? _____

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).
I expect 3/M Riehm to have a consistently positive attitude "if" he returns to the ship.

Jeremie Riehm/
Reporting Officer (PRINT / SIGN) Crewmember (PRINT / SIGN)

Peter J. Villacampa/
Master* (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: S/S EL MORRO **Date:** 28April2011

Name of Individual: Jeremie H. Riehm **Rating:** Third Mate

Reporting Period - From: 25Mar2011 **To:** 29Apr2011

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: Jeremie needs to upgrade his license to 2nd Mate. He is ready to move up.

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can / should be made? _____

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? _____

Date Received: 5-25-11

Reviewed By: _____

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). _____

Reporting Officer (PRINT / SIGN)

Jeremie Riehm / _____
Crewmember (PRINT / SIGN)

M. Schultz / _____
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

- NOTES:
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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.

Vessel: SS El Morro

Date: March 9, 2012

Name of Individual: Jeremie Riehm

Rating: 3rd Mate

Reporting Period - From: February 3, 2012

To: March 9, 2012

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: Mr. Riehm works well with all onboard. Always willing to help anyone.

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

What positive qualities have you noted with his/her performance? Mr. Riehm is attentive to his duties.

Both Mr. Riehm attitude and job skills have improved greatly since when he first signed aboard the El Morro in June 2010.

In what areas does the supervisor feel that improvement can / should be made? _____

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? _____

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). _____

Reporting Officer (PRINT / SIGN)

Jeremie H. Riehm
Crewmember (PRINT / SIGN)

Peter J. Villacampa
Master* (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: S/S EL MORRO

Date: 14 September 2011

Name of Individual: Jeremie H. Riehm

Rating: Third Mate

Reporting Period - From: 12 August 2011

To: 16 September

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: Jeremie has done excellent/very good on this vessel and will continue to do so and would on any IAS vessel. He's ready to upgrade.

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can / should be made? _____

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? _____

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).

Jeremie Riehm
Reporting Officer (PRINT / SIGN) Crewmember _____ (SIGN)

M. Schultz
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

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INTEROCEAN AMERICAN SHIPPING CORPORATION

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: SS El Morro

Date: January 14, 2011

Name of Individual: Jeremie Riehm

Rating: 3rd Mate

Reporting Period - From: December 7, 2010

To: January 14, 2011

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: 3/M Riehm showed improvement in his attention to his duties and his cooperation.

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

What positive qualities have you noted with his/her performance? 3/M Riehm is put in a lot of time and effort working with the deck cadet, instructing/training him in the duties of a 3rd Mate.

In what areas does the supervisor feel that improvement can / should be made? 3/M Riehm worked well with all persons aboard during his tour.

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

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

Date Received: 2/4/11

What measures have you taken to help him/her improve? _____

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). _____

Reporting Officer (PRINT / SIGN) _____

Jeremie H. Riehm
Crewmember (PRINT / SIGN)

Peter J. Vilacampa
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

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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.

Vessel: S/S EL MORRO

Date: 04December2010

Name of Individual: Jeremie H. Riehm

Rating: Third Mate

Reporting Period - From: 02Nov2010

To: 07Dec2010

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: As Third Mate on this vessel Jeremy is doing very well. It is time for him to upgrade his license.

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can / should be made? _____

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? _____

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). _____

Reporting Officer (PRINT / SIGN)

Jeremie Riehm
Crewmember (PRINT / SIGN)

M. Schu
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

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INTEROCEAN AMERICAN SHIPPING CORPORATION

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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 MORRO **Date:** 11Jul2010

Name of Individual: Jeremy H. Riehm **Rating:** Third Mate

Reporting Period - From: 15Jun10 **To:** 13Jun10

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: This is Jeremy's 1st hitch on the EL Morro and thus far all is positive.
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance?

In what areas does the supervisor feel that improvement can / should be made?

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?

In your opinion, is this individual physically fit to perform the duties of current position? Yes No
 If "No", please specify your impression as to limitations. _____

In your opinion, is this individual physically fit to perform the duties of higher positions? Yes No
 If "No", please specify your impression as to limitations. _____

Do you recommend this individual for re-assignment to this vesse? Yes No
 If "No", please specify reason(s): _____

Reporting Officer (PRINT / SIGN) Jeremy Riehm Crewmember (PRINT / SIGN) _____ Master* (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: August 24, 2010

Name of Individual: Jeremie Riehm

Rating: 3rd Mate

Reporting Period - From: July 13, 2010

To: August 24, 2010

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: 3/Mate Riehm just finished his 1st tour on the El Morro, he has been on the sister ship for one tour also.

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

What positive qualities have you noted with his/her performance? 3/M Riehm attitude has improved his last week onboard.

In what areas does the supervisor feel that improvement can / should be made? 3/M Riehm has to put more effort and attention into his 3/Mate responsibilities.

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? _____

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).

If IAS returns 3/M Riehm to the SS El Morro, I expect an improvement in his 3/Mate duties, his attitude, and his cooperation.

Reporting Officer (PRINT / SIGN)

Jeremie Riehm
Crewmember (PRINT / SIGN)

PETER J. ULLAKAMPA
Master* (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 FARO Date: 5/28/09

Name of Individual: JEREMIE H. RIEHM Rating: 3RD MATE

Reporting Period - From: 4/30/09 To: 5/28/09

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: THIS WAS 3RD MATE RIEHM FIRST TRIP ONBOARD THE SS EL FARO
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance?
GOOD SPIRIT AND READY TO HELP WHEN NEEDED

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?

In your opinion, is this individual physically fit to perform the duties of current position? Yes No
 If "No", please specify your impression as to limitations.

In your opinion, is this individual physically fit to perform the duties of higher positions? Yes No
 If "No", please specify your impression as to limitations.

Do you recommend this individual for re-assignment to [redacted] position? Yes No
 If "No", please specify reason(s):

Reporting Officer (PRINT / SIGN) _____ Crewmember (PRINT / SIGN) [redacted] Master* (PRINT / SIGN) S. CAVALLO
 (*Or person in charge of the vessel)

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Date Received: 6/18/09

Received By: [signature]

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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 Westward Date: 26 October 2008

Name of Individual: Jeremie Riehm Rating: Third Mate

Reporting Period - From: 15 August 2008 To: 26 October 2008

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

("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: Tempo/demands of Westward Venture on the PG run is very different from the job routines of Riehm's previous long term assignment.

(If additional space is required, use reverse side.)
 What positive qualities have you noted with his/her performance?
 Values an integrity around the 'proper' completion of his responsibilities as he understands them.

In what areas does the supervisor feel that improvement can / should be made?
 Gauge his job satisfaction to what he brings up to high standards versus feeling taken advantage by the perception that he has done more than others.

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

If "No", specify reasons why no discussion has taken place.
 Attention to the number of hours worked weekly in contrast with the 12hr/day contract and the impact that consistent maintnece from all makes.

What measures have you taken to help him/her improve?
 Brought to his attention my appreciation and respect for the professionalism/experience he shows on some tasks while also discussing the above.

In your opinion, is this individual physically fit to perform the duties of current position? Yes No


If "No", please specify your impression as to limitations.
 Riehm occasionally indulges in grumpiness that can play out as resistance to being directed to task. He alone can decide what sort of shipmate he can be.


In your opinion, is this individual physically fit to perform the duties of higher positions? Yes No


If "No", please specify your impression as to limitations.
 With reservation. Technically capable of stepping up to next job but underestimates impact of personal mood and conduct on operations.

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

If "No", please specify reason(s):

Earl Loftfield  Reporting Officer (PRINT / SIGN)

Jeremie Riehm  Crewmember (PRINT / SIGN)

 Master* (PRINT / SIGN)
 (*Or person in charge of the vessel)

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Date Received: 11-13-08

Reviewed By: 

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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 WESTWARD VENTURE Date: 9-01-08

Name of Individual: Jeremie Riehm Rating: 3/M

Reporting Period - From: 8-15-08 To: 9-01-08

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

Remarks I have only had two weeks to evaluate Mr. Riehm this reporting period. His marks as good reflect this short term evaluation.

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

What positive qualities have you noted with his / her performance? Mr. Riehm will accomplish tasks assigned and do it right.

He has a good disposition for wanting to do the job right the first time and is thorough. C/M stated he has shown improvement from last tour onboard.

In what areas does the supervisor feel that improvement can / should be made? I'm not sure of Mr. Riehms weak areas due to this short reporting period. We have only had one cargo op and one day at sea with any traffic.

Have you discussed these areas with him / her? YES NO

If "No", specify reasons why no discussion has taken place. At the time of his signing this evaluation I explained my comments were due to a short reporting period.

What measures have you taken to help him / her improve? Through my Standing Orders and general discussions on specific tasks assigned.

In your opinion, is this individual physically fit to perform the duties of current position? YES NO

If "No" Please specify your impression as to limitations.

In your opinion, is this individual physically fit to perform the duties of higher positions? YES NO

If "No" Please specify your impression as to limitations. Mr. Riehm I'm sure if he desired, could perform the rating of a higher position

He seems content as 3/M and has not sought to upgrade his license.

Do you recommend this individual for re-assignment to this vessel? YES NO

If "No", please specify reasons:

Date Received: 9-11-08

Revised By: _____

John H. McAninley
Reporting Officer (PRINT/SIGN)

Crewmember (PRINT/SIGN)

Master* (PRINT/SIGN)
(*Or person in charge of the vessel)

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INTEROCEAN AMERICAN SHIPPING CORPORATION

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

IAS-V-PER-003 Rev. 5/05

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. Reports on each Licensed Deck Officers, Radio Officer and Steward are to be made whenever the Master 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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

Vessel:	SS WESTWARD VENTURE	Date:	6 June 2008
Name of Individual:	Jeremie Riehm	Rating:	3M
Reporting Period - From:	27 March 2008	To:	6 June 2008

a box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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)

Remarks Highly experienced and well developed degree of professional competency.
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his / her performance? Questions systems and traditions.

In what areas does the supervisor feel that improvement can / should be made? More underway time.

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? Discussion if and when appropriate

Do you recommend this individual for re-assignment to this vessel? YES NO

If "No", specify reasons: _____

Date Received: 7-17-08
 Reviewed By: [Redacted]

Reported by: [Redacted] Officer (PRINT/SIGN) Crewmember (PRINT/SIGN) For 1 LaPine [Redacted]

- 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. (*Or person in charge of the vessel)
 4. When completed, a copy is to be sent to IAS attn: Personnel Dept.

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.

Vessel: SS Peteresburg **Date:** 12/15/07

Name of Individual: Jeremie Riehm **Rating:** Third Mate

Reporting Period - From: 9/24/07 **To:** 12/15/07

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

("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: _____

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

What positive qualities have you noted with his/her performance?
 Jeremie has improved in all abilities in the short time I have sailed aboard the Petersburg.

In what areas does the supervisor feel that improvement can / should be made?
 Consider upgrading his license.

Have you discussed these areas with him/her?
 If "No", specify reasons why no discussion has taken place. Yes 1-2-88 No

What measures have you taken to help him/her improve?
 Discussed lessons learned based on own past experiences.

In your opinion, is this individual physically fit to perform the duties of current position?
 If "No", please specify your impression as to limitations. Yes No

In your opinion, is this individual physically fit to perform the duties of higher positions?
 If "No", please specify your impression as to limitations.
 Limited by qualifications at this time. Can not presently sail in higher capacity. Yes No

Do you recommend this individual for re-assignment to this vessel?
 If "No", please specify reason(s): Yes No

William Bartlett [Signature] Reporting Officer (PRINT / SIGN) Jeremie Riehm [Signature] Crewmember (PRINT / SIGN) [Signature] Master* (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.

12-13-07

Vessel: SS PETERSBURG Date: 5/28/07
 Name of Individual: REHM, J. Rating: 3/4
 Reporting Period - From: 4/3/07 To: 5/28/07

a box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observed
Cooperation	B	✓				
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 IUM 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)

Remarks: AS PROX, LITTLE ACTUAL 3/4 EXPERIENCE IS ACQUIRED IN THIS THIRD MATE JOB
(If additional space is required, use reverse side.)

What positive qualities have you noted with his / her performance? ATTEMPS TO ADDL DUTIES (CRUIZ & SAFETY) WELL. UNFORTUNATELY, WILL LEARN NOTHING OF SUBSTANCE (IE, BEING A MATE)

In what areas does the supervisor feel that improvement can / should be made? IN THIS PRE-PO JOB

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? _____

In your opinion, is this individual physically fit to perform the duties of current position? YES NO

If "No" Please specify your impression as to limitations. _____

In your opinion, is this individual physically fit to perform the duties of higher positions? YES NO

If "No" Please specify your impression as to limitations. _____

Do you recommend this individual for re-assignment to this vessel? YES NO

If "No", please specify reasons: _____

 Reporting Officer (PRINT/SIGN) Crewmember (PRINT/SIGN) Master* (PRINT/SIGN)
(*Or person in charge of the vessel)

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INTEROCEAN AMERICAN SHIPPING CORPORATION

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: SS PETERSBURG **Date:** 4/2/07

Name of Individual: Jeremie Riehm **Rating:** Third Mate

Reporting Period - From: 1/4/07 **To:** 4/2/07

a box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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)

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

What positive qualities have you noted with his / her performance? Jeremie has done a good job with respect to his assigned duties as designated "CBRD Officer".

In what areas does the supervisor feel that improvement can / should be made? To combat complacency created by a vessel which is in port for extended periods of time and to use this time to continuously learn and refresh company directives, policies, and procedures.

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? Encouraged him to call the Master if ever in doubt with regard to decision making. Encouraged him to raise his license to Second Mate.

In your opinion, is this individual physically fit to perform the duties of current position? YES NO

If "No" Please specify your impression as to limitations. _____

In your opinion, is this individual physically fit to perform the duties of higher positions? YES NO

If "No" Please specify your impression as to limitations. Note; Presently only possesses a 3/M license so not applicable at this time.

Do you recommend this individual for re-assignment to this vessel? YES NO

If "No", please specify reasons: _____

William BARILETTI William BARILETTI
 Reporting Officer (PRINT/SIGN) Master* (PRINT/SIGN)
 (*Or person in charge of the vessel)

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 IAS-V-PER-003 Rev. 4/06

INTEROCEAN UGLAND MANAGEMENT CORPORATION

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 1/00

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. Reports on each Licensed Deck Officer, Radio Officer and Steward are to be made whenever the Master 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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV SS PETERSBURG Date 08/18/06
 Name of Individual RICHARD J. [REDACTED] Rating 3/M
 Reporting Period-From 08/03/06 To: 08/18/06

<input checked="" type="checkbox"/> a box for each question <input checked="" type="checkbox"/>	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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 AS BEFORE, RECOMMEND TO MR. RICHY GETTING
EXPERIENCE ON A WORKING COMMERCIAL SHIP
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can/should be made? _____

Have you discussed these areas with him/her? Circle One - YES NO
 If "No", specify reasons why no discussion has taken place. _____

What measures have you taken to help him/her improve? _____
 Date Reported: 9-6-06
 Reported By: [REDACTED]

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO
 If "No," please specify reasons: _____

Reporting Off. (PRINT/SIGN) [REDACTED] Crewmember (PRINT/SIGN) [REDACTED] Master* (PRINT/SIGN) [REDACTED]

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- (* Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 1/00

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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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV SS PETERSBURG Date 12/15/05
 Name of Individual RIEHA J. Rating 3/14
 Reporting Period-From 10/14/05 To: 12/15/05

✓ a box for each question ✓	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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 _____

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can/should be made? _____

Have you discussed these areas with him/her? Circle One - YES NO

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

What measures have you taken to help him/her improve? _____

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO

If "No," please specify reasons: _____

Reporting Off. (PRINT/SIGN) _____

Crewmember (PRINT/SIGN) _____

Master* (PRINT/SIGN) _____

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(* Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 1/00

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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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV SS PETERSBURG

Name of Individual JEREMIE H. RICHM Date 2/26/2005

Reporting Period-From 10/30/04 Rating 3/M

To: 2/26/05

<input checked="" type="checkbox"/> a box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observed
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)	N/A					
Knowledge of Ship's Equipment/Automation		✓				
Knowledge of IUM 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 JEREMIE RICHM HAS DONE A GOOD JOB.

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

What positive qualities have you noted with his/her performance? MR. RICHM'S ATTENTION TO DETAIL HAS IMPROVED. HE IS NORMALLY VERY THOROUGH IN COMPLETING ASSIGNED TASKS.

In what areas does the supervisor feel that improvement can/should be made? DEVELOPING UNREALIZED POTENTIAL

Have you discussed these areas with him/her? Circle One → YES NO

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

Date Reported: 3/7/05

What measures have you taken to help him/her improve? NAGGING Reported By: [REDACTED]

Do you recommend this individual for re-assignment to this vessel? Circle One → YES NO

If "No," please specify reasons:

Reporting Off. (PRINT/SIGN) [REDACTED] Crewmember (PRINT/SIGN) JEREMIE H. RICHM

Master* (PRINT/SIGN) KEVIN H. O'MALLEY

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(* Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION

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IUM-V-PER-003 Rev. 1/00

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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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV SS PETERSBURG Date 6/30/04
 Name of Individual JEREMIE H. RIEM Rating 3RD MATE
 Reporting Period-From 2/29/04 To: 6/30/04

	a box for each question					
	Excellent	Very Good	Good	Fair	Poor	Not Observed
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)	N/A					✓
Knowledge of Ship's Equipment/Automation		✓				
Knowledge of IUM 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 MUCH OF THE TIME, MR. RIEM SEEMS QUITE SATISFIED TO BE AN "ADEQUATE" MATE AND NO MORE.

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

What positive qualities have you noted with his/her performance?
SHOWING INITIATIVE AND RESOURCEFULNESS. HE IS OFTEN CAPABLE

In what areas does the supervisor feel that improvement can/should be made?
AVOID STAGNATION AND PAY CLOSER ATTENTION TO ROUTINE BORING DETAILS. MR. RIEM NEEDS TO

Have you discussed these areas with him/her? Circle One - YES / NO
 If "No", specify reasons why no discussion has taken place.

What measures have you taken to help him/her improve? HAVE SUGGESTED HE EXPAND HIS PROFESSIONAL OUTLOOK BY WORKING ON OTHER SHIPS - AT LEAST ON A TEMPORARY BASIS.

Do you recommend this individual for re-assignment to this vessel? Circle One - YES / NO
 If "No," please specify reasons:

Reporting Off. (PRINT/SIGN) _____ Crewmember (PRINT/SIGN) _____
 Master* (PRINT/SIGN) K. O'RILEY
 Or person in charge of the vessel

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Date Received: 9-23-04
 Reviewed By: _____

INTEROCEAN UGLAND MANAGEMENT CORPORATION

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IUM-V-PER-003 Rev. 4/99

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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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV Petersburg Date _____
 Name of Individual Rachin Jeremie Rating _____
 Reporting Period-From _____ To: 3/m

✓ a box for each question >	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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

Remarks _____

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can/should be made? _____

Have you discussed these areas with him/her? Circle One- **YES** NO

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

What measures have you taken to help him/her improve? _____

Do you recommend this individual for re-assignment to this vessel? Circle One - **YES** NO

If "No," please specify reasons: _____

 Reporting Off. (PRINT/SIGN) Crewmember (PRINT/SIGN) Master* (PRINT/SIGN)

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(* Or person in charge of the vessel)

Date Received: _____
 Reviewed By: _____

INTEROCEAN UGLAND MANAGEMENT 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. Reports on all licensed engineering officers are to be made whenever the Chief Engi

SS / MV / TV PETERSBURG Date 12/28/02
 Name of Individual TERENCE A. RIEHM Rating 3/MATE
 Reporting Period-From 8/30/02 To: 12/25/02

✓ a box for each question ✓	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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

Remarks _____

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can/should be made? _____

Have you discussed these areas with him/her? Circle One - YES NO
 If "No", specify reasons why no discussion has taken place. _____

What measures have you taken to help him/her improve? _____

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO
 If "No," please specify reasons: _____

Reporting Off. (PRINT/SIGN) _____ Crewmember (PRINT/SIGN) _____ Master* (PRINT/SIGN) _____

NOTES: 1. This document is intended for confidential office use only.
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 Date Received: 1-16-03
 Reviewed By: _____

INTEROCEAN UGLAND MANAGEMENT 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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV SS PETERSBURG Date 4/28/02
 Name of Individual JEREMIE H. RIEHM Rating 3/M
 Reporting Period-From 12/30/01 To: 4/29/02

<input checked="" type="checkbox"/> a box for each question <input checked="" type="checkbox"/>	Excellent	Very Good	Good	Fair	Poor	Not Observed
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)	N/A					
Knowledge of Ship's Equipment/Automation		✓				
Knowledge of IUM 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

Remarks MR. RIEHM HAS PERFORMED ALL ASSIGNED DUTIES IN
COMMENDABLE FASHION.

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

What positive qualities have you noted with his/her performance? PERFORMS
ASSIGNED TASKS WILLINGLY & THOROUGHLY

In what areas does the supervisor feel that improvement can/should be made? DEFINITELY NOT HIS FAULT
BUT I EXPECT THIS OFFICER WOULD GREATLY BENEFIT FROM MORE UNDERWAY/TANKER TIME

Have you discussed these areas with him/her? Circle One - YES NO
 If "No", specify reasons why no discussion has taken place.

What measures have you taken to help him/her improve?

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO
 If "No," please specify reasons:

Reporting Off. (PRINT/SIGN) [Redacted] Crewmember (PRINT/SIGN) RIEHM
 Master* (PRINT/SIGN) [Redacted]

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(* Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT 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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV PETERSBURG Date 8-15-01
 Name of Individual JEREMIE RIEHM Rating 3/MATE
 Reporting Period-From 4-16-01 To: 8-15-01

✓ a box for each question ✓	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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

Remarks _____

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

What positive qualities have you noted with his/her performance? _____

In what areas does the supervisor feel that improvement can/should be made? _____

Have you discussed these areas with him/her? Circle One - YES NO

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

What measures have you taken to help him/her improve? _____

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO

If "No," please specify reasons: _____

TERRY A. SMITH _____ _____
 Reporting Off. (PRINT/SIGN) Crewmember (PRINT/SIGN) Master* (PRINT/SIGN)

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 2. Crewmember comments may be placed on the reverse of this page. 10-01-01 of the vessel)

Reviewed By: _____

INTEROCEAN UGLAND MANAGEMENT CORPORATION

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 1/00

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. Reports on each Licensed Deck Officer, Radio Officer and Steward are to be made whenever the Master 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. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason.

SS / MV / TV	"SS PETERSBURG"	Date	12/08/00
Name of Individual	JEREMIE H. RIEHM	Rating	3/M
Reporting Period-From		To:	

↙ a box for each question ↘	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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. RIEHM SHOWS MUCH POTENTIAL BUT NEEDS TO DEVELOP SOMEWHAT BY GAINING MORE UNDERWAY EXPERIENCE. (WHICH IS NOT OFTEN AVAILABLE HERE).
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? WILLING TO UNDER TAKE NEW RESPONSIBILITIES.

In what areas does the supervisor feel that improvement can/should be made? NEEDS TO BE MORE ASSERTIVE WITH WATCHSTANDING CREW.

Have you discussed these areas with him/her? Circle One - YES NO
 If "No", specify reasons why no discussion has taken place.

What measures have you taken to help him/her improve? COUNSELING

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO
 If "No," please specify reasons:

Reporting Off: [Signature] (PRINT/SIGN) Crewmember (PRINT/SIGN) [Signature]
 Master: [Signature] (PRINT/SIGN)

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 IUM attn: Personnel Dept.

(Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 4/99

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. Reports on each Licensed Deck Officer, Radio Officer and Steward to be made whenever the Master 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. Reports on all licensed engineering officers are to be made whenever the Chief Engi is detached for any reason.

SS / MV / TV PETERSBURG Date 12/15/99
 Name of Individual JEREMIE H. RIEHM Rating 3/m
 Reporting Period-From _____ To: _____

✓ a box for each question ✓	Excellent	Very Good	Good	Fair	Poor	Not Observed
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 IUM 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

Remarks MR. RIEHM HAS PERFORMED WELL AFTER MAKING THE DIFFICULT TRANSITION FROM AB TO 3/M. WITH MORE EXPERIENCE (ON THE BRIDGE & IN TANKER OPS) HE WILL BE AN ASSET TO THE SHIP. (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? MR. RIEHM IS VERY COOPERATIVE AND EAGER TO LEARN.

In what areas does the supervisor feel that improvement can/should be made? AS WITH ALL NEW 3RD MATES HE NEEDS TO GAIN EXPERIENCE. ALSO GETTING HIS TANKERMAN/PIC IS ESSENTIAL

Have you discussed these areas with him/her? Circle One - YES NO
 If "No", specify reasons why no discussion has taken place.

What measures have you taken to help him/her improve? EXTRA BRIDGE INSTRUCTION.

Do you recommend this individual for re-assignment to this vessel? Circle One - YES NO
 If "No," please specify reasons: BUT HE WILL NEED TO OBTAIN HIS PIC ENDORSEMENT.

Reporting Off. (PRINT/SIGN) _____ Crewmember (PRINT/SIGN) JEREMIE H. RIEHM Master* (PRINT/SIGN) _____

NOTES: 1. This document is intended for confidential office use only. (* Of person in charge of the vessel)
 2. Crewmember comments may be placed on the reverse of this page.

Date Reviewed 1/22/00
 Reviewed By _____