

Name		Reference Number	
STEVEN W SHULTZ		[REDACTED]	
Citizenship	Gender	Last Refresh Date	
UNITED STATES	M	14-Sep-2016	
Document Type	Document Number	Issue Date - Expiration Date	Status
MMC	[REDACTED]	8-Jan-2013 - 8-Jan-2018	Valid

REGULATIONS

- II/1: Mates (Except Chief Mates) (500 Gross Tons or More)
- II/2: Master, 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/5: Vessel Security Officer
- VI/6: Vessel Personnel Designated with Security Duties / Security Awareness
- II/2: Master, Chief Mates (500 Gross Tons or More)

INTERNATIONAL CAPACITIES

LIMITATIONS

- | | |
|--|--|
| <ul style="list-style-type: none"> Advanced Firefighting. Basic Safety Training. GMDSS Operator. Vessel Security Officer. Vessel Personnel Designated With Security Duties. Security Awareness. Master. | <ul style="list-style-type: none"> Not valid for service on ECDIS equipped vessels after December 31, 2016. |
| <ul style="list-style-type: none"> Officer in charge of a navigational watch (OICNW). | <ul style="list-style-type: none"> Not valid for service on ECDIS equipped vessels after December 31, 2016. |
| <ul style="list-style-type: none"> 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. Master. | |

Officer in charge of a navigational watch (OICNW).

DOMESTIC CAPACITIES

LIMITATIONS

Deck Officer - Master

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

Deck Officer - Master

Of Auxiliary Sail Vessels Of Not More Than 100 Gross Registered Tons (Domestic Tonnage) Upon Oceans. Radar Observer (Unlimited).

Able Seaman-Any Waters, Unlimited

Lifeboatman

Wiper

Stewards Dept (FH)

First Aid Provider

MEDICAL
CERTIFICATE



25-Jun-2015 - 24-Jun-2020

Valid

INTERNATIONAL CAPACITIES

LIMITATIONS

719K

I acknowledge & will comply with waiver conditions
Waiver

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 Yunque **Date:** 10/02/14
Name of Individual: Steven Shultz **Rating:** Chief Mate
Reporting Period - From: 08/29/14 **To:** 10/03/14

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 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: Mr. Shultz has a solid knowledge of TSI policies and procedures. He put forth positive effort to keep deck maintenance projects moving forward.
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his/her performance? Mr. Shultz did a fine job in preparing for the ISM internal audit. He pays close attention to detail in administrative matters.

In what areas does the supervisor feel that improvement can / should be made? Improve on effective communication with Deck and Engine Departments.

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? Discussed the importance of effective communication and fostered open conversation which he has used to 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).

Date Received: 10/8/14

Reviewed By: _____

Andrew M. May
 Reporting Officer (PRINT / SIGN)

Steven W. Shultz
 Crewmember (PRINT / SIGN)

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

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

Date: 5 March 2011

Name of Individual: Steven W. Shultz

Rating: Chief Mate

Reporting Period - From: 1/17/2011

To: 3/5/2011

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? Chief Mate Shultz has done an excellent job here on the Great Land

In what areas does the supervisor feel that improvement can / should be made? He does a great 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? Daily 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).

[Signature]
D.H. Lunny/
Reporting Officer (PRINT / SIGN)

[Signature]
S.W. Shultz
Crewmember (PRINT / SIGN)

[Signature]
D.H. Lunny
Master* (PRINT / SIGN)
(*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.

Vessel: SS Great Land

Date: March 4, 2010

Name of Individual: Steven Shultz

Rating: Chief Mate

Reporting Period - From: 1/27/2010

To: 3/4/2010

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/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? Mr. Shultz has been working with IAS and TOTE for a number of years now. He has a good understanding of company policy and he is very conscientious and detail oriented.

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? We talk regularly about policy and operations.

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: 3/13/10

Reviewed By: _____

D.H. Lunn _____
Reporting Officer (PRINT / SIGN)

Steven W. Shultz _____
Crewmember (PRINT / SIGN)

Daniel H. Lunn _____
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 GREAT LAND

Date: 9/21/09

Name of Individual: Steven W. Shultz

Rating: Chief Mate

Reporting Period - From: 9/8/09

To: 9/21/09

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: Mr. Shultz has been C/M for many years and continues to excell at his job.

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

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

His ability to interact with all crew members is outstanding.

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

Mr. Shultz need to be more familiar with IAS policy and procedures

Have you discussed these areas with him/her?

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

Yes No

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?

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.

Yes No

Do you recommend this individual for re-assignment to this vessel?

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

Yes No

Daniel H. Lunny

Reporting Officer (PRINT / SIGN)

Steven W. Shultz

Crewmember (PRINT / SIGN)

Daniel H. Lunny

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: SS Great Land **Date:** 6/25/09

Name of Individual: Steven Shultz **Rating:** Chief Mate

Reporting Period - From: 5/4/09 **To:** 6/25/09

✓ 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: Mr Shultz continues to do an excellent job as Chief Mate

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

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

He fully completes each task. and plans for futur operations

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

Have you discussed these areas with him/her?

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

Yes

No

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?

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.

Yes

No

Do you recommend this individual for re-assignment to this vessel?

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

Yes

No

[Signature]
Reporting Officer (PRINT / SIGN)

Steven Shultz
Crewmember (PRINT / SIGN)

D.H. Lunny
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: <u>SS Great Land</u>	Date: <u>4 - 15 -09</u>
Name of Individual: <u>Steven Shultz</u>	Rating: <u>Chief Mate</u>
Reporting Period - From: <u>3/24/09</u>	To: <u>4/15/09</u>

✓ 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 Shultz continues to do an excellent job as Chief Mate

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

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

He fully completes each task. and plans for futur operations

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

Have you discussed these areas with him/her?

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

Yes

No

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?

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.

Yes

No

Do you recommend this individual for re-assignment to this vessel?

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

Yes

No

Steven Shultz
Reporting Officer (PRINT / SIGN)

Steven Shultz
Crewmember (PRINT / SIGN)

D.H. Lunny
Master* (PRINT / SIGN)
(*Or person in charge of the vessel)

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Date Received: 4/20/09

Reviewed By: XXXXXXXXXX

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: <u>SS Great Land</u>	Date: <u>4 - 15 -09</u>
Name of Individual: <u>Steven Shultz</u>	Rating: <u>Chief Mate</u>
Reporting Period - From: <u>3/24/09</u>	To: <u>4/15/09</u>

✓ 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: Mr Shultz continues to do an excellent job as Chief Mate

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

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

He fully completes each task. and plans for futur operations

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

Have you discussed these areas with him/her?

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

Yes

No

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?

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.

Yes

No

Do you recommend this individual for re-assignment to this vessel?

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

Yes

No

Steven Shultz
Reporting Officer (PRINT / SIGN)

[Signature]
Crewmember (PRINT / SIGN)

D.H. Lunny
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: SS GREAT LAND

Date: 24 Nov 2008

Name of Individual: Steven Shultz

Rating: Chief Mate

Reporting Period - From: 9/12/08

To: 24 Nov 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: Mr. Shultz is a pleasure to work with. He has excellent leadership skills and knowledge of the Great Land.

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

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

He has excellent attention to detail and planning skills.

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

He is always receptive learning more.

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?

We have daily discussions about maintenance and operations

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 reason(s):

[Signature]
Reporting Officer (PRINT / SIGN)

[Signature]
Crewmember (PRINT / SIGN)

[Signature]
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 GREAT LAND	Date:	11/20/2007
Name of Individual:	Steven Shultz	Rating:	Chief Mate
Reporting Period - From:	9/09/07	To:	11/20/07

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? Mr Shultz is a seasoned professional who has done an excellent job. He has really taken the initiative to a very good job at all that he does.

In what areas does the supervisor feel that improvement can / should be made? _____
Continue to learn company policy

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? We have daily discussions about operations of the vessel.

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)

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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: GREAT LAND

Date: 7/7/07

Name of Individual: Steven W. Shultz

Rating: Chief Mate

Reporting Period - From: 6/17/07

To: 7/7/07

✓ 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)						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: Did a great job during a very busy period crewing up after extended shipyard stay & preparing for new charter service.

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

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

Self-starter, conscientious, detail-oriented & easy to work with.

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

First overseas run under ACT charter will present a number of new learning opportunities -- which I'm sure Steve will handle capably.

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?

Regular discussions regarding ship's business.

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 reason(s):

A.B. Murray

Reporting Officer (PRINT / SIGN)

Crewmember (PRINT / SIGN)

A.B. Murray

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: SS GREAT LAND **Date:** 11/24/06

Name of Individual: Steven W. Shultz **Rating:** Chief Mate

Reporting Period - From: 9/14/06 **To:** 11/24/06

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? Mr Shultz is doing a good job. He is eager to learn and accept new responsibility

In what areas does the supervisor feel that improvement can / should be made? He should continue his eagerness to learn.

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? _____

We have daily discussions

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. _____


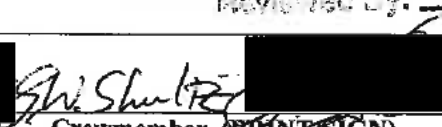
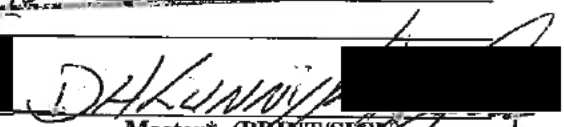
In your opinion, is this individual physically fit to perform the duties of higher positions? YES NO

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: _____

Received: 12-13-06
 Date: _____

  
 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

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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.

Vessel:	SS GREAT LAND	Date:	4/27/06
Name of Individual:	Steven W. Shultz	Rating:	C/M
Reporting Period - From:	3/22/06	To:	4/27/06

ES ES ES ES ES a box for each question ES	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 A capable and conscientious chief mate.

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

What positive qualities have you noted with his / her performance? Was under tremendous pressure to perform during the month-long shipyard period, particularly after having been served with a letter of warning on 3/17. Nonetheless maintained professional

In what areas does the supervisor feel that improvement can / should be made? (cont.) bearing and capably supervised a heavy workload of USCG-mandated inspections and repairs. Discussions did take place on doing a better job of prioritizing tasks, however.

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? Held a lengthy discussion soon after joining with the goal of creating a performance improvement plan to address concerns identified by prior master.

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

If "No", please specify reasons:

Date Received: [Redacted]
Reviewed By: *MURRAY* 5-22-06

MURRAY [Redacted] Reporting Officer (PRINT/SIGN) [Redacted] Crewmember (PRINT/SIGN) *MURRAY* [Redacted] Master* (PRINT/SIGN)

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- (*Or person in charge of the vessel)

INTEROCEAN AMERICAN SHIPPING CORPORATION

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

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

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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.

Vessel:	<u>SS GREAT LAND</u>	Date:	<u>March 22, 2006</u>
Name of Individual:	<u>Steven W. Shultz</u>	Rating:	<u>Chief Mate</u>
Reporting Period - From:	<u>2/17/06</u>	To:	<u>3/22/06</u>

 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? Mr. Shultz is usually attentive to specific assigned tasks.

In what areas does the supervisor feel that improvement can / should be made? Mr Shultz should demonstrate supervisory and leadership skills consistent with his position. He requires a great deal of supervisory guidance. He should be more willing to assume responsibility.

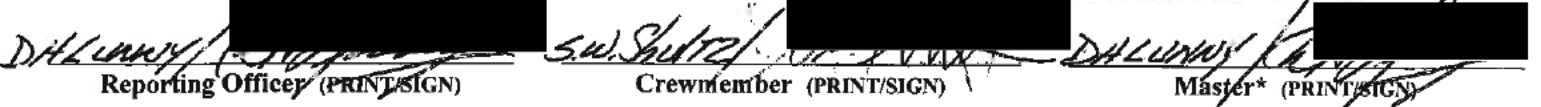
Have you discussed these areas with him / her? YES NO

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

What measures have you taken to help him / her improve? We have daily discussions. I have been advising him regarding the scheduling of projects and outlining his responsibilities for him.

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

If "No", please specify reasons: As a supervisor Mr Shultz does not adapt to changes nor does he use good judgement in establishing priorities. He does not make prompt decisions and directives.



Reporting Officer (PRINT/SIGN) **Crewmember (PRINT/SIGN)** **Master* (PRINT/SIGN)**

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(*Or person in charge of the vessel)

INTEROCEAN AMERICAN SHIPPING CORPORATION

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

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

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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.

Vessel:	SS GREAT LAND	Date:	12/8/05
Name of Individual:	Steven W. Shultz	Rating:	C/M
Reporting Period - From:	11/10/05	To:	12/8/05

 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)

Remarks Top-notch chief mate, very conscientious and reliable.

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

What positive qualities have you noted with his / her performance? Looks for ways to improve the operation of the ship, both in terms of physical maintenance and in changes to our operating procedures. Has taken a keen interest in the ISM system.

In what areas does the supervisor feel that improvement can / should be made? Will be good experience to see the Alaska operation & shipyard during his next tour.

Have you discussed these areas with him / her?

YES NO

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

Date Received: 1-16-06

Reviewed By: [Redacted]

What measures have you taken to help him / her improve? Frequent discussions on vessel practices & procedures.

Do you recommend this individual for re-assignment to this vessel?

YES NO

If "No", please specify reasons:

MURRAY / [Redacted]
Reporting Officer (PRINT/SIGN)

[Signature]
Crewmember (PRINT/SIGN)

MURRAY / [Redacted]
Master* (PRINT/SIGN)

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(*Or person in charge of the vessel)

INTEROCEAN AMERICAN SHIPPING CORPORATION

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT

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

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Vessel:	<u>SS GREAT LAND</u>	Date:	<u>09/24/05</u>
Name of Individual:	<u>Steven M. Shultz</u>	Rating:	<u>C/M</u>
Reporting Period - From:	<u>09/16/05</u>	To:	<u>09/24/05</u>

☞☞☞☞☞ 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 Steve has worked for me as C/M one week. He has the desire and knowledge to perform his duties professionally.
 (If additional space is required, use reverse side.)

What positive qualities have you noted with his / her performance? Has energy and drive, works well with Master.

In what areas does the supervisor feel that improvement can / should be made? As with all new positions, just a matter of time and Steve will have a firm grasp of his duties.

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

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

Date Received: 10-17-05

Reviewed By: [Redacted Signature]

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 reasons: _____

Kearns
 Reporting Officer (PRINT/SIGN)

SM SHULTZ
 Crewmember (PRINT/SIGN)

Kearns
 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. 9/04

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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.

Vessel:	<u>SS GREAT LAND</u>	Date:	<u>7/7/2005</u>
Name of Individual:	<u>Steven Shultz</u>	Rating:	<u>Chief Mate</u>
Reporting Period - From:	<u>5/11/2005</u>	To:	<u>7/7/2005</u>

☐☐☐☐☐ 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 Mr. Shultz has done a very good job of learning and performing the duties of Chief Mate, aboard Great Land.

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

What positive qualities have you noted with his / her performance? He puts forth the extra effort to learn as much as possible about IAS/TOTE/Matson procedures and he works hard to make sure the job is done right.

In what areas does the supervisor feel that improvement can / should be made? Continue improving from knowledge gained by experience.

Have you discussed these areas with him / her?

YES NO

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

Date Discussed: 8-1-05

Reviewed By: [Redacted]

What measures have you taken to help him / her improve? Provide support and guidance.

Do you recommend this individual for re-assignment to this vessel?

YES NO

If "No", please specify reasons:

[Signature] / [Redacted] S.W. Shultz / [Redacted] [Signature] / [Redacted]
 Reporting Officer (PRINT/SIGN) Crewmember (PRINT/SIGN) Master* (PRINT/SIGN)

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