

**NAVMAR SHIPPING & SERVICES SRL - www.navmar.eu,
on behalf of SEASPAN SHIP MANAGEMENT Ltd. - www.seaspancorp.com,**

CADETS AGREEMENT - RECRUITMENT CRITERIA:

- Well evaluated in the overall performance and behavior by the Institute;
- At least 65% marks secured in the preceding semester;
- Details of the scores the cadets have secured in the previous years of study (Minimum score 6.5) and also information if any sea time served;
- Age for a Deck Cadet at Induction must be max. 22 years and for engine and electro cadets not more than 24 years;
- BMI is not to exceed 28;
- Agrees to any extended period of on board training as determined by the Company, with tours of duty of 6 months, currently being as follows:
 - 21 months for the Deck Cadet;
 - 12 months for Engine Cadet;
 - 12 months for the Electro Cadet – in addition 12 months as Trainee Electrical Officer;
- Applicability of the agreement refers to: Pre-Sea/ On-board Training as specified above + 24 months minimum period as Officer
- Remuneration/ wages: 504 usd/ per month for the on board period

Career Progression: Minimum Criteria

Deck Officer								
		CDI / CPS Issuance Criteria			Minimum Sea Service for Career Progression			
From	To	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Remarks
Cadet	Fourth Officer	E-CDI Phase 1 to be issued on vessel joining.			21 Months	18 Months		
Fourth Officer	Third Officer	NA			3 Months	3 Months	Recommended for Promotion & CDI completed	Candidates with less than 21 Months Sea Time as Deck Cadet shall serve up to maximum 6 Months as Fourth Officer to meet Sea time criteria of 24 Months to perform independent Navigational Watch
Third Officer	Second Officer	E-CDI Phase 1 to be issued on completion 3 Months in rank			18 Months	6 Months	Recommended for Promotion & CDI completed	
Second Officer	Chief Officer	E-CDI Phase 1 to be issued on completion 3 Months in Rank			15 Months	6 Months	Recommended for Promotion & CDI completed	E-CDI Phase 3 to be issued only when in possession Superior Certificate
Chief Officer	Master	E-CDI Phase 1 to be issued on completion 3 Months in rank			33 Months	15 Months	Recommended for Promotion & CDI completed	E-CDI Phase 2 to be issued only when in possession Superior Certificate

Engineer Officer								
		CDI / CPS Issuance Criteria			Minimum Sea Service for Career Progression			
From	To	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Remarks
Cadet	Junior Fourth Engineer	E-CDI Phase 1 to be issued on vessel joining			12 Months	12 Months	Applicable to Non-Indian Cadets	
Junior Fourth Engineer	Fourth Engineer	NA			6 Months	6 Months	Recommended for Promotion & CDI completed	
Fourth Engineer	Third Engineer	E-CDI Phase 1 to be issued on completion 3 Months in rank			12 Months	6 Months	Recommended for Promotion & CDI completed	
Third Engineer	Second Engineer	E-CDI Phase 1 to be issued on completion 3 Months in rank			15 Months	6 Months	Recommended for Promotion & CDI completed	E-CDI Phase 3 to be issued only when in possession Superior Certificate
Second Engineer	Chief Engineer	E-CDI Phase 1 to be issued on completion 3 Months in rank			30 Months	12 Months	Recommended for Promotion & CDI completed	E-CDI Phase 2 to be issued only when in possession Superior Certificate

Electro Cadet Progression to Electrical Officer								
		CDI / CPS Issuance Criteria			Minimum Sea Service for Career Progression			
From	To	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Total Sea Service in Rank	Mandatory on Company Vessel	Performance Requirements	Remarks
Electro Cadet	Trainee Electrical Officer (TEO)	NA			12 Months	12 Months		<i>Trade Test and oral assessment should be completed satisfactorily</i>
Trainee Electrical Officer (TEO)	Electrical Officer	To be issued upon joining a vessel.			12 Months	12 Months	Recommended for Promotion & CDI completed	<i>Reefer course + Trade Test should be completed satisfactorily</i>