

CREW SUPPLY AND TRAINING SERVICES



CREW SUPPLY AND TRAINING SERVICES

- **PSM manages a pool of over 300 qualified and experienced seafarers.**
- **Prioritize employment of competent and skilled shipboard personnel by ensuring stringent crew selection procedures**
- **Shipboard personnel are carefully sourced, trained through our Company Manning system.**

CREW SUPPLY AND TRAINING SERVICES

- Crew training programs have been given to our crews to standardize and improve not only knowledge but also professional onboard skills of worldwide tankers & chemical fleets. Well-qualified crew is one of the most important factor that helped PSM to pass all vetting of tankers which were carried out by Oil Majors.
- More than 10 years of experience in working with multinational vessels in Ukraine, India, South Korea, Japan and China.
- Have an ideal environment for upgrading their skills on Aframax crude oil vessels, oil/chemical tankers and LPG carriers thanks to the Vietnamese largest liquid carrier of PVTrans

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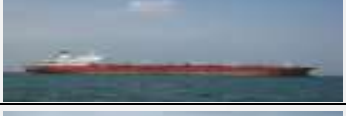
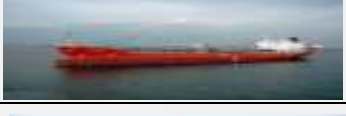


PSM
PVTRANS SHIPS MANAGEMENT




PSM – Sea & I Cooperation



PV TRANS FLEET

No.	SHIP NAME	TYPE	YEAR OF BUILD	DWT	PICTURE
1	Hercules M	Crude oil	1996	96,174	
2	PVT Athena	Crude oil	2000	105,177	
3	PVT Mercury	Crude oil	2012	104,000	
4	PVT Dragon	Oil/Chem	1996	8,700	
5	PVT Dolphin	Oil/Chem	2004	45,888	
6	PVT Eagle	Oil/Chem	1998	33,425	
7	PVT Sealion	Oil/Chem	1995	16,187	
8	Phuong Đông Star	Oil/Chem	2012	9,045	
9	PV Oil Jupiter	Oil/Chem	1996	8,758	

PV TRANS FLEET

10	PV Oil Venus	Oil/Chem	1997	9,202	
11	Cửu Long Gas	LPG	1996	2,999	
12	Hồng Hà Gas	LPG	1993	1,600	
13	Việt Gas	LPG	1992	1,600	
14	Sài Gòn Gas	LPG	1996	2,999	
15	Aquamarine Gas	LGP	1985	1,670	
16	Apollo Pacific	LPG	1988	1,670	
17	FSO Kamari	FSO	2009	130,000	
18	FPSO Lewek Emas	FPSO	2009	170,000	

CREW SUPPLY AND TRAINING SERVICES

Supply crews for PVTrans fleet

Supply crews for Sea & I Shipping

SEA&I

Hana Marine
Co., Ltd

Eastern Tanker
Co., Ltd.

Jeil Internaional
Co., Ltd

YoungChang Enterprise
Co., Ltd

PSM CREW WORKING ONBOARD SHIP KOREAN TANKERS, MANNED BY SEANI

No.	Ship's name	1/E	2/E	3/E	2/O	3/O	C/C	No.1	BSN	AB	OLR	Total
<i>Hana Marine Co., Ltd.</i>												
1	M/T Golden Sky Hana	1	1	1	1	-	-	1	-	-	1	6
2	M/T Noah Hana	1	1	-	1	-	1	1	1	3	-	9
3	M/T Glory Hana	1	1	-	2	1	-	-	-	-	-	5
4	M/T Golden Joy Hana	-	-	1	-	-	-	1	-	-	-	2
5	M/T Golden AI Hana	-	-	1	-	1	-	-	-	-	-	2
6	M/T Golden Hana	1	-	-	-	-	-	1	-	-	-	2
7	M/T Nuri Hana	-	-	-	1	1	-	-	-	-	-	2
8	M/T Towda Hana	-	-	-	-	1	-	-	-	-	-	1
<i>YoungChang Enterprise Co., Ltd.</i>												
9	M/T YC Kalmia	-	-	-	-	1	1	-	-	-	-	2
10	M/T YC Dahli	-	-	-	-	1	1	-	-	-	-	2
11	M/T YC Clover	-	-	1	-	-	-	-	-	-	-	1
12	M/T YC Cosmos	-	-	1	-	-	-	-	-	-	-	1
<i>Eastern Tanker Co., Ltd.</i>												
13	M/T Wooshin Ace	1	-	-	-	-	-	-	-	-	1	2
14	M/T Oriental Chemi	1	-	-	-	-	-	-	-	-	-	1
15	M/T DongYang Chemi	1	-	-	-	-	-	-	-	-	-	1
<i>Jeil International Co., Ltd.</i>												
16	M/T Chang Young	1	-	-	-	-	-	-	-	-	1	2
TOTAL		8	3	5	5	6	3	4	1	3	3	41
		1/E	2/E	3/E	2/O	3/O	C/C	No.1	BSN	AB	OLR	

Crew Manning Business

Setting up crew pool for Korean fleet **by operating 04 systems**

GTS

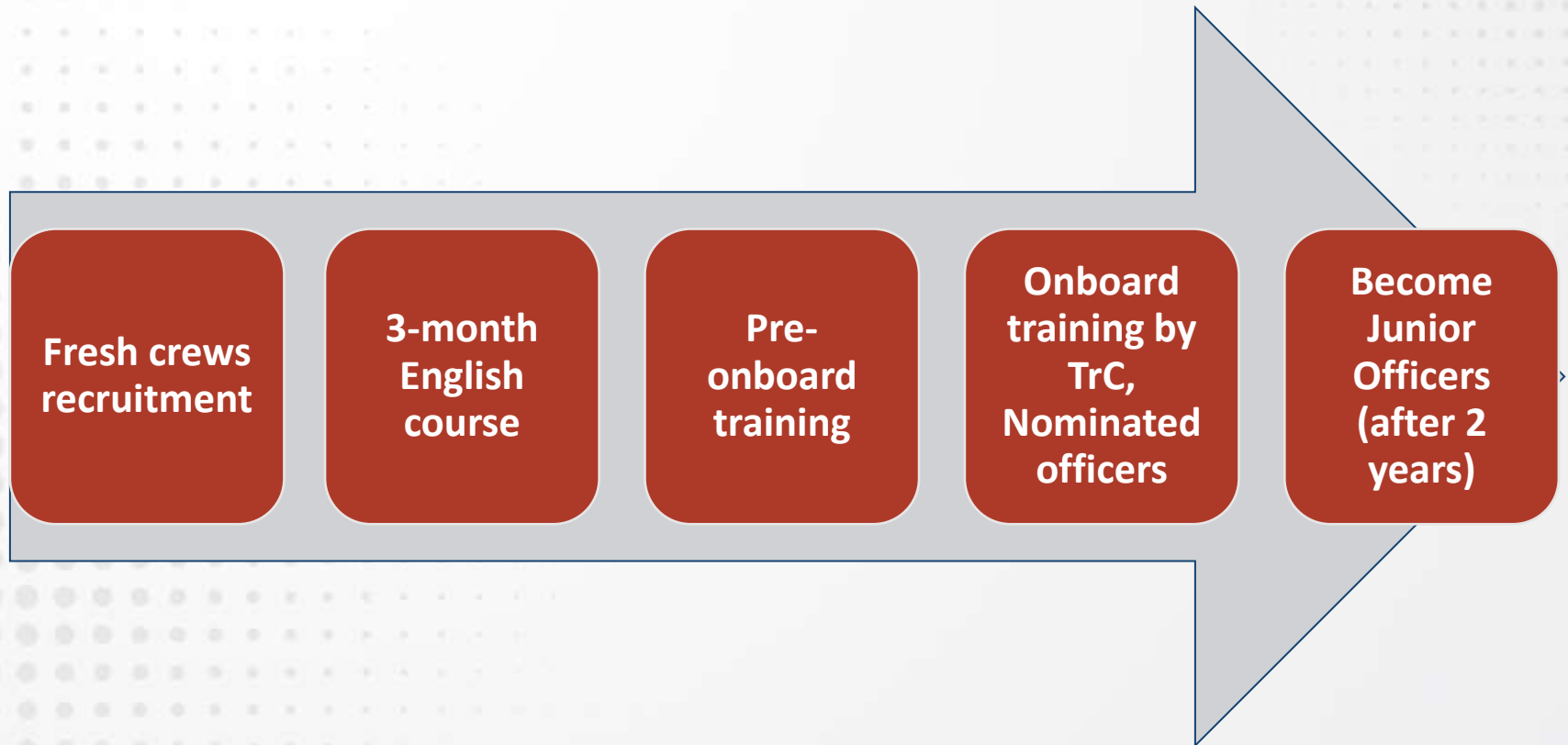
MYS

FLYS

TrC

GTS - Green Training System

5 steps in GTS



GTS - Green Training System

1. Recruit fresh crews, who have just graduated from marine universities, colleges.

Stringent crew selection:

- Good health
- Have professionalism & assiduity in working attitude, standardize in morality
- Desire to learn and be eager to grow, develop career path
- Passionate with career
- Long – term commitment to work with company

→ **Hard working & high self-discipline** candidates will be employed

2. Organize 3-month English course for fresh crews

GTS - Green Training System

3. Organize pre-onboard training conducted by: TrC & Nominated Officers

- **TrC** are very good officers who are well assessed/ had good records from the previous vessels of PVTrans' fleet/Korea fleet, when taking vacation, they are temporary arranged to work in PSM's office.
- **Nominated Officers** are also very good officers who are taking their vacation, but they can work in office for short time (for example: 2-3 days per week..)

Both of them will rejoin the vessel as crewing schedule. Then, next / other TrC, Nominated Officers will be instead of the first ones.

GTS - Green Training System

4. Onboard training:

- Depending on the vessel's lifeboat capacity & numbers of cabin, each PVTrans' vessel will receive 2-4 fresh crews for 3-month training (deck & engine department). About 10 vessels will be selected for Vietnamese crew training.
- After 03 months of training, if the fresh crews are well evaluated by Master or Chief Engineer, they will be promoted to official position as OS or Wiper.
- The above plan should be considered to apply for the present crews who has worked onboard as OS/Oiler/Wiper during the time of 4 to 5 months. As they will be disembarked for their schedule vacation once the fresh crew are promoted (after 03 month training).

GTS - Green Training System

5. The fresh crews trained by this GTS will become Junior Officers after working for 02 years.
- With 8-10 fresh crews embarked each vessel per year, PSM will have about 100 qualified ratings at the end of the year **2016** (and about 350 ratings in the year 2018).
 - Among of them, 50 fresh crews will be trained and become Junior Officers in 2018

MYS - My Crew System

1. Crews are selected from qualified/experienced ones who are working for PV Trans' fleet with good records, longtime labor contract.
2. They will be put on the PSM's regular crews, only for **Korean fleet**.

MYS - My Crew System

3. Special conditions & policy applied for these crews:
 - Vacation policy after Onboard working
 - Short time working at PSM office as TrC and then rejoin vessel, then back to TrC

→ Rotation between office and onboard working
4. These crews will become key-personnel of **PSM- SEA & I**
→ for **Korean fleet**.
5. Crews of MYS will be screened, selected carefully to be considered for promotion of Superintendent or Ship manager of Korean fleet.

FLYS - Flying Crew System

1. Flexible system.
2. Short-term labor contract: Employ qualified/experienced crews from free-market.

For example:

- C/O (Mr X) for vessel A – 06 months.
 - 2/E (Mr Y) for vessel B – 05 months.
 - Capt (Mr Z) for vessel C – 05 months.
3. After working with the short-term labor contract as mentioned above, the crews can officially be considered to join PSM's crew pool for working on PVTrans' fleet or **Korean fleet** if required/accepted; or become crew in MYS in next period
- ➔ **This system is very good for safety crewing rotation as manning job of PSM-SEANI. It is also useful for our operating TrC-MYS-FLYS system at the same time.**

PSM – SEA&I

1. Send 5-7 Vietnamese seafarers to **Korean fleet**, including of
 - 2-3 Officers
 - 3-4 Ratings
 - 2-3 GTS
2. Set up Crew Pool for **Korean fleet**.
3. Select the best ones for TrC, key-personnel for **Korean fleet**.
4. Prepare human resources **for Korean ship owners**:
Superintendent, Ship managers.

PSM Seafarers' Activities

In-house Training: MLC 2006



PSM Seafarers' Activities

In-house Training: Focus on Tanker Vetting

In
Ho Chi
Minh City
(South)



In Hai
Phong City
(North)

