March. In like a lion, out like a lamb, and somewhere in between, CMA’s Shipping 2017! March is a month of change, and indeed, this year’s Conference is entitled “Capitalizing on a Changing Industry.” From March 20th to March 22nd, Stamford will host North America’s premier Shipping Conference, hosting some 2,500 delegates from around the globe. As we note in the program, at this year’s conference, we face a “shipping industry in the midst of transformational change, causing nearly every ship owner, cargo owner, trader, lawyer, shipbroker, trade association, flag state, insurance underwriter, shipyard and other service provider to adapt to the changes.” Issues such as market consolidation, emissions and ballast water treatment regulations, changing monetary policy, the health of the...
ship building sector will be discussed by experts at the top of their field – who also happen to be our colleagues in the shipping industry.

Your Connecticut Maritime Association could not be more excited to bring you these experts in their field, many of whom are, like you, members of the CMA. Remember the unique organization that you are a part of, and your fellow members who possess unique expertise in different segments of the industry. These are the people you can turn to when you need to reach out to someone, and get that difficult question answered by the right person who happens to have that expertise.

With this in mind, if you were lucky enough to attend the February CMA lunch, you were treated to one of the most interesting presentations we have been able to arrange for you, from one of our local CMA members, who also happens to be known far and wide throughout this industry. Bob Kunkel is arguably one of the most innovative thinkers to be counted among our membership. His company, Amtec, designs and oversees construction of ships, from deep sea tankers, to the research vessel at our local Maritime Aquarium in Norwalk. Bob’s presentation, “Disruptive Sustainability - Shipping from the eyes of technical geeks” covered topics ranging from the issues that are currently driving ship design and the present status of Korean ship yards, to the hybrid drive coastal cargo vessel he has designed to be used in conjunction with his market in Norwalk, Harbor Harvest, devoted to locally sourced goods and sustainability. Construction of the first of these vessels is about to start, and has the backing of a number of government agencies. Bob’s innovative thinking will be getting trucks off of our highways, reduce the time it takes to get goods from farm to market, and reduce emissions. We all win when ideas like this are brought to life.

This year’s Commodore is Jack Noonan, from Chembulk. Celebrating one of our local leaders, we are bringing the Commodore award “home” to Connecticut this year. Jack is an enthusiastic supporter of the Maritime industry, the CMA and maritime education, and we want to recognize Jack’s support for these very important efforts, and more. Jack is indeed a worthy recipient amongst a long line of some of our industries greatest leaders.

We hope to see you among the attendees of Shipping 2017 later this month, to participate in all of the discussions about change and innovation in our industry, and to celebrate our own Jack Noonan. It’s certain to be a great event!
As I start writing this it is Presidents’ Day. I am reminded, however, of the comment attributed to Winston Churchill “America will always do the right thing… after they have tried everything else.”

Last month I tried my hand at channeling about 200 musicians into our world of global shipping. It was at Yale’s Woolsey Hall and the event was a grand production of “Carmina Burana” (Carl Orf 1937). If you like moving orchestral and haunting choral music you should not miss hearing it live. Last month’s recital involved the Yale Symphony Orchestra (about 80 pieces), the Yale Glee Club, the Yale Camarata and the United Girls Choir - about 120 marvelous voices.

CARMINA BURANA’s connection to our world is the opening and closing song “O Fortuna”. Sung in Latin, the piece laments the ever changing fortunes of mankind and the fates that bring sadness. The words made me think of the ship owners I have met when the market had gotten so bad that their plight is the only thing they can speak about. Indeed- O Fortuna!

The change in fortunes and those of shipping in general has always been the focus of our annual Conference and Trade Show. This year, perhaps more than others, we are experiencing change at so many levels.

CMA is now 33 years old and still vital. We have built something exceptional. Come and share the insights of our speakers and guests March 20-22.

Don Frost

We are pleased to welcome the following new members.

Ms. Janet Acker, Dir. of Business Development, Maine Maritime Academy, Castine, Maine
Mr. Lino C. Arosemena, CEO, Talleres Industriales, S.A., Colon, Panama
Mr. Roseliano Bascon, Operations, Genesis Marine Agencia Naviera C.A., Puerto La Cruz, Venezuela
Mr. Leandro Benedetti, Trader, CSC SUGAR LLC, New Canaan, CT
Mr. Zach Bogdon, Commercial Sales Representative, exactEarth Ltd., Cambridge, Canada
Mr. Brandon Capasso, Operations Mgr, Weather Routing Inc. (WRI), Glens Falls, NY
Mrs. Jeanine Craig, Manager, TCP PETCOKE CORPORATION, New York, NY
Mr. Jeremy Michael Dann, Mate, Vane Brothers, Baltimore, MD
Mr. Georgiy Dgebuadze, Chartering Manager, Phaethon International Co., Odessa, Ukraine
Mr. Harun Duzgoren, Executive Director, Subsea Global Solutions, Miramar, FL
Mr. Chris Flanagan, Mgr, Marine Operations - Americas, Shell Trading US, Houston, TX
Mr. Timothy Hamernick, Operations Analyst, Axon Specialty Products, Stamford, CT
Mrs. Lyn Harris, Chief Operations Officer, Morgan Marketing & Communications LLC, Southport, CT
Mr. Jarrett Keele, Account Manager, Shell, Calgary, Canada
Mr. Martin Krafft, Senior Manager, Fednav Limited, Montreal, Canada
Mr. Roger Krieger, Owner/President, MODALART SHIPPING CONTAINERS, Norwalk, CT
Mr. H.J. Marcel Krol, CEO, Georg Duncker Insurance Brokers NA LP, Miami, FL
Mr. Benoit Lafreniere, Director, Business Development, Groupe Ocean, Quebec, Canada
Mr. George Louloudis, Vessels Mgr/OPERATIONS, CSC SUGAR LLC., New Canaan, CT
Ms. Alexandra Mendoza, Freight Contractor, MF Grains, Panama
Mr. Andrew Merton, Regional Sales, Neptune Maritime Security, Dubai, United Arab Emirates
Mr. Nigel Moore, Director, Sales & Marketing, Wallem Group Limited, Hong Kong, China
Mr. Nicholas Nedeau, CEO, Rapid Ocean Response Corporation, Atlanta, Georgia
Mr. Stuart I. Ostrow, President, Maritime Payment Solutions - ShipMoney, Ft. Lauderdale, FL
Mr. Carl Puddy, Manager, Commercial Sales, exactEarth Ltd., Cambridge, Canada
Mr. JD Rajan, Head - Business Development, Crowley Accord Marine Management Pvt. Ltd., Mumbai, India
Welcome aboard. We look forward to meeting you all at Shipping 2017.

Greg Kurantowicz, Membership Committee Chair

CMA Elections

Our By-Laws call for an election of Officers and Committee Chairs at our Annual General Meeting in April. This year’s AGM will be held April 27th. The nominating Committee, which is to be chaired by a sitting officer or committee chair that is not up for election, will be chaired by our Treasurer, Nick Sofos. Two other members of the sub-committee are to be members-at-large and this year they will be Ms. Emilie Engh and an old timer by the name of Jim Lawrence. (Sorry Jim--- too great a temptation).

Positions that are to be elected in 2017 are:

Secretary – Ms. Alvarado is term limited

Membership Committee - The incumbent Ryan Jurewicz is eligible for re-election

Communications - The incumbent Jonathan Koren will be taking a job overseas and while he is eligible to run again we must elect a replacement.

The Nominating Committee will advise their slate in the early April edition of the Newsletter.
Companies today are impeded by data overload and chaos from financial data, management data, compliance data, technical data, claims data, operational data, and more. You need support to help you manage the data, initiate overdue change and elevate your company to new levels of success.

Accuritas Global Solutions provides customized business intelligence and analytics to global transportation leaders to support sound, data driven business decisions. With unparalleled client support, Accuritas is management’s partner in accurate performance monitoring and efficiency planning, offering:

- Business Intelligence & Analytics
- Big Data Initiatives
- Consulting Services & Project Management
- Customized Deliverables
- Data Integration & Technology Projects
- In-House Analyst Team for On-Demand Analysis

We have the resources to help make you successful now and into the future. We don’t change the way you do business; we simply help you do things in a better way.

Accuritas supports the Transportation, Energy, Maritime, Freight and Logistics Industries.

Contact us today for a Complimentary Business Intelligence Assessment and discover areas for improvement and change.
THANK YOU TO SHIPPING 2017’S EVENT SPONSORS!

One of the very special things about CMA Shipping are the numerous opportunities for networking – it is a very social show, as anyone who has attended can attest to. During the two and a half days of business activities there are a slew of events taking place, of every description. This would not be possible without the support of our generous Event Sponsors, many of whom have been with us since the beginning.

We would like to extend our thanks to the following companies for their sponsorships and support at CMA Shipping 2017:
RightShip and CMA are proud to present Shipping 2017 delegates with the inaugural carbon-neutral CMA event.

Continuing their tradition of innovation and environmental sustainability in the maritime industry, RightShip will be measuring and offsetting all the carbon emissions generated by the Shipping 2017 conference and exhibition, including delegate accommodation and travel to and from this event.

The Connecticut Maritime Association is proud to demonstrate its maritime industry and environmental leadership by running a carbon-neutral event.

For more on RightShip please visit

www.rightship.com
I would urge you to go to www.cmashipping2017.com and pull down the program of events. There will be over 2,500 guests. There are 10 seminar tracks covering markets, finance, regulations and new technology options. There are five major receptions, over 140 exhibits, dozens of private label seminars, dinners across town, office visits – really a year’s worth of business opportunities jam packed into and around the Hilton Hotel in Stamford.

Just a few quick highlights:

Owners and Operators of over 6,000 ships will be walking the halls of the Hilton.

Charterers, financiers, brokers ... the stuff of deals and fortune are out in force.

You cannot have missed all the talk about Big Data, New Tech and all the ideas which will revolutionize the business, well the best and brightest from Silicon Valley to the world will be showcasing their ideas, looking for business and investors...opportunity beckons!
There is a Job Fair. As you know the entire event is dedicated to promoting the CMA Education initiatives, so your participation in the Fair is a significant contribution to the future of the entire business. If you need employees, or have the time to visit the Fair on Tuesday afternoon, it will mean a great deal to the future of our business.

The USCG will attend in force this year.

The major industry Trade Associations are on scene for meetings with constituents, USCG, and to share subject expertise on every major new issue, challenge or opportunity ahead.

In the end it is all about Networking, so if we can help you plan or schedule your time, please do not hesitate to contact us. If you want to share a conference pass amongst several from your office, so you can attend on different days, that is possible – just let us know what you would like to do and we can assist you. If you want to attend a cocktail reception and visit the exhibits – just let us know – we are eager to make it a valuable event for our visitors from out of town and the local community.

Three days to set up a year’s worth of business! Please join us and you can leave that fridge where it is, it is part of our community’s magnetism!

Sincerely,
The CMA Board
The CMA Shipping 2017 Conference Team
Contact Lorraine Parsons, Event Director
Tel: 203-406-0109 Ext 3717
Email: conferences@cmaconnect.com
Website: www.cmashipping2017.com

CMA SHIPPING 2017

CAPITALIZING ON A CHANGING INDUSTRY

Dear CMA Member:

The Connecticut Maritime Association conference and trade exhibit is a maritime industry event organized by industry professionals for industry professionals. It is the international shipping industry's largest North American networking event. As a result it remains faithfully committed to the industry's core: safety at sea, freight and trade, investing in environmental compliance and technologies, commercial transactions and the critical human element.

The three days combine numerous conference tracks, over 140 industry exhibits, countless product launches, private label seminars, industry meetings and commercial networking. And it is right here in the tri-state area, in Stamford, CT!

To view the conference agenda and to register visit https://www.cmashipping2017.com

Owners and operators of over 5,000 commercial ocean going ships will be in attendance as will the leading managers, technology companies, financiers, insurers, salvors, traders and brokerages.

This year the theme is Capitalizing on a Changing Industry, crafted especially for you, and as always we are happy to work with local companies who might want to buy one delegate pass and send people on different days - we realize you still have office work to do too and it can be difficult to get away. Call Lorraine Parsons at +1.203-406-0109 Ext 3717 to find out more and to organize this, or email conferences@cmaconnect.com.

If your plans include visiting the exhibits only, this is complimentary during certain times – Monday, 2pm-4pm and Tuesday and Wednesday, 10am-4pm. This includes access to the trade exhibits and any special seminars being put on by exhibitors or other companies in the Charter Oak Seminar Room, just off the exhibit area. It does not include the main conference sessions or cocktail receptions, however, access for these are available for purchase. To pre-register for exhibit visits just email us your contact details and you will be sent an email confirm.

For more information on the entire event visit www.cmashipping2017.com

We hope that you will join us.
Best regards, CMA Events Team
Tel: +1.203.406.0109 Ext 3717
Email: conferences@cmaconnect.com
BRINGS THOUSANDS TO HILTON IN STAMFORD

As a community we should all pat ourselves on the back for being vibrant enough to bring some of the industry’s best and brightest and most active deal makers to Stamford CT, in late March no less!

It is a testament to the commercial vitality of our community, the principals, traders, charterers, brokers, financiers, and full suite of talented and experienced professionals. In fact if one moves thoughtfully inside the Hilton are the sources of new ships, transportation deals, the finance to make them work, the accountants and lawyers to document them, the crews and those that support the seaborne trade. Fittingly there will be a gala final dinner at which to celebrate!

The full program can be found at www.cmashipping2017.com, but here are just a few of the highlights.

New Tech, harnessing big data for a trillion dollar business – Tuesday!
Just this week SNAP a new digital business that started in 2012 with a $500,000 seed investment went public raising billions. Well the halls of the Hilton will be featuring dozens of smart start ups designed to change the way our business works from the engine room of our ships, to the way we fix our ships, to the documentation of our charter parties, or loans or flags. This is, no kidding, the largest collection of ideas and the talent behind them ever gathered here. Its products you should know about, entrepreneurs to invest with and approaches to business we best understand!

Emissions, Regulations, US Coast Guard, Trade Associations – Monday and Tuesday!!
The calculus involved in meeting the new Ballast Water regs, the new emissions standards (and those next in line) will be subject of an extremely well informed discussion between the industry’s best lobbyists, the regulators most involved in their implementation with detail and insight that if you have a million dollars invested in the business, not to mention half a billion this is the BEST SINGLE OPPORTUNITY to grapple with whatever risks, questions or decisions may be directly before you.

Legal Credit – Wednesday!
This year with a focus on what do you do if one of your partners, counter parties, borrowers goes bust. Judge Leif Clark (Ret.) U.S. Bankruptcy Judge (W.D.Tex.) (1987-2012) will open the session.

Know Your Customer in the era of Big Brother Tax and Treasury authorities! – Wednesday!
Best practices for small and big international companies faced with standard cross-border company and banking structures – which today are no longer considered standard by the authorities, nor the banks and jurisdictions, facing increased pressure and scrutiny to share every detail. No problem right? You a small business? Have you tried to open a bank account in HK or Singapore lately? Are you ticking off the right boxes on your US IRS forms?

Markets – Tuesday!
Join several of the very best financial analysts, shipbrokers and owners for a close look at the tanker and dry cargo prospects for 2017.

I have not mentioned the networking receptions, the extraordinarily rich exhibits, over 140!, nor the myriad of private label seminars, meetings and dinners.

We should all be very proud of our community, on whom the eyes of the international industry will turn over the three days of March 20-22. Please turn out in support of the effort.

It is after all your success we do this for!!!
The CMA Shipping 2017 Conference Team

CMA SHIPPING 2017
MOBILE APP TO COME!

Coming soon to the app store: CMA Shipping 2017’s Mobile App! Following the success of last year’s app, we are pleased to once again enhance your networking abilities at CMA Shipping. Maximize your time by creating a personalized schedule; keep track of the exhibitors you wish to visit; participate in audience polls; and so much more. Thanks to sponsor World Fuel Services for making the return of the app possible. Keep an eye on your emails for more information!
PRIVATE LABEL SEMINARS

CHARTER OAK BOARDROOM – FREE OF CHARGE TO ANYONE ATTENDING CMA SHIPPING 2017 IN ANY FORM

During Shipping 2017 we will offer a series of Seminars and Product Launches in The Charter Oak Boardroom, within the exhibit floor.

A full schedule of all private label seminars taking place will be available at the show.

Even if you are just visiting the Exhibits, you are welcome to attend any of these special presentations during your visit.

The following companies are confirmed to make presentations, with more details where available at this time:

Monday, March 20, 2017

4:00 pm: Chevron Marine Lubricants
*Cylinder Oil Selection using LNG/Distillate and High Sulfur HFO*
*Presented by:* Mike Sarisky

“Account Manager Mike Sarisky will discuss industry trends and challenges, introduce Chevron Marine Lubricants range of cylinder lubricants, and look at the role services play in minimizing costs.”

5:00 pm: ECM Maritime Services
*ECM Training Services will review new training programs*
*Presented by:* Augustine Fayomi - ECM Training Coordinator & Sales Manager
Steven Candito - ECM Training Consultant, CEO of Foresea Consulting

Tuesday, March 21, 2017

10:00 am: Total Marine Solutions

11:00 am: RightShip
*Presented by:* Warwick Norman, Chief Executive Officer

3:00 pm: Informa
*Gaining A Competitive Advantage Through Big Maritime Data*
*Presented by:* Christopher Salvati

Find out how big maritime data can help you minimise risk and capitalise on changing market dynamics. Information is power in shipping and we arm our customers with the best maritime data on the market to allow them to work smarter, faster and more profitably.

Attending our presentation will give you practical methods to:

• Gain an understanding of global fleet movements, characteristics, casualties, incidents, ownership and the orderbook to grow your business
• Discover geospatial tools that give you a competitive advantage, by allowing you to identify new business opportunities and monitor vessel movements in a whole new way
• Uncover movements intelligence on vessels operating in and around risk and ECA zones to ensure compliance with new regulations
• Monitor voyage efficiency and decipher cargos though detailed port, terminal and berth mapping

4:00 pm: Inmarsat

5:00 pm: Rapid Ocean Response Corporation

Note: This Seminar at 2 pm will be in Aspen Rooms
Wednesday, March 22, 2017

10:00 am: Maritime Solutions
Reduce the Risk Associated with Selecting a Ballast Water Management (BWM) System
Presented by:
Richard E. Fredricks – President, Maritime Solutions, Inc.
Gerard J. Lynch, P.E. – Vice President of Engineering, Maritime Solutions Inc.
Aaron Strupp – US Sales Manager for ABB Industrial Automation, ABB Inc.

“To achieve the IMO and USCG standard, most BWM systems will use self-cleaning filters followed by UV treatment or some other biocidal device. Anyone with experience using filter and biocidal systems in natural waters knows that there will always be upset conditions due to seasonal water issues, silting, algae blooms, dredging spoils, dissolved minerals, etc. … So how do you reduce your risk of operations?

World Class BWM systems will use ballast water controls and software similar to the patented system produced by Maritime Solutions, Inc. (MSI). The MSI Smart Ballast System monitors and adjusts BWM system operation based on fluid intake and ballast water quality. This allows ship owners to go port to port without having to manually adjust the system operating parameters. The risk of human error and resulting penalty can be reduced significantly. The MSI Smart Ballast System does not rely on manual crew testing of water conditions to adjust the system efficiency.”

11:00 am: Docmap AS

2:00 pm: Informa
Gaining A Competitive Advantage Through Big Maritime Data
Presented by: Christopher Salvati

Find out how big maritime data can help you minimise risk and capitalise on changing market dynamics. Information is power in shipping and we arm our customers with the best maritime data on the market to allow them to work smarter, faster and more profitably. Attending our presentation will give you practical methods to:

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• Uncover movements intelligence on vessels operating in and around risk and ECA zones to ensure compliance with new regulations
• Monitor voyage efficiency and decipher cargos though detailed port, terminal and berth mapping

3:00 pm: Ecochlor, Inc.

4:00 pm: Worldscale Association (NYC) Inc.
Worldscale - History and services we provide to the Tanker Industry
Presented by: David (Dave) E. Young, Executive Director

4:30 pm: Worldscale Association (NYC) Inc.
Worldscale - History and services we provide to the Tanker Industry
Presented by: David (Dave) E. Young, Executive Director
One of the great things about CMA Shipping 2017, March 20-22, 2017 at The Hilton Stamford Hotel is the abundance of networking opportunities and a profusion of social activities, over and beyond the conference and exposition.

To help you make the very most of your time visiting CMA Shipping 2017 if you are already registered; or if you have not yet signed up as a conference delegate as only have time to attend a cocktail reception here and there, here is a list of events taking place, to which all are invited and which can only help to enhance your trip:

Monday, March 20-Wednesday, March 22, 2017

Exhibit Visits - complimentary at the following times
Monday – 2:00pm-4:00pm
Tuesday – 10:00am-4:00pm (CMA Job Fair takes place 5:30pm-7:30pm)
Wednesday – 10:00am-4:00pm

For a VIP Pass to visit the exhibits and to pre-register for a name badge, simply e-mail us at conferences@cmaconnect.com

Private Label Seminars – Charter Oak Boardroom – free of charge to anyone attending CMA Shipping 2017 in any form
The Charter Oak Boardroom Seminar space is hosting a full schedule of private label seminars. A full schedule will be available at the show. A list of some of the currently scheduled seminars is published elsewhere in this newsletter.

Monday, March 20, 2017

WISTA USA Luncheon
Women's International Shipping & Trading Association USA's Twelth Annual Luncheon at the CMA Shipping 2017 Conference. 11:30am-1:45pm - Hilton Stamford Hotel, Ballroom II. All are welcome to attend. Rod Jones, President & CEO of CSL Group will be the keynote speaker. Last year's event was sold out, so register early. Click here for more and to register.
WISTA Members $70 Non-Members $80 – this registration is separate from CMA Shipping 2017.

CMA Shipping 2017 Opening Cocktail Reception – 5:30pm-7:30pm - $50 for members, $75 for non-members – Call Lorraine at +1.203.406.0109 Ext 3717, e-mail us or sign up at the venue for this. Included for those signed up for the conference as delegates, exhibitors, speakers, sponsors, press etc. – those visiting the Exhibits Only need to purchase tickets to gain entry.

Tuesday, March 21, 2017

The Twelth Annual CMA Shipping Job Fair
Where: Hilton Stamford Hotel, First Stamford Place, Stamford, Connecticut
When: Tuesday, March 21, 2017 – 5:30pm-7:30pm
Who: Maritime-oriented students, companies, and professionals seeking growth.
What: A venue for maritime companies to meet, mingle and discuss with prospective employees ranging from students to experienced professionals in conjunction with a prestigious international industry event.
Companies: We will welcome around 10 companies looking to hire and each will be represented with table-top displays. YSP of New York (Young Shipping Professionals) has also generously agreed to mentor and give advice to young people looking for opportunities in the maritime industry.

We anticipate well in excess of a hundred or so undergraduate and graduate students drawn largely from tri-state area and New England maritime academies, in addition to a contingent of the thousands of industry professionals in attendance at Shipping 2017 that wish to explore opportunities for personal growth. Light refreshments will also be available.

Typically schools hold job fairs to try to draw prospective hirers into meeting students preparing to graduate. By holding the fair in conjunction with Shipping 2017, the CMA seeks to reverse that, inviting students to the venue where the hirers are congregating. Registration for students is FREE. But an RSVP is a must! Please contact Emile Engh by email at EEngh@marinemoney.com - Access is complimentary for those attending the Job Fair.

If you are at Shipping 2017 please feel free to stop by the event during Tuesday's cocktail reception. For companies looking to hire, the cost of a table-top display at the Job Fair is $250 and is complimentary if you are already exhibiting at the show.
CMA Shipping 2017 Tuesday Evening Cocktail Reception – 5:30pm-7:30pm - $50 for members, $75 for non-members – Call Lorraine at +1.203.406.0109 Ext 3717, e-mail us or sign up at the venue for this. Included for those signed up for the conference as delegates, exhibitors, speakers, sponsors, press etc. – those visiting the Exhibits Only need to purchase tickets to gain entry.

**Wednesday, March 22, 2017**

CMA Shipping 2017 Gala Cocktail Reception – 5:30pm-7:30pm - $75 for members, $100 for non-members – Call Lorraine at +1.203.406.0109 Ext 3717, e-mail us or sign up at the venue for this. Included for those signed up for the conference as delegates, exhibitors, speakers, sponsors, press and Gala Dinner guests - those visiting the Exhibits Only need to purchase tickets to gain entry.

We look forward to seeing you at one or all of these auxiliary events and, of course, at CMA Shipping 2017.

Lorraine Parsons
Event Director, CMA
Website: www.cmashipping2017.com

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**Attention all CMA members!**

After more than two years our softball field at Trinity Catholic High School has been renovated and is finally ready for the upcoming season. This means that CMA’s co-ed CMA softball league will resume as soon as the weather allows. Please let us know if you are interested in participating this season.

Please contact:
Nick Conetta
Freepoint Commodities LLC, Stamford
e-mail: NConetta@freepoint.com
Phone: (203)-542-6702

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CMA SOFTBALL

**The Leader in Fuel Testing & Inspection**

The most trusted name in the global marine testing industry.
CALLING CMA GOLFERS

CMA SPRING GOLF OUTING.....

Monday afternoon, May 15, 2017
Sterling Farms Golf Course
1349 Newfield Avenue
Stamford, CT 06905
Website: http://www.sterlingfarmsgc.com

Mark this date in your calendar for our CMA Spring Golf Outing – Monday afternoon, May 15. After the winter hibernation, a nice afternoon of golf, on hopefully a lovely day, will be a great reward!

Registration/Lunch commences at Noon
Shotgun start at 1:30 PM
Dinner in the tent directly following the afternoon of golf at around 6:00 PM until late.

We will stay with our latest format which is the “Simple Scramble” format. This means it is in essence a team event, but be assured that, as always, we will have plenty of prizes to give out at the end of the day.

The First Place Team will be presented with the “Graydon Michael Webster Cup”, and our 2016 Champions, KNOT Offshore Partners (led by Ed Waryas and joined by Ed Waryas III, Erik Waryas and Don Manke), will return to defend their trophy.

To participate in this year’s Spring Golf Outing, the cost is $190 per person ($760 for a Foursome) and includes green fees, golf carts, lunch, dinner, open bar and, of course, lots of great prizes.

The outing is always full, so please register early by calling to reserve your place and then sending your checks in ASAP to secure your spot.

If you don’t play golf, stop by for dinner and cocktails after work – the cost for the Dinner only is $60 per person.

Each foursome must have at least one CMA Member in good standing. We also accept individual reservations and we will team up individuals for play.

Please make checks payable to "CMA" and send to:

Lorraine Parsons
Event Director
Connecticut Maritime Association
One Stamford Landing, Suite 214
62 Southfield Avenue
Stamford, CT 06902

Call Emilie at +1.203.406.0109 Ext 3725 or Lorraine at Ext 3717 if you have any questions at all or if you prefer to pay with a credit card (Visa, MasterCard or American Express).

SPONSORSHIP OPPORTUNITIES......

A great deal of our past success can be attributed to the generous "Hole Sponsorship" of our members. It provides for the great prizes that are presented at the dinner, which are numerous and always so popular.

So come on and sponsor a hole at this year’s outing. You will receive a custom-made hole sign, huge praise at the dinner, an acknowledgement in our newsletter, and of course, the great appreciation of all the golfers and the CMA Board of Directors. Hole sponsorships are priced at $250 each, and again make checks payable to "CMA" and send to our address noted above or call for credit card payments.

We hope that you will join us on May 15 for another great afternoon of CMA golf.

Best wishes,

Lorraine Parsons
CMA Event Director
Dear Connecticut Maritime Association

I want to thank express my gratitude for the Association’s support throughout my time at Massachusetts Maritime Academy and for connecting me with Chembulk Tankers. My eight-week winter internship as a junior analyst has been an excellent opportunity to learn more about the industry and further expand and refine my professional skillset. My time working with the Chembulk team has been an incredible experience, which has only helped to fuel my passion for the maritime industry.

Thank you again for the opportunity as it will better inform my professional decisions going forward.

I have attached my internship essay as I would like to share some of the details about my internship experience.

CMA Internship Essay
Joshua Lausier (e-mail: Joshua.lausier@maritime.edu)
Chembulk Tankers – Junior Analyst
February 16, 2017

My name is Joshua Lausier and this spring I will be entering my last semester at Massachusetts Maritime Academy with a major in International Maritime Business.

Knowing graduation is just around the corner, I wanted my final internship to be a great learning experience that would help me stand out among my peers. Prior to working with Chembulk Tankers, I had three previous internships. My first internship was a marketing role with Alpha Innovations in Massachusetts. I also worked as a Junior Supply Officer sailing with Military Sealift Command in Southeast Asia and the Pacific, and most recently, I worked as a research intern with Mersey Maritime Ltd in Liverpool, United Kingdom. Through my previous internships, I was exposed to multiple facets of the maritime industry. However, I wanted to learn more about the complexities that comprise the tanker sector. After carrying out my own research and asking peers for their opinions, one of my professors, who is active with the CMA, recommended that I apply to Chembulk Tankers. After a screening and interview process, I was very happy to join the team in early January.
Once I received confirmation of my winter internship, I was excited to immerse myself in the opportunity. The Chembulk team was extremely helpful throughout the initial familiarization process. Before I began my internship, the chief strategy officer and his team sent me presentations about the company as well as reports and research on the structure of the chemical tanker industry and current market trends. The material was not only interesting but it helped me to better understand the extent of my new role. The added insight into the chemical tanker sector made a huge difference as I started working with the Chembulk team. I was prepared to tackle a new set of challenges since I was better equipped to appreciate the nuances of the sector.

During my time with Chembulk, I learned a tremendous amount. The hands-on experiences in the dynamic setting of a global shipping company gave context to issues which I had only previously studied in an academic setting. The opportunity to assist the team track and analyze market trends, develop business strategies and make projections helped enhance my research and analytical skillsets as well as understanding of the chemical shipping industry. My projects included researching and developing commentary for key commodities, tracking bunker prices, and completing a supply-side analysis of the overall chemical tanker fleet. These projects were foreign to me, and it was extremely valuable to learn everything through firsthand experience. These components of the internship exposed me to a new and fascinating side of shipping.

The opportunity to work with Chembulk Tankers this winter is something I will always be grateful for as I advance my professional career. After completing three previous internships, the scope of this role was entirely different. I developed a wide range of skills that I will continue to use going forward. I am not only appreciative for this opportunity because of its unique exposure to the industry, but I also had the chance to work with a great group of people and a great company. After working with Chembulk Tankers, I am even more certain that the shipping industry is where my professional career lies.
AN INTERVIEW WITH PHIL PARRY......

The Maritime HR Association was founded in 2006 by CMA member, Phil Parry, Chairman of Spinnaker Global Ltd. Spinnaker Global, itself 20 years old in 2017, may be better known to many as the founding father of professional recruitment services to the maritime industries.

For the last few years, Phil has provided us with an article on U.S. salaries and job demographics for the edition prior to the Conference. This year, we decided to put a few questions to Phil.

CMA: How’s business?

PP: It’s definitely harder nowadays. Every dollar takes a bit longer and a bit more work to earn than it did in the past. We benefit from being twenty years old and having built up a brand and strong relationships over the years and so I think, to some extent at least, we’ve been cushioned from the worst of the market. Tough trading conditions have forced us to get better at what we do. We’re a lot tighter on performance management than we ever were and encourage a sense of urgency in our consultants. We’ve also benefited greatly from diversification. Ten years ago we set up our HR Consulting business which delivers leadership and management development, profiling and various people-related organisational services. It has become the number one business in shipping industry salary benchmarking, running the Maritime HR Association of 100 shipping employers and launching this year a similar membership service for crew wage benchmarking. Along with partners, we’ve also just bought Asdem Ltd, a 29 year old business specialising in oil industry claims and demurrage services as well as some related recruitment. So, it’s busy!

Pay in 2017

CMA: Can U.S. shipping staff expect pay rises in 2017?

PP: Yes, but the forecast is a little down on last year. U.S. shipping employers (the majority of our data coming from Texas, Florida and the north east) are forecasting 2.5%. Last year the forecast was a little under 3.5% and the actual typical budget was 3%. The U.S. forecast is within a few
tenths of a per cent of those in Europe. The highest forecasts for this year are India at 8%, the Philippines at 5%, China at 4.5%, Hong Kong at 4.2% and the UAE at just under 4% (continuing a steady decline over the last few years).

**U.S. Shipping Pay**

**CMA:** How does shipping pay in the U.S. compare to the rest of the world?

**PP:** Very favourably. Other than Switzerland, junior shipping staff are paid more in the U.S. than anywhere else. This same is true at superintendent level and for commercial staff with up to, say, 5 or 6 years’ experience. The U.S. is also consistently one of the highest payers for more experienced and senior staff, but the difference decreases with increasing seniority. For the most experienced chartering and freight trading staff, the highest salaries are paid in the UK, Singapore and Switzerland. Operations staff seem to do best in Singapore and Hong Kong and ship-management staff earn the most in Greece, Australia and Hong Kong. I should point out that this is all out of context of course and is a simple comparison of bare numbers converted into USD. In global terms, the UK for example has dropped down the rankings due to the 15% drop in sterling since the Brexit vote.

**CMA:** What about bonuses?

**PP:** Bonuses are very much a cultural thing with some countries placing more emphasis or value on base pay and benefits. Again, junior staff, particularly in chartering, fare very well in the U.S. but the biggest bonuses beyond this level tend to be paid in the UK, Singapore and Switzerland. Operations staff seem to do best in Singapore and Hong Kong and ship-management staff earn the most in Greece, Australia and Hong Kong. I should point out that this is all out of context of course and is a simple comparison of bare numbers converted into USD. In global terms, the UK for example has dropped down the rankings due to the 15% drop in sterling since the Brexit vote.

**Tragedy of the Commons**

**CMA:** You were at the London Marine Money Conference. You asked a question about the need for maritime experience in shipping finance. Why was that?

**PP:** Well, I ended up looking a bit of a nerd. The panel had just been discussing over-supply in shipping, which prompted Ridgebury Tankers’ Bob Burke to mention The Tragedy of the Commons (TOTC), an essay written by two US scientists back in 1968. It just so happens to be one of my favourite quote-dropping essays (I don’t read lots of 50-year-old essays!) and it links nicely with a quote I heard at, I think, another Marine Money Conference a few years ago when a certain well-known private equity investor who’d just arrived on the shipping scene said something like “the arrival of private equity in the shipping industry signals the advent of a new level of sophistication in shipping investment”. At the time, I took offence of behalf of the ‘traditional’ shipping industry and remember thinking that if buy-low-sell-high is sophisticated then so be it, but I couldn’t see anything new in it.

You see, since the freight market crash in 2008, I’ve heard countless conversations in which people ask why ‘shipowners’ do one thing or another which leads inevitably to over-supply and market falls. Of course, hindsight is a wonderful thing and what looks like it was inevitable in hindsight is hard to see when it’s in the future. Back to TOTC, which neatly explains that, “Ruin is the destination toward which all men rush, each pursuing his own best interest in a society that believes in the freedom of the commons.”

Shipowners aren’t generally stupid people, it’s just that there is no collective shipowner mind, which acts in the best interests of the ‘shipping society’. Post 2008 we already had too many ships on the water, but when private equity money came along and both new and second-hand ships were cheap, individual shipowners could see opportunities to maximise their gains. Why shouldn’t they? And, of course, some have done very well out of it. But, it’s generally fair to say that overall ‘the industry’ did what it’s never done before and over-ordered at a time when there was already significant surplus capacity. I remember my very first maritime economics lecture at university, when my economics professor said that it will never ‘be different this time’; we will always over-order at the top of the cycle. But this time we did it again, well after the market had peaked.

And so…to cut a long story short, that’s why I asked the question. Private equity saw the arrival of a lot of investors who knew very little about shipping and we have seen a lot of banks exit the sector. Those who have remained have not been recruiting and training new talent for the last ten years. And those who enter it anew (and it is happening –
PP: Four things: family - my wife and I have three kids; fundraising for Great Ormond Street Hospital for Children - the shipping industry has been hugely generous and donated £1.5m to the OSCAR Campaign which was named after my son who survived two leukaemias thanks to experimental transplants; keeping fit - I’m hoping to complete a half IronMan in May; and cars - I restore vintage 50s and 60s VWs and Porsches. It's a hobby that's turned into a bit of an obsession!

Recruitment Sectors

CMA: What’s the executive market like?

PP: How long’s a piece of string? There isn’t really a homogenous market as such, but we are certainly doing a lot of executive and board level work in recent months. What's fascinating is the varying levels of supply for different jobs - some clients are lucky enough to have a good old-fashioned shortlist to choose from but in other sectors where niche expertise is necessary, it's harder than ever for them to find what they need. That's why people like us exist of course.

CMA: And ship finance?

PP: Well, it's coming back. After a 7 year drought we started to see banking instructions again about 18 months ago. There's a definite sense that while some have exited the market, others have started positioning themselves for the next phase in our topsy turvy shipping market.

CMA: And what about the market generally?

PP: It's very varied. There have been far fewer marine and technical roles in the last couple of years than previously; owners and managers have been containing costs and doing their best to achieve more ships per superintendent, aided by increases in the number of support staff such as fleet support officers. Commercial recruitment hasn't been as bad as you might expect - whilst shipbrokers haven't exactly been hiring en masse, chartering and operations have ticked along reasonably well, largely due to due to some long-standing relationships we are fortunate to have with principals who have fared well themselves. We're pretty happy with sales & marketing, accounting, legal, P&I, H&M and in-house risk and insurance.

CMA: On a personal level, tell us what keeps you busy.

A ship’s day is segmented into three “watches”: 12 to 4, 4 to 8 and 8-12 (AM and PM). To keep time before time pieces were common on ships, a hour glass (actually a half hour glass) was used to keep track of time. Each half hour was noted by striking the ship’s bell. At the first half-hour of a watch the bell was struck once. At the first hour two bells, at one and a half hours 3 bells and at the beginning of the second hour 4 bells. At two a half hours that would be 5 bells. At three hours 6 bells and at three and a half hours the bell was struck 7 times. To indicate the end of a watch 8 bells were struck. This is why 8 bells are stuck when a ship mate passes away. His or her watch is over.

This past month we lost an early member, Mr. Tom Clements. Tom, a tanker broker, lived a long life with a large number of friends from all walks of life. Sadly he passed February 15th. He was cherished by all of those around him, and was a true gentleman. In the last year he celebrated his 51st wedding anniversary, Peter his son’s 50th birthday and his 90th birthday (December 31st). He will be missed.

On February 6th CMA lost a very close friend, Mrs. Mary Grace. She was CMA’s accountant almost from our beginning. After graduating from Ithaca College she took a job as a state bank examiner in Boston and after her marriage to Michael Grace they moved to Connecticut. She launched her own firm (Compuledger LLC) in 1988 specializing in accounting services for nonprofit organizations around Bridgeport. It is hard to convey to you how our professional association with Mary and all of her associates has become personal. She is survived by her husband and four grown daughters. One of them, Kim Edwards, is CMA’s membership liaison (she keeps track of us). Unless you had the good fortune to know Mary you would not understand how difficult it is to write of her passing.
JO B M A R T

The CMA Job Mart is designed to match qualified candidates with good positions. Over the years, this service has proven to be extremely valuable to both job seekers and potential employers. Ads seeking to fill positions will run for two months at a rate of $300. Candidates seeking employment must be a CMA member at a rate of $75 per year or $35 per year for students.

To become part of the Job Mart please call (203) 406-0109 or email: conferences@cmaconnect.com

The latest Job Mart is always accessible on the CMA website at: http://www.cmaconnect.com

SITUATIONS WANTED

Candidate 1: Seeking New and Exciting Opportunities
Spirited and Analytical Team Player, US Citizen of 100% Greek Maritime Heritage, seeking new and exciting opportunities within: shipping logistics, operations, technical coordination, risk management, insurance, surveying, or chartering...

Maritime Work Experience
• Marine Surveyor (2 years)
• Insurance Condition and Valuation underwriting of Yachts and Small Craft
• Practicing USCG, NFPA and ABYC Standards
• www.EastCoastMarineSurveyors.com

Commercial Marine Underwriter (10 years)
• Handled front line underwriting, issuance and production of all MY (Boat & Yacht) policies written Nationally for Liberty Mutual Insurance.
• Managed a profitable book of marine and marine contractor business for a large MGA of Swiss Re.
• Course Work AMIM 121, 122.
• AICPCU Marine Underwriter CE’s

Societal Membership Affiliations
• United States Surveyors Association
• American Institute of Marine Underwriters
• Society of Naval Architects and Marine Engineers
• American Boat & Yacht Council

Maritime Education
SNHU: MBA, Project Management
• 3.8 GPA
• Final project paper submitted on the building layup and outfitting schedule of a fiberglass vessel

Bentley University:
• BS, Finance

Navtech:
• Accredited Master Marine Surveyor; AMMS
• Ship and Large Yacht Structures
• Accident and Fraud Investigation
• Cargo
• Inspection of Fishing Vessels
• Commercial ABS

Swiss Re Academy:
• Marine Intermediate Certificate
• Marine Hull
• Cargo
• Marine Liabilities

Candidate 2: Experienced Deck Officer seeking opportunities in shipping operations / chartering
Seeking internship and future opportunities, 5 years world-wide tanker-sailing experience, Masters student at Texas A&M University.

On-Campus work experience (1.5 yrs)
• Currently employed as Graduate Assistant in TAMUG Information Services
• Worked as student worker-instructor in Ship Simulator for bridge resource management and ship handling classes at TAMUG.
• Worked as lab-assistant in tanker labs for Marine Cargo Operations Class.

At-sea work experience (6 Years)
Deck Navigating Officer: Nov 2008- July 2014
• Responsible for planning safe navigation of the vessel, using a range of satellite and radar systems and other navigational equipment. In charge of life-saving appliances and ship’s fire systems’ maintenance
• In charge of planning and coordinating safe loading, storage and unloading of cargo, including preparation of cargo holds to setting up of lines

Certifications:
• Certified NWKO-2nd Mates licence holder, by Govt. of India
• Certified ship security officer
• Certification in first-aid, CPR, and advanced fire fighting
• Trained in public relations and crowd management

Additional Information:
• Participant and winner of Shell Maritime Leadership weekend at TAMUG
• Comprehensive knowledge of maritime conventions & regulations such as, SOLAS, MARPOL and ISPS, ISM, IMDG Codes etc.
• Presented research paper on Financial market impacts of disasters on shipping companies, under Dr. Mileski
• Presented research paper on Economics of Global passenger transportation under Dr. Duru
• Developed and launched a mobile application specifically for MMAL program, as marketing class project
• Adept at MS Office and decision making tools such as Palisade’s regression analysis, forecasting and problem-solving technics
• Badminton gold medalist and adroit at other games and sports
• Organised inter-college events, active participant of various tech-presentations

Contact: Aditya Ammu
Cell: 1 409-392-7338
E-Mail: adityamurthy18@tamu.edu

Candidate 3: Seeking a new opportunity in the shipping-bunkering industry in sales & marketing and operations
Work Experience
REGIONAL MARKETING MANAGER – AEGEAN MARINE PETROLEUM SA (NEW YORK USA) (3 Years)
International Marketing and Marine Fuels Trading. Developing Supplier and Client Relations in a range of selected geographical areas.
Further Development of current client platform, retain and develop business.
D I R E C T O R – ICS PETROLEUM LTD (VANCOUVER & MONTREAL CANADA) (5 Years)
Successfully in charge of maintaining the barge operations in Port Metro Vancouver Harbor. Developing Supplier and Client Relations in a range of selected geographical areas.

Ocean Classroom:
• Semester at Sea Graduate

Contact: Evan Sideris, MBA, AMMS
Cell: 617 694 1594
E-Mail: Evan.Sideris@gmail.com

(S15-08)

(S16-04)
Overall development of the office towards new sales goals.
Overseeing Staff and supporting Development.

**Candidate 4: Upcoming Graduate looking for entry-level position.**
Graduating student in May 2016 at SUNY Maritime College seeking an entry level position in marine insurance, terminals, market research or demurrage, Ship Brokerage and sales
I will be graduated SUNY Maritime College with a degree in International Transportation and Trade.
Coming into my senior year at SUNY Maritime I began an Internship with Bank of America merchant services a joint venture between bank of America and first date. I worked as an PMO intern and worked closely with senior management and the sales team to help learn all aspects of the company.
I am willing to work within the New York, New Jersey AND Connecticut area. I am a highly motivated worker with experience as a team leader/collaborator with excellent communication and organizational skills. Will Provide Resume upon request.
Contact: Joseph Nappi
Cell: 631-258-6267
E-Mail: jnappi22@hotmail.com

**Candidate 5: Recent Graduate looking for entry level position**
I am a recent Graduate from SUNY Maritime College. I have B.S. in Marine Transportation, and a Third Mate’s license. I am looking for a position, Shoreside, or on a Tug. I have an avid love of technology, and love to learn new devices. I have experience speaking both Spanish and Japanese in their native countries, and a stay abroad in the latter for a month. I reside in New York, however travel is not an issue. Resume readily available upon request. If there are any additional inquiries, I would be happy to answer them.
Contact: Eric Peterson
Email: e182588@gmail.com

**Candidate 6: Licensed attorney with vessel operations and insurance defense experience**
I am a licensed attorney with vessel operations and insurance defense experience, seeking a role in marine insurance, legal, or operations. Open to opportunities in the tri-state area. Can provide CV or references upon request.
E-Mail: lawandanchors@gmail.com

**Candidate 7: Upcoming Graduate looking for Entry-Level Position**
Upcoming Graduate from SUNY Maritime College. I am currently a Graduate Student pursuing my M.Sc in International Transportation Management. I am seeking an entry level position in ship brokerage, ship chartering, ship management, market research or marine Insurance.
I am interning at TBS Shipping Services Inc., where I helped in the acquisition process of bringing on 3 more ships into the company’s portfolio. I also assisted in finalizing the Port State Control inspection checklist for the masters and chief engineers of company ships to cross reference against when preparing for anticipated inspections. In addition, I led the background check of a Captain that TBS was looking to hire. My internship ends January 31st. I hope to continue this career path and am extremely motivated to acquire more knowledge about this great industry.
Cell: 914-479-7254
E-Mail: rajimos.16@sunymaritime.edu
Notes: Resume available upon request. (S17-02)

**Candidate 8: Recent Graduate looking for entry-level position**
Recent Graduate from SUNY Maritime College. I am currently a Graduate Student pursuing my M.Sc in International Transportation Management. I am seeking a entry level position in ship brokerage, market research or marine Insurance.
In the summer of 2014 I Interned at MJLF & Associates where I rotated between the clean & spot ship brokerage departments. I hope to continue this career path and I am eager to learn more about the industry.
Resume available upon request.
Cell: 914 552 0072
E-Mail: Timothykaz.11@sunymaritime.edu

**Candidate 9: Maritime Executive with over 20 years Drybulk Experience**
Maritime Executive with over 20 years Drybulk Experience, looking for a suitable position preferably in the Greater New York area (based in CT), but for the right opportunity willing to relocate.
**Experience includes:**
- 8 years as Chartering Manager for Owner Operators (Handy/Handymax)
- 7 years as Chartering Manager For pure Operator (Handy/Handymax)
- 8 years as a Broker. (all Drybulk sizes)
- 2 years seagoing experience as deck officer
- Created own Chartering and Operations team.
- Coordinated closely with Technical, and participated in repair and routine inspections.
- MBA with emphasis in Intermodal transportation from SUNY Fort Schuyler
- Captain Class C from Merchant Marine Academy Hydra, Greece.
- Dual Citizen (USA/EU)
- Fluent in English/Greek. Knowledge of Spanish.
Contact: Vasilis Maschas
Cell: 203 808 5088
E-Mail: vcmchas@gmail.com
Notes: For further information kindly contact (S17-03)

**Candidate 13: Looking for position/internship in operations at a shipping company**
Robert Nigel Pritchard
Civilian Graduate Student in the International Transportation Management MS program at SUNY Maritime College.
Former intern/admin assistant for Ted Panourgias at All Marine Spares International in Stamford, CT. Former CMA intern at Holland and Knight LLP, in New York, NY and the Seamen’s Church Institute in Port Newark, NJ. Co -wrote article for the Greek magazine “Shipping International” titled “The Challenges of Modern Piracy”. Published in October 2012. CV and recommendations available upon request. Willing to travel within the NYC metropolitan region
Email: migel.pritchard@gmail.com, robertpri.14@sunymaritime.edu
Cellphone: 646-378-8446

(S15-04)
HELP WANTED

NOTE: two months of running your ad in this newsletter costs companies only $300 - and it has proven to be THE place to be seen and answered.

Position A: Shipping Trainee Annapolis 2017
Application deadline: 16/04/2017
Location: Annapolis, US
Send Application by clicking here

Through our intensive two-year programme as Shipping Trainee at NORDEN Shipping (USA) LLC, you will receive a thorough introduction to international shipping. The training consists of both a practical and a theoretical part. Your days will be busy and interesting, and as an added bonus your work life will become international - thus sharing your day-to-day work both local and Danish colleagues at the office. You will be supervised by a mentor in your department and there will always be a colleague close by to answer your questions.

The practical part - Hands-on shipping
You will be an active player on our team in Annapolis, Maryland from day one. During the two-year period your knowledge of our 2 primary sections will gradually develop. You will gain hands-on experience within the complete part through a 12-month stay in our Chartering Department and within the executive part through a 12-month stay in our Operations Department. In addition, you will have 1 or 2 short stays (a few weeks) with 1 of our Port Captains in frequently used ports or on board vessels sailing on various destinations. This will give you an idea of how loading and discharging operations of vessels take place and how we co-operate with authorities and other partners in practice.

The theoretical part - Shipping theory
You will participate in a number of internal and external courses covering various shipping related subjects. Some courses are held with the Danish Shipping Academy in Denmark in modules of 1 to 2 weeks which you will attend with your fellow Shipping Trainees from NORDEN offices world-wide and trainees from other shipping companies worldwide.

Qualifications
To qualify for the Shipping Trainee Programme you are to have - as a minimum - a bachelor degree with good results. Your personal qualifications and mindset are almost as important as your results: You have a strong personality, and you are open, curious and have the courage to challenge yourself in new and perhaps different surroundings. You are a dedicated teamplayer who share our core values: flexibility, reliability, empathy and ambition. Furthermore, work permit in the USA is mandatory. NORDEN will not sponsor a work permit/visa.

Once you have completed the programme
The purpose of the Shipping Trainee Programme is to become either a Charterer or an Operator with NORDEN Shipping (USA) LLC in Annapolis. As part of career development with NORDEN we operate with a lot of opportunities for global exposure - either in terms of traveling or shorter as well as longer stays with an office abroad.

If you meet the requirements described above and if you see yourself building a career in the shipping industry, please submit your application, CV and other relevant documents and we will consider you for the role as Shipping Trainee.

Company: NORDEN Shipping (USA) LLC
Notes: please submit your application, CV and other relevant documents and we will consider you for the role as Shipping Trainee.

Position B: Operations Trainee, Dry Bulk - Stamford, CT USA

Pacific Basin is one of the world's leading owners and operators of modern Handysize and Supramax dry bulk ships. We are stock listed and headquartered in Hong Kong, and our network of 12 offices spans six continents to position us close to customers. Our fleet comprises over 200 vessels and we employ approximately 3,000 seafarers and a multinational team of 330 shore-based staff globally.

Our Trainee Program is intended to prepare you to take up an executive position in our dry bulk division. Your training will include at least four years in our commercial operations department in your home base as well as one or other of our global offices depending on the needs of the business and your own developmental needs. The trainee program consists of extensive on-the-job training, ship visits/voyages, and full company sponsorship (including study leave) for the Institute of Chartered Shipbrokers examinations. You will be continuously assessed not only on the basis of your performance, but on the basis of your behaviour as well; and these two factors will always determine your career development path in Pacific Basin.

• You are eligible to work in USA;
• You are a fresh college or university graduate;
• You are genuinely keen to be in the shipping industry;
• You take initiative;
• You recognize the round-the-clock service nature of the shipping industry;
• You are a quick learning, hard-working team player;
• You are unafraid to ask questions;
• You are willing to travel;
• You are good in written and spoken English. Other languages will be welcome;
• You are well versed in operating computer software including Word and Excel.

Please apply with a full résumé, salary expectation and contact details to the Human Resources Department at recruiting@pacificbasin.com.

For more information or to discuss this opening please contact Eileen Molles who leads our Stamford operations team on +1 203 276 8298. We only accept CVs in pdf format. (Application deadline: 25 March 2017)

All applications will be treated in strict confidence and used solely for recruitment purposes.

Position F: Boarding Agent / Operations Assistant

New England Shipping has a position open for an entry level or experienced Boarding Agent / Operations Assistant based out of their Milford Connecticut office. This position requires day travel within New England and New York. Use of company vehicle and excellent salary and benefits.

Company: New England Shipping
E-Mail: hr@newenglandshipping.com
Notes: Send resume.

(HW03-17)

(HW02-17)