

Stolten

THE CORPORATE MAGAZINE OF STOLT-NIELSEN LIMITED | AUGUST 2016



DEEPSEA FLEET WINNER: *Stolt Emerald*



REGIONAL FLEETS WINNER: *Stolt Quetzal*





A message from the CEO

On July 18, I signed a share purchase agreement to acquire all of JO Tankers' chemical tanker operations. The acquisition consists of 13 chemical tankers on the water, ranging in size from 20,000 dwt up to 36,000 dwt – all with stainless steel tanks. The Stolt Tankers Joint Service already has six of the larger ships on time charter. In addition, we will take over JO's 50% share in a joint venture it has with TRF (Tanker Recovery Fund), which has eight new ships being built in China, one of which has already been delivered.

This deal will satisfy our tonnage replacement needs for the next five to six years and will expand Stolt Tankers' global services by adding JO Tankers' COAs, including the African trade from South Africa up to Europe and back, to our contract portfolio. The plan is to absorb all of the additional tonnage into the Stolt Tankers fleet. We expect significant operational synergies from the transaction but we will require some additional staff to handle the expansion. We will therefore eventually close all of JO's offices but will invite a number of its employees to join us.

I believe this is a good deal for us, for our customers and for the industry in general. My thanks to all who participated in this project for a job very well done ... so far. Buying the company is the easy part – successfully integrating the operation is the challenging part. Under the leadership of Mark Martecchini, President of Stolt Tankers, and Paolo Enoizi, Managing Director of Stolt-Nielsen Shipowning, I am confident we will achieve this.

It is, of course, satisfying to take over a company with which we have competed for generations, but I must admit it is not without risk. Without knowing for certain why Johan Odvar Odjfell decided to sell, I can only speculate that he was not satisfied with the returns and the future prospects in the industry. He runs off with his pocketful of money, while we deepen our commitment to what we know is an extremely challenging industry. I have been told not to use the word 'consolidation'

so I will not do so, but the industry is highly fragmented and I hope others will follow our lead.

Far and Christer, this one was for you! I know you are smiling.

With this acquisition, our debt level at Stolt-Nielsen will rise to our self-imposed debt limit of US\$1.5 of debt to every dollar of tangible net worth – still well within our covenants of 2:1. The advantage of taking over ships that are on the water is that they generate cash flow from day one. So even though our debt level rises, we expect to see an immediate annualised EBDITA pick-up of around \$60 million, increasing to nearly \$80 million once all the newbuildings have been delivered in 2018.

Hats off to Guy Bessant, President of Stolthaven Terminals, and his team for the work they are doing in putting Stolthaven back on track. A lot of hard work has been done, which I am pleased to see has identified areas for significant improvements. We are still not where we should be but we are making steady progress. As we have stated earlier, the earnings for 2016 will be better than 2015, but the full impact of Guy's work is not expected to be seen until 2017 and onwards.

We have seen a significant deterioration in the results in Stolt Tank Containers, due to increased competition. The demand is still healthy but the enormous increase in the number of tank containers that have been built in China, in addition to the increased numbers of new operators, has put significant pressure on margins. With the returns we made, of course, it was inevitable that others would get into the business. That's the bad news. The good news is that I believe margins have now stabilised at a level where we are still making money, but where most of the new entrants are losing money. The benefits of the investments we have made in people, depots and systems are paying off. The tremendous job that Mike Kramer, President of Stolt Tank Containers, and

his team have done over the years has put STC in a position where we still make a healthy return, even in this more competitive environment.

It's hard to believe that 2015 was the tenth year of Stolt Tankers' Ship of the Year competition. For the third year in a row, we salute the officers and crew of *Stolt Quetzal*, winner of the 2015 SOTY award for our regional fleets. This 'three-peat', as the Filipino crew on *Quetzal* call it, was a truly remarkable achievement, given the narrow margins that separate the top performers. The performance of *Stolt Emerald* was no less impressive. *Stolt Emerald* won the first SOTY competition in 2005. She returned to win deepsea honours in her last full year of service to the fleet, becoming the only other ship to win SOTY honours twice. Sadly, she is being delivered for recycling as I write this message, and we bid her a fond farewell.

We also celebrate the outstanding performances of deepsea runners-up *Stolt Sneland* and *Stolt Sun*, which tied, and regional first runner-up *Stolt Transporter* and second regional runner-up *Stolt Ajisai*. One of the great sources of pride when it comes to Ship of the Year is not what separates the winners from all others, but how little separates the winners from all others. As *Stolt Emerald's* long-time Chief Engineer Michail Ikonomidis observes in this issue (and he is far from the first to do so): "As far as I know, the ships in Stolt are more or less on the same level. I know many ships that are well managed and, as far as the KPIs are concerned, well, I think the differences are very small." Cheers to our SOTY winners and to all ships in the Stolt Tankers fleet!

Best wishes to Captain Keith Dean, Director Global Operations, on his transfer from Rotterdam to Stolt Tankers' Houston office. Keith is no stranger to the US, having worked in in Port Operations in New Orleans from 1996 to 2005. Among

other things, he will focus on improving the ship-to-shore interface, with the goal of increasing port efficiency and reducing ship turnaround times. He continues to report to Mark Martecchini, President of Stolt Tankers.

Congratulations to Erik Smit, who was promoted to Global Manager Total Rewards in July. Erik joined Stolt-Nielsen in April 2015 as Compensation & Benefits Specialist, having previously worked as an HR consultant with Maersk Line. Erik reports to Anne van Dassen Müller, Chief Human Resources Officer.

We are also pleased to report on the naming of two newbuildings in this issue, *Stolt Pride* and *Stolt Hagi*. Godmother Ellisif Stolt-Nielsen, my wife, most ably performed the honours for *Stolt Pride* at Hudong-Zhonghua Shipyard in Shanghai on June 15. *Stolt Pride* is the first of five 38,000 dwt newbuildings on order from the yard. The ships are to replace the six 1986-built ships of the Stolt Sapphire Class, including 2015 SOTY winner *Stolt Emerald*. That event was preceded in May by the naming of *Stolt Hagi* by Godmother Yumiko Shirasaki, wife of Acting General Manager of the Chiyoda Corporation, Tomohiko Shirasaki. *Stolt Hagi* is the first of four newbuildings from Usuki Shipyard due for delivery in 2016 and 2017.

I hope all of you are having an opportunity to enjoy some time and rest with family and friends this summer. The past few months have been both highly eventful and rewarding for Stolt-Nielsen – but there is much to do ahead!

Niels G. Stolt-Nielsen
Fiskerhytten
July 2016

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Stolten

Volume XLI No. 2

Editor Valerie Lyon

Cover: Ships of the Year 2015: *Stolt Emerald* (l. to r.): Chief Engineer Michail Ikonomidis, Captain Ivan Rinaldi and Chief Officer Zeljko Berket. *Stolt Quetzal* (l. to r.): Chief Engineer Rey Emperado, Captain Arceles Cutad and Chief Officer Benjamin Dola.

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Stolt Pride named in Shanghai

The naming of M/T *Stolt Pride* took place on June 15 at Hudong-Zhonghua Shipyard in Shanghai under the watchful eye of Godmother Ellisif Stolt-Nielsen, wife of Niels G. Stolt-Nielsen.

Stolt Pride is one of five 38,000 dwt stainless steel parcel tankers ordered in 2012 from Hudong-Zhonghua Shipbuilding (Group) Co., Ltd, to replace the five 1986-built parcel tankers scheduled for recycling in 2016. Designed with a relatively shallow draft when fully loaded, to deliver substantial improvements in fuel efficiency, *Stolt Pride* has 43 stainless steel tanks with a total volume of 44,000 cubic metres. The vessel has IMO I, II and III capabilities and is fully equipped to handle the full range of difficult-to-handle cargoes that Stolt Tankers carries.

TOP: (l. to. r.) Paolo Enoizi; Mark Martecchini; Mr Chen Jian Liang, Chairman of the Board, Hudong-Zhonghua Shipbuilding; Godmother Ellisif Stolt-Nielsen; Niels G. Stolt-Nielsen; Nadia Stolt-Nielsen and Mr Chen Jun, President of Hudong Zhonghua Shipbuilding.

RIGHT: Godmother Ellisif Stolt-Nielsen.



RIGHT: (l. to r.) Front row, Mr Koji Kondo, Corporate Officer NYK; Bill Bryant; Jan Chr. Engelhardtson; Paolo Enoizi; Mark Martecchini; Godmother Ellisif Stolt-Nielsen; Niels G. Stolt-Nielsen; Mrs Nadia Stolt-Nielsen; Mrs Eva Cooperman; Sam Cooperman; Mrs Joan Qu; Mr Øyvind Stokke, Consul General of the Royal Norwegian Consulate General in Shanghai. Back row, Julian Villar; Staffan Jonsson; Michael Black; Svein Riste; *Stolt Pride* take over team: Electrical Officer Lukas Osko; Chief Officer Maksim Senchilo; Captain Durk Sijtema, Chief Engineer Neil Simons; Second Engineer Ignat Kamenny; Jane Sy; Barry McNally; Tom Johnsrud; Minwei Qu and Mr Francois Cadiou, BRS Brokers.





Stolt Emerald and Stolt Quetzal

A Three-in-a-Row and a Swan Song!

It is time once again to celebrate and recognise the best of the best. The Ships of the Year (SOTY) for 2015 are *Stolt Quetzal* (for the third year in a row!) and *Stolt Emerald*, which won SOTY honours for 2006, the first year of the competition.

The 2015 competition marked the tenth year of the SOTY awards. Regional fleets winner *Stolt Quetzal* is the first ship to have earned the title three times, not to mention consecutively, and deepsea fleet winner *Stolt Emerald* is the only other ship to have earned the award twice. Placed second among the regional ships was *Stolt Transporter*, followed by *Stolt Ajisai*, a perennial high performer. Among the deepsea ships, *Stolt Sneland* and *Stolt Sun* tied for second place.

Remarkably, Captain Ivan Rinaldi of *Stolt Emerald* also shared duties as Master when the ship won a decade ago. Chief Engineers Michail Ikonomidis and Ivan Rosic were aboard then, too. Captain Durk Sijtema

is part of that winning team and has been sharing command since 2012. The 38,720 dwt *Stolt Emerald* was built by Daewoo Shipping & Heavy Machinery in South Korea and delivered in April 1986. Sadly, *Stolt Emerald* was delivered for recycling in August this year. But her win in 2015 demonstrates what we have always known about the SOTY competition: it's about the people, not the ships.

Hats off for *Stolt Quetzal's* outstanding performance to Arsell Ballesteros, Arceles Cutad and Mario Majadas, who repeated as

Masters in 2015, along with Chief Engineers Rey Emperado and Luis Tejada. Built at the Sasaki Shipyard and delivered in June 2009, the 12,220 dwt *Stolt Quetzal* operates in the Stolt-Nielsen Inter Caribbean Service (SNICS). The ship is named for a brightly coloured family of birds common in Mexico and Central America.

Stolt Emerald and *Stolt Quetzal* each received award certificates identifying them as Ship of the Year for 2015, special 'Ship of the Year' flags and US\$5,000 each for their communal onboard funds. Perhaps most important of all, they have earned the admiration and respect of the entire Stolt Tankers organisation. Deepsea runners-up *Stolt Sneland* and *Stolt Sun*, which tied, each received award certificates and \$2,000 prizes for their communal funds. Regional first runner-up *Stolt Transporter* received a certificate and a \$2,000 prize, with second runner-up *Stolt Ajisai* receiving a certificate and a \$1,000 prize.

The Ship of the Year competition is about recognising and, more importantly, raising Stolt Tankers' standards of performance in safety, port state and customer inspections, audit results, offhire, claims and cost efficiency. Separate awards for our deepsea and regional fleets recognise the unique operational challenges each faces. The 2015 SOTY competition once again honours the professionalism, dedication and enthusiasm of our officers, crews and shore personnel, whose efforts enable Stolt Tankers to safely deliver the quality, reliability and flexibility that our customers expect, and upon which they rely. →

Paolo Enozi Managing Director Shipowning

SOTY 2015 winners pass at sea.





**SOTY
2015**

DEEPSEA FLEET

WINNER:
Stolt Emerald

JOINT RUNNER UP
Stolt Sneland



(l. to r.): Front row, Oiler Argie Pananganan, Oiler Rodel Paulite, Messman Paul Ferrer, Fitter Karen Cardinal and Pumpman Rommel Santillan. Back row, Able Seaman Karlo Pasco, Chief Engineer Vladimir Orlov, Fourth Engineer Vladimir Baev, Second Engineer Evgenii Safonov, Wiper Ritch Boy, Cook Harry Habana, Third Engineer Vladimir Kozhevnikov, Chief Officer Alexander Sedin, Electrical Engineer Yaroslav Jaszowski, Second Officer Aleksandr Sokolov and Captain Vladimir Vinchel.

JOINT RUNNER UP
Stolt Sun



(l. to r.) Front row, Second Engineer A. Zuravlovs, Electrical Engineer S. Dedusenko, Chief Engineer S. Rogozinnikovs, Captain B. Egorov, Paolo Enoizi, Pumpman J. Mata, Messman L. Pontigon, Fitter R. Esmena, Oiler S. Atamia and Cook A. Cristobal. Back row, Third Officer P. Fils, Fourth Engineer O. Trubchaninov, Third Officer N. Byelinsky, Able Seaman K. Vidrio and Able Seaman J. Bolocon.

The bittersweet victory of *Stolt Emerald*

Pride, happiness, sadness – there were mixed emotions for the dedicated officers and crew of SOTY winner *Stolt Emerald*.

It's often been said – as observed yet again in this very article – that 'Ship of the Year' is a misnomer, and that the award is really about the crew and officers, not the ship. And yet, sometimes, it is about the ship, too.

As you read this, *Stolt Emerald*, 2006 Ship of the Year and 2015 Deepsea Ship of the Year, is no more. Having been named in May 1986, and having proudly sailed as part of the Stolt Tankers fleet for more than 30 years, *Stolt Emerald* reached the end of her operational life and was taken to Alang, India, in August for recycling.

In May, *Stolten* spoke with Captain Ivan Rinaldi aboard *Stolt Emerald* during her last visit to Houston. Rinaldi began his career in 1984 and joined Stolt-Nielsen in 1991 as a Second Officer, later being promoted to Chief Officer and then Captain in 2000. He has shared the duties of Master aboard *Stolt Emerald* for the past 14 years. His partner since 2012 has been Captain Durk Sijtema – before that, it was Captain John Swain, now retired. Swain and Rinaldi were sharing partners on *Stolt Emerald* when she won Ship of the Year honours for 2006, the very first year of the SOTY competition.

"At the moment, I must say that I have very mixed emotions," said Rinaldi. "I am, of course, very proud and happy for the crew and what they have achieved through all their hard work. On the other hand, I am very sad, because she's going to be recycled. Many people have put a lot of work into this ship for many years and now it is going to end. Of course, I believe, like anything in life, she has done her time and now it has come to an end. But for me, the ship has a spirit that we have helped to make. It is real and she is part of our lives.

"That's the reason I extended my contract, because I have a commitment to myself, to my crew and to her. I feel a responsibility to take her up on the beach and to her rest. We're trying to keep her in the best shape we can. We don't want her to go on the beach looking neglected. She has behaved so well for so many years, and we want to make sure she's going to look good."

Stolten found Captain Durk Sijtema aboard *Stolt Pride*, the first of the C38 newbuildings, which was being prepared for delivery. Sijtema joined Stolt-Nielsen in 1992 and, predictably, served on a long list of Stolt tankers before being promoted to captain on *Stolt Emerald* in 2012. "Personally, I see the SOTY win as a reward for the crew," he said. "The crew of *Stolt Emerald* has been the backbone of the ship in my time on the ship and most likely before as well. Their hard work, dedication and devotion have created this. I have



Captain Ivan Rinaldi (above) and Captain Durk Sijtema (below).



lost track of how many times I had crew in my office requesting to extend contracts. And I know there were crew members staying at home without pay just to wait for a spot to open up on *Stolt Emerald*. This kind of attitude is priceless."

Sijtema added: "What also amazed me was the flexibility of the crew to adapt to changing conditions. The last chapter of *Stolt Emerald* was not an easy one. The crew was reduced and we had to empty the shelves and keep everything running until the beach, and that is not an easy task to perform on a 30-year-old lady. I expected to go into survival mode. But what happened? In 2014 we were seventh in the Ship of the Year contest and in 2015 we won! That is something special. I would dedicate this prize to crew of the *Stolt Emerald*. They made this happen. When things became hard, they moved forward."

Stolten also contacted Captain John Swain – now retired and living in British Columbia, his career at Stolt Tankers spanned more than 25 years. "A ship that operates well is a ship that operates safely and where no one cuts corners or tries to stand out as better than the

rest,” he said. “Teamwork means working together safely and watching over your workmates to ensure things are done according to procedures. When someone slips up or forgets the safe and proper way to work, they are noticed and nudged back into following correct procedure. That makes the ship easy to manage and there is no need for a tough management style. Senior officers are less stressed and it’s easier to manage the ship. And that leads to a happier and more productive environment, conducive to staff being motivated, enjoying the work and getting job satisfaction. I think that ideal is closer to being achieved aboard the *Stolt Emerald* than on many other ships, and that is why the *Stolt Emerald* is once again Ship of the Year.”

Chief Engineer Michail Ikonomidis also has a long history with *Stolt Emerald*. After joining Stolt-Nielsen

The first thing I noticed was that the crew was smiling and the officers and SMT were very approachable and open – that’s when I thought to myself, ‘this is a good ship’.

a team, respecting one another, and backing each other up is how we achieve a positive working atmosphere.”

Second Officer Prudencio Cordova echoed those sentiments. “Most of the guys here are permanent, so they know exactly what’s going on with the ship. You know how things behave, you know the status of equipment. And you keep up, even when you are on vacation, so when you come back, you know exactly what has to be done. It’s a good system.”

Cordova joined Stolt-Nielsen in 1999 as a travelling cleaner aboard *Emerald’s* sister ship, *Stolt Topaz*. He came to *Emerald* in 2007 and was promoted to Second Officer in 2014. “We weren’t expecting to win Ship of the Year. We thought we would be second or third, because we were already scheduled to be going to the beach. We built a family here, so it’s sad. But what can you say?”



from Blue Flag tankers in 1994, he served aboard *Stolt Guardian* and *Stolt Jade* before joining *Stolt Emerald* in 2006, where he found a home. “One of the good things about Stolt is that we try to keep people who care about the ship. And when we find people like that, we ask for them back and most return,” said Ikonomidis. “And that’s what keeps the ship in good condition. They know the ship, they know her strong and weak points, and they know how to take care of her. Pride of ownership is the thing.”

And pride fuels performance: “As far as I know, the ships in Stolt are more or less all on the same level,” he added. “I know many ships that are well managed and, as far as the KPIs are concerned, well, I think the differences are very small.”

Chief Engineer Ivan Rosic served on *Stolt Emerald* even longer than his sharing partner Ikonomidis, having joined the ship in 2002, seven years after coming to Stolt-Nielsen. “I would call this award ‘Crew of the Year’, because the crew of *Stolt Emerald* is excellent and performing well in all aspects – they are the ones who earned this award,” said Rosic, now retired and speaking from his home in Rijeka, Croatia. “That’s what kept me on *Emerald* for so long. When you have a permanent crew – a nice family with the same officers – it makes things easy. And don’t forget the people from the office and their support – Michael Black (Fleet Manager), Staffan Jonsson (Superintendent) and all the other members of the team.”

Ante Radja came to Stolt-Nielsen in 2007 as a Chief Engineer, joined *Stolt Emerald* and never left. “Somebody once said that *Stolt Emerald* is not a ship but a family, and that is true. The key to our success is plain simple – permanent and dedicated crew, ratings, officers and SMT. Since 2006, when *Emerald* was the first SOTY, there have been few changes in the crew and officers. SMT members are almost the same. Working together as

ABOVE LEFT: Captain Rinaldi and his SMT receive SOTY honours from Paolo Enoizi, joined by Richard Bertrand, Business Director, Parcel Tankers (far left).

ABOVE RIGHT: SOTY 2015 Deepsea fleet winners: the officers and crew of *Stolt Emerald*.

RIGHT: Third Officer Dennis Dela Cruz.

BELOW: Second Engineer Artem Matskevych.

BELOW RIGHT: Able Seaman Medel Rizarre.



How do you win SOTY?

“It’s really about harmony. On some ships, you have factions – there are the deck guys, the engineering guys, the galley guys. But here, all the guys get along. When the SMT has a project, everyone tries to make it work. That’s how you do it.”

After nine years aboard *Stolt Emerald*, Cordova has plenty of memories. “Captain Swain was one reason I took my officer’s exam – he pushed me, from AB to Bosun to officer,” said Cordova. “And I am thankful for that.”

Second Officer Romel Arceo joined Stolt-Nielsen in 1995, also as a travelling cleaner. After being promoted →



ABOVE LEFT: Electrical Engineer Maksym Shevchuk.

ABOVE: (l. to r.) Fourth Engineer Reynante Ducusin, Third Engineer Nestor Alega and Fourth Engineer Maximino Manzano.

ABOVE RIGHT: Second Officers Romel Arceo and Prudencio Cordova.

LEFT: Pumpman Leonardo Paradina.

RIGHT: Chief Officer Zeljko Berket.



confront any areas we need to improve. In those meetings, the guys speak up and openly offer their opinions and solutions. And that is important to addressing risks.”

“I was here for 12 years,” he added. “During that time I spent more time here than I did at my home!”

While Chief Officer Zeljko Berket was not aboard *Stolt Emerald* in 2015, the quality of the crew was evident as soon as he stepped aboard. “Standards and procedures are followed here from the lowest to the highest ranks, and the focus on safety is very good,” said Berket, who joined *Stolt-Nielsen* as a Chief Officer in 2010 and is a 2007 graduate of the University of Split’s Faculty of Maritime Studies. “A majority of the crew are permanent, and that makes for a smoother running ship. You get a very good sense of support, security and safety aboard this ship.”

Second Engineer Artem Matskevych is a relatively recent addition to the *Stolt Emerald* team, having come aboard in April 2015. He also cited *Stolt Tankers’* approach to ship management as a key to performance.

“Most ship management companies don’t focus on the continuity of crew; they’re always trying to save money, and in companies like that you can never maintain proper maintenance. If you go to a ship, spend three or four months and then go to another

→ to Junior Third Officer aboard *Stolt Loyalty* in 2000, he later joined the permanent crew of *Stolt Emerald* in 2004 as Second Officer.

“On this ship, we are like a family,” said Arceo. “No one is afraid of anyone. If I make a mistake, I can tell the Captain or another officer, no problem. Because we help each other not only to fix mistakes but to avoid mistakes, too. We are well in touch with each other, and we respect each other, and are responsible to each other.”

Safety is a perfect example.

“We operate according to procedures, and we follow those procedures from top to bottom,” said Arceo.

“We have safety meetings once a week where we

For me, the ship has a spirit that we have helped to make. It is real and she is part of our lives.

Stolt Emerald crew list 2015

NAME	RANK	NAME	RANK	NAME	RANK
Ivan Ignacio Rinaldi	CPT	Khoi Minh Nguyen	DCDTS	Dioel Pagaduan San Gabriel	JROS
Durk Klaas Sijtema	CPT	Khuong Van Nguyen	DCDTS	Mark Anthony Bagolor Loto	JROS
Stewart Gerald Beadle	CHOFF	Thuan Duc Nguyen	DCDTS	Luigi Salafraanca Dela Peña	JROS
Ante Rada	CHOFF	Ty Van Nguyen	DCDTS	Renz Halasan Reyes	JROS
Romel Gonzaga Arceo	2OFF	Thanh Tra Phan	DCDTS	Rodolfo Sumbanan Dizon	FTR
Alann Yanez Bagares	2OFF	Phong Tran Chau Ta	DCDTS	Rodrigo Salamat de Guzman	FTR
Prudencio Mistosamente Cordova	2OFF	Allen Poi Tiglao Reyes	DCDTS	Edgardo Pahati Sacdalan	FTR
Dennis Besa Dela Cruz	3OFF	Rey Mark Saluway Agsaulio	ECDTS	Melchor Velsa Tubojan	FTR
John Ray Gamboa Alejano	JR3OFF	Ralph Vincent Ortiz Go	ECDTS	Antonio Palma Caras	OILER
Michail Ikonomidis	CHENG	Ardiano Arnado Malinao	ECDTS	Christopher Bacsa Datinguino	OILER
Ivan Rosic	CHENG	Graham Robert Nelson	ECDTS	Manuel Salanguste Lotoc	OILER
Mihails Hvorostjanijs	2ENG	Christopher M. Santiago	ECDTS	Noel Camora Tolibas	OILER
Artem Matskevych	2ENG	Reynaldo Mancera Sanchez	BOSUN	Johnrey Ballesteros Rojas	WIPER
Leonids Muhacovs	2ENG	Roberto Junio Anqueta	PMAN	Cezar Gemina Vasquez	WIPER
Marlon Atasan Andino	3ENG	Reynaldo Lucero Coscolla	PMAN	Ghirson Antipala Alcazaren	JRWIPER
Joseph Kenneth Lee Tartado Locsin	3ENG	Leonardo Almazan Paradina	PMAN	Joseph Mojica de Castro	JRWIPER
John Stand D. Cabalcar	4ENG	Richard Gubat Regalado	PMAN	Ernie John Alejandro Balenia	CHSTWD
Elazar Colanggoy Canieso	4ENG	Bobby Marcial Badoy	AB	Eduardo Siawingco Diolazo	CHSTWD
Jeson Gabor Gardonia	4ENG	Henry Jove Provido Garbino	AB	Nelson Perez Villaflores	CHSTWD
Maximino Abinal Manzano	4ENG	Ronaldo Daryl Alano Lacson	AB	Larry Valdez Palco	CK
Jomer Vic Holanda Dagoc	JR4ENG	Vincent Villarante Llanto	AB	Rommel Asido Peralta	CK
Christopher David John McKellar	ELEC	Medel Hereyra Rizarre	AB	Noel Daganta Sabuya	CK
Vidya Dutt Prasad	ELEC	Jarwin Margate Sanorjo	AB	Mack Jessdel Capili Acapulco	MM
Maksym Shevchuk	ELEC	Joselito Quejada de Castro	OS	Benedicto Alvarez Bulaong	MM
Garijs Beloglazovs	DOTR	Jay Vincent Amit Nitura	OS	Santiago Perez Defensor	MM
Alvir Kevin Parillo Jimenez	EOTR	Isigani Cabiara Erolon	JROS	Medardo Auditor Sumagui	MM



ship, you just don't care and maintenance goes down. Stolt tries to maintain permanent crews on board. One of the first things I saw when I came here was that there were really good guys on the crew and communication was very good. Everyone was together – no one was hiding in their cabin – and that is the proper way.”

Bosun Reynaldo Sanchez has served on *Stolt Emerald* since 2004, having joined Stolt-Nielsen as a travelling cleaner in 1997 aboard *Stolt Pride*. He later sailed with *Excellence*, *Sincerity*, *Victor* and *Topaz*, before finding his home of the past 12 years, where he was promoted to Bosun in 2011.

“It's not the ship, but the people – the crew, the Company, the SMT,” said Sanchez. “Teamwork and cooperation are the most important things.”

Ordinary Seaman Jay Nitura began his career with Stolt-Nielsen in 2012, as an assistant in the Manila office. He then went aboard *Stolt Botan* as a Deck Trainee, followed by a contract on *Stolt Aquamarine*, before joining *Stolt Emerald* in 2014. “I have learned a lot on this ship,” said Nitura. “Safety always comes first, and the senior officers are very good with us. They provide what we need, plus extra help when we need it.”

Fourth Engineer Reynante Ducusin joined Stolt-Nielsen via the cadet programme with Davao Merchant Marine Academy of Southern Philippines (DMMACSP). He graduated in 2011 and went aboard *Stolt Marklin* as a Junior Wiper. He later served on *Stolt Momiji* (2011 SOTY), *Stolt Emerald* and *Stolt Sapphire*, where he was promoted to Fourth Engineer, before rejoining *Stolt Emerald* this spring. “Compared with the other ships I have seen, *Stolt Emerald* is almost the same – we all operate to the Stolt standard,” he said. “I'm not so experienced, but here it is very easy to work with the officers. If I have a question, I can just ask the other guys. The experience and safety is always there.”

Fourth Engineer Maximino Manzano Jr. earned a Stolt-sponsored scholarship to the John B. Lacson Foundation Maritime University at DMMACSP. Following graduation, he joined *Stolt Jade* as an Engine Training Officer. Recalling his experience as a scholar,

TOP LEFT: (l. to r.) Ordinary Seaman Luigi Dela Peña, Able Seaman Vincent Llanto and Able Seaman Henry Garbino.

TOP CENTRE: Chief Engineer Michail Ikonomidis.

TOP RIGHT: Ordinary Seaman Ren Reyes and Pumpman Richard Regalado.

ABOVE LEFT: (l. to r.) Messman Benedicto Bulaong, Chief Steward Eduardo Diolazo and Cook Kristhian Navarro.

ABOVE CENTRE: Deck Cadet Khuong Van Nguyen.

ABOVE RIGHT: (l. to r.) Engine Officer Trainee Russel Solidarios, Engine Officer Trainee Alvir Jimenez, Fitter Melchor Tubojan and Fitter Rodrigo de Guzman.

Manzano said: “Stolt does not just look for crew – Stolt recruits *managers*. Stolt looks for certain qualities: loyalty, how you manage stress, your motivations and ambitions, leadership qualities.”

Manzano joined *Stolt Emerald* in May 2015. “The first thing I noticed was that the crew was smiling and the officers and SMT were very approachable and open – that's when I thought to myself, ‘this is a good ship’. And I was very happy to have had a part in this proud lady becoming Ship of the Year for the second time.”

Pumpman Richard Regalado joined Stolt-Nielsen in 1997 as a travelling cleaner. After serving on a number of ships, including sister ships *Jade*, *Sapphire* and *Topaz*, Regalado came aboard *Stolt Emerald* as an Able Seaman in 2007. For Regalado, it's all about good teamwork and good leadership. “Teamwork makes it easy. Before every job, we first have a meeting to assess all risks and to make sure we follow all procedures. Safety comes first.”

Chief Steward Eduardo Diolazo started with Stolt-Nielsen as a catering trainee in 2001 and served on a number of ships before joining *Stolt Emerald* in 2015. “This ship is like a family,” said Diolazo. “If you have a problem, you do not hesitate to talk to the Captain or the officers.” And as far as his own work is concerned: “I like to make people happy, but it's hard sometimes. Did he like this? Did he like that? It's difficult to please everyone, but we try!”

Fitter Rodrigo de Guzman is a 26-year veteran with Stolt-Nielsen, with 18 of those years spent on *Stolt Emerald*. “It's a good environment here – we are very focused on safety, which is important to me,” he said. “Now, before you do anything, you must inform everyone. I have completed countless jobs here and never had an accident – you need to be smart when it comes to safety.”

He added: “This lady was very good to us. Thanks to her, I can support my family. I built my house. I sent my kids to school. A lot has happened while I have been on *Stolt Emerald*.”

Indeed, a lot has happened for many who served on two-time SOTY winner *Stolt Emerald* during her long, successful and well-cared-for life.

Teamwork means working together safely and watching over your workmates to ensure things are done according to procedures.



**SOTY
2015**

REGIONAL FLEETS

WINNER:
Stolt Quetzal

RUNNER UP
Stolt Transporter



(l. to r.) Front row, Yun Min, Superintendent; Valentins Baburgs, Fleet Manager; Chief Engineer Dai Chong Hua; Captain Wang Qing Feng; Laney Zhang, Deputy General Manager of SXYS and Ronnie Pan, Port Operations Manager. Middle row, Pumpman Liu Yi; Oiler Liu Zhan Feng; Able Seaman Wang Wei, Bosun Huang Xiao Chun, Able Seaman Qiao Zheng Jun, Able Seaman Cai Chong, Able Seaman Jiang Hong; Zhang Henglin, General Manager of SXYS and Fitter Zhao Jun. Back row, Second Engineer Zhong Dong; Third Engineer Rong Lei Lei; Fourth Engineer Liu Chong; Chief Officer Xue Hui; Second Officer Ma Yong Hui; Third Officer Zhang Zhi Chao; Second Officer Wang Wei Quan; Junior 3rd Officer Huang Xiao Ke and Chief Officer Wang Miao.

SECOND RUNNER UP
Stolt Ajisai



Second Officer Ryan Masada, Chief Steward Noel Zaguirre, Deck Officer Trainee Kevin Reyes, Second Officer Karl Solosod, Pumpman Jerry Lance Madriaga, Chief Officer George Sanchez, Third Officer Gregorie Salise, Able Seaman Jomar Pomoy, Fleet Manager Valentins Baburgs, Captain Roderick Sarillana, Oiler Christian Reynon, Able Seaman Rolando Cunanan, Oiler Glen Orlina, Superintendent Michael Tabara, Able Seaman Kyaw Phe Htay, Fitter Crisanto Cortez, Ordinary Seaman Jeniel Clavel, Engine Cadet Joel Hendrick TY, Electrician Kelvin Jude Lumbang and Messman Erickson Martin.

Stolt Quetzal – the hat trick!

Ship of the Year – 2013

Ship of the Year, Regional Fleets – 2014

Ship of the Year, Regional Fleets – 2015

Three-peat or hat trick – Stolt Quetzal is way ahead of the field and her officers and crew are united in their pride.

OK, we can probably pretty much rule out luck here. *Stolt Quetzal* has achieved what no other ship in the Stolt-Nielsen fleet has – for the third year in a row.

In the ten SOTY competitions to date, only one other ship has won twice – *Stolt Emerald*, SOTY Deepsea Fleet winner for 2015, although in her case, nine years elapsed between wins.

Except for *Stolt Quetzal*, no other ship has won three times, much less three times in a row. So what's going on here? How does *Stolt Quetzal* keep winning? That question has been posed over and over to numerous people both aboard the ship and ashore. And the answer, at the risk of sounding simplistic, can be genuinely summed up in one word: teamwork.

“The most important thing is that we work as a team – officers and crew together,” said Captain Mario Majadas during *Stolten*'s visit to the ship in June. “We have a good SMT, we have a good crew. And as far as operations and safety are concerned, the Company's policies and procedures are very clear. If you follow those policies and procedures, you will not have incidents. Of course, you must also know the trade, the cargo and the ship – that goes without saying.”

Majadas has been with Stolt-Nielsen for 26 years, and his story is a remarkable one. After joining the Company as an Ordinary Seaman in 1990, he steadily rose through the ranks, serving on numerous Stolt-Nielsen ships before ultimately being promoted to Master on *Stolt Aguila* in 2012. Majadas, in short, has seen it all: from the bottom up, and from the top down. He has served as reliever on *Stolt Quetzal* since 2013. During 2015, Captain Arsell Ballesteros was aboard for five months and Captain Arceles Cutad was on for four-and-a-half months.

Captain Ballesteros, who is now a Marine Compliance Officer operating out of Manila, was aboard *Stolt Quetzal* when *Stolten* visited the ship in both 2013 and 2014. A *magna cum laude* graduate of the University of Cebu Maritime College and Training Centre, he was one of three out of roughly 1,000 students selected by Stolt Tankers. After joining Stolt-Nielsen in 2002 as a



Captain Arceles Cutad (above) and Captain Arsell Ballesteros (below).



Junior Third Officer, he quickly distinguished himself. Ballesteros was promoted to Captain in only seven years, two years before joining *Stolt Quetzal* in 2011. *Stolten* contacted Ballesteros for his reaction to the triple.

“It is such an honour to be part of this story again,” said Ballesteros via email. “Many have wondered what we did as a team to win these awards. I give them the same answer, over and over again. It is the discipline and behaviour of Team Quetzal that help us to succeed. Regardless of the adversities we face, we always stick to the basics: safety awareness and compliance with

procedures. Safe work habits benefit not only us aboard but our families back home, too.”

Captain Arceles S. Cutad echoed the comments of Ballesteros – which should hardly come as a surprise. Cutad joined Stolt-Nielsen in 1990 as a Radio Officer/Purser, but later opted for additional training at the Asian Institute of Maritime Studies in the Philippines. He returned to the Company as a Deck Cadet and became a Third Officer in 2002. He served as a Chief Officer for eight years, before being promoted to Captain, after serving as Trainee Master, with none other than Captain Ballesteros.

“This feat was achieved with teamwork,” he said. “The crew exceeded expectations, and the SMT’s leadership was first class. Everyone displayed exemplary performance by adhering to proper procedures, safety training and safety awareness – in other words, the dynamic safety culture of Stolt Tankers. Interaction, regardless of rank, is encouraged, and the results of that are evident.”

Majadas also credited the support that *Stolt Quetzal* receives from shore, including that of Fleet Superintendent Sergey Kuzin and Operations Supervisor Peter Gijbers van Wijk. “Sergey is very

Regardless of the adversities we face, we always stick to the basics: safety awareness and compliance with procedures.

BELOW LEFT: Three-time SOTY winners, the *Stolt Quetzal* officers and crew.

BELOW RIGHT: Pumpman Allan Susi.

happen. Captain Ballesteros aimed to lead the lady *Quetzal* to a three-peat and, with his sharing partner Captain Cutad, we did it!”

Chief Engineer Rey Emperado has been aboard *Stolt Quetzal* since 2011. A 2000 graduate of John B. Lacson Foundation University with a degree in marine engineering, he was recruited by Stolt Tankers. Emperado first went to the Asian fleet, before transferring to SNIES in 2007 as a Third Engineer. He was promoted to Second Engineer on *Stolt Kite* in 2009 and found himself aboard *Stolt Quetzal* in 2011, where he was promoted to Chief Engineer in 2014.

Emperado projects a relaxed sense of confidence in the engine room. “Do it right the first time,” he said. “Follow the manuals, procedures and regulations. Do that, and at the end of the day you can sleep well knowing that all the people around you are doing what they do safely.”

Emperado added: “This is a busy, difficult trade. But Stolt has the best people and we know our business. That’s what makes Stolt, and it’s why we are the best in the business.”

Asked if he had anything further to add, Emperado smiled and said: “We can talk again next year.”



approachable and supportive and Peter is always ready to provide technical and operational assistance.”

Chief Officer Benjamin D. Dola, who was also aboard *Stolt Quetzal* in 2014, has been with Stolt for more than 25 years, including 20 years as a Second Officer in the Stolt-Nielsen Inter-European Service (SNIES). After being promoted to Chief Officer in 2010, he served on *Stolt Aguila* before joining *Stolt Quetzal* in 2014. “Hard work, dedication and good communication between the SMT and the crew as a whole is the key to success,” said Dola. “A three-peat SOTY win seemed impossible to achieve but Team Quetzal has proved it can make things

ABOVE LEFT: Captain Mario Majadas (centre) insisted upon being photographed with his SMT (l. to r.): Second Engineer Ello Tapic, Chief Engineer Rey Emperado, Chief Officer Noel Labra and Electrical Engineer Wilbert Manicane.

ABOVE: Messman Jessie Reyes.

ABOVE RIGHT: Second Officer Brylle Balolong.

Second Engineer Ello Tapic is a 1990 graduate of the University of Cebu – College of Marine Engineering. After joining Stolt-Nielsen in 1991 as an Engine Room Trainee, Tapic served on numerous ships before coming aboard *Stolt Quetzal* in early 2015.

“This is a hardworking crew,” said Tapic. “And if there’s a problem, the Captain and the Chief Engineer participate to solve the problem. Here, we work together like brothers. The harmony is very good. And because we get so much training, the people here know their jobs.”

Third Engineer Raul Rodriguez had been with





LEFT: Third Officer David Hortaleza and Deck Officer Trainee Trinh Duy Nguyen.

RIGHT: Chief Steward Ismael Contreras.

BELOW LEFT: Chief Officer Noel Labra.

BELOW: Chief Engineer Rey Emperado.

BELOW RIGHT: Third Officer Edmil Abril.



→ Stolt-Nielsen since 1998 and a member of Team Quetzal since 2012. What is the key to the ship's success? "It's no secret," said Rodriguez. "Follow procedures to avoid accidents, work hard, and respect each other."

Good officers and crew; good harmony between the engine room and deck departments; and everyone always following the Company's policies and procedures.

To say that everyone on *Stolt Quetzal* is 'on the same page' is the quintessence of understatement.

Electrician Wilbert Manicane joined Stolt in 2008 and is a *Stolt Quetzal* veteran, now on his sixth contract with the ship. He has obviously found a home. "If there's a problem, we address it immediately, even the little things," said Manicane. "Never neglect anyone or anything. If someone makes a mistake, don't blame them – teach them, so the problem doesn't happen again. And always make sure that safety comes first, and not just for yourself."

Manicane is active in helping coordinate the basketball and darts tournaments held on *Stolt Quetzal*. "I believe it helps to build a good sense of community on the ship and it's good bonding for the crew."

Chief Officer Noel Labra was not aboard *Stolt Quetzal* in 2015 but, after 30 years with Stolt-Nielsen, he knows a good ship when he sees one. "A happy ship is a good performing ship, and we do the best we can to keep the Company and the customers happy," he said. "The guys here are very hardworking. And doing the right thing is the most important thing."

Second Officer Brylle Balolong is a 2007 graduate of Davao Merchant Marine Academy (DMMA). After an apprenticeship on *Stolt Cormorant*, he went aboard *Stolt Topaz* as a Deck Officer Trainee. After serving on a number of ships, Balolong came to *Stolt Quetzal* as Third Officer in December 2015, and was promoted to Second Officer in May 2016.

"What I like best here is the unity of the crew, from the SMT down to the ratings," said Balolong. "We have regular safety meetings where we are very open; if you have a concern, you can ask questions and we will just

Stolt Quetzal crew list 2015

NAME	RANK	NAME	RANK	NAME	RANK
Arsell Ryan Munoz Ballesteros	CPT	Jaime Ibanez Naag	2ENG	Michael Abao Tabal	OS
Arceles Salindo Cutad	CPT	Jaime Gonzales Salamana	2ENG	Alexis Picaña Callejo	JROS
Mario Lalap Majadas	CPT	Ismail San Juan Julian	3ENG	Ronald Aurelio Pacete	FTR
Benjamin Dulay Dola	CHOFF	Raul Baltazar Rodriguez	3ENG	Lorenzo de Guzman Ravelas	FTR
Gerwin Claudio Gayondato	CHOFF	Wilbert Marcos Manicane	ELEC	Cecilio Enopel Abequibel	OILER
Konstantin Vigovskii	CHOFF	Mitchelle Oliver Calis Salise	ELCT	Manolito Torres Aduca	OILER
Ramon Borres Bedo	2OFF	Arnold Castro Aquino	PMAN	Archimedes Sombilon Gandeza	OILER
Irele Jan Ibao Bodios	2OFF	Virgilio Rivera Dum Dum	PMAN	Dindo Franco Sorbito	OILER
Ioanil Deneb Cabautan Par	2OFF	Arnel Renconada Ferrer	PMAN	Robert Dialde Soriano	CHSTWD
Siegfred Philip Orquillas Semblante	2OFF	Edgardo Inlayo Lualhati	PMAN	Ramonito Inderio Odias	CK
Edmil John Karleyo Alvarez Abril	3OFF	Policarpo Canafuego Salvino	PMAN	Carlo Inlayo Lualhati	MM
Brylle Hernaez Balolong	3OFF	Joanel Manguray Babaran	AB	Roel Narcida Orpilla	MM
Rey Eblacas Emperado	CHENG	Antonio Tan Comanda	AB	Raymond Rey Ruffila Deniega	DOTR
Alexander Baluyot Lopez	CHENG	Carlben Urfilla Lagos	AB	Evan Zaire M. Fajardo	DOTR
Luis Antonio Ver Tejada	CHENG	Anwar Obrador Magpantay	AB		
Wilfredo Fe Mallari	2ENG	Paul Christian Pantig Pontigon	AB		

talk about it.

“It’s very important for the crew to be able to speak up for themselves and the safety of the ship,” he added. “For example, when you are taking samples of flammable cargoes, you need 30 minutes of settling time. Sometimes the surveyors will ask for samples right away. But you must wait, you must follow procedures. The same thing is true if an officer commands the crew to do something. On *Stolt Quetzal*, the ratings will question it if they do not believe it is correct.”

Third Officer Edmil Abril is a 2012 graduate of the Maritime Academy of Asia and the Pacific. He came aboard *Stolt Quetzal* as a Deck Officer Trainee in June 2014. “The advantage of *Stolt Quetzal* is the environment we’ve built over 2013 and 2014,” he said.



LEFT: (l. to r.) Third Engineer Raul Rodriguez, Second Engineer Ello Tapic and Electrical Engineer Wilbert Manicane.

BELOW LEFT: (l. to r.) Oiler Jefferson Reyes, Fitter Ronald Pacete and Oiler Dindo Sorbito.

BELOW RIGHT: Pumpman Arnel Ferrer.



“You know you are working safely and everybody gets along – there are no arguments or misunderstandings. This Captain (Majadas) is very approachable, understanding and easy to get along with. He prioritises things in terms of what’s good for everyone, with safety always first, of course.”

Third Officer David Hortaleza graduated from the University of Cebu in 2012 and served aboard *Stolt Momiji* (SOTY 2011), *Stolt Tsubaki* and *Stolt Basuto*, before joining *Stolt Quetzal* in May this year. “All the ships I have been on were SOTY contenders and all of them were very much alike, with all Filipino crews,” said Hortaleza. “Maintaining a happy ambiance with your people helps you to achieve your goals.” David is the son of Captain Cristito Hortaleza, who is now ashore as Training Manager for Stolt Tankers in the Philippines. “Living with a father who was a Captain pushed me. As a seafarer, he supported our family with everything we needed, and now I can do the same.”

Pumpman Arnel Ferrer has been with Stolt-Nielsen since 2000, having spent most of his career on K40s – *Emerald*, *Jade*, *Sapphire* and *Topaz*. Three years ago, he left the K40s for *Stolt Skua*; he signed on to *Stolt Quetzal* in mid-2015. What does he like best about the ship? “It’s the relationships. We work together just like brothers here. And if the relationships are good, the work is easier, no matter how hard the job. I am thankful for the opportunity to be part of *Stolt Quetzal*’s success.”

Able Seaman Carlben Lagos is a 13-year Stolt-Nielsen veteran, serving aboard ‘14 or 15 ships’, including *Stolt Quetzal* since 2013. “For me, it’s all about teamwork and following procedures. When you work, you think safety before you do anything. Even one mistake can cost you the Ship of the Year award.”

Oiler Dindo Sorbito has been with Stolt-Nielsen for seven years, the last three aboard *Stolt Quetzal*. Sorbito

boils down *Quetzal*’s success to three factors: “Good officers and crew; good harmony between the engine room and deck departments; and everyone always following the Company’s policies and procedures.”

Chief Engineer Alfredo Ugalde was signing off *Stolt Quetzal* just as *Stolten* arrived, but he paused to chat before leaving the ship. Ugalde is a Stolt old-timer, having joined the Company in 1978. He subsequently served on a long list of ships, and was promoted to Chief Engineer in 1998. He particularly likes working with trainees. “I’ve been in the Company for over 30 years and whenever I have a cadet or ETO, I like to ask them questions and to share what I know, my experience. In this job, you have to know how to troubleshoot and you have to be fast. The theoretical and the practical have to go together, because you can’t troubleshoot if you only know the theoretical.”

Stolten asked Ugalde how things have changed during his career. “The big difference between now and the early years – except for the technology – is that nobody was really looking back then,” he said. “We didn’t have all these audits, inspections, vettings and reporting requirements. What we did have is the Stolt manual and that’s what we followed, whether we were in Houston or Singapore. And it worked – I don’t remember a single incident on any of the ships I was on. Though there is no question that far more emphasis is placed on safety today, and that is a good thing.”

Having joined *Stolt Quetzal* in 2012, Fitter Ronald Pacete has been part of the crew for all three SOTY wins. “On *Stolt Quetzal*, everyone is teaching and helping each other. Whether someone’s rank is higher or lower, we are always reminding each other what the right thing to do is. Everyone wants to come back to *Stolt Quetzal*.”

Teamwork, harmony and the pride that comes with being the best of the best. Who wouldn’t want to come

Stolt has the best people and we know our business. That’s what makes Stolt, and it’s why we are the best in the business.

Keith Dean relocates to Houston

Keith Dean, Director Global Operations at Stolt Tankers, transferred from Rotterdam to Houston at the beginning of July. His relocation reflects the shift in gravity of Stolt Tankers Operations staffing to Houston after the Norwalk move, as well as the already large presence of Houston Port Operations and US Gulf Barging.

“Keith’s focus will shift somewhat along with the location change,” explained Mark Martecchini: “We have a large (and growing) investment in our Houston and Braithwaite terminals, yet after the reorganisation and Norwalk move, Tankers lost its resource responsible for Tankers/Terminals synergies.”

After coming ashore from a sea career, ending as Master on Stolt ships, Keith worked in New Orleans Port Operations from 1996 to 2005, actively developing the Braithwaite project, and completed his southern posting wearing a combined Tankers/Terminals hat. In October 2005 Keith was promoted to Director of Global Operations, based in Rotterdam.

“In addition to his global operations

responsibilities, he will focus on improving the ship/shore interface at our US terminals and ensure our commercial goals and Owner’s Berth policies are aligned with operational needs, and enforced,” said Martecchini.

He added: “Improving port efficiency and reducing port time is a key goal in our Roadmap to Sustainability. Reducing port time from the current 42% level to historical trends of below 35% will generate extra trading days and unlock substantial profits.

“The US Gulf consumes our biggest share of port days and congestion delays, so improvements here are essential, even when it means challenging our commercial/customer approach.”

At the same time, Stolt-Nielsen’s US Gulf Barging operation faces a major shift as the final two long-lived MMI barges end their useful lives, he pointed out. “We must evaluate our barging contribution to port efficiency and replace units on a sustainable basis.

“I am confident that Keith’s move will significantly contribute to achieving our goals.”



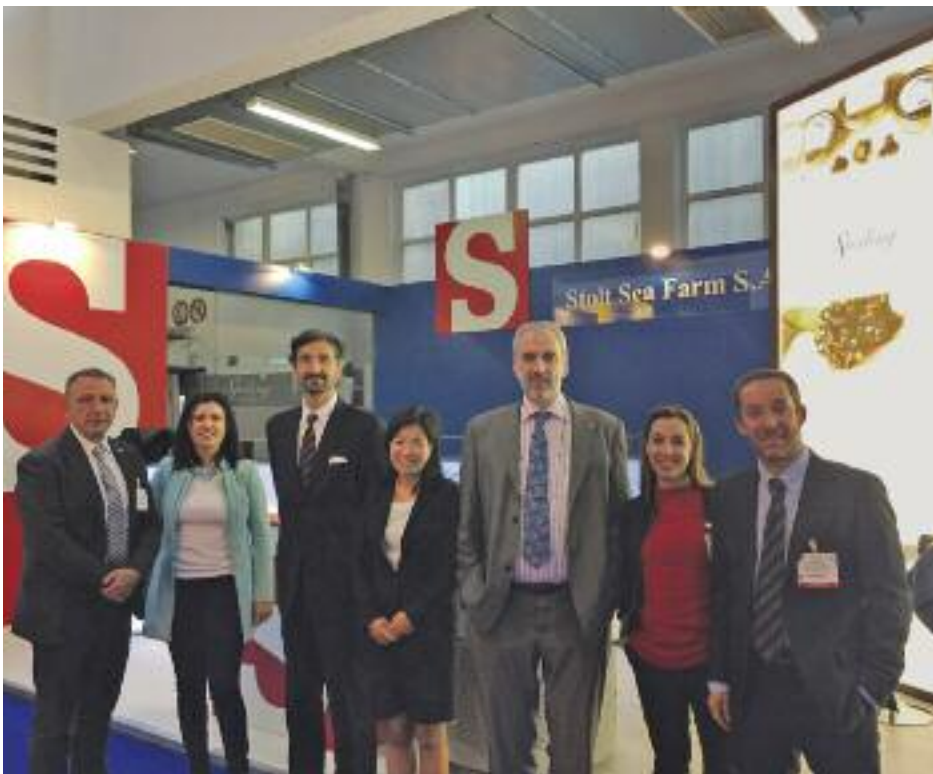
Stolt Sea Farm at Seafood Expo

Stolt Sea Farm took part in Seafood Expo Global in Brussels at the end of April. Hosting more than 1,700 companies from over 75 countries, Seafood Expo Global is the world’s largest seafood trade fair. SSF has attended this event for more than 20 years now. Once again, the sales team returned with a large number of contacts and business opportunities.

This year, for the first time and to great

success, SSF employed the services of a chef who cooked turbot and sole. The quality of SSF products and the chef’s skills, combined with the sales team’s passion, transmitted the image of excellence that the Prodemar brand deserves.

In addition, several tastings of caviar were held for potential customers, all of whom were impressed with the quality of Sterling Caviar.



SSF Seafood Expo team (l. to r.): Javier Saavedra, Manuela Gómez, Pablo García, Shaoching Bishop, Enrique Corrales, Ruth Sedoiteito and Jordi Trias.



Prodemar turbot and sole.

Sterling caviar.



Naming of *Stolt Hagi*

A traditional Japanese naming ceremony for Hull 1754 took place at Usuki Shipyard, Japan, on May 23. The ship was officially named *Stolt Hagi* by her godmother, Mrs Yumiko Shirasaki. Mrs Shirasaki is married to the Acting General Manager of the Chiyoda Corporation, Mr Tomohiko Shirasaki.

Stolt Hagi is the first of four newbuildings in the J12x project at Usuki Shipyard, scheduled to be delivered in 2016 and 2017.

RIGHT: The launch of the newly named *Stolt Hagi*.

BELOW: Godmother Mrs Yumiko Shirasaki.



RIGHT: (l. to r.): Front row, Mr Yoshiaki Ishihara, President, JFE Kozai Corporation; Mr Kazutomi Uchida, Deputy General Manager, Marubeni Corporation; Toshikazu Hirabayashi; Mr Yuji Nishijima, General Manager, Nippon Yusen Kabushiki Kaisha; Mr Koji Kondo, Corporate Officer, Nippon Yusen Kabushiki Kaisha; Godmother Mrs Yumiko Shirasaki; Mr Tomohiko Shirasaki, Acting General Manager, Chiyoda Corporation; Paolo Enoizi; Barry McNally; Frederik Guttormsen; Mr Goro Nakano, Mayor of Usuki City and Mr Jiro Kadota, President, Usuki Shipyard Co., Ltd. Back row, Novian Fretes; Mr Motoshi Kurushima, Director, JFE Kozai Corporation; Mr Takeshi Kira, Captain, Usuki City Police Department; Mr Kimura Hayato, Assistant Manager, Marubeni Corporation; Mr Yoshimi Adachi, Deputy Chairman, Usuki City Council; Richard Lau; Valentins Baburgs; Mr Hideyuki Nanri, Manager, Nippon Yusen Kabushiki Kaisha; Mr Ryo Kunishi, Deputy Manager, Nippon Yusen Kabushiki Kaisha; Mr Osamu Ikeda, Group Leader, Chiyoda Corporation; Jordi Bogaard; Mr Ryo Igarashi, Chief Coordinator, Chiyoda Corporation; Mr Hiroyuki Yamamoto, Usuki City Police Department; Mr Shizuo Watanabe, Consultant, ISC Corporation; Mr Yuji Ogawa, Superintendent, ISC Corporation; Mr Katsuyoshi Itabe, Corporate Adviser, JFE Kozai Corporation and Mr Shinji Sato, General Manager, Usuki Shipyard Co., Ltd.



When customers want information, they want it now. Thanks to a powerful paperless system, STC can check and deliver that information in an instant – seamlessly and conveniently.

STC: The power and payoffs of going paperless

While the concept of the paperless office is not new – the advent of desktop computing in the early 1980s started the idea – getting there has proved to be considerably more challenging than many expected. In fact, according to *Wired* magazine, the ‘paper problem’ is only getting worse:

- Each day, one billion photocopies are made. (Source: Forrester Research)
- The annual growth rate for the amount of paper produced by the average company is 25%. (Source: Gartner)
- There are over four trillion paper documents in the United States alone, and this number is growing at a rate of 22%, or roughly 880 billion paper documents a year. (Source: Coopers and Lybrand)

But that hasn’t stopped Stolt Tank Containers, where the paperless office is fast becoming reality.

“Our original long-term vision included the development of automation and a ‘dashboard’ that would give operators and supervisors a real-time view of each tank move, so that we know exactly what has happened to date, where things stand at the moment, and precisely what the next steps are,” says Michael W. Kramer, President of Stolt Tank Containers. “Having immediate access to that kind of information flow is very powerful.”

Powerful indeed, and in multiple ways. Most important of all, the system enables operators and supervisors to deliver better service to customers. Everything operators need to know about the multiple customers for whom they are responsible is right at their fingertips. Specific customer requirements are captured in all quotes and moves, thus ensuring accuracy and no dropped balls. The system is also a valuable management tool for supervisors, enabling them to optimise workloads across their teams to ensure that all tasks are completed in a timely fashion – especially when certain customers increase activity suddenly or present special projects.

“When customers need information from us, they want it now,” says Kramer. “And today we have the ability to deliver it ‘now’. We are responding much faster to those enquiries. We can see in an instant what has been done and what needs to be done. The days of hunting around for a folder and poring over it to find out where a shipment stands are gone.”

“If a customer wants to know, ‘Did my tank load? Did my tank sail? Did my tank get delivered?’ we can answer all that immediately,” adds Garri Lynn McGinty, Assistant Operations Manager. “You can see at a glance the status of any tank in our system.”

For customers, interaction with STC has now become far more seamless and convenient. If an operator goes on vacation or is off sick, a back-up operator can immediately step in and pick up the workflow.

“It’s definitely a more efficient system,” says McGinty. “A supervisor can get to the office in the morning, pull up the individual task lists and see what the volumes are for that day – so if someone is out, you can see what needs to be done to balance out the workload.”

Christi Greenlee, Food-Grade Supervisor, adds: “The sorting feature is a big bonus. It allows you to look up specific customer shipments quickly – and you can’t lose it like you can lose a piece of paper.”

If a natural disaster strikes, such as a hurricane or the flooding in Houston earlier this year, operators can log in and work remotely, ensuring business continuity and service.

“We are able to log on to one another’s sessions and jump in to offer support, even when we have to work from home due to weather or emergencies,” says Diane Castillo, Import Supervisor.

“*The days of hunting around for a folder and poring over it to find out where a shipment stands are gone.*”

“

If a natural disaster strikes, operators can log in and work remotely, ensuring business continuity and service.



Kramer adds: “And, of course, we’re saving money on paper and folders, not to mention being a more ‘green’ and more socially responsible business, which are no less important objectives.”

Some benefits were unforeseen. For example, the training of new personnel is now both simpler and more structured, because it revolves around a single, standard global platform.

“For training, it used to be, ‘Here’s how I do it,’” says Kramer. “Now we have a standard approach that we can continually optimise, based on experience, new input and evolving conditions in the marketplace.”

Thanks to the open functionality of the system, operators can add or remove items pertaining to any particular job, enabling any urgent details to be highlighted and acted on as necessary. And because the system is so effective at capturing details, billing for additional costs such as storage and lifts is no longer overlooked.

The system also enhances planning efforts, because operators can filter the views of their workloads by days, weeks or months, giving them the ability to better prioritise current and future tasks. This same feature gives managers the ability to obtain a snapshot of work under way, without disturbing the operator. That, in turn, alerts managers to situations where it may be necessary to redeploy people or accounts in response to excess demand or activity levels, and shift work from an overburdened operator to a less busy one.

“We now have a much cleaner and less stressful atmosphere in the offices where the paperless system is fully deployed, as we eliminate the paper and clutter associated with the old manual process,” says Kramer. “When this is all said and done, we will have eliminated over 150,000-and-growing paper move files. And the result is that our customers are happier, we’re happier and thousands of trees are happier.”

(l. to r.) April Robertson, Operations Supervisor Exports; Mehetabel Reyes, Operations Supervisor New Business Development Group; Garri Lynn McGinty, Assistant Operations Manager; Diane Castillo, Operations Supervisor Imports and Christi Greenlee, Operations Supervisor Food Grade.

“

We now have a much cleaner and less stressful atmosphere in the offices where the paperless system is fully deployed.

Shell Terminal of the Year honour for Stolthaven New Orleans

Stolthaven New Orleans has had the honour of being named Shell Chemical's North American Terminal of the Year for 2015.

Shell Chemical LP presents this annual award to recognise achievements in health, safety, environmental and supply chain performance, based on quarterly KPI statistics provided by the terminal.

"This award is a direct reflection on the Stolthaven New Orleans workforce and indicates they are doing a great job. It is a proud day when one of the majors recognises our achievements," said Louie Michon H&S Manager at the terminal.

The award was based on safe operation of Shell's supply chain, actively engaging Shell's management team during external audits, timely reporting of KPIs, positive near miss reporting and a positive trend or solid improvement in 2015, he added.

(l. to r.) Nate Poullard (Shell Contract Manager Terminals), Richard Springthorpe, Louie Michon and Chad Mansfield (Shell Manager of Land Logistics).



MAAP plaque for Jane Sy

SNPI President Jane Sy was the guest of honour during the 14th Commencement Exercise of Maritime Academy of Asia and the Pacific (MAAP) held on May 28.

As a sign of appreciation AMOSUP President Dr Conrado Oca and MAAP President Vice Admiral Eduardo Santos presented Jane Sy with a plaque. Stolt-Nielsen's partnership with the prestigious academy started in 1999 and there are currently 55 Stolt-Nielsen sponsored cadets.

Sign of appreciation (l. to r.): Admiral Eduardo Santos, MAAP Vice President; Jane Sy and Dr Conrado Oca, AMOSUP President.



OMNI training for Stolthaven Singapore leaders

People development has been one of the key pillars of Stolthaven Singapore's operational success. As part of this, the terminal and A*STAR (Agency for Science, Technology and Research) have jointly embarked on the OMNI (Operations Management Innovation) programme for Stolthaven Singapore's team leaders.

This programme will provide the team with an understanding of OmniMethodology, which they will then be able to apply in the implementation of productivity improvement projects such as jetty optimisation and apps for trucking time slot booking.

A*STAR is a Singapore public sector agency that spearheads economic oriented research to advance scientific discovery and develop innovative technology.

Team Leaders Boon Hong Koh and Alvin Lim conducting presentations as part of the OMNI programme.



Adding value: new drum filling machine at Stolthaven Moerdijk

A new, fully automated drum filling machine is now operational at Stolthaven Moerdijk, enabling the terminal to continue offering the value-added services our clients are asking for.

The machine was installed to replace the existing one, which had reached the end of its lifetime. Besides enhanced capacity and efficiency, the fully enclosed machine and state-of-the-art vapour extraction system

allow for the safe filling of some of the most hazardous products.

On July 4, Guy Bessant visited Stolthaven Moerdijk for lunch with the team and to start the line for the very first time. For the occasion, construction works were stopped to allow all team members to take a close look at the new machinery, and a celebration cake was cut.



ABOVE: The first Stolt-Nielsen drum, branded for the occasion, on its way to the palletising machine.

LEFT: Guy Bessant starts the line for the first time.

BELOW: Jan van den Brand, project manager and one of the main contractors, cuts the celebratory cake.



Erik Smit appointed Global Manager Total Rewards

Erik Smit has been appointed Global Manager Total Rewards as of July 1, succeeding Ginnie Hough, who left the Company in April. Erik, who joined Stolt-Nielsen in April 2015 as Compensation & Benefits Specialist, will report to Anne van Dassen Müller.

A graduate from the Erasmus University in Rotterdam with an MSc in business administration, majoring in human resource management, Erik started his career as a Project Assistant with Numico Schiphol Airport and subsequently worked as a Senior HR Consultant with Maersk Line until 2011.

Erik joined the Port of Rotterdam Authority, working as an HR Advisor and later as Compensation & Benefits Advisor, focusing on developing and implementing employee benefits and advising management and HR colleagues on remuneration and benefits issues.



Stolt Sea model presented to Texas A&M University

Texas A&M University, Galveston, welcomed representatives and seven former students from Stolt-Nielsen on March 31, to unveil and present a model ship tanker for display in the university's Jack K. Williams Library.

"The wonderful people from Stolt-Nielsen graciously donated the *Stolt Sea* (1999) 22,460 dwt oil products/chemical tanker model for display," reported an article in the Texas Maritime magazine. The model was designed by Jorge Mario Pezzuto and built by Astilleros Españoles.

The article reported: "The delegation met Admiral Smith and other members of the TAMUG executive leadership team, and went on an extensive tour of the campus with members of the 'Maroon Delegates' (students at the university).

"On behalf of faculty, staff and the student body of Texas A&M University at Galveston, we would like to thank the following ambassadors from Stolt-Nielsen: Richard Bertrand (Business Director), Norman O'Shaughnessy '87 (Group Operations & Regional Manager) and Clint Knight (Regional HR Director). Both Stolt-Nielsen and TAMUG look forward to further collaboration."



ABOVE: Stolt-Nielsen employees who graduated from Texas A&M Maritime Academy (l. to r.): Chris Skeen 1976, James Thomas II 2002, Dennis Fewell 2012, Kyle Garrison 2008, Norman O'Shaughnessy 1987, Alvaro Rodriguez 1994, Jason Attaway 2002 and Christopher Stickney 2013.



RIGHT: (l. to r.): Norman O'Shaughnessy; Rear Admiral Robert Smith III USN (ret), Superintendent, Texas A&M Maritime Academy; Clint Knight and Richard Bertrand.

Stolthaven Singapore: integrating women into the operational workforce

In March 2016, Stolthaven Singapore welcomed its first batch of female operations interns, in a pilot programme being run in collaboration with Singapore Polytechnic's School of Chemical and Life Sciences.

Part of the terminal's long-term manpower planning, this pilot programme will provide valuable information on any constraints and potential job redesign (if necessary) related to the integration of women into the terminal's operational workforce.



Kong Jia Yin, right, supervising pigging operations in the tank farm area.



Zhang Jun carrying out operations fieldwork at the truck loading bay.

STOLT SHARE PRICE PERFORMANCE

The table right indicates the closing prices for SNL from the date of the last *Stolten*, March 23, 2016, through to July 25, 2016.

The relative performance of SNL versus major market indices gives a measure of our share price performance versus the overall market competitors offering similar types of services, and the industries of our major customers.

Stock / Class	Symbol	Exchange	Currency	As of Mar.23.16	As of Jul.25.16	Share price movement +/- %
Stolt-Nielsen Limited – Common	SNIOSE	NOK	90.00100.5011.67%			
S&P 500 Index compares to broad market performance						6.47%
Dow Jones Transportation Index compares to other transportation companies						5.66%

Stolt Around the World

BRAZIL

25-Year Award

Lucio Martins received his 25-Year Award from Kevin Fallon in São Paulo on June 27.

Kevin Fallon presented Lucio Martins with his 25-Year Award.



CHINA

10-Year Awards

Summer Xia celebrated ten years with Stolt-Nielsen.

(l. to r.) Minwei Qu, Summer Xia and Jeff Wang.



FRANCE

Marmedsa visit

A visit to Le Havre in January from Marmedsa, STC's Portuguese agent, for an annual review provided the perfect opportunity for some technical training.



Nicolas Fromentin (centre) with Marmedsa colleagues (l. to r.): Alexandre Gomes, Rui Azevedo, Vasco Barros and Bruno Mestre.

A decade with STC

Jad Fadel celebrated a decade with Stolt Tank Containers and received his 10-Year Award from Laurent Grandjean in June.



Laurent Grandjean with Jad Fadel.

Course Amazone

In June, a team from the Le Havre office took part in the 2016 Course Amazone, a race that raises funds for the fight against breast cancer.



Amazon runners (l. to r.): Séverine Fréval, Angélique Barbier, Sandrine Fertel, Camille Fromentin and Claire Anquetil.

GERMANY

10-Year Awards

Congratulations to Kathrin Müller and Sabrina Drescher on receiving 10-Year Awards. Souzana Spanier and Ali Akin presented Kathrin Müller with her award in Hamburg on April 15. Sabrina Drescher received her award from Jaco Gelderblom and Ali Akin in May.



Kathrin Müller (centre) with Ali Akin and Souzana Spanier.



(l. to r.) Ali Akin, Sabrina Drescher and Jaco Gelderblom.

NETHERLANDS

On their bikes for diabetes research

When Dennis Woerdenbach, from the Rotterdam team, announced he was taking part in the 80 km Tour de Rotterdam cycle race on June 25, Stolt-Nielsen was quick to support him – and act as his main sponsor.

This was very personal – the race, organised by the Erasmus MC Hospital in Rotterdam, was raising money for research into diabetes this year, and Dennis is a diabetes sufferer. “Diabetes is a great part of my life and I, together with many others globally, can’t wait for the day this disease can be cured,” said Dennis. “Every donation helps!”

Dennis and his team collected a total €1,615.00 for the charity. “Special thanks from our whole cycling team to STC for the great support and willingness to act as our main sponsor,” he said.



Wearing STC colours Dennis Woerdenbach (second from right) with his Tour de Rotterdam team mates.

Aad Goud, 1962–2016

It is with great sadness that we report the death of Aad Goud on March 29, 2016.

Aad joined Stolt-Nielsen in November 2002. A dedicated and committed colleague, he was always willing to assist or help out, and everyone gladly went to him for advice. As Senior Buyer, he built a reputation for professionalism and style – towards his internal customers as well as the Company’s suppliers.

Aad’s knowledge, modesty, kindness and humour will be much missed by his colleagues in the Purchasing Department. The Newbuilding team complimented him on his knowledge and professionalism during their cooperation with him. Throughout Stolt Tankers, he was known as ‘Mr Impa’ – he knew the catalogue by heart which increased his fame with many of the vendors. His passing has left an enormous emptiness.

Our deepest sympathy goes to his partner, Han Quist, and family.



Receptionist Carla retires

Colleagues gathered to say farewell and to present flowers, gifts and cards to receptionist Carla van der Linde on her retirement on June 16.

RIGHT: Mark Martecchini and Carla van der Linde.

FAR RIGHT: Farewell to Carla (l. to r.): Désirée Boersma, Wil van Dijk, Carla van der Linde and Linda van Heulen.



PHILIPPINES

Lunch and Learn

Three Lunch and Learn sessions were organised by the Manila office recently. In April, Dr Lissa Resurreccion led a session focusing on Women's Health Awareness. In May, Rodello B. Ortiz led a session on Voting Wisely, and Dr Jerry Trinidad led a session on Top Illnesses (Viral Infections) – Causes, Symptoms, Treatment.



Women's Health Awareness session (l. to r.): Standing, Gemia Duayan, Mary Frances Borje, Janica Antoinette Mae Pascua, Agnes Contreras, Marielle Hipolito, Kristine Bernadette Matalote, Teresita Tumbagahon, Faith Dorado, Myra Relos, Lourdesita Tubasis, Adelynda Edralin, Jenny Jaenne Dote, Athena Pasta, Karina Asuncion Grace Go, Sheryl Peralta, Mary Rose Benitez, Jamsyn Beatrice Aleta, Miriam Dela Cruz, Barbara Cutad, Juliet Echipare, Mary Jane Coronel, Maureen Bejerano and Pamela Ann Mangindin. Sitting, Maria Elisa Balba, Angelyn Alabastro, Cecile Sombrano, Cheryl Faith Gabornes, Dr Lissa Resurreccion, Mary Jane Paderes, Soc Balmaceda, Jeany Labios, Florian Cabrito and Veronica Durias.

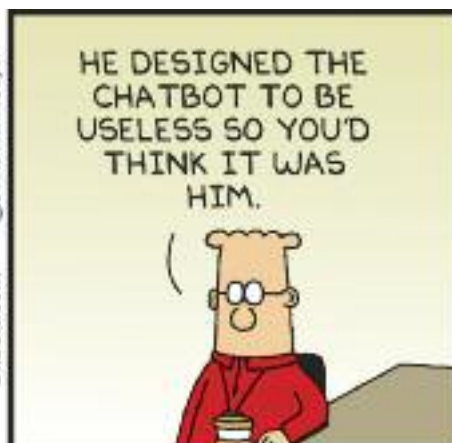
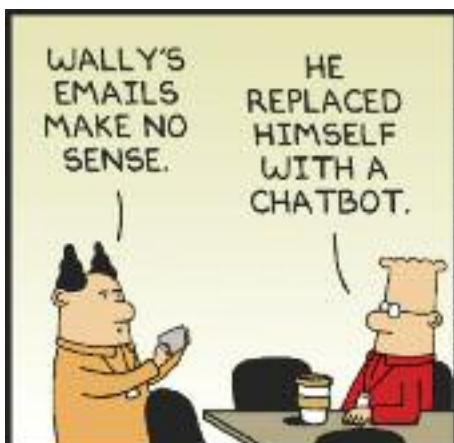


Voting Wisely session (l. to r.): Standing, Elinor Joel, Diana Rose Refugia, Ma. Gesel Derecho, Maureen Navarette, Mark Marcelo, Winnie Rhose Jimenez, Ferrarin Castro, Maricris Esteves, Dan Kevin Ching, Jenny Jaenne Dote, Lerry Gutierrez, Adelynda Edralin, Sheryl Peralta, Athena Pasta, Maria Corazon Villareal, Teresita Tumbagahon, Lisette Guia, Jamsyn Beatrice Aleta, Mary Rose Benitez, Jeany Labios, Laarni Udarbe, Randolph Montas, Miriam Dela Cruz, Jasmin Ocenar and Paul Miko Ulanday. Sitting, Marie Lorilyn Nidea, Agnes Contreras, Rodello Ortiz, Soc Balmaceda, Mary Grace Canela,



Top Illnesses session (l. to r.): Standing, Gemia Duayan, Danica Mae Aquino, Rowena Dominguez, Faith Dorado, Sheila Semafia, Jasmin Ocenar, Laarni Udarbe, Maricris Esteves, Lerry Gutierrez, Winnie Rhose Jimenez, Mark Marcelo, Mary Frances Borje, Rolando Sta. Cruz, Karen Joy Manuel, Rolando Calizo, Helen Joy De Luna, Jessica Bondoc, Julie Beth Ballarbare, Gorbachev Dalisay and Veronica Durias. Sitting, Leonisa Cabanban, Mary Grace Canela, Soc Balmaceda, Dr Jerry Trinidad, Karina Asuncion Grace Go and Janica Antoinette Mae Pascua.

Dilbert



25-Year Award

Jose Maylando R. Villanueva received his 25-Year Award on April 19.

(l. to r.) Maricar De Vera, Elinor Joel, Homiyar Wykes, Jose Maylando Villanueva, Soc Balmaceda, Jerry Marbella and Christiaan Steenbergen.



Communication assertiveness training

Altine Jimenez from Guthrie Jensen led a training session on communication assertiveness in April.

(l. to r.) Standing, Gemia Duayan, Rose Hiwatig, Rheanne Bagadiong, Barbara Cutad, Adelynda Edralin, Jonathan Carlos, Sofia Marie Herrera, Marie Jannine Dela Paz, Teresita Tumbagahon, Mary Rose Benitez and Lerry Gutierrez. Sitting, Mary Jane Paderes, Karen Joy Manuel, Veronica Durias, Altine Jimenez, Arian Jeliza Legaspi and Jamsyn Beatrice Aleta.



Customer service training

Soc Balmaceda led a customer service training session in May.



(l. to r.) Standing, Jonathan Inocencio, Joseph Dalisay, Hermel Cordero, Winnie Rhose Jimenez, Mary Jane Paderes, Joffrey Pedroso, Mark Marcelo, Sidney Torres, Jonathan Carlos and Veronica Durias. Sitting, Riza Mae Mayrina, Arabel Mallillin, Soc Balmaceda, Claudine Sampana and Arian Jeliza Legaspi.

Tying the Knot

HOUSTON

Kyle Smith married Brittany Crawford on April 23, 2016.



ROTTERDAM

Niels Boereboom married Nayla Chahla on December 4, 2015.



ON BOARD

Captain Adrian Lewis, *Stolt Concept*, married Lorraine Susan Horesh on March 12, 2016.



MANILA

Stephen S. Sancio married Cecile J. Sombrano on June 25, 2016.



SINGAPORE

Mark Lim E. Xiang married Woo Yuan Ling on March 5, 2016.



SAUDI ARABIA

Sahreej visit

The STC Al Khobar team recently visited the Sahreej depot in Dammam.

Depot visit (l. to r.): Back row, Zainab Aseedah, Noha Al Shayeb and Mona Al Wasmî. Front row, Sajjad Khan, Emilio Ruidera, Murtaza Bhatri and Denver Concesso.



New employees

DAGENHAM

Cosmin Bătcă
Project Engineer

HOUSTON

Gabriel Gomez
Customer Service Supervisor

Somer Rodriguez
Account Manager, SHVN Marketing

Sydney Rodriguez
Sales Coordinator, STC

MANILA

Edwin B. Hernandez
Accounting Associate I

Lorevill L. Leal
Accounting Manager, Marine Payroll

Mary Grace T. Mora
Accounting Associate I

Janica Antoinette Paascua
Accounting Associate I

Regine Marie B. Pias
Accounting Associate II

Melissa C. Rances
Accounting, Corporate Reporting

Leonoro P. Tagari
Accounting Associate I

Sidney G. Torres
Accounting Associate I

Jose Felipe B. Zapata
Accounting Manager, Record to Report

MOERDIJK

Mark van Gool
Customer Service Representative

NEW ORLEANS

Kelly Fuller
Account Manager, SHVN Marketing

ROTTERDAM

Matthew Fox
Project Manager

Adam Goldschmidt
Senior Legal Counsel

Giorgio Guadagna
Project Engineer

Thanh Nguyen
Senior Auditor

Per Cato Røed
Global Manager, SNSO Newbuilding & Technical

Christina Wassink
Financial Analyst, SNIES and SNITS

SINGAPORE

Brandon Kwan
Infrastructure Support Specialist

Dmitriy Lugovoy
Superintendent

Marco Nillas
Fleet Electrical Engineer

Jonathan Sim
Ship Operator

Kalpana Vevagananandam
HR Manager

New hands

DAGENHAM

To Daniel Newman and his wife, Claire, a boy, Jack, on March 2, 2016.



To Kenneth Mukes and his wife, Linda, a girl, Kaydence Michelle, on July 1, 2016.



To Marta Ponis and her partner, Antoine van den Oever, a girl, Olivia Hester Emma, on March 3, 2016.



ON BOARD

To Second Officer Davor Pivalica, *Stolt Invention*, and his wife, Marina, a boy, Gabriel, on May 1, 2016.



DUBAI

To Amrit Tirkey and his wife, Nandani Bagit, a boy, Ethan David, on June 27, 2016.



LONDON

To Lucy Ealham and her partner, Tim Williams, a girl, Harper Ivy, on June 9, 2016.



To Bart Splinter and his wife, Alexandra, a boy, Thijs, on January 27, 2016.



To Second Officer Pavo Radelic, *Stolt Capability*, and his wife, Iva, a girl, Roza, on April 16, 2016.



HOUSTON

To Juana Hernandez and her husband, Jose, a boy, Alexander, on June 20, 2016.



ROTTERDAM

To Aleks Ostajuka and his wife, Natalja, a girl, Marta, on March 8, 2016.



SHANGHAI

To Chen Wei and his wife, Yu Can, a boy, Chen Yu Heng, on March 23, 2016.



SINGAPORE

'Heart of the Haze' screening

On April 22, Stolt Singapore's environment care committee organised a film screening of a documentary called 'Heart of the Haze' across the PSA office, terminal and depot. This was organised in conjunction with SG EarthFest.

The documentary, filmed in Central Kalimantan, showed the devastation that the haze – hazardous air pollution caused by forest fires brought and how it impacts the local, regional and even international economy.

More than 70 employees watched the film and also learnt about environment awareness and individual roles in keeping the environment clean for the next generation.



Environmental awareness (l. to r.): Front row, Darrell Lee, Regine Andersen, Shirin Pereria, Angie Loo, Sheila Sim, Derrick Shin, Adeline Foo, Noorlela Rayis, Amelia Lim and Geraldine Lim. Back row, Chong Kean Yee, Karen Yeo, Ash Tho, Emily Ng, Melvin Lee, Clarie Seeoth, Sharifa Binte Shariff, Wendy Chai, Sherry Julina, Eve Chua and Jeffrey Lee.

Service Awards

Celebratory lunches have been held to honour service award recipients in the Singapore office. The Line, Shangri La Hotel was the venue for lunch in January where Daniel Toh received his 25-Year Award and Mahesan Padmanabhan, Jonathan Liew and Darryl Cheng received their 10-Year Awards.

In April, Mohamad Sari Bin Jamsuri, Samuel Chia and Sharifa Binte Shariff received 10-Year Awards at a lunch held at Scotts.

Alan Gaskell presented Rainer Hinker with his 10-Year Award on May 25.



ABOVE RIGHT: January lunch (l. to r.): Jean Toh, Darrell Lee, Bill Bryant, Daniel Toh, Mahesan Padmanabhan, Jonathan Liew, Darryl Cheng, Ivan Tan, Jessica Ong and Greg Vinson.

ABOVE FAR RIGHT: April presentation (l. to r.): Front row, Richard Lau, Darrell Lee, Bill Bryant, Mohamad Sari Bin Jamsuri, Samuel Chia and Sharifa Binte Shariff. Back row, Nerissa Goh, Josephine Loh, Angela Ng, Frederik Guttormsen and Michael Tsai.



RIGHT: Alan Gaskell and Rainer Hinker.

Position changes

DUBAI

Leah Roca from Accounting Supervisor to Manager Finance & Control

HOUSTON

Taylor Cook from Marketing Manager to Senior Marketing Manager

John Dinh from Fleet Analyst to Technical Services Supervisor

Petr Kontush from Senior Port Superintendent to Port Captain

Josh Van Horn from Fleet Analyst to Senior Technical Analyst

LONDON

Zackarie Fortin-Brazeau, Senior Project Analyst, Stolt LNGaz from Montreal

MANILA

Genelyn T. Balancar from Accounting Associate II to Sr. Accounting Associate

Maureen B. Bejerano from Operations Coordinator to Operations Specialist

Dan Kevin M. Ching from Accountant to Sr. Accountant

Marilou B. Estrella from Accounting Team Leader to Accounting Supervisor

Lisette S. Guia from Accounting Associate II to Sr. Accounting Associate

Jeany C. Labios from Accounting Associate II to Sr. Accounting Associate

Randolph R. Montas from Accounting Associate II to Accountant

Diana Rose C. Refugia from Accounting Team Leader to Accounting Supervisor

ROTTERDAM

Sergei Antoshin from Senior Port Superintendent to Port Captain

Peter Bos from Global Manager SSHEQ to Global Operational Risk & Safety Culture Manager

Jeannette van Laren from Senior Business Analyst to Business Project Lead, BT Applications

Ho Liong Oei from Business Project Lead to Business Project Manager, BT Applications

Diana Teixeira Pinto from Ship Operator to Senior Ship Operator

SINGAPORE

Ben Chan from Shipbroker Trainee to Shipbroker

Mark Lim from Project Engineer, SHVN to Assistant Commercial Manager

Samreet Singh from Trainee Operator to Operator C, SHVN

Michael A. Tabara from Chief Marine Engineer to Technical Superintendent

SPAIN

Solidarity Race

Stolt Sea Farm sponsored a Solidarity Race which raised funds for the Multiple Sclerosis Association. There wasn't an SSF team this time but preparations were in hand – including special shirts – for a team to take part in another race soon after.

Lining up for the start: the Solidarity Race sponsored by Stolt Sea Farm.



Beach clean

The Stolt Sea Farm Lira team arranged a clean-up day at the nearby beach – an annual event to help keep a clean coastline.

The big beach clean-up.



Service awards in the summer sun

The Stolt Sea Farm summer party held on June 17, included a ceremony to celebrate long service to the Company.

25-Year Award recipients pictured with Anne van Dassen Müller, clockwise from bottom left: Rocio Casais, María Bonner, Carmen Cibrán, Ramón Beiro, Francisco Casais, Esteban Martínez, Manuel Martínez, Jose Manuel Lema, Javier Soto, Juan Manuel Saborido, Jose Mouro, Luis González and Leopoldo Fernández.

10-Year Awards, main picture (l. to r.): Front row, Abel Castro, Echaveli González, Yago Oanes, Manuel Martínez, Diego Rey and Raúl López-Leiton. Back row, Vasco Duarte, Berta Fernández, Rocio Franco, Manuel Rey, Blanca García, Joaquín Búa, Pablo García, Eduardo Sampedro, Carlos Lemus, Daniel Bolón, Alberto Luaces, Alberto Carlos Antelo, Santiago Castiñeira, Ángele Fontenla, Rita Lampón and Marco Antonio Formoso.



UNITED STATES

Houston office marks Red Nose Day

Red Nose Day returned to the United States on May 26 this year – and to the Houston STC office!

A sister event to the UK's Comic Relief, Red Nose Day is for getting together, having fun, raising funds and making a difference for children and young people. The Red Nose Day Fund distributes the money through programmes to keep children and young people safe, healthy and educated.

Red noses at STC Houston.



10-Year Awards

Congratulations to Jason Gutierrez, Jose Cardenas and Matthew Dale who received 10-Year Awards.

RIGHT: (l. to r.) Dan Shelton, Jason Gutierrez, Leon Nell, Jose Cardenas, Artis Martin and Chris Clemons.

FAR RIGHT: Matthew Dale (left) receiving his award from Guy Bessant.



Margie retires after 43-year career

On June 15, the STC Houston team held a retirement party for Margie Mykytyn – catered for in the best ‘Tex-Mex’ tradition.

After a career of more than 43 years in the transportation and logistics industry, including 14-plus years with STC, Margie plans to spend her retirement travelling, and enjoying time with friends and family.

We thank her for her dedication and wish her and her husband John a healthy and wonderful retirement together.

(l. to r.) Bill Sikma, Garri Lynn McGinty, Kevin Fallon, Margie Mykytyn, Bob Millan and Ted Nathanson.



Joe Estrada retires

Best wishes for the future to Joe V. Estrada who retired on June 30 after 23 years with Stolt-Nielsen.



US citizenship celebration for Leon

On June 22, Leon Nell officially became a United States citizen. The STC Houston office celebrated this very special day with Leon on June 23.

RIGHT: Leon Nell seated with (l. to r.): Tina Sowell, Tiffany Hammond, Colleen Ballard, Monica Boudreaux, Patricia Hamblen Tucker and John Dinh.

FAR RIGHT: (l. to r.) Back row, Dan Shelton, Leon Nell, Marty Wagner and Chris Clemons. Front row, Macey Metcalf and Judith Bennett.



Crescent City Classic

On March 26, a total of 15 Stolthaven and Stolt Tankers employees and five Phoenix High School teachers, along with family and friends, took part in the 38th annual Allstate Sugar Bowl Crescent City Classic 10 km.

This road race is organised in New Orleans by the Crescent City Fitness Foundation, a not-for-profit entity. Stolt-Nielsen employees joined with the teachers to raise a total of US\$5,600 for Phoenix High School in Braithwaite.

Classic runners (l. to r.): Britney Ruiz, Jared Henninger, Frida Rivera, Natasha Gabriel, Jonathan Guthrie, Melissa Rhodes, Steven Basile, Trichina Williams, Nathan Besse, Kristie Williams (Principal of Phoenix High School), Evan Williams, Phyllis Williams, Brad Wilson, Crystal Clark, Dustin DuRapau, Michelle Trosclair and Richard Springthorpe. Also taking part, but not in the picture, were Christopher Popjoy and Jeremy Roussel.



Stolt takes second in Hvarska Regatta

A Stolt-Nielsen team took part in the Hvarska Regatta 2016 in Croatia and won second place.



ABOVE: Regatta team (l. to r.): Jere Vidovic, Captain Mijatovic Robert, Captain Milan Pivalica, Gordana Pivalica, Chief Engineer Miladen Makjanic, Ana Makjanic and Second Officer Toni Bacic.

RIGHT: The Stolt-Nielsen team underway.

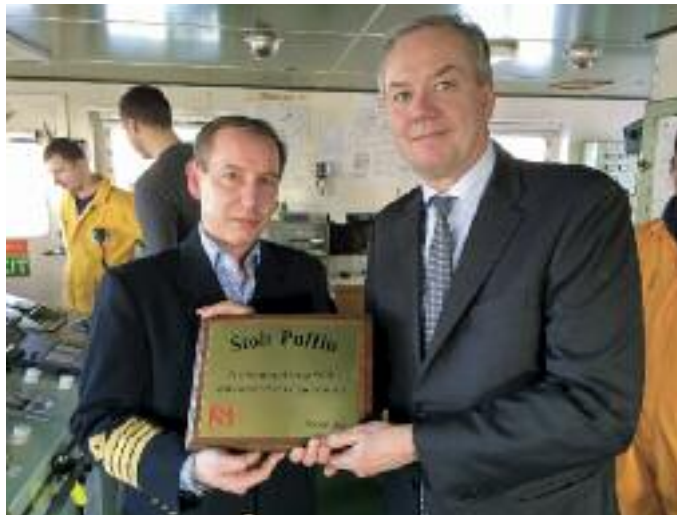


Stolt Puffin celebrates 1,000 voyages

On March 17, *Stolt Puffin* celebrated its 1,000th voyage in the Stolt-Nielsen Inter European Service (SNIES). During this trip, the ship carried propylene oxide for Shell Chemicals, one of our biggest customers.

Watched by crew members, the ship superintendent and the ship operator, SNIES Business Director Tom Monssen presented Captain Andrejs Loktajevs with a plaque to mark this great achievement.

Voyage #1,000: Captain Andrejs Loktajevs receives a special plaque from Tom Monssen.



Picture perfect

When *Stolt Jaeger* visited Odda, Norway, on June 2 to load sulphuric acid, Captain Olaff Janssen and his crew took the opportunity to photograph the stunning scenery.



Service awards presented in Manila

Congratulations to the many seafarers who have recently been recognised for their years of service to Stolt-Nielsen.

TOP RIGHT: Pumpman Valentin Regala, pictured with his wife, received a gift to mark 40 years of service from Igor Segeda, Jane Sy, Paolo Enoizi, Dirk Holmen, Peter Bos and Valentins Baburgs.



RIGHT: Six Filipino seafarers were congratulated on 30 years of service by Paolo Enoizi, Jane Sy, Dirk Holmen, Peter Bos, Igor Segeda, and Valentins Baburgs. Pictured with their wives (l. to r.): Oiler Sergio Bacabis, Chief Engineer Roger Antipala, Fitter Achelis Mondano, Oiler Elbert Galve, Third Engineer Jose Hernandez and Bosun Renato Noceda.



ABOVE: Chief Engineer John Pewu, pictured with his wife, received his 25-Year Award from Igor Segeda, Jane Sy, Paolo Enoizi, Dirk Holmen, Peter Bos and Valentins Baburgs.

RIGHT: Paolo Enoizi, Jane Sy, Dirk Holmen, Peter Bos, Igor Segeda and Valentins Baburgs presented Filipino seafarers with their 25-Year Awards. Pictured with their families (l. to r.): First row, Bosun Mario Manto, Pumpman Edgardo Lualhati, Chief Steward Rodolfo Leano, Third Engineer Flaridel Capili, Able Seaman Mauro Santiago, Oiler Rogelio Castillo, Chief Steward Reynaldo Kadano, Pumpman Florentino Panoy, Pumpman Danivir De Leon and Captain Arceles Cutad. Second row, Second Officer Antonio Agero, Pumpman Rolan Batarao, Bosun Emmanuel Plofino, Fitter Alfon Wacan, Third Engineer Raul Arcenal, Chief Steward Jose Joel Escasa, Bosun Victor Muldong, Bosun Cesar Gregorio, Second Officer Alan Buqueron, Fitter Ferdinand Cutierrez, Chief Cook Edgardo Vejerano, Pumpman Percival Reyes, Oiler Arnold Dano and Pumpman Jose Nante Fernandez.



RIGHT: Officers received their 25-Year and 10-Year Awards from Igor Segeda, Jane Sy, Paolo Enoizi, Dirk Holmen, Peter Bos and Valentins Baburgs. (l. to r.) Chief Engineer John Pewu, Chief Engineer Dmitry Basenko, Captain Dmitry Dzhamaletdinov, Second Engineer Vasily Varopin and Captain Xue Lei.



SEA STAFF PROMOTIONS

| February 23, 2016
Yong Guo *Second Engineer*

| March 1, 2016
Igor Grigorev *Second Engineer*

| April 11, 2016
Ivan Udalov *Captain*

| April 18, 2016
Noel Isaales *Second Engineer*

| April 21, 2016
Jacob Riemersma *Chief Engineer*

| May 4, 2016
Aleksandr Vasilev *Chief Engineer*

| May 14, 2016
Maksims Jemeljanovs *Chief Officer*

| May 26, 2016
Edgars Pizans *Chief Officer*

| June 12, 2016
Sergey Kashkin *Second Engineer*

| June 15, 2016
Jurijs Golubovics *Captain*
Mihails Kerimovs *Captain*

| June 27, 2016
Xiu Wang *Second Engineer*

| June 28, 2016
Ivan Seput *Second Engineer*

| June 30, 2016
Mykola Kryvoruchko *Chief Officer*



Ivan Udalov



Jacob Riemersma



Aleksandr Vasilev



Jurijs Golubovics



Mihails Kerimovs

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