

# NAUTILUS

ISSUE 1/2016



**INTERORIENT**  
SHIPMANAGEMENT



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If you would like to contribute to this newsletter, please send an email to: [nautilusnews@interorient.com](mailto:nautilusnews@interorient.com)  
 Articles will be published subject to editing and space availability.

## CEO's MESSAGE



The start of 2016 has once again seen the return of great difficulties in the shipping markets. The slowing global economy coupled with an abundance of tonnage has seen rates plummeting for all ship types, most notably bulkers and containers, while much of the offshore fleet has been laid up as a result of no employment prospects. It appears that many bulkers may also soon be heading for lay-up as the Baltic Dry Index (BDI) has reached an all-time low and freight rates are below opex. The industry is once again facing enormous challenges.

It is in these times where a good and prudent ship manager can prove their worth. Stringent cost controls and efficient operations can make a huge difference in times where earnings are so low. Attention to detail, careful planning and understanding the owners' needs are crucial for a manager to be able to make the right contribution.

Our refocus on our ship management business has allowed us to delve into these matters more deeply than ever before and we believe that by continuing to be close to our clients we can offer a better service. We also believe that by offering tailor-made solutions based on each client's unique circumstances, we are offering not just a ship management service but one that addresses each client's unique requirements. Many managers can manage a ship but it is how that ship is managed that makes all the difference.

**Themis Papadopoulos**  
CEO

# NEW VESSELS UNDER MANAGEMENT

Interorient Shipmanagement recently took over the full management of two suezmax tankers, namely the M/T Bacaliaros and the M/T Tonos.

The Bacaliaros was taken over on 3rd September in Dos Bocas, Mexico and the Tonos in Irvine, Scotland on 10th September.

They are sister vessels, double hulled oil tankers. They were built in 2003 in Samsung Heavy Industry Shipyard, South Korea.

Length overall: 274 metres

Breadth: 48 metres

Summer deadweight: 160,000 metric tonnes at a draught of 17 metres.

They are engaged in worldwide trade carrying crude oil.

For those familiar with Greek cuisine will know that Tonos means tuna and Bacaliaros means cod.



# RIDGEBURY TANKERS - WHAT INFLUENCES A SHIP OWNER TO CHOOSE A SHIP MANAGER?



## What are the qualities you are looking for in a manager?

Choosing a technical manager is one of the most important decisions we make as a company. We consider only well-established managers with strong management systems in place to comply fully with the demands and the highly challenging commercial and regulatory environments we face. But we have often seen a large difference between a management organisation on paper and the performance on the ground. The difference mainly comes down to the quality, ability and experience of the people who are running our ships. Great systems cannot make up for weak, unmotivated or inexperienced personnel. So we look for managers that have a strong culture of performance and compliance, with low employee turnover. We are wary of technical managers with high turnover in personnel or client base.

## What are your expectations of a ship management service?

Apart from technical competence and compliance, the most important aspects for us are transparency and open communication. Although shipbrokers may end every message with "AGW" (all going well), we know that in shipping "all" often does not go well! Hiding bad news doesn't make it go away, and we look for a manager who will share problems quickly so that we can work together to find solutions. The worst thing for us is to be blindsided about an issue on our own ships and have to find out from another source such as a terminal or charterer, before hearing it from our technical manager.

## As a ship owner what do you see as being the challenges in the future operation of your vessels?

Nothing seems to get any easier. Ever. One of our most recent SIRE inspections contained an observation regarding a "possible non-certified" floor mat. Uncertainty around ballast water treatment, and the growing potential for global regulation of emissions could produce major additional cost burdens. But our industry's biggest problems are always likely to be self-inflicted, in the form of too much ordering and more ships than the market needs. The only way to meet these challenges is to be financially strong and operationally efficient.

## How do you see the relationship between the ship owner and the ship manager?

We look to build a partnership with our managers so that they understand our philosophy and goals in order to act as if they were the owners themselves. In the best cases, as with Interorient Shipmanagement, we feel that we are working with friends and are part of the same extended family. We know that managing ships is a Herculean task and we see from emails and from our visits to Cyprus that it is a 24 hour effort. It just doesn't work unless there is a strong underlying bond of respect and friendship. That doesn't mean that we won't fight over the budget of course!

**Hew Crooks**  
CFO  
Ridgebury Tankers

# ANNUAL CORPORATE MEETING AND WORKSHOP



The Interorient group of companies is spread around the globe and during the course of a year there are various visits to each office in all directions by managers and superintendents. These are usually planned visits to review and discuss specific issues or to carry out routine audits, develop procedures and similar such activities. However in addition to such visits, once per year, all the heads of the network of group offices gather in Limassol for a corporate meeting. These heads of the group offices, together with all managers and key personnel in the Cyprus office, have formal meetings in order to enhance the cooperation and performance of the group's ship management activities.

This year the meeting was held between the 10th and 12th November. Day 1 took the form of a series of presentations by managers on subjects critical to ship management activities. The subjects presented included technical aspects of fleet performance, health, safety and quality, critical issues and tanker vettings amongst others. After each presentation there was a discussion session with lively debate and input from all. The day rounded off with a session entitled "The Voice of the Seafarers". A panel was established for this discussion including the heads of each group manning agency, a current serving ship's master especially flown in for the event and a roving trainer. This proved to be a very enlightening session which was extended in duration to allow the discussion of as many views as possible.



The following day and a half took the form of a workshop that was facilitated by Barry Kyriacou of DanatCon. The workshop was designed to address the issues that Interorient Shipmanagement needs to address to reach its Vision to be recognised as a global market leader in quality ship management with a focus on ways to strengthen the relationship with our clients. Upgrading the way we treat our customers is of paramount importance given the highly competitive situation in the ship management industry. It was a highly participative event and all had the opportunity to discuss various issues and express their opinions.



Barry Kyriacou of DanatCon



The event began with a briefing on the latest developments from around the world on how successful companies are attracting and retaining their clients. Experiences from well-known companies were shared and discussed with the aim of learning from the best and seeing whether such practices could be applied to Interorient Shipmanagement. A workshop was then held to identify the changes we would need to make at Interorient Shipmanagement to be able to reach that level of relationship with our clients. Finally, time was allocated to discussing our company culture and identifying how it could be made even stronger.



There was a bit of fun as well when participants were presented with a challenge involving bricks.

To conclude the overall activities of the corporate meeting an excursion was made to one of the most spectacular archaeological sites on the island, Curium, where an impromptu company logo was formed in the 2000 year old amphitheatre. According to the tour guide this theatre was once used for gladiatorial tournaments. Fortunately we were amongst friends! The day was rounded off with a visit to the old village of Omodos in the foot hills of the Troodos mountains where a traditional Cyprus meze type meal was enjoyed by all.



However the work has not finished and we now need to act on the input from the corporate meeting events and put into action many of the thoughts and ideas shared. A working committee has been formed and are actively taking things forward.



**Peter Bond**  
Managing Director

# EBRD TO SUPPORT EXPANSION OF INTERORIENT SHIPMANAGEMENT

The European Bank for Reconstruction and Development (EBRD) is providing Interorient Shipmanagement with a USD 11,374,000 loan for the expansion of the company's business.

Interorient Shipmanagement is planning to expand its fleet under management through a series of investments, the scope of which is to enhance the company's capabilities in enlarging its client base.

With these investments, Interorient Shipmanagement will support the recovery of the Cypriot economy which should also lead to higher levels of activity in the shipping sector.

During the signing ceremony in Limassol, Sue Barrett, EBRD Director for Transport, said: "We are proud to sign our first transport loan in Cyprus with Interorient Shipmanagement to support expansion of the company's ship management services. This is an important first step for the EBRD's engagement in the transport sector in Cyprus. We look forward to providing further support for the commercialisation of the country's maritime sector going forward".

"We welcome the opportunity to extend our support to a strong local company like Interorient Shipmanagement. Shipping is an important part of the Cypriot economy and we are happy to contribute to its development." added Libor Krkoska, Head of EBRD's office in Cyprus.

Themis Papadopoulos, CEO of Interorient Shipmanagement, added "We are delighted to start a relationship with EBRD which will facilitate the implementation of our expansion plans. EBRD's presence in Cyprus and its support to locally based companies is a significant contribution in the repositioning of the Cypriot economy."

Transport is a key area of engagement for the EBRD. The Bank supports the development of safe, secure and sustainable transport systems which balance economic, environmental and social needs. To date, the EBRD has invested more than €13 billion in more than 260 projects in the sector.

The EBRD started investing in Cyprus last year for a temporary period envisaged to last until 2020. The Bank is focusing on investments in the financial sector, supporting privatisations and private concessions and providing finance

to projects of individual private companies. The EBRD's goal is to support the recovery of the country's economy following a deep financial crisis.



**Themis Papadopoulos, CEO of Interorient Shipmanagement and Sue Barrett, Director for Transport of the European Bank for Reconstruction and Development**



# FLEET OFFICERS MEETING IN CEBU AND UNIVERSITY OF CEBU CADETS



## Fleet Officers Meeting in Cebu

We had the pleasure of hosting a fleet officers meeting in Cebu, Philippines on the 1st and 2nd of October 2015. The meeting was held at the premises of the University of Cebu.

There were more than 100 attendees at this two day event, together with guest speakers from the Cyprus and Hamburg offices as well as local speakers from the Philippines. We were delighted to also include the recently enrolled third group of cadets in the meeting.

A wide range of topics were discussed including new legislation, changes to company policies and procedures, leadership, safety, technical and environmental issues.

The officers and cadets attending these meetings were genuinely appreciative of the meetings and all topics brought forward. We were extremely pleased with the interaction and interest shown by all the officers and cadets.

Overall it was a very productive meeting and proved to be a good opportunity for the ship personnel to get together with the shore personnel and communicate at a personal level.

We would like to thank Att. Augusto W. Go for the generous use of all University premises and likewise to the staff at the University for all the hard work they put into making this meeting such a success for us all.

## University of Cebu Cadets - third group

In order to ensure that the future of the fleet is manned by competent home grown seafarers, Interorient Shipmanagement has been focusing on developing its own seafarers. With the help of our reliable partner in the Philippines, the University of Cebu, we have successfully engaged in the recruitment and training of two groups of cadets. 50 cadets were recruited in 2008 and 50 in 2009, all of whom have completed their sea practice and now many are already serving as junior officers.

In October 2015, we had the pleasure of recruiting the third group of cadets. A total of 49 cadets were selected from the hundreds of high school graduates who were carefully screened, tested and interviewed from the maritime campuses in Cebu.

The final 49 selected cadets will make up a class of 25 engine cadets and 24 deck cadets, studying a 4 year maritime bachelors programme in the University of Cebu. The third year of this programme will involve shipboard training on Interorient Shipmanagement vessels.

These young cadets have a long way to go, finally planned to join as junior officers by 2020. We wish our young apprentices much success along this voyage. The company will provide all the support it can, not only during their time at school or whilst training onboard, but throughout their careers with Interorient Shipmanagement.

To the third group - welcome onboard!

**Shane Rozario**  
Deputy Fleet Personnel Manager / Head of Training

# GROUP ENVIRONMENTAL WEEK



For the second year running the Environmental Committees of our group and manning offices were tasked with putting together a programme to support a full week of events to raise environmental awareness amongst the staff and be of benefit to the local communities within the various group office locations. This was one of last year's recommendations from the annual review and we can confidently say that it was again a great success seeing increased participation and lots of positive feedback from the staff.

Each day had a daily theme and events and presentations were planned addressing the specific daily theme with informative videos also being sent to staff each morning and afternoon.

In Limassol, the daily themes were: Marine Environment, Earth Day, Animal Day, Global Warming & Climate Change and Green Day. The branch and manning offices produced similar programmes.

Local charities were supported with donations of unwanted clothing and household items, dog food and blankets for a local dog shelter and money was raised from the end of week celebration of a sponsored run, walk and cycle. Photo competitions were also arranged where staff submitted photos they had taken of positive and negative examples of environmental efforts within their local area. The winning photos from Limassol and Hamburg offices can be seen on the right and on the next page a compilation of photos from the weekly events from all offices involved.

**Stephen Hardy**  
Group Marine Operations and Environmental Manager



Limassol 1st place  
Marios Patounas  
Marketing Dept



Limassol 2nd place  
Demetris Demetriou  
IT Dept



Limassol 3rd place  
Kyriakos Kourieas  
Commercial Dept



Hamburg 1st place  
Claudia Prillwitz  
Accounts Dept



Hamburg 2nd place  
Mareike Behn  
Accounts Dept



Hamburg 3rd place  
Tim Lissow  
Management



Making the office 'greener'  
St Petersburg office



Collecting items for recycling  
St Petersburg office

Riga office



Environmental presentation



Collecting for the dog shelter



"Street Sweepers"



Grade three students of Oranbo Elementary School with the management and staff of INC Manila

Manila office

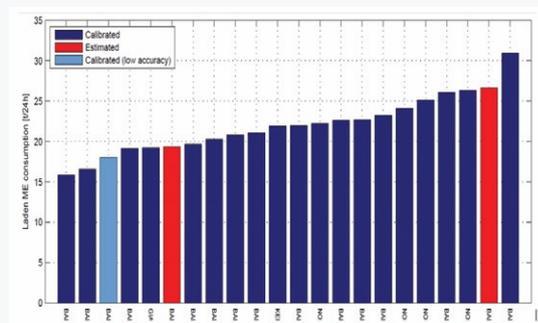
Limassol office



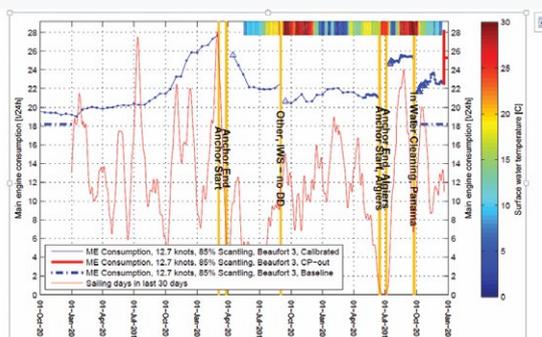
# PROPER FUEL MANAGEMENT ONBOARD AND ASHORE IS A MATTER OF COMPETENCE, TRUST AND TRANSPARENCY

With today's lower fuel prices, it might be tempting to consider energy efficiency as a low priority but environmental legislation becomes ever stricter and bunkers remain a significant part of a vessel's running costs. There is still a heavy emphasis on energy efficiency because vessels' carbon footprint, SOX and NOX emissions are being monitored very closely by governments around the globe.

At Interorient Shipmanagement every ship is being compared by its daily reported figures. Each vessel's fuel consumption is seen in relation to hypothetical conditions such as speed of 12 knots, fully laden and calm weather. This makes data from all vessels comparable. Below is an example of a monthly comparison of all handy size tankers:



Every vessel's daily consumption (blue line) is being monitored on a weekly basis as shown in the following graph, containing periods of anchorage, hull cleaning and dry docking:



Many Interorient Shipmanagement vessels, tankers and bulkers, are employed in pools and consumption is the biggest contributor to pool point earnings. Upto 70% of the pool point allocation is due to the vessel's consumption. For this reason office personnel are closely monitoring the reported consumption and evaluating whether a hull or propeller cleaning may be necessary. It is our aim to have the vessels performing at their optimal parameters at all times.

For these reasons it is also necessary that the staff onboard are performing the fuel management according to our standards. This starts with the ordering of bunkers, taking delivery of bunkers and finally consuming bunkers. Only if all steps are accurately followed can the true and correct figures can be reported.

Nowadays fuel management is no longer only a company internal matter. We have to be aware about the transparency existing in today's times. IT technology is allowing third parties to monitor vessel movements and performance in real time. Ship vetting websites favoured by potential charterers and customers give ratings for the environmental impact of a vessel. If you are not using good quality fuel or consuming more fuel than your competitors, your rating drops and this has an impact on your commercial standing.

Every ship is rated. In line with regulatory requirements, we have a comprehensive Ship Energy Efficiency Management Plan (SEEMP) in place for each vessel in the fleet. Furthermore we have commenced a comprehensive Monitoring, Reporting and Verification procedure (MRV) where all voyages from and to EU ports as well as stays at EU ports, monitoring, reporting and verification for ship emissions is presently being done on a voluntary basis. This will become mandatory as of 2018. Even though it is voluntary at present, we take it very seriously – being proactive is the key.

Only through continuously exploring opportunities such as hull cleaning to minimise resistance and increase fuel efficiency, fine-tuning and eliminating leakages on main and auxiliary engines, weather routing, slow steaming and trim and ballast optimisation we are able to optimise the vessel performance. Energy conservation and optimised use of individual fuel consumers like, for example, optimisation of the number of generator sets in operation, optimisation of tank heating and boiler usage shall be implemented as a good practice and always followed up.

Looking ahead two things are certain: firstly our world will only become more transparent and secondly governmental legislation will put even more importance on environmental conservation, affecting the way we operate our vessels.

**Holger Schönhoff**  
**Technical Director**  
**Hamburg office**

## RETRO PAGE

The below is a classic reprint of the cover page from our first ever published Newsletter back in April 1991. So, as you can see, it is not only the name of our newsletter that has changed over the years!

# INTERORIENT News

ISSUE No. 1 • JANUARY - APRIL 1991



By  
Mr. Jan Lissow  
Managing Director



By  
Mr. Adonis  
Papadopoulos  
Chairman

Our aim with this new quarterly issue, INTERORIENT NEWS, is to keep employees and clients informed on what is happening at Interorient. In each issue we shall focus on news from the Head Office, and branch offices world wide, keep you abreast of new rules and regulations which pertain to the industry in general, and lastly introduce you to the members of the company.

In order to make this publication an interesting and informative piece, we welcome suggestions or ideas for future articles. You may even send reports direct to me that you feel will be of general interest to all our readers.

We look forward to your comments.

In our first issue of Interorient News, it gives me great pleasure to announce Interorient is moving its head offices. After ten years of business in Cyprus, Interorient and its associated group of companies have expanded to the point where they have out grown their present office space. Based on this, a decision was made to build a new three story office capable of housing the entire group. The new premises will provide additional work space seriously required by the group and will also allow for future growth. Seascope Navigation Co. Ltd., will be located on the first floor, Interorient Navigation Co. Ltd., will be on the second floor and the Navita Shipping Ltd., will be situated on the third floor. Said premises, pictured below, are scheduled for completion this summer.



The new office  
building

# MARITIME CYPRUS CONFERENCE 2015, INTERORIENT EVENING RECEPTION AND GOLF TOURNAMENT

Every two years one of the largest shipping related events in the world takes place in Limassol, Cyprus – the Maritime Cyprus Conference hosted by the Ministry of Transport, Communications and Works, the Department of Merchant Shipping, the Cyprus Shipping Chamber and the Cyprus Union of Shipowners. This year the conference was held from 13th to 16th September at its usual venue, the Evagoras Lanitis Centre, next to the Limassol Castle.

To mark the occasion, Interorient Shipmanagement holds a biennial golf tournament followed by an evening reception at the Aphrodite Hills Golf Club for our clients and business associates.

This year 41 golfers played in the tournament with another 16 taking part in the academy. The weather on the day was favourable to the golfers with a gentle sea breeze keeping them cool in the brilliant sunshine.

The overall winner of the tournament was Richard Bracken from North of England who modestly stated that he had possibly experienced the best round of his golfing life!

Our evening reception took place outside the club house overlooking the picturesque 18th green where around 300 guests enjoyed a comfortable and friendly atmosphere whilst enjoying excellent food and entertainment and taking the opportunity to catch up with business acquaintances both old and new.

**Liz Christofi**  
PA to the CEO  
Limassol office



From left to right: Søren Huscher, CEO Norient Product Pool, the overall winner Richard Bracken from North of England and Themis Papadopoulos, CEO Interorient Shipmanagement

## FAREWELL TO ZACHAROULA CHRISTOFIDES WHO RETIRES AFTER 36 YEARS WITH INTERORIENT



### Can you recall your first day with Interorient?

Firstly, I would like to say that I feel very emotional recalling the last thirty six great years that I have spent with Interorient who to me has been so much more than an employer. I have always felt that I was a part of a family rather than an employee. My first day, as with any job, started with some stress but as the day went on it all disappeared due to the friendliness of my colleagues at the time. We were a very close team and very much a family unit.

I recall the first Interorient offices were located in Panayides Building opposite the main court house in Limassol and initially we were all located on the 4th floor. After a few years the company also took over the 2nd floor to accommodate new employees as our shipping activities grew. We were mainly focusing on crew management of approximately ten vessels at the time.

### Can you tell us how technology was back in the beginning in comparison to today?

Everything was done manually and it was a real challenge to have all the figures matching at the end of the working day. There was no magic button to press but piles and piles of ledgers to cross check. Communication was mainly by telex and telephone and as the company gradually expanded, and if I recall after 1983, the first computers were introduced. This was one of the most challenging times that I can remember as back then no one was very familiar with computerised systems. It all got easier through time and the benefits of the new computerised systems started to show.

### Can you tell us about the achievements in your career and personal life over the last thirty six years?

One of the achievements that I believe is very important to mention is the great learning curve that I have experienced through the development of the company, in shipping in general and how it has allowed me to offer this knowledge by training over three generations of new employees.

Zacharoula is one of the first retiring employees who was among the staff members that were employed when Interorient was established back in 1979. Our Marketing Director Adonis Violaris had the honour to interview Zacharoula in December 2015 and to thank her for her 36 years of hard work and dedication.

I met my husband Nicos at Interorient and this is one of the main reasons Interorient has meant so much more to me than just an employer. Interorient represents part of who we are. Both Nicos and I have always felt like we are at a 'home away from home' when at work.

One of the greatest memories that I have and I will always be indebted to the company for giving me this honor, is the day that I stood as God Mother at the christening of one of the first Interorient owned vessels the M/T Baltic Crusader in the Hyundai Mipo Shipyard in Korea. The whole experience was indescribable and I will never forget it.



Zacharoula (middle) at the christening of M/T Baltic Crusader

### What are your plans now that you have retired?

I now have time to spend in my house and especially my garden. I enjoy cooking the dishes that I always wanted to cook but did not have the time to do so. I volunteer at the local church and help in the local community which is something that I always wanted to have more time to do. Every morning I go for a walk which is one of the small pleasures of the day and I spend time with family and friends who are not working.

### Is there anything you will miss about Interorient?

I feel very nostalgic about not coming to the office every day. One of the greatest memories I have is of the parties that were held especially in the early years where management and staff all joined in the celebrations and danced and generally had fun times together. Due to the size of the company today it is not as easy to experience that closeness. I will always feel very proud to have been part of Interorient and grateful for all the fantastic memories over the years.

# INTERORIENT SHIPMANAGEMENT CHRISTMAS CHARITY FAIR

On 8th January 2016, our CEO Mr Themis Papadopoulos, presented to the Limassol Municipality a cheque for €9380 for its Social Grocery following the first Interorient Shipmanagement Christmas Charity Fair that took place on 13th December 2015. This money will go towards making a great difference to the lives of the needy families in our city.

In a small ceremony at our offices the cheque was handed over to the vice mayor of Limassol Mr. Savvas Stouppas. Mr. Stouppas said “On behalf of everyone at the Limassol Municipality and its Social Grocery I would like to thank the management and staff of Interorient Shipmanagement who gave so much effort in planning and executing the charity event and for their hard work and determination. You have raised a fantastic amount and this will go straight towards helping local people and needy families in our city.”

The great success of the event is a reflection of the dedication and enthusiasm of all the staff at Interorient Shipmanagement. A big thank you goes out to the more than 700 visitors who came to support our first Christmas Charity Fair and the kind co-operation and generosity shown by the sponsors, contributors and stall holders and of course to the many volunteers who kept everything running smoothly.

Themis Papadopoulos said: “Presenting the cheque to the Limassol Municipality for its Social Grocery was a great moment as it represented the culmination of months of planning and hard work. We are really happy with the total amount we raised and the experience of organising such an event. Thank you once again for taking part and we look forward to seeing you all again next year!”

**Marios Patounas**  
**Marketing Officer**  
**Limassol office**



**Evie Tsolaki, Limassol Municipality Social Grocery, Andreas Christou, Mayor of Limassol, Themis Papadopoulos, CEO of Interorient Shipmanagement and Andreas Michaelides, Member of the House of Representatives**



# A DAY IN THE LIFE OF... COOK YURIY BLYZNYUK



Every rank of every crew member onboard is important. Everyone has their own duties and responsibilities. This is why we are a crew and one team onboard every vessel. Personally, I think that the Cook is one of the most important and key personnel onboard. From him depends the good mood of the crew and as a result the full availability of each crew member, including the Captain.

A typical day in his life onboard commences early morning at 05:30 and ends at 19:00, sometimes at 20:00. He has one break from 13:00 until 15:00. This is his schedule for every day including weekends and holidays. On the question why he likes being a cook, he replied that the cook's job is a creative job for him. A cook should not be a culinary only but an artist and a creative personality. The preparation of a meal should not be routine preparation but each dish should be a work of art. The favourite foods he likes to prepare are different dishes from various countries such as Uzbek pilau, shish kebab, pork Sichuan, Ukrainian borsch to name a few. When asked what motivates him to do his job he answered that it is the love of his profession and the grateful and satisfied looks, no hungry looks, of each crew member.

**Our typical daily menu is as follows:**

**Breakfast:** Assorted meat and cheese, assorted vegetables and fruits, oatmeal porridge, bacon and fried eggs, yoghurt, coffee and tea.

**Lunch:** Fresh vegetables, salad, olives, different kinds of soup for example Ukrainian borsch and for the main course pork or chicken with spaghetti, mineral water and juice.

**Dinner:** Different fresh vegetables, salad, fried fish with rice or fried potatoes and onions, fresh fruits, mineral water and juice.

**Capt. Anatolijs Bikulcs**  
**M/V Baltic Advance**



## RECIPE FROM OUR COOK

### Uzbek meat pilaf

#### Ingredients

500 gr beef - one or two whole pieces  
1 kg rice, 0.5 kg carrots, 0.5 kg onions, 0.5 ltr vegetable oil, 1 ltr boiling water, salt, spices (ground coriander, ground turmeric, ground red paprika, barberries granules, cumin, black pepper and ground allspice tree, sugar)

#### Directions

Put the vegetable oil in a pan and heat. Add beef and fry until brown in colour. Add carrots and onions. Drain the oil and add salt and spices and enough hot water to cover the meat. Simmer for 40-60 min until beef is cooked. Add rice and top up the pan with the remainder of the boiling water. Once the rice is cooked the dish is ready.

Enjoy!

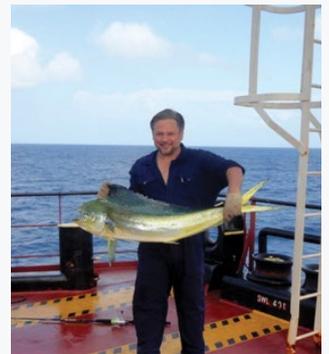


# #LIFEATSEA PHOTO COMPETITION



The winning photo, taken by C/O Dyakov Sergiy, M/T Ridgebury Sally is shown above. A chosen selection of the entries were placed on our facebook page and viewers were asked to 'Like' their favourite photo. The photo with the most 'Likes' became the winner! More of the entries can be seen below.

Thank you to everyone who participated.



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