

EMPLOYMENT AGREEMENT

CONTRACT PARTIES

Operator/Ship manager : SEA & COAST AS
 Address : Strandvegen 17, 9990 Båtsfjord, Norway
 E-mail : faktura@seaandcoast.no T.+47 920 37196
 Name : Sergei Ankipov

Crew (Employee) : Name : ██████████ Rank : Deck-crew
 Date of Birth : ██████████

CONTENTS OF AGREEMENT

Ship's particulars

Ship's name : M/V ISALDUS Official No : (call sign) YL2888
 G/T : 723 M/T IMO No. : 8423155
 Kind of Ship : Fishing
 Flag : Latvia

Contract Terms : one(1) year (June 2015 - June 2016) + one months for crew changing

Employment Contract :

- (1) Monthly wage : USD \$450.00
- (2) Fishing allowance: according to master's opinion
- (3) Retirement allowance : one month wage per one year
- (4) Dismissal allowance by owner's matter: one month wage before six(6)months.
- (5) Provisions fee : same level of Russian.
- (6) Cigarette: twenty(20) packs per month by owner.
- (7) Working hours : eighteen(18) hours per day and six(6) hours rest.
- (8) Others terms and conditions are applied by the agency agreement between the owner and the agent.

Date : 15 June 2015

The OWNER
 SEA & COAST AS
 Sergei Ankipov

The CREW

T. +47 920 37196

Sea & Coast AS
LIMITED