

SEAFARER'S EMPLOYMENT CONTRACT

This Employment Contract is entered into between the Seafarer and the Shipowner /theEmployer on behalf of the Shipowner)

THE SEAFARER

Surname: POTTASSERY	Given Names: NANDANAN NEAL
Full home address: 63/88, ROHINI, KANNACHANTHODU JN, CHITTOR MAIN ROAD, PACHALAM PO, ERERNAKULAM KERALA, INDIA 682012	
Position: A/B	Medical certificate issued on: 04/01/2020
Estimated time of taking up position: 19/01/2020	Port where position is taken up: OAKLAND
Nationality: INDIAN	Passport no: M7808567
Date and place of birth: 29/03/1979 PACHALAM	Seaman's book no: CH15868

THE SHIPOWNER

Name: Silver Maritime Limited (Foreign Maritime Entity)
Address: Monrovia Liberia

THE EMPLOYER

Name: XT Management LTD
Address: Haifa, Israel

THE SHIP

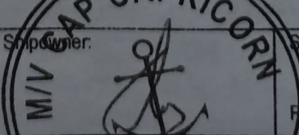
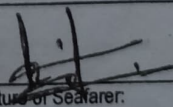
Name: Cap Capricorn	IMO No: 9649835
Flag: LIBERIAN	Port of registry: MONROVIA

TERMS OF THE CONTRACT

Period of employment: 7 month	Wages from and including:	Basic hours of work per week:
Basic monthly wage: 850 USD	Monthly overtime (103 hours guaranteed) 631 USD	Overtime rate for hours worked in excess of 103 hrs: 6.13 USD per hour
Leave: Number of days per month	Monthly leave pay: 227 USD	Monthly subsistence allowance on leave: 144 USD
Monthly fixed overtime: 0 USD	Company bonus:	Total wages: 1852 USD

- The applicable ITF CBA shall be considered to be incorporated into and to form part of the contract
- The Ship's Articles shall be deemed for all purposes to include the terms of this Contract (including the applicable ITF CBA) and it shall be the duty of the Company to ensure that the Ship's Articles reflect these terms. These terms shall take precedence over all other terms.
- The ITF may vary the terms and conditions of the applicable ITF CBA from time to time. Terms and conditions as so varied shall form part of this Contract with effect from the date of the Variation in place of the Terms and Conditions current immediately preceding the Variation.

CONFIRMATION OF THE CONTRACT

Signature of Shipowner/Employer on behalf of the Shipowner:	Signature of Seafarer:
	
Place: CAP CAPRICORN	Date: 19/01/20