

**SUMMARY OF QUESTIONS
ALLOTTEE CIRCLE BACOLOD/ILO-ILO
November 19 and 20, 2011**

| | QUESTIONS | COMPANY REPLY |
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| I. | BACOLOD – November 19, 2011 | |
| 1. | My son just boarded MV Eden Maru as Jr. 3 rd Engr. last October 30, 2011 after 9 months on stand-by. Please explain why it takes such period for him to be re-employed. In addition, why he signed several Contract of Employment changing lined-up vessels several times before final re-employment? | Reasons why takes time to deploy and changes in line-up: <ol style="list-style-type: none"> 1. Completion of promotion training 2. Takes time for the training required and for the release of Certificate of Competency (COC) from PRC. 3. Availability and appropriate vessel where the onboard 3AE completes contract after three (3) months so he can take over after sufficient period of overlap where full promotion on board can possibly takes effect. If he missed original line-up scheduled joining date due not ready (lack of documents/training) then we have to find another vessel line-up. Please note that Jr. 3AE is not a regular positions but a trainee position provided to expedite promotions of our seafarers |
| 2. | How many contract does it take for a 3 rd Engineer to get promoted to 2 nd Engineer? | Minimum two (2) contracts with very good remarks and atleast one (1) recommendations for promotion in his CER (Crew Evaluation Report) from the C/Engr. |
| 3. | Please also explain and clarify the following : Why my son who signed a contract as 3 rd Engineer and boarded vessel after waiting for 2 months. Before he joined the vessel, he was promised to be promoted to 2 nd Engr. position. The promise did not push thru because after about 3 months on board, somebody came on board to replace the present 2 nd Engr.. | Veritas is not in a position to promise promotions, we only prepare our seafarers, train, advised and support them. But they must also do their part to show onboard that they are ready for the higher position. Final assessment by the Master with approval of Principal is a must for onboard promotion. |
| 4. | Please summarize the procedures for the settlement of stand-by pay. | Stand by Pay is being earned and calculated at 50% of Basic pay for every 3 months on board service or pro-rata. Payment as follows: <ol style="list-style-type: none"> 1. Half or 50% of earned or accumulated Stand by pay paid upon reporting to office together with the final settlement. 2. Final 50% is paid a week prior joining next vessel or if requested for advance payment, |

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| | | should pass the medical exam and with fixed and approved vessel line-up. |
| 5. | <p>Please clarify about dependents' medical/hospital benefits for Kagoshima Crew and Family.</p> <p>Shall we keep the receipts although the effectivity is on Feb 1, 2012?</p> <p>Who do we approach and person in charge? Do we have a number to call for inquiry? Thanks!</p> | <p>Kagoshima crew and family Hospital and Medical Insurance with upgraded benefits similar to TNKC/K-Line insurance program will take effect Feb. 1, 2012.</p> <p>While awaiting for the above, KSK crew and family are covered by present In-House insurance program, which, however, has lower benefits than TNKC/K-Line Insurance. Both programs require submission of receipts and statement of account as well as our supplied Insurance form to indicate details of illness or hospitalization as well as Doctor's report.</p> <p>Insurance claims and reimbursements are submitted to Administration Dept. under Ms. Cecil V. Lombos and assisted by Ms. Jenny Ajero.</p> |
| 6. | How long will be the length of service to be qualified for seniority allowance? | <p>To qualify for Seniority Allowance, a newly hired officer can avail on 2nd Contract with the Company while ex-crew promoted by the company avails it on first contract in the positions.</p> <p>The tariff of Sr. Allowance is accelerating, which means, that for every nine (9) months served on board, the rate goes up to next higher level that an officer should receive.</p> |
| 7. | What is the procedure to get a "walk –in exam" for the licensure examination? | <p>Similar procedures & requirements in the PRC for scheduled written exam, only specified as Walk-in Exam. Written exam is only three times a year while Walk-in exam is weekly schedules. When having conditional result, removal is allowed only on kind of exam availed.</p> |
| 8. | Why do other companies provide free dormitory and food while VMC does not? | <p>VMC provides almost free dormitory to all our crew including family members (if there is available room and prior booking). The charges are very cheap at Ps 50 per day per crew for room sharing, Ps 100 per crew per day for double occupancy and Ps 200 per crew per day for single occupancy rooms. The dormitory are Wifi free, with cable television, hot shower and complete with standard amenities. The Company does not require</p> |

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| | | immediate payment upon check-out but room charges will be paid once the crew get on board. At present the Management is looking for possible canteen concessionaire who can provide meals for staying members. However, once operational same will be charged to crew at very affordable prices. |
| 9. | Could it be possible that “Health Cards” will be given to the allottees so that whenever we need medical assistance in case of family hospital emergencies, we don’t have to wait for several weeks for reimbursement of hospital bills? | The Hospital and Medical Insurance program provided by the Principals is a “reimbursable type” program. As such, Veritas solely depended on their final say, and does not have control on same. We can recommend the “Card Type” system subject to Principals final approval. In the meantime, the period of collection and reimbursements will be discussed with the Insurance provider to facilitate payment to the family, however, the reimbursement also depends on the timely submission of the required documents like: Receipts, Statement Of Account, Doctor’ Report. |
| 10. | Is it possible for the immediate family member of a seafarers who is on-board to stay at TNKC house? | Yes provided with available room and prior notice say a week before stay. Subject for existing priority levels whenever fully booked. |
| 11. | Please explain why Bacolod has no AMOSUP Hospital | This is dependent to AMOSUP programs, funding and assessment decided by AMOSUP Board of Directors. AMOSUP hospitals are located strategically to benefits majority of it’s members considering available funds. |
| 12. | Is there any wage increase for seafarers? | There is a CBA increment effective January 1, 2012. We are awaiting for official announcement. |
| II | ILO-ILO - November 20, 2011 | |
| 1. | I disembarked as 2/M from my previous vessel with finished contract for 2 months only. Can I avail of the performance reward when I join next vessel? | Yes if your disembarkation is due to principal’s or operational convenience. If own request (short contract or repatriation) then pro-rated performance rewards. |
| 2. | If other companies can offer \$8,000 dollars for Captain and CE, why can’t Veritas offer the same and fairly compete to the demand? This is maybe one of the reasons of having shortage of crew/officers. | It is true that some other Companies are offering higher salaries, but there are also those offering lower than Veritas. Generally, present wage scale of Veritas is very competitive. There are reports that those Companies offering higher wages than Veritas are recovering cost thru some scheme like less |

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| | | <p>crew compliments & others. Shortage is worldwide and even those paying higher wages has lower crew retention percentage. Further in those companies opportunities for promotions is less due they can pirate crew from other company instead of having a suitable officer's development program which is not good for the manning industry.</p> <p>Further, Phil. Manning Industry is wary that we might lose our competitiveness in the manning market if we resort to wage war while it does not solve the shortage and shipping is heavily affected by current economic recessions.</p> |
| 3. | Is there any salary increase for seafarers? | Yes in 2012. But the rate depends on the agreement on the negotiation and discussion between the Union and the Owners, which is about to conclude. |
| 4. | Is it advisable for the cash advance to be credited in bank account instead of giving it in cash? | It is now being done since last year that all payments or settlements to seafarers are deposited to crew's designated account. |
| 5. | Is it true that Bulgarian Captains do not give recommendation to Filipino crew for promotion? | NO. Almost all of the Bulgarian Officers are generous than Filipino Officers in giving promotions recommendations to Filipino crew, however, subject to and following the same criteria applied by Filipino Captains and C/E in promoting their crew. |
| 6. | Why does it takes longer time for ratings such as OS to get promoted ? | Veritas prepare our seafarers, train, advised and support them. But they must also do their part to show onboard that they are ready for the higher position. Final assessment by the Master with approval of Principal is a must for promotion. |
| 7. | Does Medical or Health insurance cover the parents of the seafarer though he is already married? Is there any specific hospital in Iloilo to avail of the hospitalization benefits? | <p>As a matter of standard policy, the dependents of legally married crew are his Wife and Children not more than 21 years old. On the other hand, Parents who are 65 years old and below are the automatic dependents of crew who are still single.</p> <p>The Insurance provider does not indicate any specific hospitals to avail of the benefits as long as original Hospital receipts or statement of accounts and Drugstore receipts and Doctors reports are submitted to Veritas,</p> |

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| | | same will be processed for reimbursement. |
| 8. | Does Medical or Health insurance cover the seafarer's acknowledged illegitimate child? | Yes as long as same is acknowledged, reported or declared to the Company and under the care of the Seafarer. |
| 9. | How many allotment accounts do the Company allows? | The maximum allowed allotment account is two (2). |
| 10. | Why can't we get our re-joining benefits or cash advance earlier so that we can use them before we depart? | It is the standard policy to pay our crew's rejoining benefits at least 3 days before joining respective vessel. However, there are delays encountered due to various justifiable reasons such as: follow-up medical clearance not yet released, discrepancy in the crew's declared bank accounts, pending documents, etc. |
| 11. | Can we, seafarer's wife, join our husbands in the vessel during voyage even for 1 week especially for Sr. officer like other Companies are doing? | Principals & Ship's Operator's system does not allow non-operational related personnel or passengers on board ship during voyage due to Safety reason. |
| 12. | How much was the coverage of maternity benefit especially, cesarean cases? | Under the K-Line Insurance program, the maximum crew family maternity benefits is Pesos: Twenty Thousand (Ps 20,000). For KSK crew family, which is under the Company In House insurance program, it is Pesos: Five Thousand (Ps 5,000). However, effective Feb. 1, 2012, the KSK crew family can now avail the same benefits as in K-Line insurance program. |
| 13. | Regarding on the standby pay of top 4 officers, are they entitled to receive after 2 months vacation and do not have any line-up? | As a matter of policy, the Remaining (50%) Stand By pay of Officers is payable prior joining next vessel, however, if an officer has no line up yet after 2 months vacation, he can advance the remaining unpaid Std by pay provided he submit his letter request, all documents are with the Company and he passed the Pre-Embarkation Medical Examination. |
| 14. | What are the other benefits given to seafarers? | Aside from the Seniority Allowance, Stand By Pay, Performance (re-joining bonus) reward and other allowances given to all officers, all of the crew can avail of the following benefits: 1. Transportation subsidy A) Actual Cost for K-line / TNKC crew and B) Tariff Based For KSK crew. |

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| | | <p>2. Hospital and Medical Insurance</p> <p>3. TNKC House Dormitory accommodations</p> <p>4. Emergency Cash Advance</p> |
| 15. | Can I send medicines on board the vessel with only the Doctor's prescription but no Official Receipt? | NO, official receipt shall confirmed details of medicines which is crucial due to more strict enforcements of dangerous or prohibited drug control, Japan & other countries rules limits to 200 tab/cap per kind of medicines. |
| 16. | Please clarify the gratuity death benefits for my father who died on January 19, 2009. | The Company provides a slight gratuity benefits to all crew regardless of rank for wife or any child or any parent who died while under service with Veritas. |

**SUMMARY OF QUESTIONS
ALLOTTEE CIRCLE CEBU AND BOHOL
December 3 and 4, 2011**

| | QUESTIONS | COMPANY REPLY |
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| I. | CEBU – December 3, 2011 | |
| 1. | <p>Clarification for medical insurance – cost of treatment and surgery regarding my uterus related illness is around Php80,000.00</p> <p>Why is it that my reimbursement is merely 50% only?</p> | <p>Insurance providers follow the standard “Table of Benefit” (Tariff) per type of illness in reimbursing claims of benefits.</p> <p>In this case, we have requested our K-Line Insurance providers to make a re-computation of claims taking into consideration the total maximum benefits each dependent can receive.</p> <p>Note: Subsequently, the Insurance provider called us and advised they have adjusted the claim and added Ps 25,000 to the beneficiary. We have already advised the Wife of the adjustment (additional claim) and much appreciated our action and effort.</p> |
| 2. | What are deductions from allotment? | <p>Firstly, allottees can request from Accounting Department for a copy allotment slip for guidance and reference. The allotment slip are sent only to the vessels as a matter of policy.</p> <p>Normally deductions from allotment are SSS and Philhealth contributions, JSU (union) fee, communications (if there is personal messages sent to vessel), any cash advances from the company, training and documents on crew or personal account.</p> |
| 3. | Is there any pending salary increase ? | Yes in 2012. But the rate depends on the agreement on the negotiation and discussion between the Union and the Owners, which is about to conclude. |
| 4. | Why are not all vessels member of AMOSUP? | The Owners has the final decision on what local union in the Philippines to use. Both AMOSUP & PSU are ITF recognized Seafarer’s Union in the Phil. |
| 5. | What are the difference in benefits between | The Company has a standard-Unified wage scale regardless of Union affiliation, hence no |

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| | AMOSUP and PSU? | <p>difference is salaries.</p> <p>The difference lies on the Hospitalization benefits for its members and immediate family because AMOSUP has established hospitals in various key cities to avail of. While PSU has only a Clinic to cater for Out Patient members and family. .</p> |
| 6. | Why is it that only officers receive standby pay? | <p>The Principals only consider providing Stand By pay for Officers and Petty Officers due to market situation.</p> <p>Further, on a positive note, we feel that it is a motivating factor for all our ratings to aspire for higher position and license and be able to avail of the benefits accorded an officer.</p> |
| 7. | Can you give back the Php10,000.00 transportation subsidy? | <p>Veritas has no control on the Policy the Principals and Ship-owners may implement as regards giving out additional benefits such as transportation subsidy. TNKC has shifted the policy from fixed amount of Ps 10,000 to actual cost reimbursement (one round trip) for those residing in Visayas and Mindanao.</p> |
| 8. | Is length of service can be considered for promotion? | <p>NO, Length of service is not only the requirements in obtaining promotions. Crew must have one (1) recommendation except for promotion to Master/Chief Engr. which requires two (2) recommendations from two different Masters (for Deck Dept.) or Chief Engr. (for Engine Dept). He must pass the promotion training, complete the training required for the position and must have appropriate document and related license (for officers & ratings alike).</p> |
| 9. | The crew can't take the exam due to vessel line-up? | <p>We normally allow seafarers to take exam provided they have initially prepared, means BS degree already secured and in undergone self review. We advised them to board immediately and have self review first if they needs long time review to prepare themselves.</p> |
| 10. | Can you consider long vacation crew to take an exam? | <p>We can if they are really ready, means they have undergone initial self review while on board.</p> |
| 11. | How much is the maximum cash advance? How is the re- payment? | <p>As a matter of policy, Cash advance are categorized into Emergency and Non-emergency. The amount given depends on rank and basically, the rate is based on one month allotment at 100% basic salary.</p> |

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| | | Repayment is within maximum of three (3) months. |
| 12. | Duration of stay at TNKC House | Duration of stay at TNKC House depends on the duration of Training or Documentation of one joining crew. For disembarking crew, it normally takes 2 -3 days to consider debriefing and related processes. We have to consider also space and priorities, first priority are arriving/leaving seafarers, second those who are undergoing pre-departure documentations, training (including JISS), third those taking other training or exam review and last are those not included in the above. |
| II | BOHOL – December 4, 2011 | |
| 1. | Is there a K-Line office here in Bohol? | None |
| 2. | How to claim maternity benefits? | Fill-up and submit the required form provided by the Company, original Statement of Account and Official receipt from the Hospital or Maternity clinic to Administration Department, person in Charge M Jenny Ajero |
| 3. | My Son, Mr. Niño Lai Cesar presently an OS in MV Cape Rosa was promised with promotion prior joining the vessel but up to now he is not yet promoted.. | Veritas is not in a position to promise promotions, we only prepare our seafarers, train, advised and support them. But they must also do their part to show onboard that they are ready for the higher position. Final assessment by the Master with approval of Principal is a must for onboard promotion. |
| 4. | What is the process for applying for scholarship? | For Veritas Scholarship, they must be enrolled in the accredited Maritime Schools where we maintain scholarship programs. For KLine MESP if qualified must pass scheduled (usually from July to August every year) written exam & panel interview supervised by KLMA. Detailed information please check our website or contact C/E Peter Fadul or 2M Jay Alfaro of our Crew Devt. Div. |

SUMMARY OF QUESTIONS
ALLOTTEE CIRCLE GREATER MANILA
December 10, 2011

| | QUESTIONS | COMPANY REPLY |
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| 1. | When will there be an allotment increase? | The rate and amount of allotment depends on the seafarer's declaration., However, as POEA policy, & Central Bank rules, 80% of the basic wage should be remitted to their allottees in peso equivalent. Veritas on the other hand encourages 100% or more. |
| 2. | When will there be a salary increase? When? Who will be benefited? | Yes in 2012. But the rate depends on the agreement on the negotiation and discussion between the Union and the Owners, which is about to conclude. All crew particularly the Ratings will benefit from this increment. |
| 3. | What is the fixed date of allotment remittance? | Veritas sees to it that allotment of families can be withdrawn from the 28 th of the month except December which is before 25 th . |
| 4. | What things are not allowed to send to the crew? | Foods of any kind, pirated materials, pirated movies/songs, pornographic materials, any video showing cruelty to animals like cock fighting, dangerous or prohibited drugs are strictly not allowed to sent on board ship. To avoid inconvenience and excess baggage to embarking crew we also don't allow bulky or excessive items. |
| 5. | Is it possible to request for a 6-month contract? We also suggest compressing training schedules because it is too time-consuming. | It is possible only for officers, additional compliments, urgent relievers on case by case basis subject to Principal's approval. |
| 6. | Other shipping companies provide health card to their crew and their dependents. In Veritas, do you also provide health card, most particularly to the officers? | The Hospital and Medical Insurance program provided by the Principals is a "reimbursable type" program. As such, Veritas solely depended on their final say, and does not have control on same. We can recommend the "Card Type" system subject to Principals final approval. In the meantime, the period of collection and reimbursements will be discussed with the Insurance provider to facilitate payment to the family, however, the reimbursement also depends on the timely submission of the |

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| | | required documents like: Receipts, Statement Of Account, Doctor' Report. |
| 7. | My son is a MAAP graduate, before he boarded his ship he finished and passed his licensure exam and all his trainings for the position. He boarded his ship for a 9-month contract as wiper despite his credentials and with the hope and belief that after 3 months onboard he will be promoted to next higher position. How do you manage the career of your young seafarer like my son? | Promotion of crew although completed the trainings, certification and documentations needs assessment & recommendation from Master/Chief Engineer. Division. Veritas prepare our seafarers, train, advised and support them. But they must also do their part to show onboard that they are ready for the higher position. Final assessment by the Master with approval of Principal is a must for onboard promotion. All our cadets have career path and projection being monitored by Cadetship coordinator under the Crew Dev't. |
| 8. | Can I send medicine to crew w/o prescription? | NO, prescription justified the need to send while official receipt of purchase is also required for the specs/details of the medicine which is normally not easily comprehensible in the prescription. Please be informed that this due to strict enforcement of dangerous & prohibited drugs rules in international level. Japan & other countries allows 200 tab/cap per kind of medicine or vitamins. |
| 9. | Can we allottees join our husbands on their voyage like other manning companies are doing? | Principals & Ship's Operator's system does not allow non-operational related personnel or passengers on board ship during voyage due to Safety reason. |
| 10. | My son graduated from MAAP without MAAP bridging program, do we need to pay anything if he decided to work land based (withdraw)? ARJAY SABALLE | Generally depends on the MOA he signed with Veritas. If he belongs to cadetship program and has not complied with the sea service agreed in the MOA then he has to reimburse part of the cost spent for his schooling, trainings, US visa & flag state docs on a pro-rated basis. If joined Veritas as normal applicant he only pay for the un-served portion of the trainings, US visa, flag state documents provided by Veritas. |