



The Redstone Commodity Update

Welcome to the Redstone Commodity Update 2018: Q2

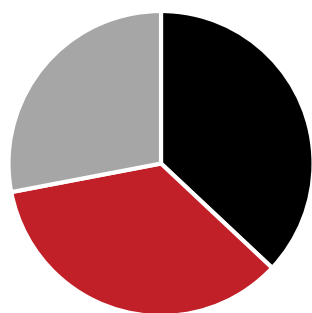
This quarter has seen continued tensions between the US and China meaning tit for tat trade tariffs have become the new reality, not just a threat. With uncertainty due to last until at least July 6th (when some expect the tariffs issue to be decided) investors have been shy across the board. Obviously steel and aluminium has been affected as has copper, nickel, zinc, oilseeds and even cotton. Recruitment wise this has resulted in a change in demand as traders seek to shore up the 'safer' business areas whilst holding out for certainty in the more volatile commodities. Shipping and bunkers recruitment remained strong this quarter on the recruitment front despite also suffering market unease. The first half of 2018 has been characterised mostly by underlying fundamental strength in the market but marred and held in check by increasing geopolitical tensions.

Noteworthy Energy Talent Moves

The main theme within Energy the last quarter is oil once again, seeing the KSA making political guarantees to President Trump that they can increase output to 12 million bpd to cover drops incurred from Venezuela and potential fallout from action on Iran. ChemChina and Sinochem look to be merging with Sinochem Chairman **Ning Gaoning** set to be appointed the Chairman for ChemChina. Recruitment has been busiest in Asia this quarter with all regions hiring personnel across all business functions with a mixed of seniority, unusually leaving no discernible pattern.

Investment firm Citadel LLC has hired Cumulus founder and Chief Investment Officer **Peter Brewer**, along with roughly 20 Energy Traders and Analysts from the hedge fund. The hires will focus predominantly on trading power and gas and will be based in London and Greenwich, CT. This push follows last year's appointment of Sebastian Barrack, formerly with Macquarie Group to lead its commodities team. **Mark Strange** has been appointed as Head of Gas Origination & Trading with Sumitomo Corporation Global Commodities in London. A former MD, Head of Commodities Origination with Merrill Lynch and MD Gas & Power Origination with Noble's clean fuels division, Mark joined TrailStone Group in Q4 2013 as MD Business Development. Sumitomo has also hired Senior Natural Gas Trader **Andrew Cumming**, former Head of Total Gas & Power's Gas desk, for a senior trading role in London. Andrew most recently held the role of Natural Gas Trader with ENGIE in Paris.

Q1: Energy Hiring Activities



■ APAC ■ EMEA ■ Americas

Vivekan Pillay, former Head of Oil Trading with Nordea, has been appointed as Head of Short Term Trading with E. ON in London. Pillay most recently held the role of Head of Oil & Fuel Products Trading with Statkraft. INEOS has appointed **Diederick Tesselaar** as Director of Energy Trading in London. Diederick is a former Head of Structured Trading with EGL, then held the role of Head of Trading with PETRONAS Energy Trading until Q2 2013. Holt Global has hired **Matthieu Calbano**, most recently with SOCAR Trading SA, as Feedstocks Trader in Lucerne, Switzerland.

Cédric Pasquier, most recently International Business Development Manager with MSP/Drilex, has joined Mitsui & Co. as EMEA Polyester & Olefins Chemicals Trader in

Brussels. **Andrew Prangley**, former Structured Trading Manager with ConocoPhillips, has been appointed as Gas Trading Manager with ElectroRoute in Dublin. Andrew most recently held the role of Senior Trader with PetroChina in London. **Tom Donnelly**, former Precious Metals Forwards & Options Broker with Tradition, has joined BGC Partners as European Power Broker. ICAP has made two hires for its crude desk in London; hiring **Dean Dalton** as Crude Broker in London. Formerly with Tullett Prebon then Marex Spectron, Dean joins from Tavira Monaco. ICAP has also hired Broker **Darren Falzon**, formerly with GFI and Marex Spectron – most recently with DV Trading LLC.

Abu Dhabi National Oil Co. has hired **Philippe Khoury**, former Energy Banker at HSBC Holdings Plc, to head up its new unit for trading crude oil and refined products. Philippe also worked for Total SA in Russia, Africa and ran its trading business in the Americas. Mercuria Energy Trading SA has hired Senior Petrochemical Trader **Songhui Rong**, formerly of Sinochem and Castleton Commodities – most recently with Wanxiang Resources – for a trading role in Shanghai. Gulf Petrochem has hired **Amit Dingwani**, most recently General Manager Operations with Adani Bunkering, as Lead Oil Trading Operator in UAE. Gulf Petrochem has hired **Daria Plotnikova**, most recently with MENA Energy DMCC, as Oil Trading Operator in Dubai. Maersk Oil Trading has hired Fuel Oil Trader **Karson Gillespie** of Global Partners LP in Singapore. China Base Resource Singapore has hired **Jansen Teo**, most recently trading with Interchem Pte, as Trading Manager Light Distillates in Singapore. The firm has also hired **Marcus Wee**, former Middle Distillates Broker with BGC Partners – most recently Trader with Interchem Pte – as Trading Manager Middle Distillates, also in Singapore. **Rupak Sinha**, Vice President Fuel Oil Trading with Swiss Singapore Overseas Enterprises, has been appointed as Senior Trading Manager with Philia SA in Singapore. A former Head of Fuel Oil Trading with BB Energy, Rupak joined Swiss Singapore Q3 2015 after one year trading with Nimex Petroleum Group. **Scott Cha**, most recently with Koch Supply & Trading, has joined Gunvor as Aromatics Trader in Singapore. **Guanglei Zhang**, former Energy Trading Analyst with JP Morgan – most recently Trader with DBS Bank – has joined Rex Commodities in Singapore to trade oil derivatives. **Zoohyun Lee**, most recently covering trading operations and business development with Trafigura, has joined SK Gas International Pte as LPG Trader. **Martin Farr**, most recently Oil Broker with Tullett Prebon, has been appointed as Division Director Oil Broking Asia with Clarksons Platou in Singapore. A former Trader with Sempra Energy Trading, Martin joined Tullett Prebon in 2012 after two years trading oil with RWE Supply & Trading.

Exxon Mobil Corp is continuing to bulk up its energy trading business; the firm has hired **Nelson Lee**, formerly of BHP Billiton – most recently Director Crude Trading & Origination with Cheniere Energy – as International Crude Trader in Houston. This follows Exxon's hire earlier this year of four gasoline market specialists from Phillips 66. **Richard Vega**, most recently Executive Director Natural Gas Trading with Castleton Commodities International, has been appointed as Manager of Gas Supply & Trading with Cheniere Energy in Houston. Richard spent just over six and a half years with Castleton Commodities; prior to this he held the role of Senior Pricing Analyst with NiSource.

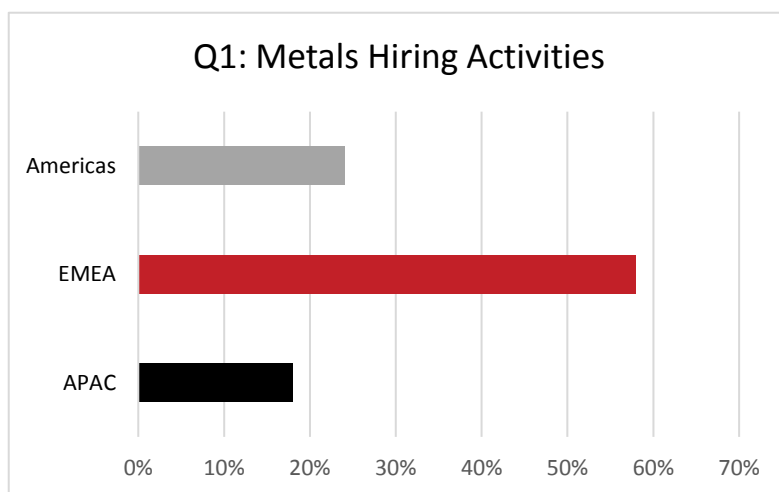
Will Evans, most recently Franchise Manager Global Commodities with Goldman Sachs, has been appointed as Chief Operating Officer – Commodities with Citadel LLC in Chicago. Will spent close to twelve years with Goldman Sachs. **Cristina Roberts**, Managing Director and Head of Energy & Commodity Finance Americas with BNP Paribas, has been named as Head of Commodity Finance Division with Wells Fargo Energy Group in Houston. **Patrick Abercrombie**, most recently Head of North American Natural Gas with Koch Supply & Trading, has been appointed as Senior Trading Manager North American Natural Gas with Repsol. A former Trading Manager NA Nat Gas with Cargill, Abercrombie joined Koch mid-2016 after close to one and a half years as Senior Trader with Pacific Summit Energy. **Charlton White**, most recently Senior Distillates Trader with Astra Oil, has been appointed as Managing Director with Prax Petroleum. Charlton joined Astra Oil mid-2013 after over two decades with Morgan

Stanley. **Lei Sun** – a former Director Oil Trading with Saracen Energy, most recently with Freepoint Commodities – has joined Phillips 66 in Houston as MidCon Distillate Trader. Lei joined Freepoint mid-2014 after spending just over six years as Trader with Barclays. Glencore has hired **Gautam Kumar** – most recently Oil Trader with Goldman Sachs – for a trading role in New York. TrailStone Group has appointed **Mitesh Doshi**, most recently Director with NextEra Energy Resources, as Head of Risk Management North America in Austin, TX. Mitesh joined NextEra Q3 2010 as Senior Quantitative Analyst. TrailStone has also appointed **Bart Roy Burk** – a former Senior Analyst with Cargill – as Head of NA Fundamental Analytics with the firm in Houston. Bart most recently held the role of Senior Analyst with Genscape Inc.

Mercuria has hired **Cody Moore**, former Senior Vice President & Head of North American Gas & Power with EDF Trading, as Head of Gas & Power Trading in Houston. A former Senior Vice President Commodities with Lehman Brothers, Moore most recently held the role of President with BioUrja Power LLC. Castleton Commodities International has appointed **Mike McConnell** – Vice President Operations with Dynegy – as Executive Director, Head of North American Power & Gas Operations in Houston. Gunvor Group has hired **Raymond Groeneveld**, most recently Commercial Manager with Koch Industries, as Aromatics Trader in Houston. Eni has hired **Don Cornwell**, most recently Director of Trading with SOCAR Trading SA, for a senior trading role in Houston. Cornwell joined SOCAR mid-2016 after close to three years with PetroChina. Prior to this he spent three years trading with Suncor Energy. **Ben Dizard** – a former Refined Products Derivatives Trader with Barclays Capital – has been appointed to a crude oil trading role with JP Morgan in New York. BB Energy has hired **Daniel Brecher**, most recently with Noble Americas – as Senior Trade Finance Officer in Houston.

Noteworthy Metals Talent Moves

As mentioned previously, the global metals sector has been under severe pressure from the US China tariff spat, adding to previous difficulties caused by the Russian sanctions. In fact again a lot of the moves seen have either been losses incurred from sanction affected companies or team moves from companies looking to import the business from the competition, there seems to be little in the way of organic growth at the moment. Europe has seen the main bulk of metals moves this quarter but we have also seen interest from US based companies benefiting from the tariffs, switching trading focus more towards the internal market.



ED&F Man Capital Markets Ltd has appointed **Fred Demler** as Executive Vice President & Global Head of Metals in New York, responsible for the firm's global sales and trading staff. ED&F Man has also hired **Bradley Levitan**, **John Sailing** and **Sam Benny**, all formerly with INTL FCStone, to the firm's global metals team in London. Former INTL FCStone colleagues **Andy Evans**, **Paul Slattery** and **Paul Chandler** joined ED&F Man earlier in the year. In New York, the firm recently hired **Cynthia Ginsburg**, **Anil Shah**, **Will Copp** and **Keith Gwozdz** – also from INTL FCStone – with former colleague **Michael Schifman**

reportedly joining the team later this year.

TMT Metals has hired **Mark Midgley** as Executive Director to provide advisory services and define new areas of growth, based in London. Mark formerly served as Marketing Director and as Head of Group Strategy for Eurasian Natural Resources Corp (ENRC). It is reported that Louis Dreyfus' metals unit has changed its name to IXM following the takeover by NCCL Natural Resources Investment Fund. **Stefan Erdmann**, most recently Technical Managing Director with Alumium Norf [Alunorf GmbH], has been appointed as Chief Technical Officer: Head of R&D and Technology with Outokumpu. **Christopher Dettling** – a former Commercial Asset Manager with Interallloys – has been appointed as Trader with Thyssenkrupp Materials UK. **Miguel Pinedo**, a former Director

Global Marketing Business & New Product Development with Alcoa - most recently with Arconic - has been appointed as Strategy Director Aerospace & Transportation with Constellium in Zurich. ArrowMetals & Trading has appointed **Brigitte Brunner** of Glencore to a metals trading role in Baar, Switzerland.

Zopco SA has hired **Michelle de Bruyn**, former General Manager with Independent Freight Carriers – most recently of Rand York Minerals – to trade chrome ore in Johannesburg, South Africa. **Sophie Drake**, former Senior Associate with Clyde & Co LLP – most recently Senior Counsel with Louis Dreyfus Co – has been appointed as Group General Counsel with Cliveden Trading AG. Cliveden Trading AG has hired **Rochus Horat**, most recently Global Head of Operations with MRI Trading. Rochus spent five years covering operations with Trafigura before first joining MRI Q2 2004 where he spent a total of thirteen and a half years. **Alex Tattersall** has re-joined AMR Trading AG as CEO in Zug. He joins from UC Rusal where he held the role of Marketing Director Infrastructure. **Andy Otto**, most recently Director with Fondel Commodities BV, has joined Stratton Metal Resources as Senior Trader. **Daniele Vittur**, former Area Manager with Interbulk Trading SA, has been named as Senior Trading Consultant with Shun Shing Group in Lugano, Switzerland.

Vaibhav Chaudhary, former Trader with STEMCOR – most recently with Hind Terminals in New Delhi – has joined Swiss Singapore Overseas Enterprises as Trader in Singapore. **Ning Xia**, former MD & Head of Iron Ore with Castleton Commodities in Shanghai, has been appointed as Sales Director for Vale Minerals Shanghai. Ning most recently held the role of General Manager of Cedar Holding's Iron Ore Division. Viant Commodities has hired **James Crossley**, most recently with Trafigura, as Structured Trade Finance Manager in Singapore. James spent six and a half years with Trafigura, latterly as Trade Finance Officer for Oil. **Duncan Lim**, most recently Base Metals Trader with Koch Industries, has joined Triland Metals as LME Dealer in Singapore. Lim spent seven and a half years with Koch, joining Q4 2010 after close to three years with Standard Chartered Bank as Commodity Sales Associate. **Rachel Song**, most recently Base Metals Trader with Bluequest Resources AG, has been appointed as Trading Manager with ASK Resources in Shanghai.

Sui Ling Phang, most recently Team Leader Iron Ore with S&P Global Platts, has been named as Steel & Raw Materials Pricing Analyst with CRU in Singapore. Sui Ling first joined Platts mid-2013 as Associate Editor Metals. **Antonia Bucknall**, Assistant Manager Physical Commodities Operations – Base Metals with ICBC Standard Bank in Singapore, has joined Hartree Partners in a metals operations role.

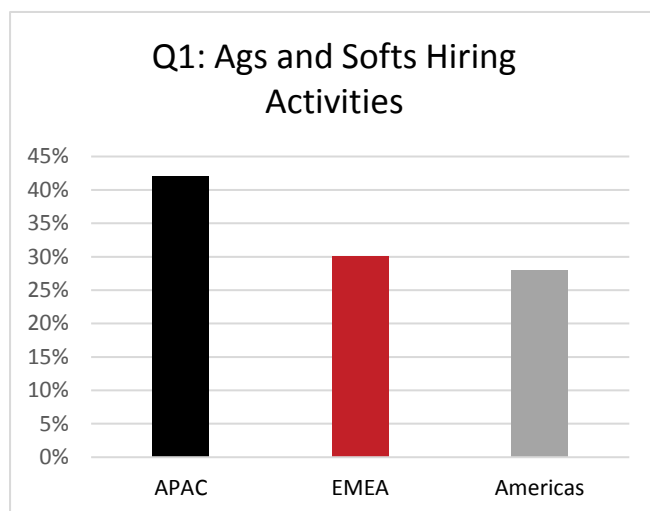
Metal Bulletin has hired **Yingge Song** as China Steel Market Analyst in Shanghai. **Gerald Hartup**, former Metals Options Trader with Société Générale, has joined Standard Chartered Bank in Hong Kong. Gerald spent close to four and a half years with Société Générale, joining from Dresdner Kleinwort Wasserstein where he held the role of Oil Options Trader. Gerald most recently held the role of Trader with ANZ in Singapore. Cargill has hired **Kiah Wei Giam**, most recently Principal Analyst with Wood Mackenzie, as Coal Analyst in Singapore. **Ankita Sharma**, Deputy Manager with Jindal Steel & Power, has been appointed as Manager Met Coal Trading with Rawmet Resources. **Mark Ma**, most recently Dry Bulk Derivatives Trader with Wanxiang Hartree Commodities, has been appointed as Steel Book Manager Long Products with Cargill in Shanghai. Mark formerly held the role of Vice President & Dry Bulk Derivatives Trader with Castleton Commodities International.

Jamie Gentoso, most recently Vice President of Sales & Marketing with Construction Specialities, has been appointed as CEO US Cement with LafargeHolcim in New York. **Jason Busby**, most recently with NUKEM Inc, has joined TRAXYS as Senior Uranium Trader in New York. TRAXYS has hired **Seth Striar**, most recently with ThyssenKrupp Raw Materials USA, as Base Metals Trader in New York. Seth spent three and a half years with ThyssenKrupp, joining Q3 2014 after 3 years with Triland Metals. Prior to this he worked for Trafigura. Base Metals Trader **Cameron Law**, also most recently with ThyssenKrupp Raw Materials, has joined Trafigura in Stamford, CT. Cameron spent three and a half years with ThyssenKrupp, joining Q3 2014 after three and a half years as Commercial Manager with Votorantim. **Frederico Rosenstock**, most recently Country General Manager and Representative with STEELCOM, has been named as Managing Director with Salzgitter Mannesmann International.

Alex Daoud, most recently Director of Purchasing with Finkl Steel, has been appointed as Director of Procurement with EVRAZ North America in Chicago, IL. Alex joined Finkl at the start of 2016, having previously spent three years with WESCO Distribution. **John Veterano**, most recently with Toyota Tsusho America, has joined Spectra Trading as Steel Trader. John spent a decade with Toyota Tsusho, joining Q2 2008 from Coil Plus. **Cristina Parks**, most recently Operations Manager Zinc and Copper Trading with ThyssenKrupp Raw Materials USA, has joined Glencore's Zinc & Copper desk in New York. Barak Fund Management has hired Risk Analyst **Sam Staff**, most recently with Gerald Metals in Stamford, CT.

Noteworthy Ags & Softs Talent Moves

Sugar has continued its downward trend over the last year with Bunge finding a lot of their sugar team surplus to requirements in Asia and ED&F Man following suit in London. Grains and oilseeds like metals are being hit by tariffs as well as having higher than expected crop yields. In spite of this we have experienced continued hiring demands from traders across all regions.



Nicolas Janssens has been appointed as Global Head of Operations for Grains & Oilseeds with COFCO International in Geneva. Nicolas most recently held the role of COO Grains, Oilseeds & Sugar with Engelhart Commodities Trading Partners. **Friedrich Kroll**, most recently Head of Product Development with Yara International, has been appointed as Commercial Director with ENVIGO, with responsibility for Germany and Austria. Friedrich joined Yara Q4 2014 from Genedata.

Igor Tymkiv, most recently Trading Manager Grains & Oilseeds with ILTA Agribusiness DMCC in Dubai, has joined CHS Inc. as Grain Trader in Ukraine. Igor joined ILTA at the end of 2016 after spending two and half years trading oilseeds with

COFCO Agri. **Evgeniya Dudinova**, most recently with Al Ghurair Resources, has been appointed as Senior Trader for Black Sea Grain Procurement with CAFI-Commodity & Freight Integrators DMCC in Dubai. **Özgür Çağlar**, most recently with Agrozan Commodities DMCC, has joined Hakan Agro DMCC as Trader in Dubai. **Sébastien Techer**, most recently Head of Grain Trading with SIMAREX Groupe Interface Cereales, has joined LECUREUR SA as Grain Trader in Paris.

Techer joined SIMAREX at the end of 2016 after two years as Associate Director with Thomas SAS. Cocoa Trader **Derk van Vierssen Trip**, most recently with ECOM Trading, has joined Daarnhouwer & Co. BV in Amsterdam. Coffee Trader **Régis Baré**, most recently Director with Tropicore, has joined Hamburg Coffee Company [Hacofco MbH/Asafco] as Trader & Business Developer in Geneva. Régis joined Tropicore at the end of 2013 after five and a half years trading with World Botanical Products. **Jay Baxter**, former Green Coffee Trader with Continental Trade & Commodity Services – most recently with Finagra Group – has joined TRC Speciality Commodities as Senior Trader in London. TRC Speciality Commodities has also hired **Mark Hipshon**, former Sales Manager with Vestey Foods UK. **David Livesey**, most recently Director Nitrogen Trading with Dragon Asia Fertiliser in Hong Kong, has been appointed as Trading Manager with Trammo AG. David joined Dragon Asia Fertiliser at the beginning of 2013 after over thirteen years as Senior Vice President Trading with Keytrade AG. Prior to this he worked with Sinochem. **Roger Frosio**, Commercial Director Trading with Keytrade AG, has been appointed as Senior Trader with Saftco SA in Geneva. Roger joined Keytrade Q4 2013 as Fertilizers Trader Africa.

Akram Guzairov, Head of Trading Asia Coffee with Louis Dreyfus Commodities, has been appointed as Senior Cotton Trader with COFCO International in Singapore. Akram first joined Louis Dreyfus in 2001 as Cotton Trader. **Stephen Zhu**, most recently trading vegetable oils/meals with Olam, has been appointed as Trading Head with Shanghai Lakeview Investment Co in Shanghai. Stephen joined Olam at the beginning of 2015 after one year trading with DH Fund Management – prior to this he spent two years trading with Cargill.

Eduardo Gebara, most recently Senior Vice President covering commodities financial markets with Macquarie, has been appointed as Senior Hedge Advisor with ECOM Financial Services in Singapore. Eduardo joined Macquarie Q4 2016 from Cargill where he latterly held the role of Asia Marketing Manager for the firm's Risk Management team. **Leslie Yong**, former Forwarding Manager with Concordia Agritrading Pte. – most recently with Olam – has joined Agrocorp International in Singapore in a trade execution role.

HooiYing Looi, most recently Contracts Counsel with Koch Chemical Technology Group, has been appointed as Senior Legal Counsel with Bunge in Singapore. **Avnish Shah**, former Associate with Clyde & Co – most recently Senior Associate with Hill Dickinson LLP – has been appointed as Senior Legal Counsel with Louis Dreyfus

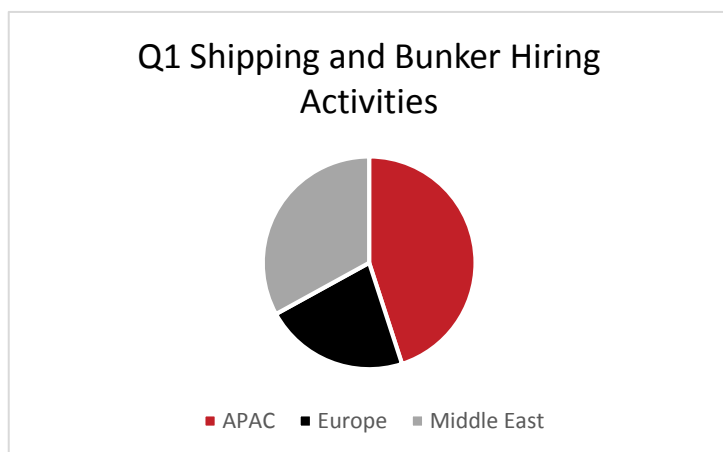
Company in Singapore. **KK Dubey**, Vice President Agri Commodities with Edelweiss Financial Services, has been appointed as Head Trading & Raw Material Planning India with Export Trading Group in Mumbai. **Wilhelm Link**, a former Chief Representative China with Armajaro Holdings Ltd., has been appointed as Director Asia Pacific with CTCS Group Canon Garth in Singapore. Wilhelm spent one and a half years with Armajaro, joining Q4 2012 after one year trading with ED&F Man. **Jong Chen Foo**, most recently Director Asia Pac Supply & Trading with Koch Industries, has been appointed as Head of Procurement for Woodchips with RGE Pte Ltd. in Singapore. Jong Chen spent eight and a half years with Koch, joining at the end of 2009 after close to three years with Shell. Pricing Specialist **Takmila Shahid**, most recently Associate Editor Iron Ore Pricing with S&P Global Platts, has been named as Editor Wheat Pricing with the firm in Singapore.

Alexandre Salomao, most recently Senior Corn Trader with Cargill, has been named as Manager with Archer Daniels Midland in São Paulo. **Curtis Putland**, Risk Manager Industrial Oils and Speciality Seed with Cargill, has been appointed as Director of Risk and Procurement with Guardian Energy Management in Minneapolis. Curtis first joined Cargill mid-1998 as Account Manager. **Mady El Shazly**, most recently Grain Trader Middle East & North Africa with ETG Commodities Inc., has been appointed as Senior Manager Trading with Norbulk Canada Inc. in Toronto. **Andres Garcia**, most recently Regional Trading Director Rice Division with Ameropa North America, has been appointed as Trading Director Speciality Grains with AGTrade in Tampa, FL. Andres joined Ameropa Q4 2011 after a short stint as Commercial Manager with SAMAN.

Jim Pacileo, a former Manager Domestic & International Logistics with Louis Dreyfus Commodities, has been appointed as Head Operations Manager Cotton with COFCO International. **Aaron Christie**, most recently Merchandiser with CHS Inc., has joined Agrex Inc. as Soybean Trader in Kansas, MO. **Neal Tacke**, a former Merchandiser with West Plains LLC, has joined Frontier Ag Inc. as Grain Merchandiser in Kansas, MO. Grain Merchandiser **Chris Vogler**, most recently with Consolidated Grain and Barge, has joined Western Grain Marketing LLC in Springfield, IL. **Jason Hofer**, most recently Product Line Manager – Feed Grains with Bunge North America – has been appointed as VP Export Trading with Gaviolon Group. Hofer re-joined Bunge Q2 2015 after a year as Export Trading Manager with EGT LLC. **Leonardo Parilli**, former Regional Manager Latin America with Transammonia – most recently Latin America Regional Manager Agronomy with CHS Inc., has been appointed as Regional Manager with Ameropa in Houston. Leonardo spent five and a half years with Transammonia; joining CHS at the beginning of 2015.

Tiago Ferreira, former Head of Coffee Trading Desk with INTL FCStone Inc., has been appointed as Head of Coffee with ED&F Man Capital Markets in São Paulo. Tiago joined INTL FC Stone Q2 2013 as Senior Risk Management Consultant. **Mauricio Moraes**, Director of Grains and Softs Analytics with Sierentz North America, has been appointed as Senior Oilseeds Analyst in Greenwich, CT. **Matthew Steiner**, most recently with Louis Dreyfus Co, has joined Cargill as Global Wheat Analyst in Minneapolis.

Noteworthy Shipping & Bunker Talent Moves



FFA and dry freight ship broking has continued to see higher than expected volumes of moves again in the last quarter with several bunker traders and broking houses showing a real appetite to expand their teams and setting up new offices. This continues the trend seen in other commodity areas where larger players are cutting down their teams and the SME's trying to pick up the slack immediately, resulting in quite a few of the candidates having several options on the table when plotting their next move.

Braemar ACM Shipbroking has appointed two Managing Directors for its Freight Derivatives business; **Andrew Hill**, former Director International Nitrogen Trading with Koch Industries, most recently Director FFA with Clarksons Platou, has been appointed as MD Dry

Freight Derivatives alongside **Sander Bots** – most recently Director Options Desk with Clarksons. Andrew spent a decade at Koch and then Clarksons respectively; prior to this he held the role of Chartering Manager with Bergesen d.y. ASA. Sander first joined Clarksons at the beginning of 2008 as Freight Derivatives Broker – before this he spent two years with ICAP. **Christian Heerdegen Parsbo**, most recently Director with Maersk Broker Bulk Chartering in London, has been appointed as Senior Chartering Manager with Ultrabulk A/S in Copenhagen. A former MD Shipping with ICAP, Christian joined Maersk in Q2 2017 after holding senior roles with Copenship and Navig8 Group. **Junhyuk Seo**, most recently with banchemo costa & c SPA, has been appointed as Director with Simpson Spence Young in London. Junhyuk joined banchemo mid-2012 after two years as Chartering & Project Manager with Bookwang Shipping Co.

Bunker Trader **Benedict Barlow**, most recently with Certas Energy, has joined ElbOil UK in London. Benedict joined Certas Q2 2017 from Glander International Bunkering where he spent close to two and a half years as Bunker & Lubricant Trader. B&L Transoil has hired **Kostas Prearis**, most recently with Aegean Marine Petroleum, as Lubricants & Bunker Trader in Piraeus, Greece. Kostas spent two years with Aegean, joining at the beginning of 2016 after close to three and a half years with Bunkers International Corp. **Raffaella Benvenuto**, most recently Marine Lube Territory Manager with ExxonMobil in Rome, has been appointed as Lubricants Business Development Manager Europe with Cockett Marine Oil – also in Rome. **Moyo Osinibi**, most recently Shipbroker – Dry Cargo Chartering with Barry Rogliano Salles in Paris, has been appointed as Chartering Manager with The China Navigation Company in London.

EPIC Gas UK has appointed **Jason Jones** of Glencore as LPG Chartering Manager in London. Jason joined Glencore in Q3 2016 after holding LPG/LNG operations roles with Shell and EDF Trading respectively. Genco Shipping & Trading Limited has established a European subsidiary in Copenhagen and appointed **Sune Linné Fladberg** as Commercial Director Minor Bulk, Europe. Prior to joining Genco, Sune Linné had been at Clipper Group since 2007, holding various chartering and management positions; most recently Vice President and part of the firm's global bulk management team and Head of Worldwide Handysize Chartering. **Jørgen Heszelein**, most recently Partner, Corporate Finance and Head of Shipping with Arctic Securities, has been appointed as Managing Director Corporate Finance, Head of Shipping with Danske Bank in Oslo. Jørgen spent seven years with Arctic Securities, joining Q4 2010 after four and a half years with Pareto Securities ASA.

Jeroen Boersma, most recently FFA and Coastal Freight Derivatives Trader with Cargill, has joined Pacific World Shipping Pte as Senior FFA Trader in Singapore. Jeroen spent just over seven years with Cargill, first joining the firm mid-2011 in Geneva. **Prasenjit Das**, Sales Manager with Wilhelmsen Group, has been appointed as Bunker Trader with Integr8 Fuels Inc in Dubai. Prasenjit first joined Wilhelmsen at the end of 2008 as Junior Procurement Officer. **Kejendran Shanmugam** has joined Praxis Energy Agents as Fuel Oil Trader in Singapore. He most recently held the role of Consultant with Direct Search Asia. **Kuan Yuan Lim**, most recently Clean Tanker Broker with EA Gibson Shipbrokers, has joined SING Fuels as Bunker Trader in Singapore. **Pushkar Potdar**, Deputy Manager Chartering with Sivabulk DMCC in Mumbai, has been appointed as Dry Cargo Broker with MID-SHIP Group LLC in Dubai. Pushkar joined Sivabulk at the beginning of 2017 after one year as Dry Cargo Broker with Simpson Spence Young. **Vadim Mytnik-Gonta**, most recently Director Tankers with Braemar ACM Shipbroking, has joined Sentosa Ship Brokers as Ship Broker in Singapore. Vadim spent over fifteen years with Braemar. **Floyd Sequeira**, most recently Chartering & Operations Manager with Pristine Shipping, has been appointed as Chartering Manager with M/S Asia Trade & Commodity Pte in Singapore. A former Commercial Executive with Nomar Marine LLC, Floyd joined Pristine Shipping mid-2003. **Ole Henry Sanne**, Senior Broker with Affinity Dry Singapore, has been appointed as Head of Chartering with Bluefield Maritime Pte in Singapore. **Laurent Grasset**, most recently Senior Manager Chartering & Commercial Development with PACC Container Line Pte, has been appointed as Senior Chartering Manager with J Lauritzen in Singapore. Laurent joined PACC Q3 2016 after close to one and a half years as Chartering Manager with F.H. Bertling Chartering & Ship Management Pte. Dampskibsselskabet NORDEN A/S has hired **Morten Bang** of BW Group as Senior Chartering Manager in Copenhagen. Morten had previously spent over two and a half years as Chartering Manager with Nordic Bulk Carriers A/S in Singapore.

Kendrick Ong, most recently Chartering Manager Handy/Supramax Asia with Bunge, has been appointed as Chartering Manager with LH Shipping in Singapore. Kendrick first joined Bunge at the end of 2010 as Senior Freight Trader after close to five and a half years with Cargill. Prior to this he spent five and a half years as Shipbroker with Raffles Shipping. Alpha Bulk Shippers Ship Management Inc. has appointed **Odysseas Plapoutas** – Head of Dry Freight Trading & Tanker Derivatives with Clearlake SA – as Chartering Manager in Athens. Odysseas joined Gunvor mid-2012 as Ocean Freight Trader after close to two and a half years as Freight Trader with Kleimar NV. **Andreas Hoffmann Kristensen**, most recently Senior Bunker Trader with Monjasa, has been appointed as Bunker Manager with Torvald Klavensness in Singapore. Andreas first joined Monjasa in Fredericia, Denmark in Q2 2013.

Blue Water Shipping has appointed **Lucas Strom**, most recently with AAL Shipping, as Head of Chartering Americas in Houston, TX. Lucas spent close to four and a half years with AAL, joining the firm at the beginning of 2014 after two years as Chartering Manager with Hansa Heavy Lift Americas Inc. Prior to this he spent close to five years as Director Ocean Chartering with Agility Project Logistics. **Jean Noronha**, most recently with Thorco Projects, has been appointed as Chartering Manager with Pacific Basin Shipping in Rio de Janeiro.

World Fuel Services has appointed **Matthew Moore**, most recently Senior Lead Ethics & Compliance with Entergy, as Director Regulatory & Trading Compliance in Houston. Moore joined Entergy mid-2016 after one and a half years as Senior Regulatory Compliance Analyst with Repsol.

Antonio Rosas, Managing Director with Ches Bunker Services LLC and former Senior Bunker Trader with Integr8 Fuels, has been appointed as Broker/Trader with LQM Petroleum Services LLC. Antonio joined Integr8 in 2012 after seven and a half years as Bunker Manager with GAC Group. Cockett Group has hired **Robert Rosano** – Bunker Trader with Monjasa – as Customer Trader in FL. **Anthony Larson**, most recently Ship Broker with Clarksons Platou, has been appointed as Chartering Manager with IFCHOR in Seattle. A former Ship Broker with MID-SHIP Group for six years, Anthony joined Clarksons mid-2017. **Georges Barthel Crisostomo**, most recently Manager Operations – Brazil with Excelerate Energy, has been appointed as Operations Manager with Golar LNG in Rio de Janeiro. Georges first joined Excelerate Q2 2013 as Assistant Regas Manager from Gulf Agency Company where he held the role of Tanker Manager.

Cockett Group has hired **Marcelo Pinheiro Brasil**, most recently Coordinator of Special Projects with SINDICOM, as Branch Manager Brazil. **Jean Yi**, former Commercial Manager with AAL Shipping – most recently with Swire Shipping – has been appointed as Chartering Manager with G2 Ocean in Vancouver. Jean joined AAL in Q2 2017 after close to three years as Sales Manager with Austral Asia Line. Kolmar Americas has hired **Greg Planamento** for a chartering role; he joins from SSY Chemicals where he held the role of Broker for seven and a half years. Reliance Inc. USA has appointed **Christopher Case** as Chartering Manager in Houston. Christopher formerly spent nine years as Tanker Charterer with Stena Bulk, then one and half years covering LPG operations with Poten & Partners.