



The Redstone Commodity Update

Welcome to the Redstone Commodity Update 2019: Q4

Welcome to the Redstone Commodity Moves Update Q4 2019. A very interesting morning to write this article (Friday 13th) and one tentatively hoping for a much stronger 2020. Within the last week we have seen the US and China make significant steps towards a trade deal with many tariffs (both active and proposed) removed and China agreeing to purchase more US farm goods. We now also have confirmation from the UK general election with the results showing the Conservatives have taken an historic victory with the largest majority in 35 years. Both positive signs for the stabilisation of global trade and the economy. The energy markets recorded the highest volume of moves with EMEA again providing the majority of changes.

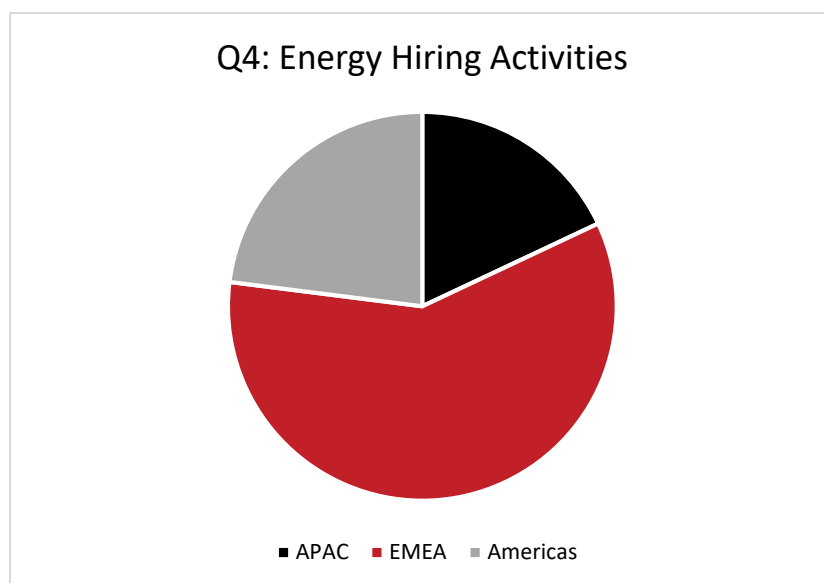
Noteworthy Energy Talent Moves

In the Q3 update Redstone recorded a significant volume of moves in the gas and LNG markets – particularly within LNG, this theme has continued through Q4 with 27% of the total number of energy moves falling to gas and LNG candidates. We see EMEA taking the lead here with regards to both the Gas / LNG moves and the total number of energy moves recorded this quarter. Also notable this quarter is the increase in derivative focused hires vs physical.

Freepoint Commodities has appointed **Michael Hine** – Vice President Energy Derivatives Trading with Mitsui Bussan Commodities Ltd. – to a senior trading position in London. Hine spent close to five-and-a-half years with Mitsui Bussan Commodities, joining the firm Q3 2014 in a cross-commodity role covering crude oil/product derivatives/coal/emissions. Prior to this he held the role of Associate Energy Sales & Trading with CF Partners LLP from Q2 2012. **David Beaton** – former Head of Power/Gas/Financial Coal & Emissions Trading Europe with Noble Group – has been appointed to the position of Head of Proprietary Trading with EnBW Energie Baden-Württemberg AG. Beaton spent three-and-three-quarter years with Noble Group – joining the firm Q3 2011 from Morgan Stanley where he'd held the role of MD from the close of 2009 – he subsequently held the role of Partner/Portfolio Manager with Commodities World Capital LLP from Q4 2016 for two years. EDF Trading has appointed **Bernd Goedde** to the position of Head of Short-Term Flex & PPA Trading in London – he joins from Uniper in Düsseldorf where he'd held the role of Head of Options & Structured Trading. Goedde joined Uniper Q2 2016 from Vattenfall. **Charlie Tan** - former Managing Director at Starboard Ltd – has founded Envision SA established in Geneva, specialising in sourcing, marketing and distribution of crude oil and oil products mainly from CIS countries, trading globally.

JP Morgan Chase & Co has hired **Prateek Singh** – former Head of Oil Options Trading with Castleton Commodities International LLC [CCI] in London. Singh joined CCI at the close of 2016 from Barclays where he held the role of Head of Crude Oil Options Trading – he spent over nine-and-a-half years with Barclays. Morgan Stanley has appointed **Diana Beverly** – Director with Citi – to the position of Head of Gas, LNG & Power Origination in London. Beverly first joined Citi Q3 2013 as Vice President Energy Sales Origination – prior to this she spent six years as Executive Director Commodities [Energy Sales] with Goldman Sachs from mid-2006. Centrica has appointed LPG Trader **Yiannis Filandras** of Gazprom Marketing & Trading to a senior trading position in London. Filandras joined Gazprom Marketing & Trading at the close of 2011 from ENGIE in Athens where he'd held a senior origination position from mid-2010. Prior to this he spent five-and-one-quarter years with Chevron – holding the role of LPG Trading Commercial Analyst with the firm from mid-2007. ExxonMobil [London] has appointed **Avinash Mahapatra** – European Gas Trading Analyst with Shell Trading – to a senior global gas optimisation/trading analysis role. Mahapatra joined Shell Q4 2008 as Supply Chain Manager Lubricants – he then held the role of Trading Optimizer Aviation Fuels with the firm from Q1 2012.

Tony Hall – former Co-Founder/Chief Investment Officer with Hall Commodities LLP – has been appointed to a senior energy trading position with Jump Trading LLC in London. Prior to co-founding Hall Commodities LLP, Hall held the position of CIO/Energy Portfolio Manager with the Duet Commodities Fund - formed in 2010. Before this he held the role of Global Head of Oil Products Trading within the Credit Suisse/Glencore alliance from Q2 2008 to 2010, with specific focus on proprietary opportunities in the commodity derivatives market at this point. Most recently, Hall held the position of Partner with Geneva Energy Markets LLC from Q2 2016 for just over two years. Tullett Prebon has hired two oil trading/sales specialists in London – both alumni of brokerage MARS Energy. **John Shirley** – former Oil Trader with Phibro LLC – has joined Tullett Prebon in London as Energy Broker alongside **Phillip Gatefield** who joins in a similar position. Shirley spent close to sixteen years with Phibro whilst Gatefield joined MARS at the beginning of this year from offshore oil/gas outfit IHC IQIP.



LPG Trader **Costa Louka** has left Phillips66 to join EA Gibson Shipbrokers in London as Product Broker. Louka spent just over seven years with Phillips66 – first joining the firm Q3 2012 as Analyst. **Tony Hughes** – former Global Head of Energy Options with Noble Group, most recently Chief Executive Officer with MET Commodities – has been appointed to a senior trading position with ARAMCO Trading in London. Hughes spent three years with Noble Group joining the firm from the start of 2011 from BP where he held a senior trading position from mid-2002. Veteran Oil Trader **Joel McCarthy** – former Global Head

of Oil Products Trading with BNP Paribas – has been appointed to a senior position with ICAP in London – he most recently held the role of Director Commodity Trading with UniCredit. McCarthy first joined BNP Paribas as Senior Trader at the close of 2008 after seven-and-a-half years with stints trading fuel oil/feedstocks with BP and then Barclays. Before joining UniCredit Q1 2018 McCarthy held multiple trading stints in the interim five years including senior roles with Phibro LLC, ICBC Standard Bank and EDF Trading.

Marex Spectron has hired **Dean Castles** – until recently Desk Head LPG & Naphtha with BGC Partners in London. Castles spent close to four years with BGC Partners – joining the firm Q1 2016 as Senior Oil Options Broker – prior to this he held similar positions with Compagnie Financiere Tradition and PVM Oil Associates respectively for a combined period of over ten years. He joins Marex Spectron in London in a senior LPG broker role. Fuel Oil Broker **David Weatherstone** – who left Marex Spectron at the end of Q1 this year – has joined ICAP in London. Weatherstone spent over eight-and-a-half years with Marex Spectron – holding the role of Coal Broker from Q1 2013 until Q2 2017. Statkraft has hired Senior Gas Trader **Richard Wilson** – most recently with TrailStone Group in London. Wilson joined TrailStone at the end of Q1 this year from RWE Supply & Trading where he held a proprietary trading position on UK/Continental gas from Q4 2009. Prior to this he spent three-and-a-half years with Statoil – trading with the firm from Q3 2007. **Jaysul Parmar** – most recently Analyst with EDF Trading – has been appointed to the role of LNG Derivatives Trader with Diamond Gas International in London. Parmar joined EDFT Q3 last year from Trafigura where he'd held the role of Deals Desk Analyst – Far East Fuel Oil from Q1 2017. **Edward Dennis** – most recently Diesel/Gasoil Derivatives Broker with Compagnie Financiere Tradition – has been appointed to a senior position within Oil Brokerage Ltd. in London. Dennis first joined CFT Q4 2012 – he subsequently established the firm's refinery margins desk from the start of 2013.

Rajiv Panicker – former Vice President LNG with Morgan Stanley – has been appointed to the role of Associate Director LNG with Macquarie Group in London. Panicker spent four-and-one-quarter years with Morgan Stanley from mid-2009 – subsequently joining GlencoreXstrata in a trading role Q3 2013. He most recently spent three-and-a-half years with Centrica where he held the role of LNG Manager from joining the firm Q2 2016. NOVATEK has hired **Stefan Schmid** – most recently Naphtha/Gasoline Trader with AOT Trading AG – subsequently appointed to the position of Marketing/Supply Trader with the firm in Zug, Switzerland. Schmid spent seven-and-three-quarter years with AOT Trading – first joining the firm Q1 2012 from Noble Clean Fuels where he'd held the role of LNG/Naphtha/Gasoline Analyst from Q3 2009. Repsol has appointed Financial Risk Manager **David Arquiaga** to

the role of Senior LNG Trader [Gas Wholesale/Gas Trading] with the firm in Madrid. Arquiga first joined Repsol mid-2010 as FX/Commodity Risk Manager – he was then subsequently appointed to the role of Financial Risk Manager four years later. **Roman Doroshenko** – most recently Head of LNG Operations & Shipping with RWE Supply & Trading GmbH in London – has been appointed to the role of Natural Gas Portfolio Manager with Eesti Energia in Tallinn, Estonia. Doroshenko joined RWE from the beginning of this year from Gunvor where he held a senior LNG shipping/operations role for ten years from the close of 2008. **Kevin Lietar** – most recently Senior Gas Portfolio Manager with ENGIE Global Energy Management Solutions – has been appointed to a senior trading role with European Energy Pooling [EEP] in Brussels. Lietar originally spent close to six-and-a-half years with EEP from mid-2011, progressing to head the firm's trading activity from the start of 2016. He joined ENGIE Q1 this year.

Enrico Ambrosini – most recently Head of European Power Origination with TrailStone Group – has been appointed to the role of Global Head of Origination with global integrated solar energy firm SolarCentury in London. Ambrosini joined TrailStone Q3 2016 from Noble Group where he spent two-and-a-half years – holding the role of Head of Power Origination Europe and Emerging Markets from Q2 2014. Prior to this he spent close to seven years as Director Energy Origination roles with Deutsche Bank/Freeport Commodities. **Joshua Jarmon** – Light Ends Oil Derivatives Broker with BGC Partners – has been appointed to a similar role with OTC Europe LLP in London. Jarmon first joined BGC Partners Q2 2017. ENGIE has hired Senior European Energy Trader **Jonny Cooper** – most recently with EDF Trading – for a trading position in London. Cooper held two UK power/European gas trading stints with EDFT – totalling close to nine-and-a-half years - bookending a short stint as Vice President Energy Trading with Merrill Lynch from Q2 2013. ENGIE has also hired Senior Energy Derivatives Structurer **Frederic Murga** – twenty-seven year-long veteran of Société Générale. Murga first joined SocGen 1992 from TOTAL – from the start of 2001 he was appointed to a senior energy structuring position within the firm in New York – then subsequently relocating to Paris Q4 2009.

Adeyemo Alakija – most recently Trading Director - Refined Petroleum Products/Crude Oil with Optima Energy Resources in Lagos – has been appointed to the position of Country Director with Invicta Energy SA in Geneva. Alakija joined Optima Energy Resources Q2 2017 from Riverlake. **Matt Holliday** has been appointed to the role of Direct Trader with Onyx Commodities in London – he joins from BGC Partners where he held the role of Associate from Q3 2017. **Olli Puranen** – former Portfolio Manager with Energi Danmark Securities AS – has been appointed as Head of Sales with AXPO Group in Vantaa, Finland – he joins from Energia Myynti Suomi Oy. Puranen spent two years with Energi Danmark from mid-2014. AXPO Group has also relocated Senior Energy Originator **Gaëtan Lupinacci** from London to Oslo. Lupinacci joined AXPO mid-2018 from ICBC Standard Bank Plc where he'd held a senior energy sales role from Q4 2016. AXPO Group has appointed **Tanguy Limpens** to the position of Short Term Portfolio Manager in Brussels – he joins from ENGIE where he'd held a similar position from the beginning of 2017. Limpens was appointed to an intraday trading position within ENGIE from the close of 2011. **Tanja Schuster** – former Head of Renewables Trading with Alpiq AG – has been appointed to a trading advisory role with quantitative strategy firm Likron GmbH in Munich. Schuster spent three years with Alpiq – joining the firm Q3 2015 as Senior Short Term Trader in Lausanne. She was subsequently appointed to the role of Head of Short Term Trading with EnBW Energie Baden-Württemberg AG Q4 2018. European Power Trader **Edouard Demarez** has left DUFERCO Energia SpA in Genova to join Energi Danmark Group in Aarhus. Demarez spent under one year with DUFERCO – joining the firm Q4 2018 FROM ENGIE.

Jean-Wandrille Méchet – most recently Operations Manager with Trammo Inc. in Paris – has been appointed to ExxonMobil's light products trading desk in a coordination role in Brussels. Méchet spent one-and-a-half years with Trammo Inc. Tullett Prebon has appointed **Paul Tierney** – Brent Crude/WTI Futures Broker with MARS Energy – to the role of Broker in London. Tierney joined MARS Energy mid-2009. Base Oils Trader **Andrey Savin** – most recently with NORECOM Ltd. in Cyprus – has been appointed to a trading position with Penthol LLC in Istanbul. Savin joined NORECOM mid-2018 from Shamrock Shipping and Trading Ltd. where he'd held the role of Base Oils/Petrochemicals Trader from Q1 2017. Cheniere Inc. has appointed Market Risk Analyst **Anil Bawa** – most recently Risk Manager for Thermal Coal Trading with Anglo American – to a senior role in London. Bawa joined Anglo American mid-2017 from Eni Trading & Shipping. Cheniere Inc. has also appointed **Oliver Sanderson** – most recently Director, Head of European Natural Gas Trading Analysis with Refinitiv – to the position of Lead Analyst in London. Sanderson first joined Thomson Reuters Q3 2013 as Market Analyst – prior to this he held a similar role with BENTEK Energy from Q3 2011. **Hari Ravidran** – most recently European Power Trading Analyst with BP – has been appointed to the role of Asst. Trader – Oil Derivatives with Mitsui Bussan Commodities Ltd. in London. Ravidran spent four years with BP. **Christina Forsingdal** – most recently Power Originator with Shell has been appointed to the role of Senior Manager with Copenhagen Infrastructure Partners in London, tasked with structuring/negotiating Renewable PPAs for CI fund's projects. Forsingdal spent close to three-and-a-half years with Shell – joining the firm mid-2016 from DONG Energy where she held the role of Commercial Manager. Prior to this she held a power origination role with Danske Commodities from 2012. Vitol has appointed Oil Market Analyst **Hugh Sprot** of BP to a fuel oil analysis role in London. Sprot first joined BP as Gas Market Analyst Q3 2011.

Senior Cross-Commodity Options Trader **Nigel Felgate** has been appointed to the role of Portfolio Manager with Carbon Cap Management LLP – he joins from BNP Paribas. Felgate has over twenty years of cross commodity proprietary trading experience in European energy and carbon markets. A former MD/Head of Emissions Trading and Energy Structured Products EMEA with Bank of America Merrill Lynch from Q2 2011 until later joining Morgan Stanley at the close of 2014 – Felgate first joined BNP Paribas Q1 2017. Marex Spectron has appointed **Paul Schulz** – former Cross Commodity Sales Trader with CF Partners – to an energy derivatives role in London. Schulz joins from ERA Commodities where he'd held the role of Trader from Q4 2018. **Rafael Tognon** – most recently Head of Commodities Market Risk with ING in London – has been appointed to the position of Director of Risk Management with Levmet SAM in Monaco. Tognon joined ING Q2 2018 from ICBC Standard Bank where he held a senior commodities market risk position for three years. **Roberta Caselli** has joined Eni Trading & Shipping in London as Market Risk Analyst – she joins from Bloomberg where she held a financial analytics/sales role from mid-2016. Javelin Global Commodities has appointed **Vinay Maniam** to the role of Quantitative Strategist in London – he joins from Bank of America Merrill Lynch where he held the role of Technology Analyst from mid-2018.

Benedikt von Butler – former Head of Carbon Advisory with Hartree Partners – has been appointed to the role of General Manager with biomass production outfit ENVIVA in Berlin – tasked with augmenting the firm's growth in Germany. Von Butler spent three years with Hartree from first joining Q1 2016 as Carbon/Environmental Products Trader from Mercuria Energy Trading SA where he held the role of Partner – heading the firm's carbon origination effort from mid-2012. Prior to this he held the role of Director Environmental Products with Citigroup Global Markets from the start of 2010. **Henry Walsh** – former Head of Agricultural/Soft Commodity Trading with Engelhart Commodities Trading Partners [ECTP] in London – has been appointed as CEO of Mileura Capital in London. Walsh spent over five-and-a-half years with BTG Pactual/ECTP helming lead coffee/cotton proprietary trading then grains roles - subsequently the appointed to manage entire agricultural portfolio with the firm in Q1 2017 – prior to this he spent three years with National Australia Bank – holding the role of Global Head of Commodities with the firm from the close of 2011. Walsh was most recently appointed to the role of Chief Investment Officer - Engelhart Financial Trading Q1 2018, responsible for all financial trading and investments across macro commodities/equities/FX. BP has appointed **Juan Carlos Parreno** – former Business Development Manager LNG with Gazprom Marketing & Trading – to a GHG performance advisory role in London – he joins from ClearBlue Markets. Parreno spent seven-and-three-quarter years with Gazprom M&T from Q3 2010 – prior to this he spent four-and-a-half years with EcoSecurities.

Centrica has appointed **Tom Aarthur** to the role of Head of LPG Trading in Singapore – he joins from Gazprom Marketing & Trading where he'd built/helmed the firm's global LPG book from Q1 2016. Prior to this Aarthur spent seven years with Statoil – holding the role of Trading Manager with the firm from Q3 2013. **Leonard Lim** – most recently Senior LNG Marketer with ConocoPhillips – has been appointed to the position of Manager Origination & Portfolio Strategy with Diamond Gas International Pte, Ltd. in Singapore. Lim joined ConocoPhillips at the close of 2012 from BG Group where he'd held an LNG trading position from Q4 2010. Prior to this he spent four-and-a-half years with Shell – holding the role of Base Oils Trader with the firm from the beginning of 2008. Trafigura has appointed **Knaporn Chongudomliuk** – most recently with PTT International Trading Pte, Ltd. – to trade sweet crude for the firm in Singapore. Chongudomliuk first joined PTT Q1 2011 – he was subsequently appointed to a trading position from Q3 2013. SG-incorporated crude/products trading outfit ZenRock Commodities SA has hired **George Christie** – most recently International LPG/Naphtha Trading Manager with Koch Refining International Pte. Ltd. in Singapore. His title at Zenrock Commodities is International NGL/Refined Trading Products Manager. Christie joined Koch Industries in a derivatives trading role Q4 2003. [This is one of several 2019 cross-commodity appointments for the firm – including the Q3 hire of Gunvor Natural Gas Trader/Mercuria Energy Trading LNG Trading/Portfolio Hedging figure Ivan Kolesnikov.] BP has appointed **Ryosuke Tojima** – most recently LNG Commercial Manager with Gazprom Marketing & Trading – to a senior LNG origination role in Singapore. Tojima spent five-and-one-quarter years with Gazprom – joining the firm Q3 2014 from Sojitz Corporation where he'd held the role of Naphtha Trader.

Nick O'Sullivan – most recently Iron Ore Swaps Broker with Freight Investor Services [FIS] in Singapore – has been appointed to the position of LNG Derivatives Broker with Affinity Financial Products LLP – relocating to London for the role. O'Sullivan spent just over two years with FIS – joining the firm Q3 2017 from GFI Group where he'd spent seven years – holding the role of Iron Ore Derivatives Broker from Q3 2016. **Uday Kiran** – former VP Business Development LNG with ENGIE – has been appointed to a senior origination role with Eni in Singapore. Kiran spent two-and-a-half years with ENGIE from the start of 2016 – joining the firm from Reliance Industries where he'd spent seven-and-a-half years, holding the role of GM LNG Trading with the firm from mid-2008. Kiran most recently held a senior position with TOTAL. Simpson Spence Young [SSY] has appointed **James Whistler** to the position of Global Head of Energy Derivatives in Singapore – he joins from BGC Partners where he'd held the role of Director LNG/Crude from mid-2019. Whistler first joined BGC Partners Q2 last year in Sydney as Director Natural Gas/LNG ANZ – prior to this he held the role of Desk Head Natural Gas Australia & NZ with ICAP from mid-2016. **Luisa Gan** – most recently Naphtha/Petrochemicals Broker with Marex Spectron – has been to the role of Fuel Oil Broker with Starfuels in Singapore. Gan joined Marex Spectron Q1 this year from Tropical Oil Aci Pte

where she held the role of Palm Oil Broker from the close of 2016. **Siddiq Siddiqui** – most recently with Sunrise Petroleum Pte Ltd. – has been appointed to the role of Senior Base Oil Trader with CHEMLUBE SA in Singapore. Siddiqui joined Sunrise Petroleum Q4 2015 from Trafigura where he'd held the role of Crude Oil Operator from Q4 2012. BB Energy has hired **Yong Ann Chan** – most recently Fuel Oil Trader with SINOPEC – to trade crude for the firm in Singapore. Chan spent seven years with SINOPEC – joining the firm at the close of 2012 from BP where he held the role of Marine Fuels Marketer from Q3 2011. **Sunyoung [Lilly] Lee** has been appointed to the role of Commodity Broker with McQuilling Energy Brokerage Asia in Singapore – she joins from LIBETO Pte. Ltd., where she held an executive finance role.

Pavilion Energy has appointed **Jan-Peter Onstwedder** – most recently MD Risk Management Institutional Clients with Citi – to the position of Head of Risk and Technology in Singapore. Onstwedder joined Citi in London mid-2011 – the role taking responsibility for market/credit risk for global commodities trading, plus for credit risk covering power/energy/chemicals/metals & mining. He formerly held the position of Non-Executive Director, Chair of the Energy Risk Committee with ICE Clear Europe for one-and-three-quarter years from Q4 2009. BP has hired **Kelly Stanley** – most recently Senior Trade Finance Officer with SOCAR Trading in London. Stanley formerly held a senior trade finance position with BP from the close of 2011 until Q2 2016 – she joined SOCAR Q3 2017 from Noble Group. **Greg Schwartz** – most recently Director of the Americas for Minerva Bunkering US – has been appointed to the role of Co-Head of North American Fuel Oil with Hartree Partners in New York. Schwartz was appointed to Minerva Q2 this year – joining from AEGEAN Marine Petroleum where he held the role of Director of Strategic Development for close to five years from mid-2014. Prior to this he held senior trading positions with Chevron and then Chemoil Corporation for a total period of thirteen years combined. XCEL Energy has appointed **Matt Donovan** – VP Commodities Trading/Scheduling with Morgan Stanley – to a senior origination role in Denver, CO. Donovan joined Morgan Stanley mid-2006 as Manager Natural Gas Operations – later named as Real Time Power Trader with the firm from the close of 2008.

Uniper has appointed **Chris Lewis** – most recently Day Ahead Trader & Real Time Operations Manager with Guzman Energy LLC – to the role of Senior Manager West Power in Chicago, IL. Lewis joined Guzman Energy in Denver, CO mid-2016 as Senior Real Time Trader – prior to this he'd spent seven-and-three-quarter years with The Energy Authority. **Sal Drago** – most recently Director of Global Trading with Aegean Bunkering US – has been appointed to the position of Co-Head of North America Fuel Oil with Hartree Partners in New York. [Drago had originally spent nine years as Trading Director, Fuel and Feedstocks with HESS Corporation from the start of 2005.] Prior to this he spent seven years with Chevron – holding the role of Global VP Fuel Oil/Feedstock Trading with the firm from mid-2003. **Frank Orozco** – most recently Head of North American Physical Crude Trading with Castleton Commodities International LLC [CCI] – has been appointed to a senior trading position with DRW in Houston, TX. Orozco joined CCI Q2 2017 from Shell where he'd spent a total of nineteen-and-a-half years – trading crude first in London with the firm from mid-2005, then subsequently relocating to Houston Q3 2009. **Barry Bernfeld** – former Senior Proprietary Crude Oil Trader/Refined Products Trader with Bunge – has been appointed to the position of Director, Energy Derivatives Trader with ABN AMRO in New York – he joins from World Fuel Services where he held a similar role from joining the firm at the close of 2014. Bernfeld spent four-and-a-half years with Bunge – joining the firm Q4 2009 from Barclays where he held the role of Director US Gasoline Trading from Q3 2008. Vitol has hired Naphtha Trader **Scott Barrett** – most recently with BP in Houston, TX. Barrett spent nine-and-a-half years with BP – first joining the firm mid-2010 as NGL Trade Analyst – then subsequently promoted to a trading position mid-2013. Castleton Commodities International [CCI] has appointed **Alberto Vogel** – formerly Manager Refined Products with CHEMIUM International Corp. – to a senior LATAM refined products sales/origination role in Houston, TX. Vogel joined CHEMIUM mid-2018 – he'd formerly spent eight-and-a-half years with Natixis – holding the role of MD, Head of Sales Americas, Global Markets Commodities with the firm from Q2 2013 before switching to develop the firm's LATAM/Canadian business from Q3 2015. Uniper Global Commodities has appointed **Andrew Hartley** to the position of Director ERCOT Power Origination in Houston, TX – he joins from LCRA where he'd held a power origination from Q2 2017. Hartley joined LCRA as Commodity Analyst Lead Q2 2015.

Kyle Higgs – most recently Director West Power Trading with Twin Eagle – has been appointed to a senior trading position with DTE Energy in Houston, TX. Higgs spent three-and-a-half years with Twin Eagle – joining the firm Q1 2016 from Morgan Stanley where he'd spent just over eleven-and-a-half years – holding the role of Vice President, Short Term Power Trader with the firm from Q3 2009 in NY. DTE Energy has also promoted Senior West Power Trader **Chris Wu** to the position of Regional Lead with the firm in Houston, TX. Wu first joined DTE Energy from the start of 2018 – following eight years as West Power Trader with EDF Trading. Senior Distillates Trader **Carlos Moreno** – most recently with Macquarie Commodities – has been appointed to the role of Broker with BAT Commodities Inc. in Houston, TX. Moreno joined Macquarie mid-2017 from Cargill – he'd formerly spent eight years covering multiple roles with Trafigura/Puma Energy starting from Q2 2006. **Wes Kunaman** has been appointed to the position of Director Crude Oil Trading with Plains Midstream Canada in Calgary – he joins from Devon Energy. Kunaman formerly spent four years with BP – holding the role of Senior Marketing/Origination Representative with the firm from 2014 – he joined Devon Energy Q2 2015. Institutional Oil Derivatives Broker **Rene Allende** has joined

Atlas Commodities LLC in New York – he joins from TP ICAP. Allende joined TP ICAP at the close of last year from Continental Energy Group where he spent eleven-and-three-quarter years. Prior to this he held broker positions with MF Global/Tullett Prebon. South Korean firm Hanwa Chemical has appointed **Daniel Glazner** – former LNG Trader with ConocoPhillips – to the position of Senior Director Commercial in Houston, TX. He most recently held the position of Director with Toshiba America LNG Corporation. Glazner spent nine-and-a-half years with ConocoPhillips – first joining the firm as Gas Scheduler Q1 2004 from RWE Supply & Trading GmbH.

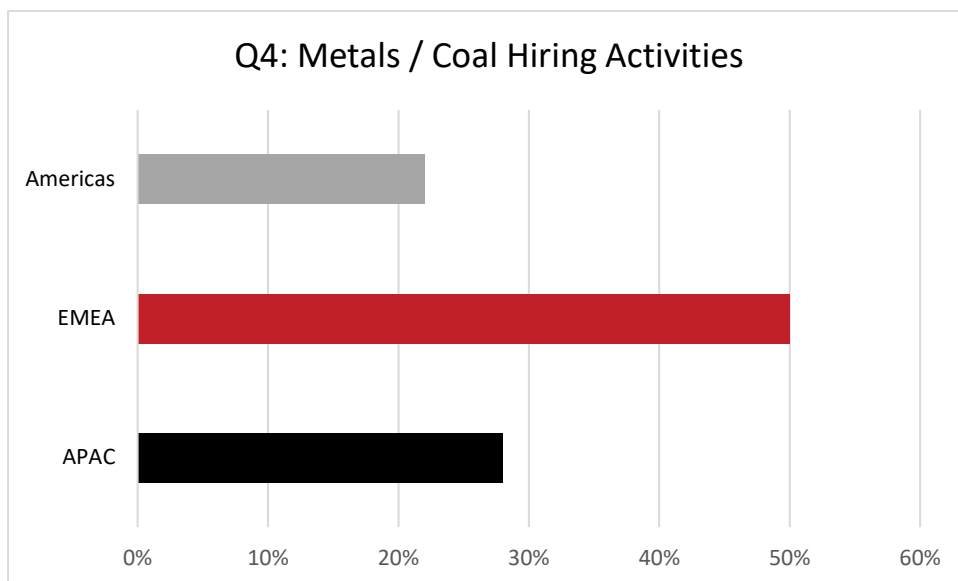
ATF Commodities has appointed **Kort Panzner** – Vice President with Evolution Markets Inc. – to the role of Broker in New York. Panzner was originally appointed to the role of Head of Natural Gas/Crude Options desk with Elite Brokers Q2 2008. INTL FCStone has appointed **Giancarlo Rodriguez** – most recently Commodities Trader/LATAM Relationship Manager with ED&F Man Capital Markets – to a senior derivatives trading role in Miami, FL. Rodriguez joined ED&F Man Capital Markets Q2 2018. **Dan Hofstad** has been appointed to the position of Managing Director North America with boutique risk management/hedging solutions firm Amius Ltd. in Minneapolis – he most recently held the role of Senior Director, Global Dairy Manager with Cargill Risk Management. Hofstad joined Cargill mid-2014 – prior to this he'd held the position of Vice President – CIS/Black Sea Region with INTL FCStone for four years from Q2 2010. **Keith Guerrini** – former Director [Commodities] Structured Products Origination with Citi – has been appointed to an origination role with Suncor in Houston, TX. Guerrini spent four years with Citi from Q3 2014 – prior to this he held the role of Director Commodities Origination with Deutsche Bank for nine-and-one-quarter years.

Noteworthy Metals / Coal Talent Moves

A far quieter quarter than last time round with Redstone seeing fewer moves in the Metals / Coal markets in no small part due to the creeping protectionist policies surrounding the metals trade and a growing trend to move away from coal generated power. Half of the total moves reported fell within the EMEA market with APAC and the Americas very much on par. The lack of overall activity makes it difficult to spot too many trends other than a general slowdown of moves within the markets. There is a fairly equal spread of senior vs mid-level moves. The easing of trade tensions between the US and China should lead to an uptick in the recruitment for these markets, as long as the two economic superpowers sustain the current direction of travel without falling into previous patterns of financial aggression.

Morgan Stanley has appointed **Daniel Levene** – most recently Trader with JPMorgan Chase – to a senior derivatives trading position tasking him with the set-up/build of the base metals global franchise, trading futures and options business in London. Levene spent close to seven-and-a-half years with JPMorgan Chase. Koch Supply & Trading has hired **Oliver Jackman** – most recently Vice President Commodity Sales with Bank of Merrill Lynch in London. Jackman joined BAML Q4 2018 to cover base/precious metals plus bulk markets – prior to this he'd held a similar role with Wells Fargo for two years from Q4 2016. Jackman held an original stint with Koch Supply & Trading for five years from the close of 2011. HSBC has appointed **Vincent Domien** to the position of Head of Metals Trading EMEA – he joins from Société Générale Corporate and Investment Banking where he held a similar position from mid-2017. Domien first joined Société Générale Q2 2005 in an institutional sales role, progressing to a precious metals' swaps trading role Q1 2008 – subsequently appointed to Head of Precious Metals Trading with the French bank Q2 2012.

Rhe Nowak – most recently Senior Trader/Group Head with ACEMAR AG – has been appointed to the role of Head of Sales – Billets with EVRAZ in Zug. Nowak – a former Head of European Trading with Secure Steel & Commodities AG from Q2 2014 until the end of 2017 – joined ACEMAR Q4 2017. He was appointed to the role of Director Flat Products with the firm from the close of 2018. **Martim Facada** – most recently Global Senior Lithium Market Reporter with Fastmarkets – has been appointed to the role of Raw Materials Broker [focus on lithium/cobalt] with SCB Group in London. Facada formerly spent one year as Metal Market Analyst with Asian Metal from Q2 2016. CRONIMET has appointed **David McCartney** – former Commercial Manager Alloys with ELG Haniel Metals Ltd. – to a senior trading position. McCartney spent fifteen-and-a-half years with ELG Haniel Metals from the start of 2000. ICBC Standard Bank has appointed **Christina Tsereksidi** – most recently Global Markets Business Manager with Sberbank in Zürich – to a senior precious metals sales role – she relocates to London for the new position. Tsereksidi first joined Sberbank as Precious Metals Trader Q1 2017 from VTB in Moscow where he held a similar role from Q2 2015.



Victor Lu Feng – most recently Senior Analyst Commodity Market Research with BOC International – has been appointed to the role of Metals Marketer with Mitsui Bussan Commodities in London. Lu Feng joined BOC International mid-2015. Trafigura has appointed **Henry Van** – most recently with CRU – to the role of Lead Analyst – he relocates from

London to Geneva for the role. At CRU Van held the role of Senior Analyst/Editor of the Aluminium Casthouse Shapes Market Outlook – he joined the firm Q2 2017 from S&P Global Platts where he held the role of Senior Aluminium Pricing Specialist from Q2 2016.

Moyan Liu – former Head of Physical Metals Asia with Castleton Commodities International LLC [CCI] – has been appointed to the position of Team Lead – Structuring/Origination Asia with Mercuria Energy Trading in Singapore – he joins from BNP Paribas. Liu spent one-and-a-half years with CCI from Q3 2016 – prior to this he held the role of Head of China – Base Metals with Noble Group for two years from Q3 2014. Trafigura has appointed **Rendy Soenarso** – most recently Regional Manager Zinc/Lead/Minor Metals Asia with Nyrstar Sales and Marketing AG in Hong Kong – to a senior zinc/lead trading role in Singapore. Soenarso joined Nyrstar Q4 2014 from MRI Trading AG where he'd held a refined metals trading role from joining the firm mid-2012. Prior to this he held the role of Senior Originator APAC – Dry Bulk/Clean Energy with Gazprom Marketing & Trading from mid-2010. It is reported that **Sun Bing** has been appointed to the position of Head of Copper Trading Shanghai within Cliveden following the departure of Frank Feng. Feng – a former Senior Trader with Trafigura for seven-and-a-half years from Q4 2003 – spent two-and-three-quarter years with Cliveden – joining the firm Q1 2017 from China Daye Non-Ferrous Metals Group Co. where he held the role of Vice GM from Q2 2011. **Jing Ru Tan** – Trading Manager with Prime Global Energy – has been appointed to a trading position with Fortune Bay Resources in Singapore. Ru Tan joined Prime Global Energy Q4 last year from KTC Group Singapore where he held the role of Manager Coal Trading. Vale has appointed **Fay [Xiaojuan] Gao** to the role of Marketing Analyst in Singapore – she joins from S&P Global Platts where she spent three-and-a-half years, holding the role of Senior Pricing Analyst with the firm from the close of 2017.

HERAEUS Precious Metals America LLC has hired **Mike Connolly** – most recently Head of Precious Metals Sales/Trading with TJM Investments LLC – appointing him to a senior trading position in New York. Connolly joined TJM Q4 last year after a short stint heading RC Trading's precious/base metals proprietary trading desk. Prior to this he held the role of Director FX & Metals Sales and Trading with RJ O'Brien from the close of 2014. **Cesar Canali** – most recently Director Metals within Cargill Risk Management – has been appointed to the role of Chief Executive Officer with Argentem Trade Services in New York. Canali spent close to five years with Cargill – joining the firm Q1 2015 from Jefferies where he spent fifteen years, holding the role of Director. Largo Resources has appointed **Francesco D'Alessio** to the position of Head of Sales Americas – this new role focused on supporting the firm's vanadium sales and trading business with specific focus on the North and South American markets. D'Alessio is a former Global Sales Manager Vanadium Products with EVRAZ in Lugano from Q2 2007 until the close of 2010 – he then held the position of Marketing/Sales Director with SIDERALLOYS Intl. SA for over four-and-a-half years.

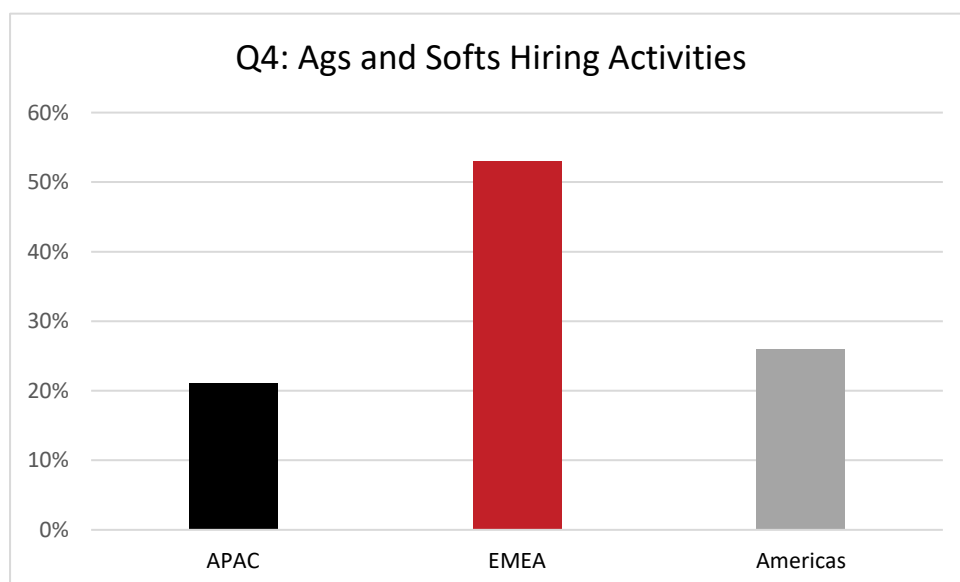
Noteworthy Ags & Softs Talent Moves

Another quiet quarter for the Softs / Ags markets with EMEA (similar to the metals / coal reports) providing around half of the total moves reported. As seen throughout this report the biggest trends are a slowdown in

overall activity with Europe providing the highest volume of moves reported. Moving forward, should the first phase of the US - China trade deal be successful we can expect to see an immediate improvement in recruitment activity within both the American and the Asian markets, especially with the commitment from China to purchase more US agricultural produce.

Avere Commodities SA has appointed **Wietsche du Preez** to the position of Head of Grains – he joins from Export Trading Group [ETG] where he headed the firm’s Geneva Grains desk from joining the firm Q4 2016. Prior to joining ETG du Preez spent twelve years with Louis Dreyfus Company – holding the role of Senior Grains Trader with the firm from Q1 2015. [This follows the Q3 appointment of Stéphane Bernhard as Global Head of Trading of Exchange-Trade Commodities in Amsterdam – joining the firm in September from Groupe INVIVO.] Export Trading Group [ETG] has appointed Grains Trader **Tyron Vonk** of COFCO International to a senior trading position in Johannesburg. Vonk joined COFCO International in a derivatives/physical trading role from the start of 2011. **Jonathan Kaminski** – most recently Senior Macroeconomist/Quantitative Researcher with COFCO Agri – has been appointed to the role of Senior Freight/Commodity Analyst with Cargill in Geneva. Kaminski joined COFCO Agri Q3 2014. Export Trading Group has appointed **Gabriel Belew** – former Vegetable Oils Trader with Avere Commodities – to a trading position in Geneva. Belew was appointed to a trading role with BTG Pactual from 2014 – subsequently trading for the firm [ETCP] for four years before joining Avere Commodities SA 2018. Dairy commodity outfit NUMIDIA BV has appointed **William Demanet** – most recently Trader with Frankort & Koning – to the role of Commercial Manager. Demanet spent one year with Frankort & Koning – joining the firm Q4 2018 from Interfood Group.

MEKE Commodity Trading House DMCC has appointed **Ahmet Sekeroglu** – most recently with vegetable oils/biodiesel trading outfit Aves AS – to a trading role in Dubai. Sekeroglu joined Aves AS in Mersin, Turkey mid-2018 from Sunar Grup. **Cauquén Prandi** has been appointed to an execution role with Cefetra BV in Rotterdam – responsible for the execution of Argentine and Paraguayan soybean meal Handymax & Panamax vessels. Prandi had originally spent one year with Cefetra for one year from Q1 2015 – then subsequently appointed to an execution/operations role with BayWa AG Q1 2016. **Allan Perk** – former Senior Trader/Manager Fertilizers with Louis Dreyfus Company – has been appointed to a senior position with Copenhagen Merchants. Perk joined Louis Dreyfus Q3 2013 from Edesia Asset Management where he’d held the position of Analyst/Trader from mid-2012. He’d then subsequently held senior risk/broker positions – including roles with Tradefield SA and Vicorus SA. Louis Dreyfus Company has appointed **Salih Burak Öztürk** – most recently Oilseeds/Meals Broker with Actava Trading DMCC – to a trading position in Istanbul. Öztürk joined Actava Trading from Archer Daniels Midland at the start of 2017.



Luke Mason – former Head of Grains Asia with Concordia Agritrading Pte, Ltd. – has been appointed to the position of Regional Head APAC with ETG Commodities in Singapore. Mason spent four-and-a-half years with Concordia Agritrading – joining the firm Q3 2013 from Toepfer International Asia where he held the role of Senior

Manager Grains from Q1 2011 – he most recently held a senior trading position with COFCO International in Melbourne, Australia from the start of last year. MEKATRADE has appointed **Junchang Tan** as Head of Asia in Singapore. Tan first joined MEKATRADE Q1 2018 from Helm Asia Pte Ltd. where he held the position of Product Manager Fertilizer Asia from Q1 2013. Prior to this he spent close to two-and-three-quarter years in a sugar acquisition role with Nestle. Rabobank has appointed **Karen Yu** – most recently Director with Société Générale – to the role of Head of Agri – South East Asia in Singapore. Yu formerly held the position of Co-Head Commodity/Trade Finance Hong Kong with ANZ for four-and-one-quarter years from Q1 2004 – subsequently joining Société Générale at the close of 2012 following a brief stint with Bank of China. **Surender Rawat** – most recently Trade Execution Coordinator with Cargill – has been appointed to the role of Team Lead Trade Operations

with Bunge in New Delhi. Rawat spent two-and-a-half years with Cargill – joining the firm mid-2017 from Shree Renuka Sugars.

Lemarc Agromond has hired Senior Soybeans Trader **Bruno Lopes** – most recently with Archer Daniels Midland in São Paulo. Lopes joined ADM Q4 2012 – he was appointed to a trading position with the firm from the close of 2017. **Andrew Pawielski** has been appointed to the role of US Producer Risk Management – OTC Agricultural Commodities with Marex Solutions in Chicago. Pawielski is a former Senior Derivative/Commodity Broker with Daniels Trading – spending close to thirteen years with the firm from Q1 2007. Louis Dreyfus Company has appointed **Clarissa Otsuka** of The Mosaic Company to the role of General Manager Procurement in São Paulo. Otsuka joined The Mosaic Company at the close of 2017. **Manolo Muralles** has been appointed to the position of Head of Trading for Pantaleon Commodities Corp. [the commercial branch of Grupo Pantaleon] – he relocates within the firm from Guatemala to Miami for the new role. Muralles first joined Pantaleon Q1 2011 as Sugar/Ethanol Trader – he was subsequently appointed to the role of Export Sales Manager from the start of 2017. **Jaco van Walsem** – most recently Trade Manager Biodiesel with Archer Daniels Midland Co. – has been appointed to the role of Director Organic Grains & Oilseeds with Pipeline Foods in Minneapolis, MN. Van Walsem spent eight-and-a-half years with Archer Daniels Midland.

Noteworthy Shipping & Bunker Talent Moves

The majority of moves this quarter fell to charterers and ship brokers although Redstone are aware of several moves not currently in public domain for the bunker industry. IMO 2020 is now just two weeks away, the board has been set, conversions made, scrubbers employed, traders and managers hired – all we need now is to know what the customers want! Most traders, brokers and physical suppliers have their commercial teams set after a year of relatively slow activity. Expectation is that the increase in fuel prices will remove / limit the activities of many of the smaller players as credit struggles in a pricey market hit home. Europe is just ahead in the hiring stakes here, but the Americas has also seen a fair percentage of the changes tracked this quarter.

Zenrock Commodities has hired **Giacomo Calamari** – he joins the firm as Head of Shipping from Pietro Barbaro SA where he held a similar role. Calamari joined Pietro Barbaro at the start of 2019 from LITASCO where he held the role of Eiger Shipping Clean Products Chartering Manager from Q1 2015. Prior to this he held senior freight trading/chartering roles for HEIDMAR and Trafigura respectively over a period of seven-and-a-half years. Mitsui Energy Trading has appointed LNG Chartering Executive **Neil Marshall** of TOTAL Gas & Power to a similar role in London. Marshall joined TOTAL Q2 2014 as LNG Trading Operator – prior to this he spent two-and-one-quarter years with EDF Trading.

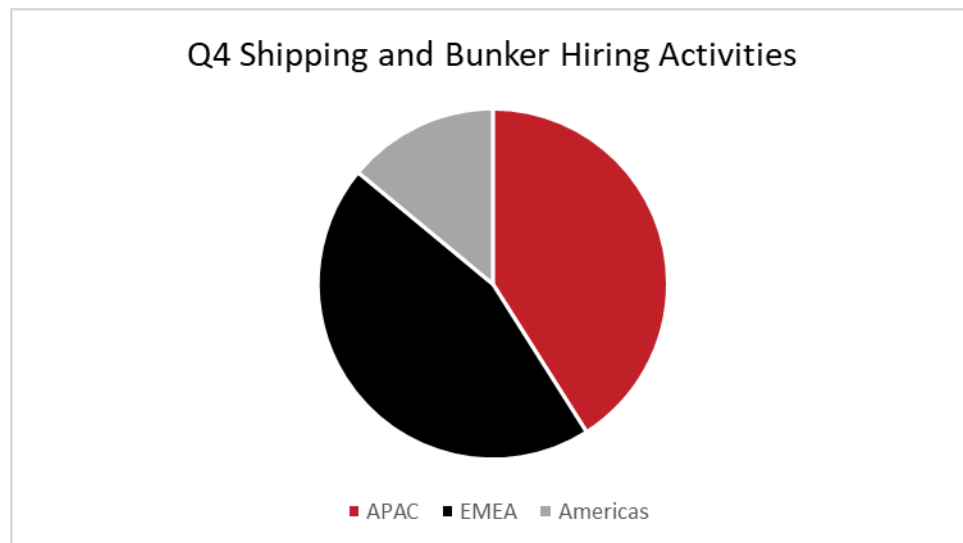
Thomas Blackwell – most recently Senior Iron Ore Derivatives Broker with ICAP in Singapore – has been appointed to the role of Panamax Chartering Broker with Thurlstone Shipping – he relocates to Copenhagen for this new position. Blackwell spent close to six years with ICAP – joining the firm mid-2012 following just under four years with SSY Futures – first joining in London, then mid-2010 relocating to Hong Kong to form the firm's Asia Iron Ore Derivatives desk. **Utku Kurulay** – most recently Freight Trader with COFCO International – has been appointed to the role of Chartering Manager with INERCO Trade SA [a subsidiary of KERNEL Group] in Geneva. Kurulay joined Noble Group in Istanbul as Freight Operations Executive Q3 2011 – prior to this he held the role of Chartering Manager with BORA Shipping Industry and Trading from the beginning of 2006. Simpson Spence Young [SSY] has appointed **Patrick Kirkness** – Senior Manager Dry Bulk Chartering with Maersk Broker – to the role of Director in London. Kirkness was seconded to SSY Q4 2007 where he held the role of Ship Broker – subsequently joining ICAP in a similar role Q2 2008. He joined Maersk Broker Q2 2013.

Shipbroker **Wai Leong Goh** has left SSY in Singapore to join Eastport Group – relocating to Dubai for the new position. Goh joined SSY Q4 2016. S&P Broker **Tasos Papadopoulos** – most recently with Empire Chemical Tankers – has been appointed to a senior role with Intelligence Trade & Consultancy Maritime Inc. in Athens. Papadopoulos joined Empire Chemical Tankers from the start of last year – joining from Lorentzen & Stemoco where he spent three-and-one-quarter years in roles based in Shanghai and Athens – prior to this he spent eight-and-a-half years with Intermodal Shipbrokers Co. where he held the role of Director from mid-2012. Dry Cargo Chartering Broker **Alex Ledovas** – most recently with TRYTON Shipbroking SA – has joined M&F Chartering SA in Athens. Ledovas joined TRYTON Q2 this year from OINO Shipbrokers Co. Ltd. **Giannis Laskaris** – most recently Broker with Bery Maritime – has been appointed to the role of Chartering Manager with HANDY CHART [HC] in Athens. Laskaris joined Bery Maritime at the close of 2017 from Arrow Shipping Hellas. **Michael Tiliakos** has been appointed to a chartering/operations dept. role with Niriis Shipping SA – he joins from Medmar Inc. where he held a chartering role from Q1 this year. Prior to this he spent three-and-one-quarter years as Chartering Broker with

Advanced Shipping & Trading SA. **Arnold van Bavel** – most recently Senior Chartering & Operations Manager with Oxbow Energy Solutions BV – has been appointed to the role of Chartering & Sales Manager with COSCO Shipping Specialised Carriers [Europe] in Rotterdam. Van Bavel spent eight years with Oxbow Energy Solutions – joining the firm Q4 2011 from Bakon Shipping BV where he held the role of Chartering Manager from the close of 2004. **Alex Kershaw** – Vessel Charterer [Offshore/Renewables] with DEME Group in London – has been appointed to the position of Shipbroker with Pareto Shipbrokers. Kershaw joined DEME Group Q3 2018 - prior to this he spent close two twelve years as Shipbroker within EA Gibson’s offshore dept.

Monjasa has appointed **Charlotte Erodoutou** to the role of Bunker Trader in Cyprus. Erodoutou most recently held a senior tanker chartering role with Marine Management Services LLC in New York from mid-2016 until Q3 2018 – prior to this she held the role of Chartering Manager with MICOPERI SRL for two years from Q3 2013. **Sam Frazer Groves** – former Team Leader with KPI Bridge Oil – has been appointed to the role of Marine Fuel Purchaser with Aurora Marine Fuels in London – he’d formerly spent nine years with KPI Bridge Oil – departing the firm at the close of 2017. **Charles Meade** – most recently Trader within Prax Petroleum’s bunker division – has been appointed to the role of Bunker Manager with Union Maritime Ltd. in London. Meade joined Prax at the start of this year from World Fuel Services where he’d held a trading role from Q3 2016. **James Devonport** – most recently Marine Oil/Lubricant Trader with KPI Bridge Oil – has been appointed to the position of Energy Broker with ARRACO Global Markets in London. Davenport joined KPI Bridge Oil Q1 this year from Hamptons International. **Daniel Cheverall** – Senior Bunker Trader with Integr8 Fuels Inc., – has been appointed to the role of Executive Director with Aurora Marine Fuels in London. Cheverall joined Integr8 Fuels Q3 2014. LQM Petroleum Services [LQM] has appointed **Daniel Rose** as the firm’s new CEO – to drive a global expansion of the hybrid broker/trader outfit. Rose – most recently Chief Commercial Officer – joins the firm in London, looking to build on the firm’s presence in the Americas region – also employing a new team in London. **Marina Hartwell** – most recently Purchasing Manager Fuels/Lubricants/Chemicals with Hapag-Lloyd AG – has been appointed to the role of Procurement Manager [Bunkers] with The China Navigation Company – she relocates from Hamburg to London for the role. Hartwell joined Hapag-Lloyd mid-2017 – prior to this she held a global bunker procurement role with Hamburg Süd from Q1 2015. **Emin Takhirov** – former Bunker Trader with Arte Bunkering – has been appointed to the role of Managing Director with Stellmar OU. Takhirov spent two years with Arte Bunkering from Q1 2015 – he subsequently held the role of MD with MGN from the beginning of 2017.

Alexandre Bizon – most recently Chartering Manager with Oldendorff Carriers – has been appointed to the role of



Freight Trader with RWE Supply & Trading in Singapore. Bizon spent eight-and-three-quarter years with Oldendorff Carriers. **Torben Waalkes** – former Managing Director with Poulsen Shipping Asia – has been appointed to the role of Global Head of Marine Chartering, Industrial Projects with DHL Global Forwarding in Singapore – he

joins from TSL Shipping & Trading where he held the role of Head of Asia-Pacific from Q4 2018. Waalkes spent four years with Poulsen Shipping Asia from the close of 2014. BHP has appointed **Chris Meyer** – most recently LNG Freight Trader with Gazprom Marketing & Trading – to the position of Principal Maritime Commercial [LNG/LPG/Petroleum] in Singapore. Meyer spent four-and-a-half years with Gazprom M&T – joining the firm Q1 2015 from Poten & Partners where he’d held the role of LNG Consultant [Asia] from Q4 2014. **Pratik Tiwary** has been appointed to the role of Chartering Manager with Norvic Shipping International Ltd. – he joins from BainBridge Navigation where he held the role of Charterer from Q4 last year.

Bruno Bai – most recently Chief Operating Officer with Brightoil Petroleum – has returned to Navig8 Group in Singapore as Director. Bai originally spent two-and-a-half years with Navig8 Group from joining the firm Q4 2016 as Charterer. Prior to this he spent close to eleven-and-a-half years with BW Group – holding the role of General Manager Commercial from mid-2005. Shipbroker **Jay Hsiao** – most recently with Braemar ACM Shipbroking – has

joined Jarsin Shipbrokers Pte. Ltd in Singapore. Hsiao spent eleven-and-one-quarter years with Braemar. BALTNAV has appointed Chartering Manager **Celine Aw** to a Handysize Pacific role in Singapore – she joins from Agrex Asia Pte. Ltd. Aw joined Agrex Asia mid-2012 as Vessel Operation Executive – prior to this she held the role of Shipping Executive with Glory Ship Management from mid-2009. **Avinash Kumar** has been appointed to the role of Vice President FFA Trading/Freight Analyst with Delta Corp – he joins from Norvic Shipping International. Kumar joined Norvic from the beginning of 2018 as Asst. Freight Analyst – prior to this he held an Executive S&P/Projects role with La Mer Maritime Ltd. from the start of 2017. **George Haysom** – most recently General Manager Saudi Arabia with Gulf Marine Services PLC in Al Khobar – has been appointed to the role of Group Commercial Director with ship management services firm Anglo-Eastern – relocating to Hong Kong for the role. Haysom spent four-and-one-quarter years with Gulf Marine – joining the firm from the start of 2015 in Abu Dhabi in a business development role – prior to this he spent close to eight-and-a-half years with Braemar ACM Shipbroking – holding the role of Newbuilding Shipbroker, based in London/Singapore.

Tal Robchinsky – former Head of Freight with COFCO International – has been appointed to the role of Commercial Director Dry Bulk with Eastern Pacific Shipping Pte Ltd. in Singapore – he joins from IFCHOR. Robchinsky spent two years with COFCO, joining the firm Q2 2016 from BHP Billiton where he'd held the role of Head of Chartering & Manager Trading for close to ten years. **Stanislav Miroshnichenko** has been appointed to the role of LNG Chartering Manager with Diamond Gas International Pte Ltd. in Singapore – he joins from Affinity Shipping where he'd held the role of LNG Ship Broker from Q1 this year – prior to this he'd spent over five-and-a-half years with Gazprom Marketing & Trading – holding the role of Charterer, LNG with the firm from Q2 2015. Independent shipbroker AFFINITY [Shipping] LLP has appointed **Marius Johansen** – most recently Director Panamax Chartering with Pola Maritime in Antwerp – to a senior [bulk] position with the firm in Singapore. Johansen spent one-and-one-half years with Pola Maritime – joining the firm Q3 2016 from Centurion Bulk where he held the role of Chartering Manager from Q2 2015. Prior to this he held Shipbroker/Chartering Manager roles with Lorentzen & Stemoco/BRS Brokers/Western Bulk over a combined period of close to six-and-a-half years.

Golden Ocean Management AS has appointed **Ben Ang** – most recently Operations Manager with Ultrabulk Shipping AS – to a similar position in Singapore. Ang joined Ultrabulk from the beginning of 2018 – prior to this he spent two years as Vessel Operator with LafargeHolcim. Simpson Spence Young [SSY] has hired Handymax Shipbroker **Eva Wong** – she joins from Howe Robinson Partners in Singapore. Wong joined Howe Robinson Partners Q1 2014. KPI Bridge Oil has appointed **Crystal Li Wen** – most recently with Integr8 Fuels Inc. – to the role of Senior Bunker Trader in Singapore. Wen spent five years with Integr8 Fuels – joining the firm Q3 2014 from Eastport Petrochemicals Pte Ltd. where she'd held the role of Operations Manager from Q2 2012. KPI Bridge Oil has also appointed Bunker Trader **Crystal Li Wen** – most recently with Integr8 Fuels Inc. – to a senior position in Singapore. Li Wen spent five years with Integr8 Fuels – joining the firm Q3 2014 from Eastport Petrochemicals Pte. Ltd. where she held the role of Operations Manager from Q2 2012. Bunker Trader **Yow Kien Yip** – most recently with Seabridge Bunkering has joined Sea Oil Petroleum in Singapore. Kien Yip spent two years with Seabridge Bunkering – joining the firm Q4 2017 from Universal Energy. **Tue Jensen** – most recently Cargo Trader with Unioil Supply AS in Copenhagen – has been appointed to Oil Brokerage Ltd. – relocating to Singapore to set up the physical arm of brokering fuel, middle distillates, blend components and IMO 0,5% in the APAC region for the firm. Jensen – former Oil Trader with OW Bunker & Trading AS – spent close to three-and-a-half years with Unioil Supply AS – joining the firm Q3 2016 from Peninsula Petroleum where he held the role of Risk Management Trader in Gibraltar from the start of 2015.

It is understood that Simpson Spence Young [SSY] has strengthened its tanker desk with the hiring of two experienced Brokers to bolster its London Suezmax team. The hires of **Oliver Rae** – formerly of Genesis Shipbrokers – plus **Dean Abrahams** – formerly with Affinity/EA Gibson – brings the size of SSY's global team dedicated to the Suezmax market to 17. TOTAL Gas & Power has appointed **Megan Wollenburg** – former Analyst with Castleton Commodities International [CCI] – to the role of LNG Cargo Operations Manager in Geneva – she joins from Atlantic Trading & Marketing Inc. in Houston TX. Wollenburg joined CCI mid-2014 from Enterprise Products.

Trafigura has appointed **Aaron Garza** – most recently Bunker Trader with Integr8 Fuels Inc. – to a trading position in Houston, TX. Garza joined Integr8 Fuels Q4 2016 from Praxis Energy Agents SA where he held the role of Marine Oil Trader from Q4 2013. LQM Petroleum Services LLC has appointed **James Hoffman** – Marine Fuel Trader with Integr8 Fuels – to the position of Bunker Trader/Broker in New York. Hoffman first joined Integr8 Fuels Q1 2019 from OceanConnect Marine. GCC Bunkers has appointed **Keith Richardson** – former Director of Supply with Aegean Marine Petroleum Network [Aegean] – to the position of Trading Manager in Houston, TX. Richardson was appointed Director of Supply with Aegean from the close of 2014 – prior to this he held the role of Manager Physical Operations North/Central America with OW Bunker & Trading A/S in Stamford, CT from Q4 2012.