



The Redstone Commodity Update

Welcome to the Redstone Commodity Update 2020: Q2

Welcome to the Redstone Commodity Moves Update Q2 2020, fair to say a difficult quarter all round with the total recorded moves falling below the usual year on year activity as expected. As the fall in global economic activity and production takes hold, many are holding onto the hope for a quick recovery. As market data is released it certainly looks like many major economies have taken harder hits than initially expected. That said, over the last fortnight we have seen an increased interest, predominantly within EMEA but also to an extent within the APAC region as well. Unfortunately, it seems the peak has yet to hit within the Americas in spite of early attempts by the US to reopen many parts of its economy. LatAm and unfortunately Brazil in particular continue to be particularly hard hit by the virus. Overall, the majority of moves reported fall within the EMEA region, with the exception being the Metals / Coals section where we have seen the greatest number of moves fall within the APAC region. Each region is also seeing a particular restructuring to how people are working, with working from home looking like the new norm for many. How this will affect centralised head offices and management structures remains to be seen, with many traditionalists searching for ways to bring people back into their respective offices safely, the other side of this coin being many professionals actually maintaining or even increasing their productivity with remote working. It will be interesting to see how this alters the nature of recruitment and employee engagement moving forward.

Noteworthy Energy Talent Moves

EMEA and the Americas maintained the highest levels of recruitment within energy this quarter and this is largely expressed in the transferal toward cleaner energy within Europe and a determination within the Americas to try and keep business as normal as much as possible. The story whilst in general rather bleak does have some points of optimism, with several funds and risk management firms turning the market volatility into sizeable profits and it is here that we are seeing the largest interest in picking up recruitment plans. Unfortunately, this is not uniform across the wider market with many teams shrinking and companies having to shelve their growth plans at least for this quarter and some more towards the end of 2020. The overall activity within recruitment in the global energy markets is down, however, in comparison to the metals, softs and ags markets has managed to maintain a higher level of activity, bringing a much needed sense of optimism as people search for the green shoots of recovery.

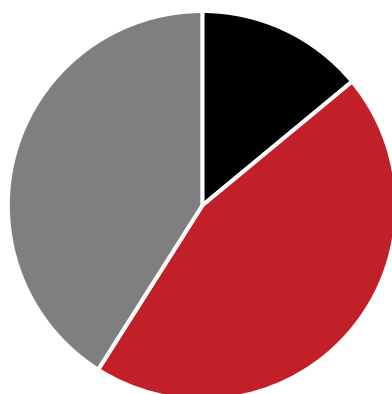
Eike Schick – most recently European Energy Trader with Freepoint Commodities – has been appointed to the position of Co-Head European Gas Trading with Citadel in London. Schick spent six-and-one-quarter years with Freepoint Commodities – joining the firm Q2 2014 from Bank of America Merrill Lynch where he'd held the role of Energy Trader for two years. RWE Supply & Trading has made a second hire in LNG trading – appointing **Alex Hogg** – most recently European Gas [NBP/JKM] Trader with Morgan Stanley – to the role of LNG Trader in London. Hogg spent one-and-one-quarter years with Morgan Stanley, joining the firm Q2 2019 from MET International where he'd held the role of Trader from the close of 2015 – this hire follows that of **Adam Hoyle** – most recently with Gazprom Marketing & Trading – who joins RWE Supply & Trading also as LNG Trader - Hoyle spent just over two years with Gazprom Marketing & Trading – joining the firm Q2 2018 from Eni Trading & Shipping where he'd held a trading position from Q2 2015. **Thomas Lefebvre** – most recently Senior Cross-Commodity Options Trader with Hartree Partners – has been appointed to the position of Director Commodities Trading with UBS in London.

Lefebvre joined Hartree Q2 2018 from EDF Trading where he'd held a cross-commodity trading position from Q1 2015. Prior to this he'd spent a short stint as Quantitative Analyst – Commodities with GDF Suez from Q2 2014 in Paris. Statkraft has appointed **Mustapha Salim** to the position of Head of Oil Trading in London – he joins from Trafigura where he'd held a senior trading position in Geneva from the start of 2014 – prior to this he spent over six-and-a-half years as VP Oil Trader with Goldman Sachs.

Esther Ang – most recently LNG Trading Manager with MET International AG – has been appointed to the position of Lead LNG Originator with Alpiq in Geneva. Ang joined MET International Q4 2017 from Diamond Gas International in Singapore where she'd held the role of Trader from Q4 2015. Trafigura has appointed Energy Derivatives Trader **Madhav Khanna** – most recently with DV Trading LLC – to a trading position in Geneva – he relocates from London for the role. Khanna spent close to four years with DV Trading LLC – joining the firm Q4 2015 from the commodities division of V3 Markets LLC. LITASCO SA has appointed **Paolo Iovieno** – most recently Senior Trader Heavy Products with Eni Trading & Shipping in London – to a senior trading position in Geneva. Iovieno spent one-and-one-quarter years with Eni Trading & Shipping – joining the firm Q1 2019 from GP Global WOS where he'd held the position of Base Oils/Bitumen Trading Manager from Q2 2016. Gunvor Group has hired LNG Trader **Lawrence Darby** – he most recently held a trading position with Gazprom Marketing & Trading in London. Darby joined Gazprom Marketing & Trading mid-2017 from Shell where he'd held a trading role based in Singapore from Q1 2016. Prior to this he spent just under three-and-a-half years with BG Group – holding the role of Manager LNG Trading with the firm from Q3 2014. **Lee Morrison** has been appointed to the position of Head of Chartering & Trading Operations with RWE Supply & Trading in London – he joins from Cheniere where he held the role of Director of LNG Trading & Shipping Operations from the start of 2015. Prior to this Morrison held a senior LNG operations/freight role with DONG Energy for one-and-one-quarter years. Tullett Prebon has hired Middle Distillates Broker **James Wright** – most recently with Blue Oil Energy LLP in London. Wright joined Blue Oil Energy LLP from the start of 2018 from World Fuel Services where he'd held the role of Jet Fuel Account Manager EMEA from Q2 2015.

Rosneft has appointed **Tue Jensen** – former Cargo Trader with Unioil Supply A/S in Copenhagen – to a senior coke/residuals sales role in Berlin. He most recently joined Oil Brokerage Ltd. close of 2019 to set up the firm's physical arm of brokering fuel/middle distillates, blend components desk in Singapore. Jensen joined Unioil Q3 2016 from Peninsula Petroleum where he'd held the role of Risk Management Trader from the start of 2015 – joining from OW Bunker. **Alex Mouturat** – most recently Power Trader with ENGIE in Brussels – has joined EDF Trading in London as Power Trader. Mouturat spent one-and-three-quarter years with ENGIE. ENGIE has appointed **Mehdi Brunet** to the position of Short-Term Power Trader. Brunet is a former Equity Derivatives Structurer with ING for two years from Q4 2015. **Zdenko Mazurek** – most recently Head of Intraday Power Trading with Petrol d.d. – has been appointed to the position of Origination Portfolio Manager CEE with Axpo Group in Baden. Mazurek spent five-and-one-quarter years with Petrol d.d. Digital OTC energy trading platform ENMACC has appointed **Rukes Ahmed** – most recently Global Head of Power, Gas, Coal and Carbon with Refinitiv – to the role of Chief Revenue Officer in London. Ahmed was appointed to Thomson Reuters Q1 2013 following close to six-and-a-half years in a senior energy trading position with Gazprom Marketing & Trading. Prior to this he spent just over five-and-a-half years with Shell. TOTAL has hired Crude Oil Trader **Martino Fassora** in Geneva – he joins from Shell in London. Fassora spent six-and-three-quarter years with Shell – trading Med sweet/CPC with the firm from mid-2017. **Yiannis Retsas** – most recently Senior Quantitative Analyst with Centrica – has been appointed to the position of Lead Analyst – Quantitative Risk with Cheniere Marketing International LLP in London. Retsas spent just under two-and-a-half years with Centrica, joining the firm from the start of 2018 from RWE npower where he'd held the role of Senior Structurer/Modeller from Q1 2015. **Jay Nair** – most recently Director Energy Risk Management with Intercontinental Exchange [ICE] – has been appointed to the position of Head of Trading Risk with Mabanaf in Hamburg. Nair spent close to one-and-a-half years with ICE – joining the firm at the close of 2018 from Essar where he'd held the role of Head of the firm's derivatives trading book in London from the close of 2016. **Selma Bodvarsdottir** – most recently Head of Operations with SOCAR Trading SA – has been appointed to the position of Head of Commercial Operations with NESTE in Geneva. Bodvarsdottir joined SOCAR Trading SA Q2 2018 from Trafigura where she'd covered logistics/shipping operations from 1998.

Q2: Energy Hiring Activities



■ APAC ■ EMEA ■ Americas

Brian Geddes has been appointed to the position of CIO Energy/Commodities with TP ICAP in London – he joins from CCBI Metdist Global Commodities UK where he'd held the role of Head of Technology from Q1 2017 – prior to this he spent six-and-three-quarter years with JP Morgan. **Alexey Chugunov** – most recently Manager Quantitative Advisory Services with EY – has been appointed to the position of VP Commodities Model Validation with Citi in London. Chugunov joined EY Q1 2017 from Gazprombank. **Kalbir Manik** – most recently UK Power

Intraday Trader with Centrica Energy – has been appointed to the position of Asset Optimiser with CONRAD Energy Ltd. in London. Manik spent just over seven-and-three-quarter years with Centrica Energy. **Ivan Georgiev** – former Head of Strats – Quantitative Analytics with Mercuria Energy Trading SA – has been appointed to a quantitative trading position with Freepoint Commodities in London – he joins from TrailStone. Georgiev spent one-and-one-quarter years with Mercuria Energy Trading SA from Q4 2014 – subsequently joining BTG Pactual as Algorithmic Trader from the start of 2016. Crude Oil Broker **John Severn** – most recently with Tullett Prebon – has joined GFI Group – he relocates from Geneva to London for the role. Severn spent just over five-and-a-half years with Tullett Prebon – first joining the firm in London Q2 2014 from RJ O'Brien. He'd formerly held an oil derivatives trading position with Eni Trading & Shipping from Q2 2009 until Q4 2013. **Andrew Wu** has been appointed to the position of Oil Options Broker with Tradition Energy in London – he joins from Navig8 Chemicals where he'd spent nine months as analyst. Prior to this Wu spent three years with Onyx Commodities – holding the role of Senior Analyst with the firm from Q2 2018. **Alistair Pettey** has been appointed to the position of Cross-Commodity Broker with Freight Investor Services [FIS] in London – he joins from SUNRISE Brokers. Pettey formerly held the role of Iron Ore Broker with ICAP for three-and-one-quarter years from mid-2014. FIS has also appointed **Jack Shilling** – most recently Equity Derivatives Broker with ICAP – to a derivatives broking role in London. Shilling spent close to eight-and-a-half years with ICAP.

Anders Boesen – most recently Director, Head of Gas Portfolio Management with Danske Commodities – has been appointed to a senior Portfolio Trader position with Energi Danmark Group. Boesen spent just over nine years with Danske Commodities – first joining the firm at the close of 2010. **Darragh Tinney** – most recently Power & Gas Shift Trader with InterGen – has been appointed to a short-term trading position with EWE Trading GmbH in Bremen, Germany. Tinney joined InterGen mid-2018 from ElectroRoute. **Teo Gronvall** has been appointed to the position of Shift Trader with EDF in London. Gronvall joins from Bloomberg where he'd spent two years – holding a business development role from Q2 2018. EDF Trading has appointed **Xavier Jacques** to the role of Head of Gas Operations in London – he joins from Ørsted in Copenhagen where he held a similar role. Jacques joined DONG Energy Q3 2012 as Short-Term Gas Trader – prior to this he spent just over five years with RWE Supply & Trading [Essent]. Oil Broker **David Auinger** – most recently with ICAP – has been appointed to a senior position with OTC/Alpha Energy in London. Auinger joined ICAP 2019 from Geneva Energy Markets LLC. From 2008 Auinger spent six years covering commodity sales/trading with JP Morgan. InCommodities has hired Power Trader **Jon Banona** – most recently Centrica Energy Trading in Aarhus. Banona spent close to two-and-three-quarter years with Centrica Energy Trading. **Thomas Harris** – most recently Commercial Operator with Glencore in London – has been appointed to the position of Middle Officer with LITASCO SA in Dubai. Harris spent two-and-one-quarter years with Glencore.

Thailand's PTT International has hired Senior LPG Trader **Tommy Son Woo Chang** – he joins from BW LPG in Singapore. Chang joined BW LPG Q4 2019 from SK Gas where he'd held a senior trading position for two years. **Brian Taylor** – most recently Middle Distillates/Fuel Oil Trader with Koch Supply & Trading – has been appointed to a trading role with BP in Singapore. Taylor spent nine years with Koch Supply & Trading. PRAX has appointed **Binu Varghese** – most recently Team Lead Middle Distillates Trading with Reliance Industries Limited – to a senior trading position in Singapore. Varghese recorded eleven-and-three-quarter years trading with Reliance – he was

subsequently appointed to lead the middle distillates book from the start of 2017. Trafigura has hired LPG Trader **Oscar Martínez-Fidalgo** – most recently with BTG Pactual in Singapore. Martínez-Fidalgo joined BTG Pactual Q1 2014 from PIMCO – prior to this he'd held the role of Cocoa/Sugar Derivatives Trader with Olam in London from Q2 2010. **Rob Honeyball** has been appointed to the position of Finance Director with Petredec in Singapore – he joins from Rio Tinto where he'd held a commercial finance role from Q1 2018. Honeyball formerly held the role of Head of Business Finance Asia with Noble Group from mid-2015 until Q4 2017. TOTAL has appointed **Angie Genevieve Cheong** to the position of Senior Credit & Trade Finance Analyst in Singapore – she joins from BW LPG where she held a similar role. Cheong joined BW LPG Q1 2019 from Equinor. **Guillaume Lassort** – most recently FX Trader with Société Générale – has been appointed to an energy trading position with GENESIS in Auckland, New Zealand. **Gerald Low** – most recently Director, Senior Relationship Manager Africa with Rabobank in Kenya – has been appointed to the position of Director Global Commodities Finance with OCBC Bank in Singapore. Low spent nine years with Rabobank – first joining the firm mid-2011 from BNP Paribas where he'd held a structured commodity finance role from mid-2009. **Javier Kwek** has been appointed to the role of Middle Distillates Trader with Trafigura in Singapore – he joins from Zenrock Commodities Trading where he'd spent two years, holding a Jnr trading position from Q1 2019. Kwek joined Zenrock Commodities Trading Q2 2018 from Freepoint Commodities where he'd held the role of Oil Trading Analyst from the close of 2016. **Prince de la Paz** has been appointed to the position of Physical Markets Trader with AGL Energy in Melbourne, Victoria – he joins from Alinta Energy where he'd held the role of Energy Spot Trader from Q3 2016. **Jordan Greaves** – most recently Energy Trader/Analyst with EDGE Energy Services – has been appointed to a physical trading role with CS Energy in Brisbane, Australia. Greaves spent one year with EDGE Energy Services – prior to this he spent one-and-a-half years with InterGen.

BB Energy US LLC has appointed **Cory Eckhardt** to the position of Head of US Gasoline Trading in Houston, TX – he joins from PetroChina where he'd held a senior trading position from Q3 2017. Prior to this Eckhardt held senior product trading positions with Eni Trading & Shipping and then Repsol over a total period combined of ten-and-a-half years from mid-2007. **Andrew Inman** – most recently Director with Bank of America Merrill Lynch – has been appointed to a senior trading position with Hartree Partners in Houston, TX. Inman joined BAML mid-2018 FROM Ouray Energy Management LLC where he'd held the role of Portfolio Manager from mid-2016. Prior to this he spent just over three years as MD with Macquarie Group. Vitol Group has appointed **Kyle Sanford** – most recently Director, Head of Midcontinent Physical Gas with Freepoint Commodities – to a senior trading position in Houston, TX. Sanford joined Freepoint Q2 2019 from Munich RE Trading LLC where he'd held the role of MD, Head of Physical Natural Gas from Q4 2013. Prior to this he'd spent just over three-and-one-quarter years trading natural gas with Renaissance Trading. Eni Trading & Shipping has appointed **Anthony Luong** – most recently Crude Optimization Trader with ConocoPhillips – to a senior trading position in Houston, TX. Luong spent close to nine years with ConocoPhillips.

Regis Devonish has been appointed to the position of Head of Northeast Power & Gas Trading with SmartestEnergy in New York – he joins from NextEra Energy Resources where he'd held a senior trading position from Q3 2017. Devonish joined NextEra from eXion Energy Inc. – prior to this he held Northeast/ERCOT trading positions for Shell and Just Energy for a total period of just over eight years. Repsol has appointed Senior Natural Gas Trader **Eddie Reitze** to the position of Head of Physical Gas Trading North America with the firm in Houston, TX. Reitze – a veteran Energy Trader with Cargill – first joined Repsol Q3 2018 from Mercasa Energy. **Brian Stanton** – former Vice President with Constellation Energy – has been appointed to the position of Senior Director Origination & Structuring with New York Power Authority. Stanton spent twelve years with Constellation Energy from 2001 – he most recently held the position of Partner with TrueLight Energy LLC from mid-2013 until the close of 2018. **Kirk Duguay** has been appointed to the role of Electricity/Nat Gas Options Broker with Liquidity Energy LLC in New York. Duguay formerly held similar positions with Tullett Prebon and then ICAP respectively from the close of 2005 until Q1 2017. **David Darakjian** – most recently Platform & Product Controls Risk Analyst with Merrill Lynch – has been appointed to the position of Real-Time Energy Trader with The Energy Authority in Jacksonville, FL. Darakjian joined Merrill Lynch Q5 2015 from WTS Proprietary Trading Group LLC where he'd held the role of Operations Manager from mid-2009. **David Kozak** has been appointed to the role of Director of Quantitative Strategies with SOLEA Energy in Boulder, CO – tasked with the outfit's analysis of deregulated electricity markets. BP has appointed **Taylor Brown** to the position of Gasoline Trader in Chicago, IL – he joins from Millennium Management where he'd held the position of Portfolio Manager from Q1 2017. Prior to this Brown spent just under two-and-a-half years as NYH Distillates Trader with Lukoil Pan Americas LLC.

Min Liu – former Oil Trader with Koch Supply & Trading – has been appointed to a crude trading position with UNIPEC America in Houston, TX. Liu joins from Satellite Petrochemical US [STL] – holding a senior oil/NGL markets role from Q3 2019. Liu spent just below seven years with Koch Supply & Trading from Q3 2012. **Brendan**

Fry – most recently Short-Term Power Trader with ACT Commodities in New York – has been appointed to a trading position with Inertia Power LP. Fry joined ACT Commodities Q3 2019 from Sempra Energy where he'd held the role of Trader from Q3 2017. **Glenn Veralli** – former Executive Director – Global Head of Energy with Commonwealth Bank – has been appointed to the role of Energy Broker with Ocean Solutions LLC in Vero Beach, FL. Veralli spent four-and-a-half years with Commonwealth Bank from the close of 2014 – joining the firm from Barclays where he'd spent just below thirteen years – holding the role of Director Credit Risk Trading from Q3 2012. **Marc Whybrow** – most recently Senior Gasoline/Distillates/Crude Oil Trader with Balyasny Asset Management LP – has been appointed to the position of Risk Manager with CHS Inc. in Minneapolis. Whybrow spent three years with Balyasny Asset Management – he formerly spent close to four-and-a-half years with Credit Suisse – holding the role of VP, Refined Products Trader with the firm from mid-2010. **Peter Hilton** – most recently Director Oil Derivatives with MAGUS LLC – has been appointed to a senior position within Tradition Securities and Futures in New York. Hilton is a former Senior Broker with ICAP and Cornerstone Global Commodities – holding Options Broker roles with the firms from the start of 2010 until mid-2014.

Charles Fisher – most recently Senior Energy Broker with Amerex Brokers LLC – has been appointed to the position of Crude Oil Broker with Oil Brokerage Ltd. Fisher joined Amerex Brokers LLC Q2 2019 from PVM Futures Inc. where he'd held the role of Crude Oil Broker for over a decade. **Aaron Wilkes** – most recently Virtual Power Trader with Empower Trading – has been appointed to a trading position with Dynasty Power in Houston, TX. Wilkes joined Empower Trading Q2 2018 from ConocoPhillips where he'd spent close to five years, holding the role of Real Time Power Trader with the firm from the close of 2015. **Allison Robinson** – most recently with AOT Energy – has been appointed to a trading position with US Oil [division of US Venture] in Houston, TX. Robinson formerly spent nine-and-one-quarter years with Trafigura – holding the role of Splitter Trader with the firm from mid-2017. **Lou Sunderman** – most recently with Phillips 66 – has been appointed to the position of Oil Market Research Analyst with Trafigura in Houston, TX. Sunderman spent just under four years with Phillips 66. **Darin Holst** – Head of Supply and Trade Canada/US West with Direct Energy - has been appointed to the position of Director Natural Gas & Power Trading with SUNCOR in Calgary, Alberta. Holst joined Direct Energy Q3 2008. **Eric Franco** has been appointed to the position of Natural Gas Analyst with Copperwood Energy in Houston, TX – he joins from Cheniere Energy Inc. where he'd held a fundamental analysis role from mid-2016.

Energy [oil/gas]-focused AI advisory outfit Validere has appointed **Nick Reid** – most recently Senior Trader with Bunge – to the position of Director Business Development in Toronto. Reid is a former Crude Oil Trader with Shell for just under seven-and-one-quarter years from Q3 2008. He joined Bunge mid-2019 from Scotiabank. Saracen Energy has appointed **Jeffrey Wood** to the position of Director Trading Analysis in Houston – he joins from JP Morgan Chase & Co. where he'd held the role of VP from the close of 2017. Natural Gas Trader **Jordan Koch** – most recently with Exelon – has joined Eco-Energy LLC in Franklin, TN. Koch first joined Exelon as Analyst Q2 2014 from ETC ProLiance Energy LLC. ERCOT Trader **Wes Gautier** – most recently with Mercuria Energy America Inc. – has been appointed to a senior trading position with EVERGY in Houston, TX. Gautier spent two years with Mercuria – joining the firm Q2 2018 from EDF Trading where he'd held a trading position from Q4 2008. **Troy Vanderhoof** – most recently Real Time Trader with EVERGY – has been appointed to a trading position with SESCO Enterprises. Vanderhoof joined EVERGY at the close of 2017 from Koch Supply & Trading where he'd held the role of Senior Trade Accounting Analyst from Q2 2015. **Ray Sick** – most recently Commodity Risk Manager with BP – has been appointed to the position of Head of Risk for Global Crude and Products in the Supply, Trading & Optimization group for Suncor in Houston, TX. Sick spent just over eight years with BP – joining the firm Q2 2012 from BNP Paribas where he'd held the role of VP – Head of Energy Operations from mid-2011. **Krista Becker** – most recently Natural Gas Trader with CFE International LLC – has been appointed to the role of Natural Gas Asset Optimizer with BP in Houston, TX. Becker spent just under two-and-a-half years with CFE International LLC, joining Q4 2017 from BBVA. **Tuan Tran** – veteran Energy Trader with Reliant Energy – has been appointed to the position of Director, Renewable Energy Trade & Risk with Sunnova Energy in Houston, TX. Tran spent over fifteen-and-a-half years with Reliant Energy. Crude Oil Broker **Rigo Marin** – most recently with Net Energy Exchange [ne2 Group] – has joined Atlas Commodities LLC in Houston, TX. Marin joined ne2 Group from the start of 2019 from Link Crude Resources LLC where he held the role of Broker. **Brett Annis** – most recently Midcontinent Trader with Mercuria Energy America – has been appointed to the position of Director of Gas Trading with Clearwater Enterprises LLC in OK. Annis spent one-and-one-quarter years with Mercuria – he formerly held a nat gas trading role with Continental Resources from Q1 2014.

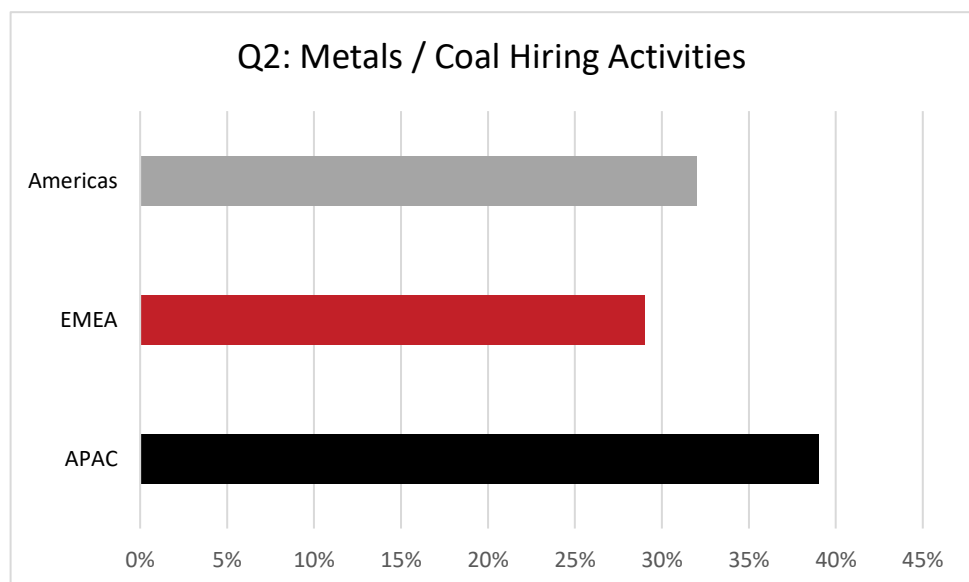
Noteworthy Metals / Coal Talent Moves

Whilst APAC certainly saw the largest volume of moves, unfortunately the total number of moves tracked is significantly down and more obvious than seen within the energy markets. If previous trends are to be a mark for future expectations, then we fully expect deep structural changes to occur within many parts of the market. In this instance we would normally expect to see strategic senior hires / moves as companies seek to reposition themselves. Also having to factor in the accelerated moves towards remote working activities. Of course, this entirely depends on what happens both with the virus and also how / if the global economy recovers towards the end of the year. At this point it is important to say that recruiters are still highly active, however this is largely in relation to candidates naturally reaching out to try and find some semblance of stability within the turmoil many are experiencing. Any companies with ambitious growth plans and the risk appetite to speculate would do very well to take a look at the sizeable talent pool currently available.

Marex Spectron has appointed **Sam Mehew** to the position of Head of Steel and Ferrous Derivatives with Marex Spectron in London – he joins from Freight Investor Services [FIS] where he'd held the role of Senior Broker from Q2 2010. Mehew joined FIS at the start of 2008 from Amerex Energy in Singapore where he'd held the role of Crude Oil Broker from Q3 2006 – prior to this he spent five years with Czarnikow – holding the role of Sugar Trading Manager with the firm from Q1 2006. It is understood that **Christophe Koenig** has been appointed to the position of Head of Global Sales & Marketing with Norilsk Nickel in Zug – also becoming Chief Executive Officer of Metal Trade Overseas AG, the firm's Switzerland-based sales division. Koenig was appointed to Aurubis Q2 2007 – holding multiple roles with the firm before being named as SVP Commercial with the firm Q1 2015. **Adrien Biondi** – most recently MD, Global Head of Precious Metals with Commerzbank AG – has been appointed to a senior consulting role with Italtreasures SPA in Tuscany, Italy. Biondi spent close to twenty years with Commerzbank – joining the firm Q2 2001 from Rabobank.

Maciej Nowakowski

– most recently Director, Head of Precious Metals Options Trading with BNP Paribas – has been appointed to the same role with Bank of America Merrill Lynch in London. Nowakowski spent just under two-and-a-half years with BNP Paribas, joining the firm mid-2017 from Morgan Stanley where he'd held a precious



metals options trading role from Q1 2011. Sucden Financial has appointed **Thomas Hodge** to build and run its new average pricing function within its LME business. As Head of LME Average Price Trading, it is understood that Hodge will extend the firm's existing ability to facilitate LME hedging requests, providing a dedicated averaging service to allow an exact match between client risk/LME's daily date structure. Hodge formerly held the role of Co-Chief Investment Officer at Commodities World Capital [CWC], where he managed the firm's LME base metals portfolio. **Nathan Barlow** has been appointed to the role of Trading Manager UK with NUCOR Trading SA in London. Barlow joins from APS Metal Pressings Ltd. where he'd held the role of Commercial Manager from mid-2017. Gunvor has appointed **Michael Jaschek** to the position of Head of Logistics & Rail in Ingolstadt. Jaschek was appointed to the position of Director Supply Chain Management with Encory GmbH [JV of BMW Group/ALBA Group] Q1 2017. **Trang Vu** – most recently Commodities eCommerce Product Manager with JPMorgan Chase & Co. – has been appointed to the position of Coal Analyst with Grafton Commodity Trading in London. Vu joined JPMorgan Chase & Co. at the close of 2015 from BTG Pactual where he'd held the role of Metals Fundamental Research Analyst from 2014.

Edward Larmour – most recently Head Trader/Senior Originator for Sub Saharan Africa with HMS Bergbau AG – has been appointed to a senior ores/concentrates trading position with FUJAX Resources in Hong Kong. Larmour joined HMS Bergbau AG Q1 2017 from Anglo Pacific Minerals where he'd held a trading/business development

role from mid-2014. Prior to this he'd spent just below four years with London Commodity Brokers. **Richard Miao** – most recently Global Macro Trader with RWE Supply & Trading in Essen – has been appointed to the position of Metals Derivatives Trader with Trafigura in Shanghai. Miao spent six years with RWE Supply & Trading. **Dedi Kurnadi** – a former GM Business Development with PT BIS Industries – has been appointed to a thermal/coking coal + bulk trading role with PT Bara Indah Sinergi in Jakarta, Indonesia. Kurnadi spent three-and-a-half years with PT BIS Industries - joining the firm Q3 2016 from TRAMMO AG where he'd held the role of Chief Representative Officer from Q2 2012. **Christopher Chartier** – most recently Freight Trader/Freight Derivatives Manager with Louis Dreyfus Company – has been appointed to the position of Trader – Global Markets with Rio Tinto in Singapore. Chartier spent seven-and-three-quarter years with Louis Dreyfus Company. **Joy Cheng** has been appointed to the position of Director Metals Sales & Trading with Bank of Montreal in Hong Kong – he joins from Scotiabank where he held the role of Director within the firm's commodities business, covering precious metals. Cheng spent just over nineteen years with Scotiabank.

Harshal Kantale has been appointed to the position of Coal Trader with Nayara Energy in Mumbai – he joins from Trafigura where he'd held the role of Oil Operations Analyst from Q2 2019. **Tepei Morita** – most recently VP Commodities Sales with Société Générale – has been appointed to a similar position with BNP Paribas in Singapore. Morita spent three-and-three-quarter years with Société Générale– joining the firm mid-2016 from Bank of America Merrill Lynch. **Samar Gurung** – most recently Senior Trading Manager with LafargeHolcim – has been appointed to the position of Head of Trading with Aastar Trading Pte Ltd. in Singapore. Gurung was appointed to Holcim Trading as Asst Trading Manager from the close of 2004. **Aziz Bhatiya** – most recently Deputy Manager with Vedanta Resources Limited in Goa – has been appointed to the position of Manager Trading Coking Coal with Tata International Ltd. in Mumbai, India. Bhatiya spent just over five years with Vedanta Resources. Freepoint Commodities has hired **Florent Darlet** – most recently MD Commodity Structuring with ICBC Standard Bank in Singapore. Darlet joined ICBC Standard Bank Q2 2019 from Sberbank CIB where he'd held the role of MD/Commodities Structurer from mid-2014. AMCI Group has appointed **Adrian Lunt** to a commodity research/derivatives trading position in Singapore – he joins from Rio Tinto where he'd held a market analysis – steel/raw materials role from the beginning of 2018. Prior to this he'd formerly held the role of Head of Commodities Research with SGX for three years from Q1 2014.

Andrew Kluff has been appointed to the position of Head of Metal Corporate Sales with Bank of America in New York – he joins from Citi where he headed corporate sales from the start of 2012. Prior to this Kluff held the role of Director Commodity Sales with Société Générale for over thirteen-and-a-half years. INTL FCStone has promoted Senior Risk Manager **Alejandro de Marzi** to the position of Vice President Precious/Base Metals Sales in Houston, TX. De Marzi first joined INTL FCStone Q2 2019 from Scotiabank where he'd held the role of Director Latin American Commodities from Q2 2013. **Jason Jamieson** – most recently Senior Director Metallic Sales with Cleveland CLIFFS Inc. – has been appointed to the position of VP Sales/Manufacturing with Majestic Steel US. Jamieson joined Cleveland CLIFFS Inc. 2019 from JSW Steel where he'd held the role of Senior VP for five years. **Mike Darling** – most recently Sales Manager Engineered Alloys with Chicago Extruded Metals [CXM] – has been appointed to a business development role with Standard Metals, Inc. in Hartford, CT. Darling is a former President of Finkelstein Metals US from Q1 2017 – Q3 2019.

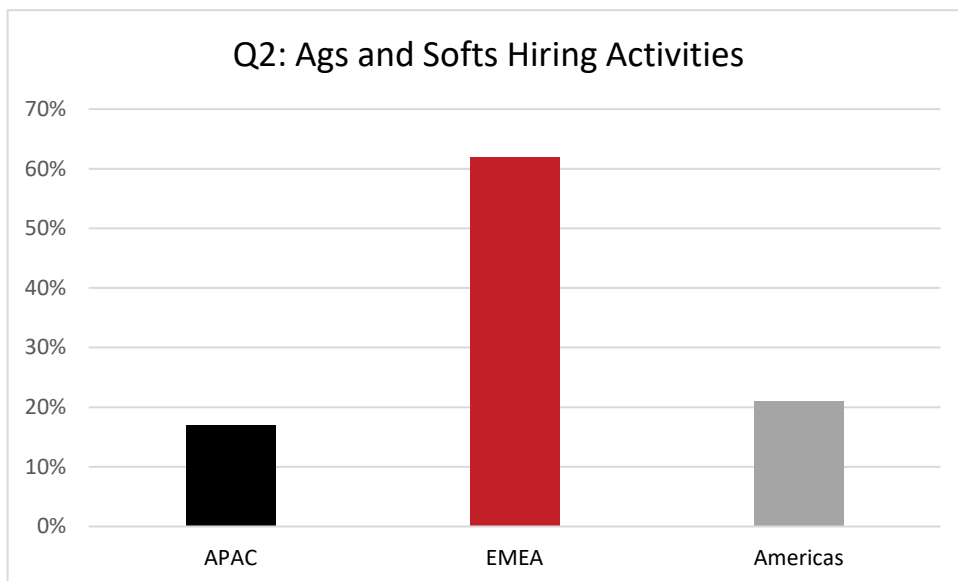
Matthew Houston – most recently GM & Director of Operations with Texarkana Aluminium – has been appointed to the position of Chief Operating Officer with Golden Aluminium in CL. Houston formerly spent seven years with Real Alloy – holding the role of Director of Global Business Transformation with the firm from 2015. **David Levin** – Scrap Metals Trader with Combined Metal Industries [CMI] – has been appointed to a trading position with Compass Metal Trading Inc. in Denver, CO. Levin was appointed to CMI 2014. **Mark Salib** – most recently VP, Precious Metals/FX Trader with Deutsche Bank – has been appointed to a trading position with Goldman Sachs in New York. Salib spent close to twelve-and-a-half years with Deutsche Bank. **Vince Cheong** – most recently covering export sales with HADCO Metal Trading LLC – has been appointed to the position of Senior Sales Manager Steel with SAMSUNG C&T America in NJ. Cheong spent nine-and-one-quarter years with HADCO Metal Trading LLC. **Anthony Bartorillo** – most recently Director of Business Development & Sales with Norsk Hydro – has been appointed to the position of Head of US Sales with Reynaers Aluminium. Bartorillo spent one-and-three-quarter years with Norsk Hydro – joining the firm Q2 2018 from WICONA. It is reported that New Day Aluminium Holdings, the parent company of Noranda Bauxite, Noranda Alumina, and Niche Industrial Chemicals, has announced the appointment of **John Habisreiter** to the position of Chief Operating Officer.

Noteworthy Ags & Softs Talent Moves

If one thing has remained unchanged over the last quarter, it is that the world's populations still need to eat. However, with the overall collapse of the hospitality and restaurant sector globally, companies throughout the supply chain have had to rapidly adapt to different purchasing and consumption habits – unfortunately net consumption is still down. As an aside, I know marmite fans are particularly concerned, with stocks of this polarising viscous devils grub running out! Personally, I feel this is step in the right direction, however the rest of my household are currently squirreling away and future proofing their supplies! EMEA dominated the total volume of moves tracked here this quarter, however, as with the other sections to this report, the total volume of moves tracked is significantly down. Although with the easing of lockdowns, particularly within Europe and Asia we hope and expect to see consumption of soft commodities such as coffee, cocoa and sugar sharply increase. Another beneficiary (as long as many don't go back into lockdown) should be the dairy market who have particularly been hard hit by the decline of the hospitality sector. Again, over the last fortnight we have seen increased interest in dairy focused candidates seemingly in line with this expectation.

Emilien Heloir – most recently Global Head of Softmeal with COFCO International – has been appointed to the position of Head of Proteins with ETG Commodities in Geneva. Export Trading Group has made two appointments from Cocomanet – naming **André van den Beld** to the role of Head Sustainability Cocoa in Amsterdam. Van den Beld spent close to five years with Cocomanet. Secondly **Johan Fortez** – most recently with Cocomanet – has been appointed to the position of Cocoa Trader with Export Trading Group in Amsterdam. Fortez spent close to two years with Cocomanet. ETG has hired **Franklin Goudriaan** – most recently with Commodity Line Agriculture – for the role of International Trader – Pulses/Proteins/Seeds in Rotterdam – whilst **Ksenia Kljunak** – most recently Futures/Options Trader with Starbucks – has been appointed to the position of Senior Directional Trader with Export Trading Group in Amsterdam. Kljunak joined Starbucks Q2 2016 from Louis Dreyfus Commodities. Heloir joined COFCO International Q2 2013 as Grains/Oilseeds Trader – prior to this he held a short trading stint with Noble Group. RJ O'Brien has made a double-hire from BGC Partners to appoint Co-Heads for the firm's softs desk in London – the firm has named **James Hunt** and **Gary Papier** as Co-Head for the desk – both joining from BGC Partners. Hunt joined BGC Partners Q4 2013 from JB Drax Honore whilst Papier joined the firm Q1 2019 from Marex where he'd held an agricultural trading position for close to one-and-a-half years.

Javier Palacios – most recently Senior Global Cash Oilseed Trader with Engelhart Commodities Trading Partners [ETCP] – has been appointed to a trading role with Orsett Trading SA in Geneva. Palacios joined ETCP Q4 2014 from Louis Dreyfus Company where he'd held the role of Regional Grains Controller from Q2 2010. Grains Trader **Dmitry Filatov** – most recently with Engelhart Commodities Trading Partners – has also joined Orsett Trading SA in Geneva. Filatov joined BTG Pactual Q3 2014 from Bunge where he'd held the role of Trading Manager East European Grains from Q3 2010. **David Hayes** – most recently Head of Trading with NESTE DEMETER BV in Rotterdam – has been appointed to the role of Bio Feedstock Trader with BP – he relocates to London to the role. Hayes first joined NESTE as Demurrage Negotiator from the start of 2012 – prior to this he spent one year as Quantitative Trader with ALP Trading SA. **Claire Fajardy** has been appointed to the position of Associate Director Agriculture OTC Sales within Cargill Risk Management in Geneva – she most recently held the role of Jnr Trader Oilseeds Platform with Engelhart Commodities Trading Partners [ECTP] in Stamford, CT – spending just over five-and-a-half years with the firm from Q3 2014. **Fergus Wilson** – most recently Senior Coffee Trader with Equatorial Traders Limited in London – has been appointed to the position of East Africa Trading Manager with Group SOPEX. Wilson joined Equatorial Traders Limited Q4 2013 from Armajaro where he'd held the role of Trader in Nairobi, Kenya from the start of 2012. **Georges Glasner** – most recently Raw Sugar Trade Execution Team Leader with ALVEAN – has been appointed to the position of Sugar Execution Analyst with Louis Dreyfus Company. Glasner joined Cargill mid-1985, subsequently then appointed to ALVEAN Q4 2014. Oilseeds Trader **Thomas Onyeador** – most recently with Louis Dreyfus Company – has been appointed to a trading role with TORQ Commodities in London. Onyeador spent just under six years with Louis Dreyfus from Q3 2012 – joining the firm from RWE Supply & Trading GmbH where he'd held the role of Merchant Business Controller from Q2 2010.



Raizen has hired **Nikita Guzev** – most recently trading Soybeans with Archer Daniels Midland Company [ADM], appointing him to a physical raw sugar trading position in Geneva. Guzev spent just under four-and-a-half years with ADM. **Peter Smithers** – most recently Broker with ADM Investor Services International Ltd. –

has been appointed to a senior derivatives sales position with Amius in London. Smithers spent six-and-one-quarter years with ADM Investor Services – joining the firm from the start of 2014 from Armajaro Trading where he'd held a trading position from the close of 2009. **Patrick Buchert** – most recently Trading Manager responsible for green coffee hedging with PAULIG Group – has been appointed to the position of Portfolio Manager with Gasum in Espoo, Finland. Buchert spent just under six-and-a-half years with PAULIG Group – first joining the firm as Trader Q1 2014 from AT Kearney. **Bernardo Altit** – most recently Head of Financial Planning Analysis with Engelhart Commodities Trading Partners – has been appointed to the position of Head of Marketing Finance/ZBB, International with The Kraft Heinz Company in London. Altit first joined BTG Pactual Q3 2010 in Rio de Janeiro – he was appointed to the role of Project Manager in London, relocating from Stamford, CT mid-2014.

Uma Surana – former Director with ECOM Agroindustrial Corp. – has been appointed to the position of Managing Director with Hartree Partners in Singapore – Uma joins from Asian Development Bank [ADB] – holding the role of Senior Natural Resources/Agriculture Specialist with the firm from Q1 2019. Surana spent five-and-three-quarter years with ECOM Agroindustrial from mid-2013. Saveraa International Pte Ltd. has appointed **Karan Abrol** and **Mukesh Goyal** – both most recently with McDonald Pelz Global Commodities – to the positions of Vegetable Oils Broker in Haryana, India. Goyal held the role of Partner with the firm from Q3 2017 whilst Abrol held the role of Broker from mid-2018. **Bhavesh Parmar** – most recently with PURE FARMS Organic India – has been appointed to the position of Export Sales Manager with LAXMI Enterprise in Gujarat India. Parmar joined PURE FARMS mid-2018 from JALARAM Agri Exports. **Noel Navin** has been appointed to the position of Commercial Lead Asia with AGROPUR US in Singapore. Navin formerly spent one-and-a-half years with AGROPUR from Q2 2012 – prior to this he held the role of Commercial Manager Ingredients with Interfood Group from Q1 2011. Engelhart Commodities Trading Partners [ECTP] has appointed Head India Grains Oilseeds & Sugar **Anuj Narang** to the role of Regional Commodities Lead – ME & India Grains Oilseeds & Sugar – he relocates from Gurgaon to Singapore for the role. Narang joined [BTG Pactual] mid-2014 from Czarnikow where he'd held the role of Country Head from the start of 2013. **Chirag Badala** – most recently Oil/Oilseeds Trading Manager with Olam – has been appointed to the position of Head of Risk Management with Ruchi Soya Industries. Badala joined Olam 2018 from Archer Daniels Midland where he spent two years as Trading Manager.

Steven Schuetz – most recently Director and Global Head of Grains Research and Head of Grains/Oilseeds Research North America with COFCO International in Chicago – has been appointed to the position of Lead Commodity Analyst with Cargill in Winnipeg – managing trading data/analytics for grain, crush and crop inputs in Canada. Schuetz spent close to six-and-a-half years with COFCO International – first joining the firm in Geneva Q1 2014 from Deutsche Bank where he'd held the role of Director of Agricultural Commodity Research from Q2 2008. COFCO International has appointed Bunge veteran **Jeff Morton** to the position of Chief Financial Officer North America in Chicago, IL. Morton spent just over twenty-five years with Bunge – most recently holding the role of Global Manager Industrial Reporting & Analysis with the firm from Q3 2016. Ethanol Trader **Thomas Smith** – most recently with Vitol Group – has been appointed to a trading position with BioUrja Group in Houston, TX. Smith joined Vitol Group from the start of 2014. Marex Solutions has appointed **Peter Murray** – most recently with ED&F Man Capital Markets – to a senior position within its Livestock Commodity Solutions business in Chicago, IL. Murray joined ED&F Man Capital Markets Q2 2019 – he'd formerly held the role of Commodities Futures Trader with CME

Group for five-and-one-quarter years from Q1 2007. **Jonathan Kroft** – most recently Analyst/Trader with DRW – has been appointed to a soft commodities position with Citadel. Kroft joined DRW Q3 2018 from Sucden Americas Corp. where he held a trading position from Q1 2017. Sugar Trader **Philip Koenig** – most recently with ED&F Man – has joined Grupo Pantaleon in Miami, FL. Koenig spent four years with ED&F Man – joining Q2 2016 from KPMG. **Hank Gray** – most recently Trading Manager with COFCO International – has been appointed to the position of US Manager Cotton with Cargill in TN. Gray spent two-and-three-quarter years with COFCO International – joining the firm Q2 2017 from Olam where he'd held the role of Senior VP.

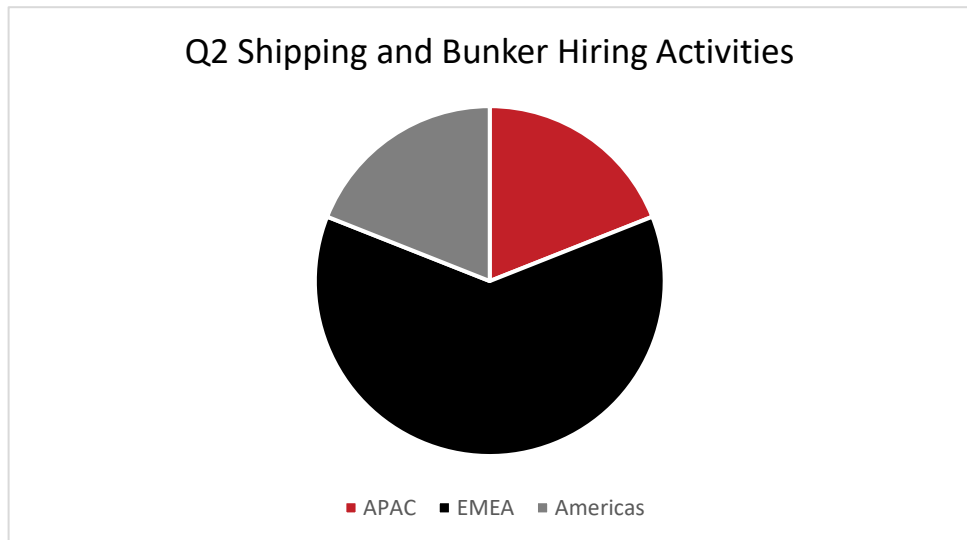
Noteworthy Shipping & Bunker Talent Moves

Recruitment within shipping and bunkers has remained refreshingly consistent this quarter in spite of the global slowdown and has provided a point of optimism for those active in this field. EMEA saw the greatest volume of moves, with LNG remaining a critical part of future business development for a range of shipping, trading and broking companies. I would personally like to thank those clients who have kept us nice and busy throughout this period and can confirm we remain committed to continuing our good work together.

Koch Supply & Trading has hired **Christian Munk Jensen** – most recently Global Head of Panamax with Bunge in Geneva. Jensen spent close to eight-and-three-quarter years with Bunge – joining the firm as Senior Freight Trader Q3 2011 from D/S Norden A/S. **Charlie Quick** – most recently Chief of Staff & Head of Spot LNG Broking with emstream – has been appointed to the position of Head of Physical LNG/LNG FFA Derivatives with Marex Spectron in London. Quick spent just over one year with emstream – joining the firm Q2 2019 from Clarksons Platou where he'd held the role of Senior Commodity Derivatives Broker in Singapore from Q4 2017. Prior to this he spent two years with Tullett Prebon as Senior Bulk Commodity Derivatives Broker in London. **John Wright** – most recently Head of Steel Derivatives with GFI Group in London – has been appointed to a senior tanker derivatives brokerage position with BRS Brokers in Geneva. Wright spent over ten-and-a-half years with GFI Group, holding multiple roles with the firm from joining mid-2009 – prior to this he held the role of FFA Trader/Charterer with Cargill from Q2 2007. Glencore has hired Freight Trader **Mehdi Ettahiri** – most recently with Louis Dreyfus Company. Ettahiri spent two-and-three-quarter years with Louis Dreyfus Company. Koch Supply & Trading has appointed Senior Freight Operator **Stoyan Zhechev** – most recently with Louis Dreyfus Company – to the role of Vessel Operations Coordinator. Zhechev joined Louis Dreyfus Company Q4 2019 from Cargill where he'd spent two years as Vessel Operator. Ship Broker **Aaron Jones** most recently with Simpson Spence Young – has joined IFCHOR in Geneva. Jones joined SSY mid-2018.

Peninsula Petroleum has appointed **Christopher Triandafillidis** to the role of Head of Chartering in Geneva – he joins from IFCHOR where he'd held the role of Senior Tanker Broker from Q1 2019. Triandafillidis joined IFCHOR from OILMAR Shipping & Chartering DMCC – prior to this he spent five years as Fuel Oil Charterer with LITASCO. **Roger Harrison** – most recently Commercial Manager [Chartering Manager] with THENAMARIS – has been appointed to the role of Deputy Managing Director with EA Gibson Shipbrokers Ltd. Harrison joined THENAMARIS in Athens mid-2015 from Koch Industries in Geneva where he'd held the role of Freight Trader from Q3 2012. Prior to this Harrison spent six-and-three-quarter years with LITASCO SA, holding the role of Chartering Manager with the firm from Q2 2008. ENGIE has appointed **Greg Alexander** – most recently with Drax Group – to the position of Senior Freight Trader in London. Alexander joined Drax Group Q2 2017 as Freight Manager from SSE where he'd held the role of Coal/Logistics Manager from the close of 2014. **Ben Martin** – most recently holding a senior LPG chartering position with Trafigura – has been appointed to the position of Chief Commercial Officer with FLEX LNG in Geneva. Martin spent nine-and-three-quarter years with Trafigura covering global LNG/LPG chartering from mid-2010.

Sune Linné Fladberg – most recently Director with GENCO Shipping A/S – has been appointed to the position of Chief Executive Officer with Lightship Chartering in Copenhagen. Fladberg joined GENCO Shipping Q2 2018 from Clipper Group where he'd held the role of Vice President from Q4



2017. **Niels Dybbroe** – most recently with Scorpio UK – has been appointed to the position of General Manager Atlantic Chartering with Thoresen Shipping in London. Dybbroe spent close to six years with Scorpio – joining the firm Q2 2014 from Western Bulk where he'd held the role of Chartering Manager in Singapore from Q3 2004. Prior to this he held a similar position with J Lauritzen Australia in Melbourne for just over three-and-a-half years. Panamax Broker **Pierluigi Mennella** – most recently with IFCHOR in Lausanne – has joined BRS Brokers in Geneva. Mennella spent one-and-three-quarter years with IFCHOR. **Hans Naess Olstad** – most recently VP, Head of Pool Management with Torvald Klaveness in Oslo – has been appointed to the position of Vice President with Clipper Group, relocating to Copenhagen for the role. Olstad spent just over twelve years with Torvald Klaveness – joining the firm Q1 2008 from DNV Maritime Solutions where he held the role of Director from the start of 2006. **Muhammad Arif** – most recently Trading Director Marine Lubes with SYROS Petroleum Pakistan – has been appointed to the position of Senior Bunker & Lubricants Trader with NAVI Maritime in Istanbul. Arif joined SYROS from the beginning of 2015 from Zak Bunkers FZE where he'd held the role of GM from Q2 2009. **Kenneth Tedaldi** – most recently with ZEAMARINE – has been appointed to the position of Chartering Manager with UNIATLANTICO in Næstved, Denmark. Tedaldi joined ZEAMARINE Q2 2019 following over fifteen years in senior chartering positions, including stints with J. Poulsen Shipping A/S and Intermarine LLC.

Utku Kurulay – most recently Freight Trader with COFCO International – has been appointed to the position of Chartering Manager with Export Trading Group [ETG] in Geneva. Kurulay formerly spent just over four-and-a-half years with Noble Group until Q1 2016 – holding the role of Freight Trader from the start of 2015. Clarksons Platou has hired Dry Cargo Panamax Broker **Maximilian Weiland** – most recently with URSA Shipbrokers in Athens. Weiland joined URSA Shipbrokers 2019 from Open Mineral where he'd held the role of Head of Freight from 2018. **Thomas Stjernholm** – most recently Chartering Manager with Clipper Group – has been appointed to a similar position with Alpina Chartering ApS. Stjernholm spent one-and-one-quarter years with Clipper Group, joining the firm from the start of 2019 from EVERGAS where he'd held the role of Chartering/Business Development Manager from the start of 2018. **Subhan Miah** – most recently LNG Operator with Centrica Energy – has been appointed to the position of Operations & Shipping Manager with RWE Supply & Trading GmbH in London. Miah spent nine-and-a-half years with Centrica Energy. **Alex Lovegrove** – most recently LPG Charterer with Glencore – has been appointed to a chartering position with BP in London. Lovegrove spent just under five years with Glencore – first joining the firm Q2 2015 as Light Ends Market Analyst. **Vikki Koumis** – former Head of Chartering with Aegean Shipping Management – has been appointed to the position of Chartering Manager with NGM Energy in Athens – she joins from HEIDMAR Inc. where she held the role of Business Development Manager from mid-2019. Koumis spent just over three years with Aegean Shipping Management from Q4 2014 – later joining Austbulk Shipping Pte Ltd. as Chartering Manager from the close of 2017.

It is understood that GP Global has appointed **Max Carnegie-Jones** to lead its bunkering business in the UK. He joins from World Fuel Services where he held the role of Marine Commercial Manager Europe. GP Global has also appointed **Malek Mostapha** – most recently Trader with Unigaz Group – to a senior trading position in Dubai – this follows the Q1 hire of Neethu Varghese to the firm's UAE office. Mostapha joined Unigaz Group mid-2019 from Monjasa where he held the role of Bunker Trader for six years. **Muhammad Arif** – most recently Trading Director – Marine Lubes with SYROS Petroleum – has been appointed to the position of Senior Bunker/Lubricants Trader with NAVI Maritime in Istanbul. Arif joined SYROS Petroleum from the start of 2015 from ZAK Bunkers FZE where

he'd held the role of GM Bunkers/Marine Lubricants from Q1 2013. Whilst In Athens GP Global Group has appointed **Alex Anagnostopoulos** to the position of Senior International Marine Fuels Trader – he joins from OceanConnect Marine where he'd held a similar role from the close of 2018. Prior to this he spent just under two years with Toyota Tsusho Petroleum Pte. Ltd.

Jacob Vilstrup Lisby – most recently Head of Fuel Procurement with TEAM Tankers International – has been appointed to the position of Fuel Procurement Manager with MAERSK Tankers in Copenhagen. Lisby spent just over five years with TEAM Tankers Intl. – joining the firm Q1 2015 from EITZEN Chemical A/S. Bunker Trader **Nuno Manaia** – most recently with Dan Bunkering – has joined BlackCoral Energy in Monaco – he'd spent just under one-and-a-half years with Dan-Bunkering from mid-2018. **Alexandros Al-Ahwal** – most recently Bunker Trader with Trafigura – has been appointed to the position of Purchaser/Buyer with Capital Ship Management Corp. in Piraeus. Al-Ahwal spent just under six-and-a-half years with Trafigura, holding the role of Trader from Q1 2016. **Angela Beyens** – most recently General Manager with United Bunkers BVBA – has been appointed to the position of Bunker Trader with Trefoil Trading BV. Beyens joined United Bunkers BVBA Q1 2019 from BOMIN where she'd held the role of Commercial Manager from mid-2016.

George Regan – most recently Freight Trader with Anglo American in Singapore – has been appointed to the position of Chartering & Business Development Manager with Cargill. Regan spent just under two-and-a-half years with Anglo American – joining the firm Q2 2017 from Howe Robinson Partners. ENN Group has appointed **Mohd Nurman** – Head of LNG Marine Infrastructure with Aureus LNG – to the position of Senior Manager LNG Shipping & Business Development in Singapore. Nurman joined Aureus LNG mid-2019 from Mitsui OSK Lines Ltd where he'd held the role of Senior Manager in Tokyo from Q2 2018. **Andre Herrera** – most recently Principal Maritime Process/Operations with BHP – has been appointed to the position of Chartering Manager with Oldendorff in Singapore. Herrera spent just over three-and-one-quarter years with BHP – first joining the firm Q1 2017 as Charterer from Chinsay AB where he'd held the role of Global Head of Sales in Stockholm, Sweden from Q1 2016.

Panamax Shipbroker **Euan Hay** – most recently with Jarsin Shipbrokers – has been appointed to the position of Chartering Manager with Seacon Enterprise in Singapore. Hay spent six years with Jarsin Shipbrokers. **Mark Bufton** – former LPG Futures Broker with Marex Spectron – has been appointed to the role of Chartering Broker with Howe Robinson Partners in Singapore – he joins from Alliance Tankers. Bufton is a former Freight Derivatives Broker with GFI Group – spending just over two years with the firm from mid-2010. **Sebastian Foo** – most recently with Chembulk Tankers LLC – has been appointed to the position of Charterer with WOMAR Pools [Tankers] in Singapore. Foo joined Chembulk Q2 2019 from Inter-Continental Oils and Fats [ICOF] where he'd held a senior chartering position from Q2 2017. Tanker Chartering Broker **Nikky Bae** – most recently with Alliance Tanker Chartering Pte Ltd. – has joined EastGate Chartering Pte Ltd. in Singapore. Bae joined Alliance Tanker Chartering Q2 2015 from Samsun Global Corporation where he'd held the role of VLCC/Aframax Chartering Manager from the start of 2007.

It is reported that GP Global has appointed **Travis Tey** to the firm's Singapore office. Tey – a former Fuel Oil Trader with WanXiang Resources – was appointed to APEX – Asia Pacific Exchange Q1 2019 in a sales/business development role. **Hami Kiliccioglu** – most recently Ship Broker with Probulk Chartering – has been appointed to the position of Freight Trader with Meadway Shipping Group in Singapore. Kiliccioglu spent nine years with Probulk Chartering.

WOMAR US Inc. has appointed Chartering Manager **Allan Bendixen** to the role of General Manager, Head of Chartering Americas in Houston, TX. Bendixen first joined WOMAR at the close of 2015 from Inge Steensland Houston LLC. WOMAR has also appointed **Lou Ioanilli** – most recently Freight Trader with Chembulk Tankers LLC – to the position of Chartering Manager in Stamford, CT. Ioanilli spent just over one-and-a-half years with Chembulk Tankers – joining the firm Q3 2018 from ODIN Marine Group LLC. **Martin C Kjeldsen** – most recently Chartering Manager with TEAM Tankers International – has been appointed to the position of Freight Trader with Maersk Tankers in Houston, TX. Kjeldsen spent just over five years with TEAM Tankers – joining the firm in Westport, CT Q1 2015 from Eitzen Chemical US LLC. **Edward Pavone** has been appointed to the position of Tanker Broker with GULFSTREAM Tanker Chartering LLC in Houston, TX – he joins from the same role with Charles R Weber Company where he'd spent nine years.

Chelsea Jaouli – most recently Global Fuel Sourcing Manager with CARNIVAL Corporation – has been appointed to the position of Global Business Development Manager with Tropic Oil Company in Miami, FL. Jaouli joined CARNIVAL Corporation Q1 2019 from Arte Bunkering where she'd held the role of Bunker Trader from mid-2016. **Paola Prieto** – most recently Marine Fuel Trader with Praxis Energy Agents LLC – has been appointed to the position of Bunker Trader with Dan-Bunkering in Houston, TX. Prieto spent just over one-and-one-quarter years

with Praxis Energy Agents. Arte Bunkering has appointed **Jeffrey Pribor Jr** – Dry Bulk Operations Executive with Moran Towing Corporation - to the role of Bunker Trader in Norwalk, CT. Pribor joined Moran Towing Corporation Q3 2018 from Q88 LLC. Bunker Trader **Julio Jarufe** – most recently with Dan-Bunkering – has joined Bunker One as Trader/Physical Supplier in Chile – he spent just under five-and-a-half years with Dan-Bunkering. Dan Bunkering has appointed **Kristian Fulling Nissen** – most recently with Minerva Bunkers – to the position of Sales Team Leader & Senior Bunker Trader in Copenhagen. Fulling Nissen spent just under five-and-a-half years with Minerva Bunkers in Dubai – joining the firm Q1 2015 from OW Bunker & Trading where he'd held the role of Trader/Purchaser from Q2 2013.