

UNITED STATES DISTRICT COURT

MIDDLE DISTRICT OF FLORIDA

TAMPA DIVISION

UNITED STATES OF AMERICA
V.

JUDGMENT IN A CRIMINAL CASE
(For Organizational Defendants)

CASE NUMBER: 8:10-cr-363-T-23EAJ

ATLAS SHIP MANAGEMENT LTD

Michael G. Chalos
Defendant Organization's Attorney

THE DEFENDANT ORGANIZATION:

 x Pledged guilty to counts one and two of the information

The organizational defendant is adjudicated guilty of these offenses:

<u>Title & Section</u>	<u>Nature of Offense</u>	<u>Offense Ended</u>	<u>Count</u>
U.S.C. § 1908(a) and 18 U.S.C. § 2	Failure to accurately maintain an oil record	October 21, 2009	ONE
18 U.S.C. §§ 1001(a)(2) and 2	False statement	October 21, 2009	TWO

The defendant organization is sentenced as provided in pages 2 through 5 of this judgment.

It is ordered that the defendant organization must notify the United States attorney for this district within 30 days of any change of name, principal business address, or mailing address until all fines, restitution, costs, and special assessments imposed by this judgment are fully paid. If ordered to pay restitution, the defendant organization must notify the court and United States attorney of material changes in economic circumstances.

Defendant Organization's
Federal Employer I.D. No.: none

Date of Imposition of Sentence: December 2, 2010

Defendant Organization's Principal Business Address:

Kat 14, Nida Kule Is Merkezi
Degirmen, Sokak 12
Kozyatagi Mah, Kadikoy, 34742 Istanbul, Turkey



STEVEN D. MERRYDAY
UNITED STATES DISTRICT JUDGE

Defendant Organization's Principal Mailing Address:
same as above

Date: December 15th, 2010.

DEFENDANT ORGANIZATION: ATLAS SHIP MANAGEMENT LTD
CASE NUMBER: 10-cr-363-T-23EAJ

PROBATION

The defendant organization is hereby sentenced to probation for a **concurrent terms of thirty-six (36) months as to each of counts one and two.**

The defendant organization shall not commit another federal, state or local crime.

If this judgment imposes a fine or a restitution obligation, it is a condition of probation that the defendant organization pay in accordance with the Schedule of Payments sheet of this judgment.

The defendant organization must comply with the standard conditions that have been adopted by this court as well as with any additional conditions on the attached page (if indicated below).

STANDARD CONDITIONS OF SUPERVISION

- 1) within thirty days from the date of this judgment, the defendant organization shall designate an official of the organization to act as the organizations's representative and to be the primary contact with the probation officer;
- 2) the defendant organization shall answer truthfully all inquiries by the probation officer and follow the instructions of the probation officer;
- 3) the defendant organization shall notify the probation officer ten days prior to any change in principal business or mailing address;
- 4) the defendant organization shall permit a probation officer to visit the organization at any of its operating business sites;
- 5) the defendant organization shall notify the probation officer within seventy-two hours of any criminal prosecution, major civil litigation, or administrative proceeding against the organization;
- 6) the defendant organization shall not dissolve, change its name, or change the name under which it does business unless this judgment and all criminal monetary penalties imposed by this court are either fully satisfied or are equally enforceable against the defendant's successors or assignees; and
- 7) the defendant organization shall not waste, nor without permission of the probation officer, sell, assign, or transfer its assets.

DEFENDANT ORGANIZATION: ATLAS SHIP MANAGEMENT LTD
CASE NUMBER: 8:10-cr-363-T-23EAJ

ADDITIONAL PROBATION TERMS

- X The defendant corporation shall fund and implement the environmental remedial measures in the Environmental Compliance Plan, which is attached to and incorporated into this judgment.

- X The defendant corporation shall take no adverse action against the officers and crew members who cooperated with the government.

DEFENDANT ORGANIZATION: ATLAS SHIP MANAGEMENT LTD
 CASE NUMBER: 8:10-cr-363-T-23EAJ

CRIMINAL MONETARY PENALTIES

The defendant organization must pay the following total criminal monetary penalties under the schedule of payments on Sheet 4.

	<u>Assessment</u>	<u>Fine</u>	<u>Community Service Restitution</u>
TOTALS	\$ 800	\$ 800,000	\$ 100,000

The determination of restitution is deferred until _____. An *Amended Judgment in a Criminal Case* (AO 245C) will be entered after such determination.

The defendant organization shall make restitution (including community restitution) to the following payees in the amount listed below.

If the defendant organization makes a partial payment, each payee shall receive an approximately proportioned payment, unless specified otherwise in the priority order or percentage payment column below. However, pursuant to 18 U.S.C. § 3664(i), all nonfederal victims must be paid before the United States is paid.

<u>Name of Payee</u>	<u>Restitution Ordered</u>	<u>Priority or Percentage</u>
National Fish and Wildlife Foundation Taxpayer ID 52 138 4139 Attention Chief Financial Officer 1133 15th Street NW, Suite 1100 Washington DC 20005	\$100,000	

TOTAL \$ 100,000

Restitution amount ordered pursuant to plea agreement \$ 100,000

The defendant organization shall pay interest on restitution or a fine of more than \$2,500, unless the restitution or fine is paid in full before the fifteenth day after the date of the judgment, pursuant to 18 U.S.C. § 3612(f). All of the payment options on Sheet 4 may be subject to penalties for delinquency and default, pursuant to 18 U.S.C. § 3612(g).

The court determined that the defendant organization does not have the ability to pay interest, and it is ordered that:

the interest requirement is waived for the fine restitution.

the interest requirement for the fine restitution is modified as follows:

* Findings for the total amount of losses are required under Chapters 109A, 110, 110A, and 113A of Title 18 for offenses committed on or after September 13, 1994, but before April 23, 1996.

DEFENDANT ORGANIZATION: ATLAS SHIP MANAGEMENT LTD
CASE NUMBER: 8:10-cr-363-T-23EAJ

SCHEDULE OF PAYMENTS

Having assessed the organization's ability to pay, payment of the total criminal monetary penalties are due as follows:

A Lump sum payment of \$ 400,800 due immediately.

- not later than _____, or
 in accordance with C or D below; or

B Payment to begin immediately (may be combined with C or D below); or

C Payment in _____ (e.g., equal, weekly, monthly, quarterly) installments of \$ _____ over a period of _____ (e.g., months or years), to commence _____ (e.g., 30 or 60 days) after the date of this judgment; or

D Special instructions regarding the payment of criminal monetary penalties:

The defendant corporation shall immediately pay \$400,000. to the clerk of the court and shall immediately issue a check payable to "National Fish and Wildlife Foundation, Taxpayer ID No. 52 138 4139" and send it to National Fish and Wildlife Foundation, attention Chief Financial Office, 1133 15th Street NW, Suite 11100, Washington DC, 20005 and make reference to Atlas Ship Management Ltd, Case Number 8:10-cr-363-T-23EAJ. The defendant shall make an additional payment of \$200,000 to the clerk of court no later than December 2, 2011 and a final payment of \$200,000 to the clerk of the court no later than December 2, 2012.

All criminal monetary penalties are made to the clerk of the court.

The defendant organization shall receive credit for all payments previously made toward any criminal monetary penalties imposed.

Joint and Several

Defendant and Co-Defendant Names and Case Numbers (including defendant number), Total Amount, Joint and Several Amount, and corresponding payee, if appropriate.

The defendant organization shall pay the cost of prosecution.

The defendant organization shall pay the following court cost(s):

The defendant organization shall forfeit the defendant organization's interest in the following property to the United States:

Payments shall be applied in the following order: (1) assessment, (2) restitution principal, (3) restitution interest, (4) fine principal, (5) fine interest, (6) community restitution, (7) penalties, and (8) costs, including cost of prosecution and court costs.

UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF
FLORIDA

UNITED STATES OF AMERICA

NO. _____

v.

ATLAS SHIP MANAGEMENT LTD.

Defendant.

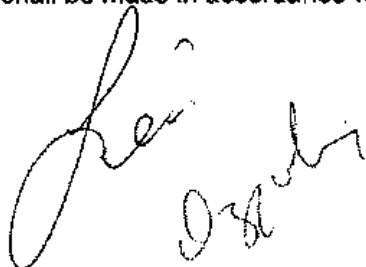
Environmental Compliance Plan

The following standards and requirements for an Environmental Compliance Plan ("ECP") have been prepared pursuant to the Plea Agreement dated this same date between Defendant ATLAS SHIP MANAGEMENT LTD. ("ATLAS" or "Defendant") and the United States Attorney's Office for the Middle District of Florida and the Environmental Crimes Section of the United States Department of Justice ("United States" or "the Government") and are a condition of ATLAS's probation. Compliance with all of the terms and standards of the ECP is a requirement of the Plea Agreement. This ECP applies to ATLAS and any subsidiaries or assigns.

The ECP is subject to approval by the Court and the United States Probation Office for the Middle District of Florida.

I. APPLICABILITY AND PURPOSE

This Environmental Compliance Plan (ECP) shall cover and apply to all oceangoing vessels that are operated, technically managed and/or manned by ATLAS and that carry a Vessel Certificate of Financial Responsibility (COFR) as required pursuant to Coast Guard Regulations in 33 C.F.R. Part 138 and will call at any port in the United States during a period of three years after the effective date of the Plea Agreement. The vessels that are operated, technically managed, and/or manned by ATLAS as of the date of execution of this ECP and which are subject to the requirements of this ECP are listed in Attachment 1. Vessels for which ATLAS has relinquished operational control, technical management or manning responsibilities to an unrelated independent entity shall be excluded from the requirements of this ECP on the date ATLAS relinquishes such responsibilities. Notification of such relinquishment shall be made in accordance with the requirements of Section XII.

A handwritten signature in black ink, appearing to be "David", is written over the bottom portion of the text in the "I. APPLICABILITY AND PURPOSE" section.

The ECP shall also apply to all shore side employees and crews of ATLAS involved in the technical management and/or manning of the vessels listed in Attachment 1.


The purpose of the ECP is to ensure that all vessels technically managed by ATLAS that call on United State's ports fully comply with all applicable marine environmental protection requirements established under applicable international, flag state, port state and coastal state law, and United States laws including, but not limited to, the International Convention for Prevention of Pollution from Ships (MARPOL), and all applicable Federal and state statutes and regulations including, but not limited to the Ports and Waterways Safety Act (PWSA), the Act to Prevent Pollution from Ships (APPS), the Clean Water Act (CWA) and the Oil Pollution Act (OPA), hereinafter *marine environmental protection requirements*, and to the additional requirements and policies established by this plan itself. In the case of a conflict between this ECP and any of the aforementioned requirements such that the ECP is less restrictive, then the more restrictive authority shall govern.

This ECP shall be incorporated into the Plea Agreement by reference and compliance with the terms of the ECP will be a special condition of probation. Failure to comply with any part of this ECP, including but not limited to, refusal to pay valid charges for the Court Appointed Monitor ("CAM"), the External Audit Group (EAG) or Third Party Auditor ("TPA") and failure to provide these or other personnel, auditors or inspectors needed to achieve the objectives of this agreement, or failure to provide access to vessels, facilities, personnel or documents, may be a basis on which the Government may move to revoke or modify ATLAS's probation.

In the course of implementing this ECP, should inadequacies in the size and capabilities of vessel crews be proven as a contributing factor to their inability to manage waste streams, ATLAS will consider supplementing crew sizes as needed, consistent with the vessel's lifesaving arrangements. Additional shore side resources may also be required.

ATLAS shall take appropriate action, up to and including dismissal, against any employee who obstructs, hinders or presents false information or makes false statements during any inspection, monitoring, or auditing, or inspection function required by this ECP or to any U.S. authority performing an inspection or Port State Control activity.

Any modifications to this ECP must be made in writing and signed by ATLAS. Modifications proposed by ATLAS will be submitted to the Court Appointed Monitor and the Government. The Government shall have thirty business days to provide written comments on the proposed modification. If no comments are provided within the thirty day period the modification will become effective. If the Government objects and the parties are unable to resolve the issue, either party may file a motion before the United



States District Court with responsibility to supervise probation as designated at the time of sentencing.

Audits, reports, and any other documents required by this ECP shall be provided to the Government, the CAM as appropriate, the United States Probation Office (USPO), Seventh Coast Guard District (dp & dl), U.S. Coast Guard Commandant, Office of Vessel Activities (CG-543)(E-mail: HQS-PF-fltr-CG-543@uscg.mil), and the Environmental Crimes Section. These shall be collectively referred to herein as "the Government," as also further set forth below.

During the probationary period, a copy of the ECP and EMS must be kept at all times in pre-designated locations within the ship where it can be readily accessed by senior shipboard personnel. Such locations must include the quarters of the Master and Chief Engineer, as well as in the engine control room and on the bridge.

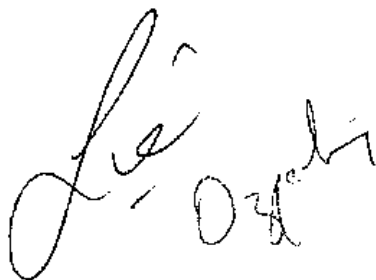
ATLAS understands that representatives of the United States Coast Guard may board, audit, or inspect vessels managed under this ECP at any time they are found within the jurisdiction of the United States consistent with US law and regulations.

II. CORPORATE COMPLIANCE MANAGER (CCM)

Within sixty (60) days after the entry of the Plea Agreement, ATLAS shall designate a senior corporate officer as the Corporate Compliance Manager (hereinafter "Corporate Compliance Manager" or CCM) who shall report directly to the Chief Executive Officer of ATLAS. The Corporate Compliance Manager position must be filled by an individual with significant maritime vessel operational background, who possesses the authority to ensure full implementation of this ECP, and who is thoroughly familiar with the requirements of this ECP, domestic and international maritime environmental laws and regulations. ATLAS shall provide the name of and means of communicating with the Corporate Compliance Manager to the Court Appointed Monitor and the Government.

The Corporate Compliance Manager shall be authorized to access all records, documents and facilities and vessels throughout ATLAS's organization for the purpose of implementing this ECP.

The Corporate Compliance Manager shall be responsible for ensuring that observations and any recommendations resulting from any audit under this ECP are appropriately documented, tracked, and resolved and that such resolutions are thoroughly documented in a format that can be readily audited. This documentation shall be made available to any personnel performing audit functions under this ECP, and the Government.



The Corporate Compliance Manager is responsible for developing a tracking mechanism and ensuring that corrective action takes place on recommendations made by the EAG, within a time frame of 30-60 days.

OPERATIONAL COMPLIANCE OFFICER (OCO)

ATLAS shall designate an Operational Compliance Officer (OCO), who reports directly to the CEO and the Board of Directors.¹ The CCM may also serve as the OCO. The OCO shall have no ownership of operational procedures and serves purely in an oversight/external auditor role. The Operational Compliance Officer shall be authorized to access all records, documents, facilities and vessels throughout ATLAS's operational organization for the purpose of monitoring compliance with the ECP. This includes oversight of compliance with the ECP as implemented by ATLAS staff. The OCO shall be responsible for the EAG and will ensure that the audits performed by the EAG, the Operational Integrity Department, and the Third Party Auditor under this plan are carried out. ATLAS shall provide the name and means of communicating with the OCO to the Court Appointed Monitor and the Government.

The OCO is responsible for annually certifying in writing the adequacy of vessel operating budgets, including costs related to operation, maintenance and repair of pollution prevention equipment, use of shore side reception facilities, labor costs relating to maintenance of machinery spaces and other related costs necessary to meet the objectives of the ECP. The certification shall include a narrative summary in the aforementioned areas and explain the analysis used to determine if such budgets are adequate or not.

CCM & OCO - Combined into One Office

The authorities, duties and requirements of the CCM & OCO may be combined and assigned to one officer of ATLAS.

Environmental Management System (EMS)

The Corporate Compliance Manager shall be responsible for ensuring the full development, implementation and documentation of ATLAS's Environmental Management System (EMS).

The EMS will include and address the following:

- Environmental policy
- Environmental requirements and voluntary undertakings
- Objectives and targets

¹ To the extent that ATLAS currently has a high-level corporate officer that performs the functions and duties of an Environmental Compliance Officer as detailed in this ECP, such officer may be identified without assignment of the title "Environmental Compliance Officer".

- Structure, responsibility and resources
- Operational controls
- Corrective, preventative action and emergency procedures
- Training, awareness and competence
- Organizational decision making and planning
- Document control
- Continuous evaluation and improvement

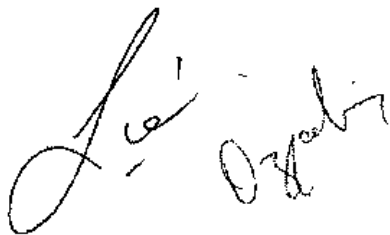
Additional details and requirements of the EMS and the responsibilities of the Corporate Compliance Manager in establishing the system are provided in Attachment 2.

Reporting of Non-Compliance by Employees and Crew Members (OPEN REPORTING)

ATLAS shall maintain an Open Reporting System by which shore side and vessel employees may anonymously report issues of non-compliance with this ECP, the EMS, and other marine environmental protection requirements via email, or toll-free phone number or web submission. ATLAS must provide crew members with information about ATLAS's Open Reporting System prior to each term of employment. The Open Reporting System policy shall include provisions that prohibit retaliation against those who report non-compliance and shall include a written policy that makes failure to notify regarding any violation of the EMS or other maritime environmental protection requirements grounds for discipline or dismissal. It shall be the responsibility of the CCM to maintain this system. Arrangements shall be made to ensure anonymity of such reporting when desired by the individual making the report. ATLAS informs its employees of the availability of this reporting system by posting notices in lounge spaces of officers and crewmembers, the engine control room, common areas of the vessels.

The Corporate Compliance Manager and the OCO shall be informed of each such Open Report. The OCO shall ensure that a copy of each such report containing an allegation of environmental noncompliance is provided to the Court Appointed Monitor. The Open Reporting System shall contain a report to the Fleet on an annual basis to the fleet to demonstrate that the system is working.

The Corporate Compliance Manager shall review, investigate, and document reports of non-compliance by employees in a timely fashion and shall initiate, monitor, and document all actions taken as a result of the reporting. The Corporate Compliance Manager shall maintain these records and make them available for review. The Corporate Compliance Manager shall develop and communicate ATLAS 's policy that ATLAS will not tolerate retaliation against those who report non-compliance and will develop and communicate a policy that makes failure to notify regarding any violation of this ECP, the EMS, or other maritime environmental protection requirements grounds for discipline or dismissal.



Corporate Accountability

The CCM/OCO shall make semi-annual reports to ATLAS's Chief Executive Officer concerning compliance with and implementation of this ECP, the EMS, and other maritime environmental protection requirements. Annually, the CCM/OCO shall provide a summary of the reports to ATLAS's Board of Directors. All issues of non-compliance will be communicated, along with any corrective action taken. Copies of these reports will be provided to the Court Appointed Monitor and the Government.

The Corporate Compliance Manager shall ensure immediate notification to the Court Appointed Monitor and the Government of all circumstances whereby ATLAS fails to fully support and finance ATLAS's objectives in implementing all the requirements of this Environmental Compliance Program and EMS as it pertains to equipment, system improvements, and any other requirements of this plan.

The Corporate Compliance Manager shall be responsible for developing a comprehensive budget process to ensure on an annual basis that each vessel is provided adequate funding for shore side disposal of wastes, including bilge water, slops, sludge disposal, the minimization and management of waste streams, the maintenance and technical upgrades of environmental equipment and funding necessary to meet all the other requirements of this plan. Budgets shall account for bilge water, slop and sludge disposal and include a documented methodology on the determination of quantities estimated to be sent ashore and or processed by the vessel.

Full Company-Wide Cooperation

ATLAS shall communicate to its shipboard and shore staff its commitment to environmental compliance and to all terms in this ECP.

The Corporate Compliance Manager shall take all necessary steps to ensure the full cooperation of all employees during all activities required by this ECP and EMS. Cooperation is to be provided to all persons performing audits and inspections, regardless of location. The Corporate Compliance Manager shall ensure that the EAG, Third Party Auditor and any other inspection, auditing, or monitoring personnel involved in the auditing of any vessel have complete unrestricted access to all vessel areas, documentation, personnel, and material equipment. Private locations for one-on-one interviews between employees and various inspection, auditing or monitoring personnel shall be provided.

The Corporate Compliance Manager shall be responsible for ensuring that each new employee, or hire, is trained that environmental policy compliance, as well as accurate and truthful records, are extremely important and that ATLAS will take appropriate actions for violations.

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The Corporate Compliance Manager shall be responsible for developing the Training Requirements detailed in Attachment 3.

The Corporate Compliance Manager shall be responsible for fully implementing the Engineering Requirements established in Section X of this ECP.

The Corporate Compliance Manager shall be responsible for developing and maintaining a system to track each vessel's machinery space waste quantities and capacities.

III. CHIEF ENGINEER

Chief Engineers on board all vessels subject to this ECP:

- Will exercise reasonable efforts to ensure complete compliance with the Engineering Requirements established in Section X of this plan (as applicable to his/her vessel).
- Will assist in the audit process to ensure complete compliance with the various requirements, polices and procedures addressed in Section VII.
- Will each day record, measure, monitor and manage shipboard machinery space generated wastes and the conditions of any equipment having oil to sea interfaces.
- Will timely resolve (through repairs and/or applicable EMS procedure) engine room, machinery space, or pump room related environmental concerns, such as inoperative or ineffective pollution prevention equipment, waste handling or monitoring equipment, leakages (except those necessary for packing cooling) stemming from pump seals, packing glands or line breaks, or due to any other causes contributing to the accumulations of bilge fluids, oily mixtures and sludge type wastes.
- Will ensure that all wastes that are subject to special handling requirements are properly managed.
- Will ensure that all shipboard engine room personnel have appropriate training on environmental policies and procedures, including but not limited to training on the operation and use of pollution prevention equipment, bilge pumps, bilge and ballast pumps, incinerator, Oil Water Separator and the making of entries in the Oil Record Books, Garbage Record Book or any other logs required by this ECP or other maritime environmental protection requirements.

 7

- Will ensure that the Chief Engineer's handover notes shall include an environmental component and description of the current status of operation, maintenance, and repair, for the Incinerator, Oily Water Separator, Oil Content Meter, Oil Discharge Monitor, and other pollution prevention procedures or equipment, the status of spare parts for the aforementioned equipment, and an estimation of the day-to-day bilge loads and accumulations.
- Will ensure and certify under penalty of perjury, to the individual's best belief and understanding, that the Engine Room records, the various soundings and tank and other measurements required under this plan are accurate and represent truthful values for dates and times in which the measurement was taken.
- Will be required to report immediately and directly to the Corporate Compliance Manager all instances where inadequate response from other defendant employees cause conditions leading to abnormal waste stream development. (For example, the slow response from the purchasing department in responding to replacement of a pump shaft seal causing the development of excessive bilge water.)

IV. MASTER

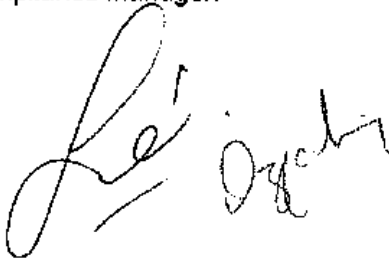
In addition to any other existing statutory and regulatory requirements, the Master of each ATLAS vessel subject to this ECP shall ensure that prompt reports are made to the United States Coast Guard of any equipment malfunction related to marine environmental protection requirements in its 96 hour Advance Notice of Arrival into a US Port. Additionally, such reports shall be copied to the U.S. Coast Guard Captain of the Port of the next port of call in the United States. In addition to his regular duties, the Master shall:

- Exercise all reasonable efforts to ensure employee's compliance with the ECP, the EMS, MARPOL, and all applicable maritime pollution protection requirements. Employee compliance with such requirements will be incorporated as a positive factor in performance evaluations. Failure to comply with such requirements will be incorporated as a negative factor in performance evaluations and may lead to dismissal.
- Maintain on board the vessel all records required by international conventions and treaties including SOLAS, the ISM Code, and MARPOL and applicable State and Federal statutes and regulations and any additional documents or records required under this ECP and EMS. Additionally the Master will make these records available to the EAG, Third Party Auditor, and the Government upon request.

- Maintain replacement Environmental Tags and used Environmental Tags as set forth in Section X of this agreement in the vessel's safe and shall inspect each damaged Environmental Tag number to ensure Environmental Tags having identical numbers are never used. An inventory of the unused Environmental Tags shall be a required component of the master's handover notes.
- Maintain on board the vessel all records required by international conventions and treaties including SOLAS, the ISM Code, and MARPOL, applicable State and Federal statutes and regulations, and any additional documents or records required under this ECP and EMS that are not duplicative of documents maintained by the Chief Engineer, or others, under this ECP or EMS. Additionally, the Master will make these records available to the Third Party Auditor, and the Government upon request.
- Require that each vessel crewmember certify in writing whether and to what extent they are aware of any violation or breaches of this ECP, the EMS or other marine environmental protection requirements at each turnover when they relinquish their duties. It shall include a statement regarding the performance of any pollution prevention equipment of which they may operate, maintain or repair. Such equipment may include but not be limited to, oily water separators, incinerators or oil content meters.
- Ensure the use of anonymous reporting forms described in Section II. Forms will be provided at sign on. The form is designed to allow a crewmember to identify violations and to write in specific observations. The Master will forward these anonymous reports in their unopened envelopes directly to the Corporate Compliance Manager.

V. SHORESIDE PERSONNEL SERVING IN ANY CAPACITY.

All shore side employees of ATLAS having routine involvement with any aspect of the operation, maintenance and repair of covered vessels shall be required to report in writing any information related to the vessel or crew's inability to comply with this ECP and any other marine environmental protection requirement. This may include, but not be limited to, any information learned from reviewing, ordering or purchasing lubrication oils, spare parts ordered for pollution prevention equipment, equipment having oil to sea interfaces, the need for additional cleaning crews, the need for machinery space piping replacement, discussions with shipboard personnel or employment of divers for underwater surveys. It may also include information and knowledge obtained during ship visits, audits or inspection regardless of the particular focus. All notifications, in addition to any corrective actions taken, will be made to and tracked by the Corporate Compliance Manager.

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Shore side engineering personnel under the direction and guidance of the Corporate Compliance Manager shall develop and implement an identification system of all major critical components such as pump seals, flange gaskets, etc., that foreseeably could lead to significant bilge loading, and that require rapid replacement in order to minimize leakages and reduce waste stream development in every machinery space. Such critical components like pump seals may be associated with any other system found onboard ATLAS vessels but can contribute to waste development.

A spare parts identification and rapid replacement program will be required for all pollution prevention equipment. ATLAS agrees to maintain a centralized system for managing critical equipment spare part ordering and distribution. To the extent possible, ATLAS agrees to harmonize its pollution prevention equipment onboard all of its vessels to minimize fleet wide difficulties associated with the operation, maintenance, training and repair of the equipment or replacement of various components.

VI. COURT APPOINTED MONITOR

As part of the ECP, ATLAS agrees to pay for a Court Appointed Monitor that will be selected by the Government and appointed by the Court and that will report to the USPO and the Court during the entire period of probation. Within thirty (30) days from the entry of the imposition of sentence ATLAS will submit a list of three qualified candidates for the Court Appointed Monitor from which the Government will select one of the candidates. The CAM, at the option of ATLAS, can serve concurrently in the additional capacity of Third Party/Final Auditor under the terms of this ECP. In the event that the Government does not find one of the candidates qualified, or if it does not find the work of the Court Appointed Monitor satisfactory, at any time they may request ATLAS to supply additional candidates. Further, if an agreement cannot be reached regarding the selection, the decision shall be left up to the Court based on the submissions presented to the Government. The Court Appointed Monitor must have staff with the following experience:

- a. expertise and competence in the regulatory programs under United States and international marine safety and environmental laws;
- b. expertise and competence to assess whether ATLAS has adequate management systems in place to ensure regulatory compliance, correct non-compliance, and prevent future non-compliance; and
- c. demonstrated capability to evaluate ATLAS required effort and commitment in satisfying the requirements of this ECP and the ATLAS Management System, including the EMS.

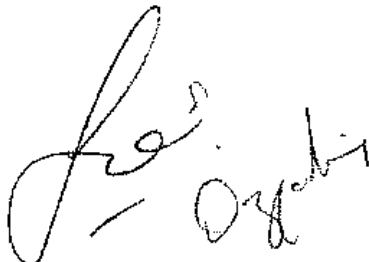


ATLAS shall ensure that the Court Appointed Monitor is provided all reports and notifications as established in this plan. The Court Appointed Monitor shall be assigned the following tasks and responsibilities and provide written submissions to the Court as follows:

- Review the relationship between ATLAS and the EAG and Third Party Auditor and evaluate the adequacy of measures taken to ensure that the EAG and Third Party Auditor act with independence.
- Conduct a review and submit an annual report to the Government, regarding the rounds of audits conducted by the EAG and Third Party Auditor pursuant to the Plea Agreement and the ECP. The Court Appointed Monitor's reports shall provide a summary of the findings regarding the adequacy of the Ongoing Audits, and Final Audit required by this ECP and adequacy of recommendations for change, as found necessary.
- The annual report shall also include and address any other information that the Court Appointed Monitor is aware of which pertains to ATLAS's capabilities to meet the objectives of this ECP or any other marine environmental protection requirements, including, but not limited to, all known inadequacies of the EAG, or with respect to ATLAS's performance whether personnel based or related to any of its vessels, systems, equipment, or components shall be reported in the annual report.
- If the Court Appointed Monitor receives information regarding a direct violation of any existing marine environmental protection requirement or requirement of this ECP, or a failure on ATLAS to act upon a recommendation of the EAG, the Court Appointed Monitor must immediately report the occurrence to the USPO and to the United States. At any time during the probationary period the Court Appointed Monitor may inspect or investigate any aspect of the EAG or Third Party Auditor activities as they relate to the requirements of this plan or with respect to ATLAS's operations, and shall be provided full access to all records, audit personnel, vessels and shore side facilities as is necessary to perform its duties.
- Provide any additional reports, in both electronic and hard copy form to the Government, as requested by the Court or as appropriate and to include inadequacies in the audit process, violations of the terms and conditions of the ECP and EMS, as well as any other findings of significant problems or deficiencies.

VII. AUDITING PROCESSES - DOING IT RIGHT

This ECP requires three phases of audits and inspections:

A handwritten signature in black ink, appearing to read "R. J. O'Connell", is written over the page number.

- Initial Audit
- Ongoing Audit
- Final Audit

Initial Audit

An initial audit will be performed by the EAG on all vessels to which this ECP applies to ascertain and evaluate all areas including their systems, equipment and components and current practices whether documented or not, the knowledge, skills, and abilities of ship and shore side personnel as they relate to the requirements of this ECP, the EMS, and maritime environmental protection requirements. The initial audit may be considered a discovery action or an investigation, in that its purpose is to review all areas of operation that can impact various elements of pollution prevention and environmental protection. Exceeding a typical SMS audit or vetting process, it is used to determine practices, procedures and equipment conditions not typically documented during a routine inspection by class society, port or flag state inspection. The results of the Initial Audits are used to shape and revise as needed the Management System established by this ECP.

Each initial audit shall:

a) Be performed while the vessels are underway on short voyages of 3-4 days duration, when systems are in operation and when personnel are performing their normal routines unless otherwise authorized by the government for good reason shown.

b) Assess all waste streams developed from any system, equipment and components found in any engine room, machinery space or pump room onboard the ATLAS vessels. This will include observation and documentation describing the leakages apparent on every system that can contribute to bilge loading. The audit will determine the status and quantify leakages stemming from:

- all pump and valve seals and glands during operation,
- all piping systems, flanges, gaskets, fittings and joints,
- all equipment casings such as main and auxiliary engines, reduction gears,
- operation of engines, boilers, incinerators, evaporators and,
- every other mechanical component found aboard ATLAS vessels;

c) Assess the adequacy and performance of the Oily Water Separator, Oil Content Meter, Incinerator, Sewage System and any other pollution prevention equipment to handle the quantities and types of wastes developed during normal operations. This assessment shall include an evaluation of the capacities for all tanks or containers associated with the management of sludge, bilges and oily wastes or other wastes. It shall include an evaluation of documentation tracking, maintenance and

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repair, modifications of all pollution prevention equipment, and notifications of equipment failure to shore side personnel.

The assessment of the adequacy and performance of the Oily Water Separator and Oil Content Meter will specifically include an operational test of the system under actual operational conditions, with consideration of the manufacturer's recommendations. This test shall include one (1) hour of continuous processing of the contents of the Bilge Holding Tank without dilution, conducted in the presence of the auditor(s), Chief Engineer, First Engineer, and any other engine room personnel assigned responsibility for the operation and/or maintenance of the Oily Water Separator. If an actual discharge is not feasible due to the location of the vessel, then the discharge shall be through the recirculation line in accordance with procedures approved by Class. Soundings of the Bilge Holding Tank shall be made before and after the test and made a part of the audit record. All alarms shall be recorded and made a part of the audit record. All of the above shall be recorded in the Oil Record Book. In the event that the assessment determines that the Oily Water Separator is not adequate, then an immediate report shall be made to the Corporate Compliance Manager, Operational Compliance Officer, and the Government. A copy of the engine room alarm printout and Environmental Logging System tape (if applicable) shall be retained and appended to the Oil Record Book page documenting this test;

d) Assess each vessel's crew and their ability to handle the operational, maintenance and repair workloads in maintaining all systems, equipment and components onboard in an effort to minimize waste stream development and to determine if the size of the engineering crew is adequate for workloads;

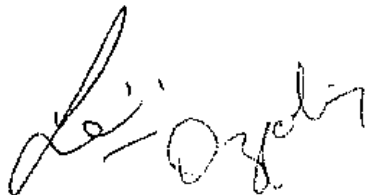
e) Assess the adequacy of the EMS, procedures, current practices and equipment, including storage capabilities used to manage shipboard solid wastes generated in all areas of the vessel and the effectiveness of garbage management plans;

f) Assess the adequacy of the EMS, current practices and equipment associated with cargo wastes and slop management developed during all evolutions of cargo operations;

g) Assess the ability of the vessel's crewmembers to create, devise or implement unauthorized processes and equipment to dispose of shipboard waste including regular garbage, machinery space and cargo generated solid, liquid or sludge-like wastes;

h) Assess the adequacy of the vessel crewmembers to maintain the following records, including a complete comparative analysis of recorded values (against each other where possible) of the following records:

- Oil Record Book
- Engine Room Alarms

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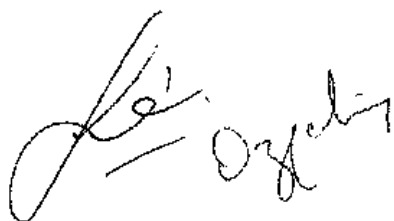
- Tank sounding sheets
- Personnel work records and lists
- Maintenance records
- Vendor service records
- Bilge waste and sludge receipts
- Deck Log
- Garbage Record Book
- Oil to Sea Equipment Interface records
- Hazardous waste manifests
- Solid waste discharge receipts
- Oil Content Monitor (OCM) calibration records
- Training records
- Vetting documents
- Inspection Documents
- EMS or SQE Audit documents

i) Assess the adequacy of the policy, procedures, and current practices used to store and dispose of the following, if applicable:

- Solvents
- Degreasers Cleaning wastes
- Batteries
- Paints
- Oily rags
- Fluorescent and incandescent bulbs
- Expired boiler and engine chemicals
- Used boiler and engine chemicals
- Galley greases
- Pyrotechnics
- Medical supplies
- Contaminated bunkers
- Used Oils and greases
- Incinerator ash
- Transformer oils
- Contaminated refrigerants
- Hazardous materials

j) Assess and evaluate documentation that all vessel officers understand the requirements of the EMS when it is implemented as it relates to their area of responsibility;

k) Assess the EMS and current practices and procedures associated with the Master and Chief Engineer's capability to communicate regarding issues relating to the

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EMS with shore side personnel including the Corporate Compliance Manager and other appropriate managers as required under the ATLAS Management System, and review such communications;

l) Assess the frequency and adequacy, through interviews of crewmembers, of shipboard pollution prevention and environmental protection meetings and training;

m) Assess the EMS, and current practices and procedures used on vessels and ashore to track crewmember environmental training, as well as the availability of and access to training resources;

n) Assess the adequacy of reference materials related to each environmental procedure required by this ECP, the EMS and the maritime environmental protection requirements;

o) Assess the adequacy of existing reporting methods to report environmental concerns and evaluate the capability of a reporting individual to remain anonymous, and review processes for handling environmental concerns from crewmembers and shore side personnel. Evaluate the adequacy of signage and instructional material relevant to use of the existing reporting methods;

p) Assess the EMS to ensure that vessel vendors, technicians, and other non-crewmembers follow ATLAS's requirements regarding pollution prevention and environmental protection;

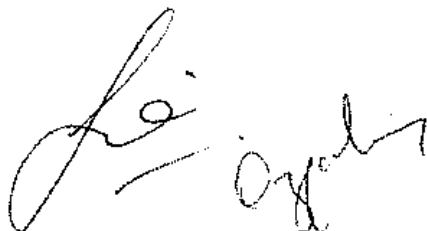
q) Assess the EMS to manage any existing Environmental Tag System tracking and valve locking program including the storage of Environmental Tags, preventing the use of duplicate Environmental Tags;

r) Assess the EMS and equipment related to Oil Transfer Procedures, including slops, bilges and sludge discharges, conditions of hoses, connections and transfer equipment, including reviews of Declarations of Inspections, and methods in place to prevent illegal discharges via the shore connections;

s) Assess the EMS and equipment used to handle emergency releases of hazardous fluids or pollutants on deck or within machinery spaces of vessels, includes a review of the Shipboard Oil Pollution Emergency Plan and including evaluation of personnel performing such duties;

t) Assess all records related to any failure of existing safety or other management systems, including a review of nonconformities and respective corrective actions;

Ongoing audits



Ongoing audits will occur during the second year of probation, cover 50% of vessels operated, technically managed, or manned by ATLAS, and shall consist of all the elements of the initial audit and any additional requirements created during the development and implementation of the EMS. Where deficiencies are noted during audits, ATLAS must manage an auditable feedback loop.

Final audit

As more fully set forth below, the final audit shall be performed by the Third Party Auditor to assess ATLAS's full implementation of the EMS and to evaluate, for the Government, ATLAS's capability to ensure and sustain complete compliance with the requirements of this ECP, the EMS, and other maritime environmental protection requirements. The use of the Third Party Auditor shall provide independent verification of the status of compliance with the ECP. In the event that the Court Appointed Monitor performs the functions of the Third Party Auditor, the final audit shall also be performed by the Court Appointed Monitor. The audits are to be performed on the 50% of vessels not audited during the Ongoing Audit phase.

Deficiencies

A deficiency is any violation of marine environmental protection requirements (see para I, above) and the additional requirements and policies established by this plan itself. Audit reports shall identify and explain in narrative form all deficiencies noted during the audit process. If appropriate a recommendation may be developed by the EAG or Third Party Auditor for each deficiency noted.

Major Non-Conformities

In the context of this ECP and the work of the EAG or Third Party Auditor a Major Non-Conformity is a violation of marine environmental protection requirements (see para I, above) or requirements and policies established by this plan itself that consists of or contributes to the discharge of prohibited wastes, oil or oily wastes. It may also include the discoveries whereby pollution prevention equipment is determined to be inadequate in terms of processing and monitoring capabilities, or inadequate with respect to the quantities of wastes it is required to process. The EAG or Third Party auditor shall make immediate notifications to ATLAS, the Court Appointed Monitor and Government when such discoveries are made. The notifications may include a recommended course of action.

The CCM shall establish a corrective action plan for all deficiencies taking into account any recommendations. Major non-conformities must be addressed immediately. For deficiencies, the plan shall, at a minimum, require corrective action within 30-60 days from notification. The CCM shall report annually on the status of

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implementation of each corrective action to the Court Appointed Monitor, the Government, and to ATLAS's Board of Directors and Chief Executive Officer.

VIII. External Audit Group (EAG)

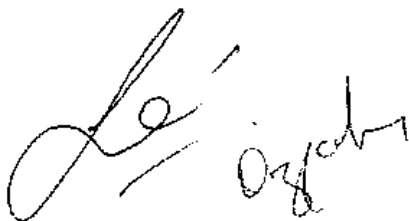
Within thirty (30) days from the entry of the imposition of sentence ATLAS shall submit a proposed qualified candidate for the External Audit Group ("EAG"). The Government shall evaluate the existing EAG candidate and advise ATLAS on whether the candidate is acceptable. If the proposed candidate is not acceptable, the Government shall request ATLAS to supply an additional candidate(s). Further, if an agreement cannot be reached regarding the selection, the decision shall be left up to the Court. The EAG shall report to the USPO and the Court during the period of probation. The Government reserves the right to require a new EAG if while on probation a defendant is found guilty or pleads to additional environmental violations.

The EAG shall employ or have available on a per diem basis experienced senior level Marine Engineers (Chief, First or Second Engineers) or other personnel with engineering competence and experience to perform shipboard machinery space audits. Since the assessments and audits require a comprehensive understanding of machinery space operations, Masters, Chief Mates and other deck personnel or strict regulatory experts may be considered inadequate for performing work in the machinery space depending upon their competence and experience.

An organization that has provided auditing services to ATLAS within one year prior to the signing of this agreement may be considered by the Government and Court to serve as the EAG, only if the environmental audit criteria detailed in Section VII of this ECP are followed.

The EAG shall conduct the initial audit described herein and issue a Report of Findings. Qualified candidates for the EAG include individuals or firms that have staff capable of applying International Standards Organization ("ISO") 19011 environmental management auditing criteria and have the following experience: experience as a shipboard Chief Engineer or sufficient engineering auditing experience; expertise and competence in the regulatory programs under United States and other marine environmental protection requirements; experience in performing environmental audits in industrial or maritime environments, sufficient expertise and competence to assess whether ATLAS has adequate policies, procedures and equipment in place to assure compliance with the ECP and to ensure regulatory compliance, correct non-compliance, and prevent future non-compliance. The EAG shall not be filled by any individual or entity associated with the Classification Societies or Flag Administrations to which ATLAS vessels listed in Attachment 1 are classed or registered.

During the term of probation, the EAG shall not directly own any stock in ATLAS and must have no other ongoing contractual or business relationship, other than that of

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the EAG with ATLAS, unless expressly approved by the Government. The EAG must exercise independent judgment and ensure that the objectives of the Government as set forth in this ECP are met. ATLAS and the EAG shall disclose to the Court Appointed Monitor and the Government of any new contractual relationships or proposed contractual relationships between ATLAS and the EAG that did not exist at the time of the signing of the Plea Agreement.

The EAG shall function independently of all parties hereto, except for the Court through the USPO. The EAG shall not receive or request approval of any form from any employee of ATLAS regarding the development, clearance or evaluation of any document, report, or communication of any kind, whether draft or final required by this ECP.

The EAG must have adequate staff to perform the work required of this ECP. Due to the in-depth nature of the audit criteria, persons with specialized knowledge and experience will be required to perform the audits. The knowledge, skills and abilities of the EAG and staff must align with the criteria of the audits. Experienced personnel with extensive operational, maintenance and repair of shipboard and machinery space systems, equipment, and components is a prerequisite.

The EAG agrees to provide the Court Appointed Monitor full access to all records, personnel (including auditors) and any other information associated with its responsibilities in fulfilling the requirements of this ECP.

Audits

The EAG shall have full access to ATLAS employees and officers, company records, its vessels and shore side facilities as may be necessary to perform its auditing function.

The EAG shall perform two rounds of audits on the vessels subject to the ECP. The first round, Initial Audit, will take place during the first year after the signing of the plea agreement and will involve 100% of the ATLAS operated and managed vessels trading in the United States and subject to this ECP. The second round, Ongoing Audit, shall take place during the second year of probation and consist of 50% of the vessels subject to this ECP. The Final Audit shall take place during the third year of probation and consist of 50% of the vessels subject to this ECP and shall be selected and performed by the Third Party Auditor. The content of the audits is described in Section VII.

In an effort to fully investigate shipboard policies, procedures, conditions and equipment the EAG may not share in advance to any ATLAS vessel its audit checklists or other materials used to perform vessel audits. Audit check list items shall include narrative statements indicating how audit determinations were made. All identified audit

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check list item deficiencies or major non-conformities shall be described in narrative detail.

By the end of the period of probation, all vessels subject to this ECP shall have at least one audit conducted to the same terms of reference as the EAG set out in Section VII. Vessels not audited by the EAG will be audited by ATLAS. Reports of these audits will be submitted to the OCO under the same conditions as the EAG audits.

The EAG shall have the sole discretion to select which vessels to review and evaluate consistent with scheduling and availability of those vessels. The audits may take place overseas and/or during coastwise voyages. In order to achieve the objectives of this ECP the audits shall take place while the vessel is underway unless otherwise authorized by the government for good cause shown. Audits shall include a comprehensive evaluation of ATLAS's operations onboard vessels. The content of the audit shall follow at a minimum the audit criteria addressed in Section VII of this ECP. The OCO shall ensure that the Court Appointed Monitor is notified when compliance audits are scheduled. A designated representative of the Government may participate in the compliance audits as an observer at Government expense as long as such participation will not delay or otherwise interfere with any such audit.

If during the audits it is determined by the OCO or the CAM that ATLAS has inadequate policies, procedures and equipment in place to ensure ECP and regulatory compliance, to correct non-compliance, or to prevent non-compliance, ATLAS will provide all necessary funding and resources to facilitate implementation of corrective measures recommended by the OCO or the CAM. Any disagreement as to the quantum of funding shall be decided by the Court. Also, if during any audit a violation of existing marine environmental protection requirements is noted, the EAG shall immediately notify the OCO. The OCO shall ensure that the necessary notifications occur as required by applicable international and/or United States laws and regulations. For violations of United States laws and regulations, the OCO shall ensure that the Government is immediately notified.

Conflicts pertaining to the interpretation of this ECP and its requirements (including timetables) or with respect to recommendations made by the EAG to ATLAS as a result of an observation, note deficiency or major non conformity must be included in the audit report by the EAG and reported to the Office of Probation and USG (USAO/DOJ/USC) by ATLAS.

The EAG retains the right and is expected to notify the CAM if it believes that ATLAS is uncooperative or unwilling to take action on recommendations.

The EAG retains the right to expand the number of vessels examined in the event that a pattern of major non-conformities are discovered and if other observations are made indicating potential widespread fleet problems applicable to vessels subject to

this ECP. EAG retains the right to perform follow-up audits for the basis of verifying actions taken on recommendations.

Upon request, EAG and ATLAS further agree to provide to the Government it's contractual agreement detailing the scope of work which will be performed.

An audit report shall be produced for each vessel and shore side facility. The report shall contain detailed audit findings, including the basis for each finding and identify areas of concern. EAG audit reports shall include recommendations based on observations, deficiencies, or major non-conformities identified. ATLAS shall to take action on all recommendations made by the EAG. Any corrective measures taken at the time of discovery will be included in each report. Further, each report shall contain information related to the Audit's administration and identify the following.

- Audit scope, including the time period covered by the audit.
- The date(s) the on-site portion of the audit was conducted.
- Identification of the audit team members.
- Hours spent during onboard phase of audit for each vessel.
- Identification of the company representatives and regulatory personnel observing the audit.
- The distribution list for the EAG Audit Report.
- Summary of the audit process, including any obstacles encountered.

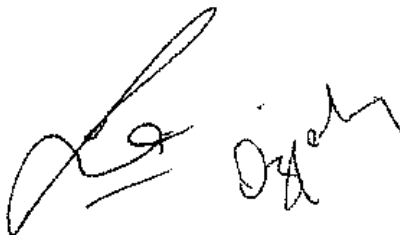
All audit reports shall be submitted, in both electronic and hard copy form to the Government, along with the audit working papers and any correspondence related to the audits.

All audit reports shall also include narratives of any conflicts in interpretation of ECP requirements between the independent auditor and ATLAS (including ATLAS's counsel).

Report of Findings

At the conclusion of each annual round of audits the EAG shall develop a Report of Findings which summarizes the reviews. The Report of Findings must be completed within 60 days of completion of each annual round of Audits. The Report of Findings will incorporate information obtained from the individual Audit Reports and will provide ATLAS recommendations that could improve its EMS.

If the EAG believes it is unable to complete its Report of Findings within the 60 day period and believes that additional time is needed to analyze available information, or to gather additional information, ATLAS may request that the Court grant the EAG such additional time, as required. Such requests will not be unreasonably denied.

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ATLAS agrees to develop and submit within 60 days (of completion of the Report of Findings) to the Government for review and comment, in both electronic and hard copy form, an Action Plan for expeditiously implementing the EAG's report and recommendations to enable ATLAS to meet the requirements of the ECP, the EMS, and other marine environmental protection requirements.

If ATLAS believes that it is unable to develop and submit a response within 60 days to the Court Appointed Monitor and the Government for review and comment, ATLAS may request that the Court grant ATLAS additional time, as required, which request will not be unreasonably denied.

In all events the Court Appointed Monitor and the Government will have 30 days to respond to ATLAS's response. If no response is provided, ATLAS may proceed with its Action Plan to develop and fully implement its EMS.


IX. Third Party Auditor / Final Audit

The CAM may serve as the Third Party Auditor, who shall conduct a Final Audit and produce a Report of Findings.

The Third Party Auditor shall employ or have available on a per diem basis experienced senior level Marine Engineers (Chief, First or Second Engineers) to perform shipboard machinery space audits or other personnel with engineering competence and experience. Since the assessments and audits require a comprehensive understanding of machinery space operations, Masters, Chief Mates and other deck personnel or strict regulatory experts may be considered inadequate for performing work in the machinery space depending upon their competence and experience.

The Third Party Auditor must meet the qualifications below, conduct a Final Audit and produce a Report of Findings. The purpose of the Final Audit is to assess whether ATLAS has achieved full implementation of the ECP and to evaluate for the Government ATLAS's capability to ensure and sustain complete compliance with the requirements of this ECP and other marine environmental protection requirements.

The Third Party Auditor will be certified by the American National Standards Institute- Registration Accreditation Board or will have comparable credentials and experience in performing EMS audits. Additionally, qualified candidates for the Third Party Auditor position include individuals or firms that have staff capable of applying ISO 19011 environmental management auditing criteria and have the following experience: expertise and competence in the regulatory programs under United States and other marine environmental protection requirements; experience in performing environmental audits in industrial or maritime environments, sufficient expertise and competence to assess whether ATLAS has adequate policies, procedures and equipment in place to

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ensure ECP and regulatory compliance, to correct non-compliance, and to prevent future non-compliance.

The Third Party Auditor shall not receive or request approval of any form from any ATLAS employee, regarding the clearance or evaluation of any document, report, or communication of any kind whether draft or final provided to the Court Appointed Monitor and the Government. The Third Party Auditor must not directly own any stock in ATLAS and must have no other present, ongoing or pending contractual or business relationship with ATLAS.

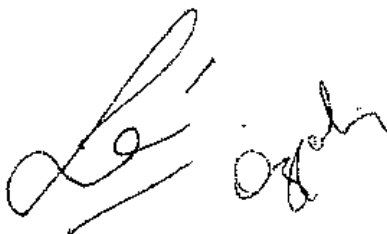
The Third Party Auditor will be expected to fully appraise ATLAS, the Court Appointed Monitor and the Government of all circumstances regarding non-compliance with this ECP and other marine environmental protection requirements. The Third Party Auditor recognizes that failure to be forthcoming, or any efforts to defraud, hinder or delay the reporting of information may be a violation of United States law and will be treated accordingly.

The Third Party Auditor must have adequate staff to perform the work required of this ECP. The workload of the Third Party Auditor with respect to work associated with other plea agreements will be assessed. Due to the in-depth nature of the audit criteria, persons with specialized knowledge and experience will be required to perform the audits. The knowledge, skills and abilities of the Third Party Auditor and staff must align with the criteria of the audits. Experienced personnel with extensive operational, maintenance and repair of shipboard and machinery space systems, equipment, and components is a prerequisite. The Third Party Auditor must meet or exceed the requirements for independence and lack of conflicts described above for the EAG.

The Third Party Auditor, if different from the CAM, agrees to provide the CAM full access to all records, personnel (including auditors) and any other information associated with its responsibilities in fulfilling the requirements of this ECP.

Final Audit

The Third Party Auditor or the CAM in the event the CAM is performing the duties of the Third Party Auditor, shall perform a review and analysis of ATLAS's implementation of this ECP and the EMS. The scope of the Final Audit shall consist of an onboard and underway review of 50% of the vessels subject to this ECP. To the maximum extent possible, the ships audited shall include an equal sampling of each type and/or class of ship that ATLAS technically manages. The Third Party Auditor must use the criteria set forth in section VII and is also expected to update the audit requirements based upon the most up-to-date revisions of the EMS. The Third Party Audits may begin no earlier than 15 months prior to the end of the probationary period. Refer to Section XII, "Acquiring Additional Vessels" and "Fleet Acquisitions" for determining the number of vessels technically managed by ATLAS for the purpose of the Final Audit. Such proposals will be considered by the Government upon a showing

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by ATLAS that, despite diligent efforts, the number of vessels involved present practical execution difficulties that justify such consideration.

The Final Audit Report produced by the Third Party Auditor shall be submitted, in both electronic and hard copy form, at least two months before the end of the probationary period to ATLAS, the Court Appointed Monitor, and the Government, along with any working papers and correspondence related to the audit. The Third Party Auditor is expected to evaluate whether or not ATLAS is in full compliance with the requirements of this ECP, the EMS and other marine environmental protection requirements. The Final Audit Report shall contain detailed recommendations to ATLAS, the Court Appointed Monitor and the Government, suggested improvements that should be made to the EMS, with the goal of adding value to and increasing the effectiveness of the EMS and where necessary bring ATLAS into complete compliance with this ECP and other marine environmental protection requirements.

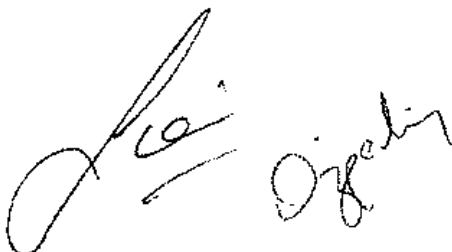
In addition to the full compliance recommendation, the Final Audit Report shall contain Detailed Audit Findings, including the basis for each finding and identified areas of concern. Descriptive narratives pertaining to the different audit criteria are expected. When employees are evaluated for a particular topic their names must be provided. Audit documents or checklists that contain inclusive statements must include detail describing how the inclusive nature is determined. For example, a check list item that states "all crewmembers are aware of ATLAS environmental policy" must state how that fact is determined. Any corrective measures taken at the time of discovery will be included in each report. Further, the report shall contain information related to the Audit's Administration and identify the following.

- Audit scope, including the time period covered by the audit.
- The date(s) the on-site or ship portion of the audit was conducted.
- Identification of the audit team members and their total number of hours on site or ship.
- Identification of the company representatives and regulatory personnel observing the audit.
- The distribution list for the Final Audit Report.
- Summary of the audit process, including any obstacles encountered.

X. ENGINEERING REQUIREMENTS

Unless otherwise stated, all of the Engineering Requirements set forth below shall be implemented on vessels subject to this ECP as soon as practicable, as determined by the Corporate Compliance Manager and not later than one year from the date of the signing of the plea agreement.

Environmental Tag System



ATLAS shall implement an Environmental Tag System (ETS) that prevents unauthorized usage or connections within the engine room and machinery spaces. ATLAS shall install numbered seals to prevent the unauthorized connection to and discharge through piping systems that are or may be connected to the oily bilge system.

The ETS seals shall be non re-usable and uniquely numbered. An ETS log shall be maintained by the Master and Chief Engineer that records each time a seal is affixed or removed, including the date, time, seal number removed, seal number affixed, personnel involved, and reason for any seal removal/replacement.

The Master of the vessel shall retain the replacement environmental tags under his control in a secure location. The Corporate Compliance Manager will be responsible for ensuring fleet wide that no duplication of ETS seal numbers occur and will have a master tracking document indicating which series have been supplied to each vessel.

Bilge Main Cross - Connections

ATLAS shall immediately notify all of its vessels subject to this ECP regarding the prohibition against using cross connections from engine room bilge mains to the suction piping of larger pumps which may be referred to as the "fire and general service pump" or "fire, bilge and ballast" pump. Their message shall state that the usage of these crossovers is similar to bypassing the OWS equipment and is strictly prohibited. Cross connections to eductor systems capable of pumping out bilge wastes will also be referenced.

The deck plates above or near the locations of these cross connections and the valves bodies and associated hand wheels shall be painted international orange. A brightly colored sign with sufficiently large letters shall be permanently fixed nearby - "Bilge System Piping Crossover - Emergency Use Only."

To prevent unauthorized usage, ATLAS shall place ETS tags on these valves. The ETS log shall track anytime a crossover to the bilge main is opened. (If the valves are remotely operated from the engine control room the associated push button must be unable to be used without breaking an Environmental Tag and a suitable sign must be posted near the associated push buttons or switches providing similar restrictive language above as to its use.)

The Master of the vessel shall retain the replacement seals in the vessel's safe. He/she will keep an additional log documenting when seals are replaced and their respective numbers. The Compliance Manager will be responsible for ensuring fleet wide that no duplication of seal numbers occur and will have a master tracking document indicating which series have been supplied to each vessel.

Emergency Bilge Suctions

All other bilge suction valves not connected to the bilge main, and independent emergency suction valves to the vessel's engine room bilges like those which may be connected to sea water circulating pumps shall be painted brightly and labeled similarly "Emergency Bilge Suction - Emergency Use Only." Their valve wheels will also have a numbered and logged ETS tag capable of breakaway during emergency, testing, and maintenance. ETS tag numbers shall be kept in the Chief Engineer's official ETS log book and explanations given for breakage or replacement.

Blank Flanges

To prevent unauthorized connections within the engine room and machinery spaces of ATLAS vessels, every blank or potentially removable flange associated with any piping leading overboard, on systems such as salt water service, main engine raw water cooling or other systems, shall be permanently secured, removed or fitted with numbered ETS tags through the flange bolts that will break when the bolt is removed to prevent unauthorized connections and discharges as is reasonably possible without compromising the integrity of the system. The ETS tags used shall be numbered and records kept in the previously mentioned log.

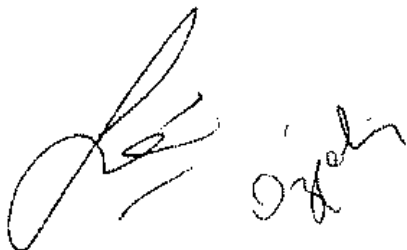
The blank flange securing the bilge and sludge transfer system shore connection discharge valve at the discharge stations shall also require a numbered Environmental Tag, which will be maintained. ETS tag numbers shall be kept the Chief Engineer's official ETS logbook.

Additional OWS / OCM Requirements

The sample line from the OWS discharge connection to the sample/flush line control valve will be painted a bright color to distinguish it from other tubing and piping in the area. The line must be routed so it is clearly visible to the extent possible for its entire length. No additional connections or tees of any kind may be added to the line.

The end connecting to the OWS discharge pipe may be fitted with a manual valve or petcock, or tamper proof automatic valve. The tube end fittings and the valve handle must be fitted with a numbered seal that will break if the valve is closed, removed, or if the tubing connection nut is loosened. The end nearest the sample/flush line control valve and any tubing in between the control valve and the OCM will be similarly protected to prevent any disassembly of the sensing system. If this set up is not practicable, the EAG shall suggest another method to accomplish this requirement.

ATLAS shall perform testing that ensures the OCM requires a sample flow for normal operation and control. Any OCM that allows the OWS to function normally without sample flow is prohibited unless all valves from the OWS discharge to the sample / flush line control valve are removed. ATLAS shall ensure that every vessel's OWS is configured and capable of being fully operationally tested in port with the skin

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valve closed to the extent international regulations require such configuration and capability.

ATLAS shall perform monthly operational tests of the OWS and OCM. The test shall be logged in the vessel's Engine Room Oil Record Book and a report sent to ATLAS. A consolidated report will be sent to the OCO and the CCM. Running of the equipment in order to process oily waste during any particular month will satisfy this requirement for that month.

ATLAS shall recalibrate the OCM in accordance with the manufacturer's manual.

ATLAS shall clean the OWS source tank and remove any accumulated oil at least every twelve months. These activities will be logged in the Oil Record Book.

Polishing Filters

To the extent they are part of the system already installed, ATLAS shall examine the use of Polishing Filters located in the discharge lines of Oily Water Separator equipment. A determination will be made as to the adequacy of the filter flow rate with respect to the capacity of the oily water separators. ATLAS shall ensure that the Oil Content Monitor will sample the OWS discharge after entire discharge stream is filtered and before control action of the main discharge three-way valve. Placement of filters in the sample line leading to the Oil Content Monitor is prohibited.

Record Keeping

All Soundings and Logs required by this section shall be maintained onboard the vessel for a period of three years from the date of the final entry.

Oil Record Book Entries

Entries made into the Engine Room Oil Record Book shall be made by the Chief Engineer and each page shall be signed by the vessel's Chief Engineer and Master.

Tank Sounding Record Book

Vessel personnel shall be required to sound all waste, sludge and bilge tanks, associated with bilge water, and/or oil wastes daily. The Tank Sounding Record Book shall be initialed by the person who obtained the reading. The Tank Soundings Record Book shall be maintained in the engine control room and made available during all inspections and audits required by this agreement.

Fuel Oil/Lube Oil Purifier Settings and Line Breaks



ATLAS shall have a standard system for monitoring fuel oil and lube oil management including the operation of the fuel oil and lube oil purifiers and line or piping failures.

Any extraordinary operations such as the need for frequent draining of fuel oil service and settling tanks, and engine lube oil sump tanks of excessive water, or other problems such as waxing, compatibility, stratification or contamination shall be noted, including shoot settings, and explanations provided for the handling of unburned sludges, oils, oily wastes, and used filters.

Any line or component on a fuel, lube, or waste oil system fails, including high pressure lines on diesel engines, or due to an operational error, a record shall be made and a notation given as to the quantity released and an explanation given as to how the unintended released fluid was handled. Additionally, any unintended releases of quantities of water, salt, fresh, condensate, or cooling shall also be recorded. The most senior engineer involved in any of the circumstances previously described will make the entry and provide his or her signature.

Fleet Engineering Survey

ATLAS shall survey its shipboard engineers on its vessels at all levels for information on how to make the OWS, OCM, associated systems and waste management processes tamper proof and for methods on reducing or handling waste accumulations within engine rooms, machinery spaces or pump rooms within three months of the implementation of this plan. An assessment requesting the frank opinions of the vessel's engineers into their ability to adequately maintain the vessel systems, equipment and components will be included. The survey will emphasize non-retaliation for open and honest opinions and reports of current non-compliant circumstances.

The Corporate Compliance Manager and his staff shall evaluate the responses and establish a plan to evaluate, test and implement viable tamper-proofing solutions, methods to reduce and handle waste accumulations, cargo slops and address the maintenance concerns suggested by the vessel engineers. A summary of the reported information and corrective actions will be provided to the Court Appointed Monitor and the Government.

XI. TIME REQUIREMENTS - Submittal of Environmental Management System

ATLAS shall submit copies, in both electronic and hard copy form, of its Management System to the Court Appointed Monitor and the Government not later than twelve months before the end of the probationary period unless otherwise agreed with the government.

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The Court Appointed Monitor and the Government may provide comments on the EMS within sixty (60) days of receipt unless additional time for review is requested in writing. ATLAS shall submit a written response, as appropriate, within thirty (30) days of receipt of any comments provided.

If the Final Audit Report produced by the Third-Party Auditor recommends substantial revisions to ATLAS's Environmental Management System ATLAS shall re-submit revised copies, in both electronic and hard copy form, of the System to the Court Appointed Monitor and the Government for review, unless otherwise agreed.

The Court Appointed Monitor and the Government may review the system and make a recommendation to the Court as to its acceptance of the Environmental Management System.

XII. CHANGES IN TECHNICAL MANAGEMENT

ATLAS agrees that it will immediately notify the Court Appointed Monitor and the Government of any change in name, flag of registry, recognized organization, ownership or class society of such covered vessels. ATLAS shall also forthwith provide the names of any additional vessels that, during the period of probation, come under the technical management and/or manning of ATLAS.

As per Section I, any vessel for which ATLAS has relinquished technical management or manning responsibilities shall be excluded from the requirements of this ECP on the date ATLAS relinquishes such responsibilities. ATLAS shall be deemed to have relinquished technical management and manning responsibilities of said vessel(s) if, for example, such responsibilities are undertaken by an independent third party manager. This ECP shall not follow any vessel(s) for which ATLAS has relinquished technical management and manning responsibilities. If ATLAS dissolves, this ECP will be terminated upon notice to the government as to such dissolution.

Any vessel for which ATLAS has relinquished technical management and/or manning responsibilities shall be excluded from the requirements of the ECP on the date ATLAS relinquishes such responsibilities. ATLAS shall be deemed to have relinquished technical management and/or manning responsibilities of said vessel(s) if, for example, such responsibilities are undertaken by an independent third party manager. In order to establish that ATLAS has relinquished technical management and/or manning responsibilities for any vessel, ATLAS shall provide to the government an Affidavit of relinquishment as well as a Document of Compliance for the vessel(s) from the independent third party manager(s).

Acquiring Additional Vessels



When additional vessels come under the technical management or manning of ATLAS and will call on ports in the United States, they shall be subject to this ECP if they will carry a COFR.

New Buildings - ATLAS shall perform a waste stream analysis on each class of new buildings for which it contracts. It shall ensure that there is a balance between the estimated waste stream generated and the capacity of the vessels disposal equipment to properly dispose of the waste generated.

Additional Vessels - Except in the case of a Fleet Acquisition, when ATLAS acquires or assumes technical management of additional vessels that call in the United States, it shall perform an audit of the environmental capabilities of each vessel within 60 days of acquisition or assumption of technical management in accordance with the same audit requirements contained in Section VII of this ECP.

Vessels of Less Than 300 Gross Tons - Notwithstanding the above requirements, ATLAS shall make its best efforts to fully implement this ECP on vessels of less than 300 Gross Tons that call in the United States, but may substitute for unreasonable requirements by retaining all machinery space bilge and other oily wastes on board until landed ashore. ATLAS shall notify the USPO of any such vessel(s) to which these substitutions apply and of which provisions were not implemented on those vessels. Such required notifications shall be made to the USPO within 60 days of acquisition or assumption of technical management.

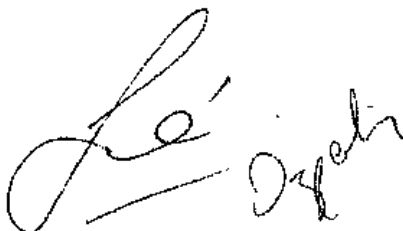
XIII. SELF-ENFORCEMENT

ATLAS further agrees that it will undertake and implement the necessary procedures to ensure that this ECP and the associated requirements in their entirety are diligently complied with by the officers and crew of each of ATLAS vessel, as well as, by all shore side employees, managers and other employees involved with the operation, maintenance or repair of the vessels listed. Among other efforts, ATLAS shall establish internal auditing procedures using the criteria established in this ECP.

XIV. SCHEDULE

The requirements of this ECP, including the dates and periods mentioned herein, shall be strictly complied with by ATLAS. Should ATLAS be unable to comply with any of the deadlines, ATLAS shall immediately notify the Court Appointed Monitor and the Government.

XV. REPORTS AND COMMUNICATIONS



- A.** For purposes of this Agreement, the Government shall mean, collectively, the listed representatives of the Environmental Crimes Section of the United States Department of Justice, the United States Probation Office for the Middle District of Florida, the Commander, Seventh Coast Guard District (dl) and Commandant, Office of Vessel Activities (CG-543) (E-mail: HQS-PF-fldr-CG-543@uscg.mil).
- B.** All reports, documents and correspondence required under this EMS/CP to be sent to the United States shall be sent to the following offices:
- i. U.S. Department of Justice, Environmental Crimes Section, ATTN: Kenneth Nelson, 601 D. Street NW, Room 2804, Washington, DC 20004 (Kenneth.Nelson3@usdoj.gov)
 - ii. Commander, Seventh Coast Guard District (dp & dl), Brickwell Plaza Federal Building, 909 SE 1st Avenue, Miami, FL 33131-3050
 - iii. U.S. Coast Guard Commandant (CG-543), Office of Vessel Activities, 2100 Second Street SW, Washington, DC 20593-0001 (HQS-PF-fldr-CG-543@uscg.mil); and
 - iv. U.S. Probation Office, Middle District of Florida

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XVII. ACKNOWLEDGEMENT

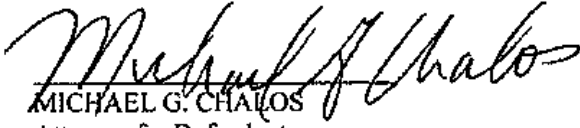
ATLAS has read this ECP carefully and understands it thoroughly. ATLAS enters into this ECP knowingly and voluntarily, and agrees to abide by its terms. By their signatures below, the corporate representatives agree that they are duly authorized by ATLAS's Board of Directors pursuant to the same notarized legal document filed in United States v. ATLAS certifying that ATLAS is authorized to enter into and comply with all of the provisions of this Plea Agreement.

DATED: _____, 2010

ATLAS SHIP MANAGEMENT LTD.

By: 

Authorized Representative of
ATLAS SHIP MANAGEMENT LTD.


MICHAEL G. CHALOS
Attorney for Defendant
ATLAS SHIP MANAGEMENT LTD.

For the United States:

The United States Attorney

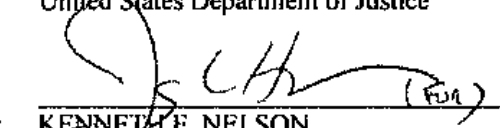
A. BRIAN ALBRITTON
United States Attorney
Middle District of Florida



By: 

JAY L. HOFFER
Assistant United States Attorney
Middle District of Florida

ROBERT A. MOSAKOWSKI
Assistant United States Attorney
Chief, Tampa Division

IGNACIA S. MORENO
Assistant Attorney General
Environment and Natural Resources Division
United States Department of Justice

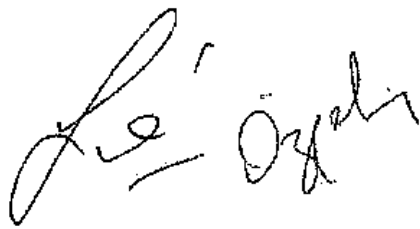
By:  (EN)
KENNETH E. NELSON
Trial Attorney
Environmental Crimes Section
United States Department of Justice

Attachment 1

List of vessels covered by this agreement that will call at ports in the United States

MARTI PRIME	8913069
MARTI PROSPERITY	9043380
AVENUE BEAUTY	9470143
AVENUE STAR	9476068
QUEEN A	9476410
AVENUE PRIDE	9480277
MARTI PRINCESS	9519377



ATTACHMENT 2 Management System

The Corporate Compliance Manager shall be responsible for maintaining the Management System which addresses the following elements:

Environmental Policy

The EMS should be based upon a documented and clearly communicated policy. This policy should set out ATLAS's commitment to a cleaner marine environment. It should include:

- provision for compliance with environmental requirements;
- commitment to continuous improvement in environmental performance, including those areas required by this ECP;
- commitment to pollution prevention that emphasizes source reduction, to include funding and human resources necessary to effectively maintain and repair the systems, equipment and components found in machinery spaces of vessels;
- commitment to continuous reduction of environmental risks;
- commitment to sharing information with external stakeholders on environmental performance.

Environmental Requirements and Voluntary Undertakings

The EMS must provide a means to identify, explain and communicate all environmental requirements and voluntary undertakings to all employees and to all vendors, technicians, and other non-crewmembers whose work could affect ATLAS's ability to meet those requirements and undertakings.

Environmental requirements include statutes, regulations, permits, and agreements such as this ECP. Voluntary undertakings include the adaptations of additional best practices or industry norms that ATLAS may choose to adopt.

The EMS must include procedures for ensuring that the organization meets these environmental requirements, voluntary undertakings and the additional requirements of this ECP. The EMS must also specify procedures for anticipating changes to environmental requirements, including new requirements that may apply as a result of changes in operations and incorporating these changes into the EMS.

Objectives and Targets

The EMS will establish specific objectives and targets for:

- achieving and maintaining compliance with all marine environmental protection requirements and the requirements of this ECP;
- training, educating and fostering among all shipboard and shore side personnel the need for solid environmental stewardship through a conscious effort at pollution prevention and accurate recordation of shipboard evolutions;
- environmental performance demonstrating continuous improvement in regulated and non-regulated areas;
- pollution prevention that emphasizes source reduction with respect to engine room, machinery space waste streams and effective management of cargo related wastes.
- Sharing information with external stakeholders on environmental performance against all EMS objectives and targets.

The EMS must establish appropriate time frames to meet these objectives and targets. These must be documented and updated as environmental requirements change or as modifications occur in activities and structures within organizations in a manner that affects environmental performance or as a result of recommendations made by the Third Party Auditor.

Structure, Responsibility and Resources

ATLAS will ensure that it has sufficient personnel and other resources to meet its objectives and targets. The EMS will describe in detail the procedures and steps for achieving those objectives and targets. The EMS will define the compliance roles and responsibilities of all vessel and shore side personnel involved with the operation, maintenance, and repair of ATLAS's vessels, and will indicate how they and other corporate personnel will be held accountable for achieving and maintaining compliance with this EMS, the requirements of the ECP, and other marine environmental protection requirements. Additionally, it will describe how environmental performance and compliance information will be communicated to all vendors, technicians, and other non-crewmembers onboard ATLAS's vessels. The EMS will also establish procedures for receiving and addressing concerns raised by these personnel regarding environmental performance and compliance.

Operational Control

The EMS will identify and provide for the planning and management of all ATLAS operations and activities with a view to achieving the EMS objectives and targets. For example, vessel deck department, pump room, engine room and machinery space maintenance and repair will be an important aspect in achieving and maintaining compliance and enhancing environmental performance.

Corrective and Preventive Action and Emergency Procedures

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ATLAS through its EMS, will establish and maintain documented procedures for preventing, detecting, investigating, promptly initiating corrective action, and reporting (both internally and externally), any occurrence that may affect the organization's ability to achieve the EMS objectives and targets.

Such measures must focus particular attention on incidents that may have an effect on compliance with environmental requirements as well as on environmental performance in regulated and non-regulated areas, including requirements of this EMS, the ECP or other marine environmental protection requirements. Examples of such situations include incinerator or oily water separator malfunctions, overflows of tanks within machinery spaces, fuel oil, lube oil, saltwater line failures, operator errors and other accidental releases.

The EMS must also establish documented procedures for mitigating any adverse impacts on the environment that may be associated with accidents or emergency situations and for ensuring that similar incidents are avoided. The EMS must include procedures for tracking any preventive and corrective actions that are taken. If the environmental violation or incident resulted from a weakness in the system, the EMS should be updated and refined to minimize the likelihood of such problems recurring in the future. The EMS should also, to the extent possible, provide for the testing and evaluation of emergency procedures.

Training, Awareness and Competence

The EMS must establish procedures to ensure that all personnel (including vendors, technicians, and other non-crewmembers) whose job responsibilities affect the ability to achieve the EMS objectives and targets, have been trained and are capable of carrying out these responsibilities. In particular, the training should highlight means to enhance the ability of such personnel to ensure compliance with environmental requirements and voluntary undertakings, the requirements of the ECP and other marine environmental protection requirements. Additional training requirements are provided in attachment 3.

Organizational Decision-making and Planning

The EMS must describe how these various Management System elements will be integrated into the organization's overall decision-making and planning, in particular, decisions on capital improvements, training programs, and vessel operations, maintenance and repair activities. Specific information shall be provided relating to the additional resources and oversight required of older vessels within its fleet.

Document Control

The EMS must establish procedures to ensure maintenance of appropriate documentation relating to its objectives and targets and should also ensure that those

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records will be adequate for subsequent evaluation and improvement of the operation of the EMS. Additionally it will document the organization's state of compliance with marine environmental protection requirements and the requirements of the ECP. All records will be maintained and made available to the Third Party Auditor, and Port and Flag State Personnel.

Continuous Evaluation and Improvement

The EMS must include methods to perform periodic, documented and objective auditing of the organization's performance in achieving these objectives and targets and on how well the EMS assists the organization in achieving those objectives and targets. This requirement is independent from the auditing requirements detailed elsewhere in this plan. The goal of these internal audits and reviews will be to allow management to continuously monitor and assess vessel systems, equipment and components, and the ability and proficiency at which vessel crewmembers and personnel ashore comply to the policies and procedures established by this EMS.

Additionally the EMS:

Will identify an ongoing process for assessing operations for the purposes of preventing and controlling or minimizing waste stream development and releases, ensuring environmental protection, and maintaining compliance with a primary emphasis on marine engineering, vessel engine room and machinery space systems, equipment and components and any shipboard systems having oil-to-sea interfaces. Includes criteria for when a vessel is to be taken out of service for an environmental discharge related repair such as when caused by leaking stern tubes, thrusters or other equipment.

Will include organization charts, as appropriate, that identify shore side and vessel individuals having environmental performance, risk reduction, and regulatory compliance responsibilities. Specifies responsibilities of Port Captains, Port Engineers, and Engineering Superintendents to report information related to environmental releases or inadequate performance of environmental pollution protection equipment, system casualties resulting in internal spills, excessive waste development and leaking equipment with oil-to-sea interfaces.

Will promote non-retaliatory practices and ensure that employees are not punished or otherwise suffer negative consequences for reporting violations of environmental laws, regulations, or policies. Also describes potential consequences for departure from specified operating policies procedures, including possible termination of employment; and liability for criminal/civil/administrative penalties as a result of noncompliance.

Makes employee compliance with environmental policies of the ECP, the MS and other marine environmental protection requirements a positive factor, and failure to comply a negative factor in all evaluations undertaken for the performance of all its employees.

Will include policies against any incentive or bonus programs based on minimizing operational costs associated with the operation, maintenance and repair of machinery space systems, equipment and components without ensuring that efficiency and performance are maintained. The intent of this policy is to ensure that employees do not avoid such costs and thereby sacrifice environmental compliance.

Will describe a confidential non-compliance reporting system that is adopted to ensure that employees may quickly and confidentially report discharges, spills, environmental incidents and other environmental performance data.

Will identify all operations and activities where documented standard operating practices (SOPs) are needed to prevent potential violations or unplanned waste stream releases, with a primary emphasis on marine engineering, vessel engine room and machinery space operations, systems, equipment and components. Includes the development of SOPs and the manuals described in Attachment 4.

Will identify the types of records developed and maintained in support of the ECP and the EMS such as reports, audit working papers, correspondence, communications, reports from the confidential system for non-compliance reporting, and identify personnel responsible for their maintenance, and procedures for responding to inquiries and requests for release of information. Provides a system for conducting and documenting routine, objective, self-inspections by ATLAS internal auditors, supervisors and trained staff to check for malfunctions, deterioration, and inadequate maintenance of pollution prevention equipment, worker adherence to SOPs, unusual situations, and unauthorized releases.

Will identify a dedicated financial stream which is rapidly and easily accessible for personnel training, parts inventory and ordering, and maintenance of pollution prevention equipment.

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**Attachment 3
EMPLOYEE TRAINING PROGRAM**

The Corporate Compliance Manager will be responsible for ensuring there are training programs in place to educate and train ATLAS vessel and shore side employees associated with the operation and management of its vessels. The Corporate Compliance Manager has named a Group Training Manager who ensures that the requirements of this section are met.

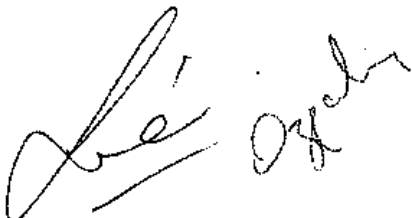
Training shall occur for all such employees, which may include Computer Based Training on a ship or office before an employee assumes his or her duties. The training shall consist of pertinent sections of this ECP, the EMS, and existing marine environmental protection requirements. The training shall include shipboard-related technical and practical information associated with pollution prevention and the operation, maintenance and repair of pollution prevention equipment and systems and be appropriate for the work responsibilities and department in which an employee works. The training must include discussion of the consequences to ATLAS and its employees for failure to comply with the requirements of this ECP, EMS and existing marine environmental protection requirements. Annual refresher training for all such employees must be performed by qualified instructors, and may be performed onboard ship by Computer Based Training.

Where possible a basic initial training program shall be provided to vessel employees currently onboard vessels in an effort to promptly mitigate pollution risk and ensure environmental protection. However, such employees must receive the shore side training prior to returning to a vessel on a new contract.

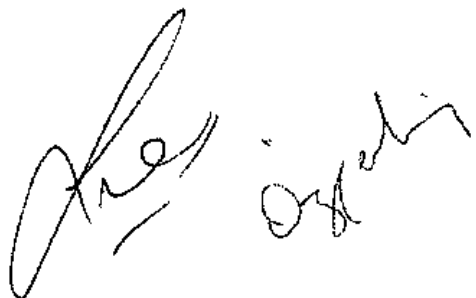
The Group Training Manager will maintain a catalog that provides an overview of the training courses; identifies the person responsible for delivering the training; and establishes a tracking system to monitor the type, frequency and successful completion of training.

Additionally the training shall include instruction regarding:

- Corporate environmental compliance structure including the Corporate Compliance Manager and contact information.
- Comprehensive overview of this ECP, the EMS and other marine environmental protection requirements.
- Sanctions and consequences for violations such as remedial training, suspension, termination, and civil and criminal liability.
- The reporting system used to report non-compliance.
- Pollution prevention and minimization programs specifically as it relates to steward, deck, and engine department procedures and operations.
- All requirements set forth in the Engineering section of this ECP.

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- Position specific training in the operation, maintenance and repair of oily water separators, incinerators, oil content discharge monitoring equipment and other pollution prevention equipment.
- Procedures for solid and hazardous waste segregation, storage and disposal and reporting of releases.
- All other shipboard environmental protection related procedures examined and described in the Section VII of this ECP.

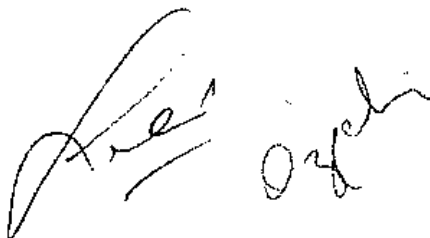
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ATTACHMENT 4

The Management System Shall Include:

Bilge Water and Sludge Management

- Describes ATLAS policy and procedures regarding management, disposal and discharges, including the identification of persons responsible for shipboard environmental compliance.
- Describes applicable ECP and EMS requirements, domestic and international laws, regulations and standards (including applicable portions of the United States Code of Federal Regulations ("CFR"), other pertinent pollution laws and regulations, MARPOL regulations, and standards).
- Describes reporting requirements (including internal and external reporting requirements relating to spills and discharges).
- Contains a general overview of the engineering requirements of this ECP and includes bilge, oily wastes, sludge systems equipment and components that also includes manuals for incineration, separation and monitoring equipment and system schematics. Includes routine, daily and preventative maintenance and the identification and required inventory of all critical spare parts.
- Describes fundamentals and maritime practices of waste stream minimization including, engine room housekeeping, minimization of bilge loads and leakages, use of proper cleaning chemicals, and prevention of sewage and black water spills into bilge tanks in accordance with the requirements of this ECP the EMS and other marine environmental protection requirements.
- Describes system operation and procedures for usage of all associated bilge management equipment, the sealing and securing of associated valves, offloading procedures and necessary operational checklists.
- Describes record keeping of Oil Record Books that includes items to be recorded, as required by MARPOL and record keeping requirements of additional logs described in the Engineering section of this agreement.
- Describes sanctions and consequences for violation of regulations, policies and procedures, including individual and corporate consequences for violations, remedial training, possible suspension or termination of employment, and civil and criminal liability.
- Describes processes associated with the sealing and locking program for system crossover and connection valves where bilge systems tie into ballast, general

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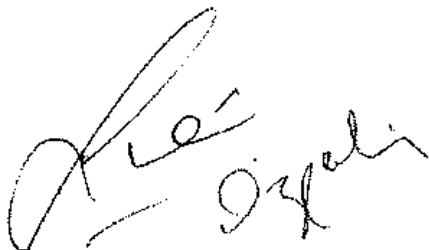
service and other pumping or eduction systems, and the processes for sealing other identified connections and other systems capable of bilge removal with the use of the OWS.

Sewage Treatment

- Describes ATLAS's policy and procedures regarding management, disposal and discharges, including the identification of persons responsible for environmental compliance.
- Describes applicable ECP and the EMS requirements, domestic and international laws, regulations and standards which include applicable portions of the CFR, other pertinent pollution laws and regulations, MARPOL regulations, and standards.
- Describes internal and external reporting requirements relating to discharges.
- Describes general overview of system including the basic and general functions of sewage systems and equipment, including system schematics.
- Describes fundamentals and maritime practices of sewage system management in accordance with the requirements of MARPOL 73/78 and the ECP.
- Describes system operation and procedures including the standard operating procedures for usage of all sewage equipment and systems, and operational checklists.
- Describes maintenance of sewage system equipment, including routine, daily and preventative maintenance, record-keeping, and the identification and required inventory of critical spare parts.
- Describes sanctions and consequences for violation of regulations, policies and procedures, including individual and corporate consequences for violations, including remedial training, possible suspension or termination of employment, and civil and criminal liability.

Hazardous and Solid Waste Management

- Describes ATLAS's policy and procedures regarding management, disposal and discharges, including the identification of persons responsible for environmental compliance.

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