		Crew Memb	per Evaluation					
<b>Employee</b> 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER		Evaluation Data Evaluation Type From Date To Date	Number 12575049 INTERMEDIATE 17/06/2013 14/10/2013	Evaluation Fo Status Reason	Ok fo	TANT REE r Approver UATOR'S S	r	
Employee Seniority in the Company (years) Seniority in the Position (n° of cor Birth: 16/06/1968 at VARNA	2 atracts) 3	Evaluation Data Evaluation Date Approval Date Fiscal Year	13/10/2013 2013	Contract Contract Contract Compan	Start End	03/06/201 31/10/201 COSTA		
Evaluator BRUNO LUCIANO HOTEL ENGINEER 6-17643		Approver SPIGA MARIO STAFF ENGINEER 4-19215		MAGICA	<b>'Disembark</b> - 03/06/13 - V - 18/11/13 - V	ENEZIA		
ITEMS		BEHAVIOUI	RS DESCRIPTION			EVAL	UATION	
					Not adequate	To be improved	Good	Excellent
COMMITTED TO HESS	<ul> <li>always acts in the risk of accident</li> </ul>		on the job regulations to min	imize			Х	
	<ul> <li>complies in f requirements</li> </ul>	in full with health, safety, security and environmental ts					Х	
	• takes owners	hip of HESS rules, for his welfare and for other					Х	
COMMUNICATION	• able to comn	unicate in a clear, open and sincere way of the "perfect host", showing good public relations ability g the Costa style					Х	
							Х	
JOB SPECIFIC ASSISTANT REEFER			nance and repair plants of the leadership of Reefer En	gineer.			Х	
LEARNING AND	• shows availa	bility and flexibility conce	rning work assignment and	time		Х		T
FLEXIBILITY	• is attentive a	• is attentive and receptive, quick to learn when assigned new tasks						
	• always comr Passionate for		is potential in all assigned to	ısks			Х	
PLANNING & CONTROL	• always plans	s her/his work carefully, or	her/his work carefully, organizing activities by priorities			Х		Ī
NEW			ly,skillfully and efficiently s and performance are met				Х	
PROBLEM SOLVING NEW		gestions and immediately sues following his/her supe	implements actions to solve	any		Х		
RESPONSIBLE CITIZEN		signed Costa material with venting damages and mini					Х	

	Crew Member Evaluation	
Employee 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER	Evaluation Data Number 12575049  Evaluation Type INTERMEDIATE Evaluation Type 17/06/2013 Status  To Date 14/10/2013 Reaso	
RESPONSIBLE CITIZEN	adapts the service to meet the needs of different nationalities	Х
TEAMWORK NEW	<ul> <li>gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts</li> <li>takes responsibility of all assigned activities</li> <li>is willing to help and support his/her collegues when needed</li> </ul>	X X X
	Development Section	
Repositioning	X Stability	Growth
Approver's Comments		
Employee's Comments		
Approver Signature	Evaluator Signature	Employee Signature

		Crew Memb	er Evaluation					
Employee 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER		Evaluation Data Evaluation Type From Date To Date	Number 12919049 END OF CONTRACT 14/10/2013 16/11/2013	Evaluation For Status Reason	Shared	ANT REE d with Em DF ENGAC	ployee	
<b>Employee</b> Seniority in the Company (years) Seniority in the Position (n° of cont Birth: 16/06/1968 at VARNA	2 cracts) 3	Evaluation Data Evaluation Date Approval Date Fiscal Year	16/11/2013 16/11/2013	Contract Contract Contract Company	End	03/06/201 31/10/201 COSTA		
Evaluator ADELFIO FRANCO HOTEL ENGINEER 48-890		Approver  SPIGA MARIO  STAFF ENGINEER  4-19215		MAGICA -	<b>Disembark</b> 03/06/13 - V 18/11/13 - V	enezia		
ITEMS		BEHAVIOU	RS DESCRIPTION			EVAL	NOITAL	
					Not adequate	To be improved	Good	Excellent
COMMITTED TO HESS	the risk of accide  complies in ful requirements	ents	n the job regulations to mini urity and environmental pelfare and for other	imize			X X	
COMMUNICATION	• plays the role of	<ul> <li>able to communicate in a clear, open and sincere way</li> <li>plays the role of the "perfect host", showing good public relations ability and representing the Costa style</li> </ul>					X	
JOB SPECIFIC ASSISTANT REEFER	Provides servic refrigeration and	es of inspection, mainter d air-conditioning, under	nance and repair plants of the leadership of Reefer Eng	gineer.			Х	
LEARNING AND FLEXIBILITY	• shows availabi	lity and flexibility concer	rning work assignment and t	ilme			Х	
		50,50 TO 80 BY 15 TO 15	n when assigned new tasks is potential in all assigned ta	isks		X	Х	
PLANNING & CONTROL NEW	• manages her/h	nis own activities carefull	ganizing activities by prioriti y,skillfully and efficiently s and performance are met	es		X		
PROBLEM SOLVING NEW		estions and immediately es following his/her supe	implements actions to solve rior's guidelines	any		Х		
RESPONSIBLE CITIZEN		ned Costa material with nting damages and mini	care, reporting technical mizing costs				Х	

	Company Construction	***	
	Crew Member Evalua	tion	
Employee 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER	Evaluation Data Number 12: Evaluation Type END OF CON From Date 14/10/2013 To Date 16/11/2013		ASSISTANT REEFER Shared with Employee END OF ENGAGEMENT
RESPONSIBLE CITIZEN	adapts the service to meet the needs of different national	lities	Х
TEAMWORK NEW	<ul> <li>gives personal contributions to maintain a harmonious en within the team, minimazing conflicts</li> <li>takes responsibility of all assigned activities</li> <li>is willing to help and support his/her collegues when need</li> </ul>		x x x
	Development Sec	tion	
Repositioning	X Stability		Growth
Approver's Comments			
Employee's Comments  MR BoLoz K  HE NEEDS TO	RAZIMIR IS ATTENDIVE AND DEVELORE IS POTENTIAL I C	RECEPTIVE RER	SON, OWN TASK,
Approver Signature	Evaluator Signature	€mployee	e Signature

## Crew Member Evaluation **Evaluation Data** Number 14502135 **Employee** ASSISTANT REEFER INTERMEDIATE **Evaluation Form** Evaluation Type 74-533819 Shared with Employee 28/01/2014 Status From Date **BOLOV KRASIMIR VESELINOV** END OF ENGAGEMENT Reason 18/05/2014 To Date ASSISTANT REEFER Contract **Evaluation Data Employee** 28/01/2014 Contract Start **Evaluation Date** 18/05/2014 Seniority in the Company (years) 3 27/06/2014 Contract End Seniority in the Position (n° of contracts) 4 Approval Date 17/05/2014 COSTA Company Fiscal Year 2014 Birth: 16/06/1968 at VARNA Embark/Disembark Data Approver Evaluator SERENA - 28/01/14 - SAVONA BRUNO GIOVANNI BONADIES MARINO SERENA - 22/06/14 - SAVONA STAFF ENGINEER HOTEL ENGINEER 6-17435 18-28300 **EVALUATION BEHAVIOURS DESCRIPTION ITEMS** Excellent Not To be Good X always acts in conformity with safety on the job regulations to minimize COMMITTED TO HESS the risk of accidents Χ · complies in full with health, safety, security and environmental requirements • takes ownership of HESS rules, for his welfare and for other · able to communicate in a clear, open and sincere way COMMUNICATION · plays the role of the "perfect host", showing good public relations ability and representing the Costa style · Provides services of inspection, maintenance and repair plants of JOB SPECIFIC ASSISTANT refrigeration and air-conditioning, under the leadership of Reefer Engineer. REEFER shows availability and flexibility concerning work assignment and time **LEARNING AND FLEXIBILITY** X · is attentive and receptive, quick to learn when assigned new tasks always committed to give the best of his potential in all assigned tasks always plans her/his work carefully, organizing activities by priorities PLANNING & CONTROL manages her/his own activities carefully,skillfully and efficiently guaranteeing that the required standards and performance are met provides suggestions and immediately implements actions to solve any PROBLEM SOLVING NEW operational issues following his/her superior's guidelines manages assigned Costa material with care, reporting technical RESPONSIBLE CITIZEN problems, preventing damages and minimizing costs 1 Printed on 18/05/2014

	Crew Memb	er Evaluation				
	Evaluation Data Evaluation Type From Date To Date	Number 14502135 INTERMEDIATE 28/01/2014 18/05/2014	Evaluation Form Status Reason	Shared	with Employee	
• adapts the serv	vice to meet the needs of	different nationalities			Х	
within the team	, minimazing conflicts		nt [		X	
			[		X	
	Develo	opment Section	-			
	X Stabilit	у			Growth	
job player's, he	e respect all, given posi	itive results.				
	Evaluator Signatu	) re	employee	Signatur	e	
	gives personal within the team     takes responsi     is willing to he	Evaluation Data     Evaluation Type     From Date     To Date      adapts the service to meet the needs of     gives personal contributions to maintal within the team, minimazing conflicts     takes responsibility of all assigned activities is willing to help and support his/her concentration.      Develor      X Stability  job player's, he respect all, given positive positive positive positive positive process.	Evaluation Type INTERMEDIATE     From Date 28/01/2014     To Date 18/05/2014      • adapts the service to meet the needs of different nationalities      • gives personal contributions to maintain a harmonious environment	Evaluation Data Number 14502135 Evaluation Type INTERMEDIATE Evaluation Form 28/01/2014 Status Reason  • adapts the service to meet the needs of different nationalities  • gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts • takes responsibility of all assigned activities • is willing to help and support his/her collegues when needed  Development Section  X Stability  job player's, he respect all, given positive results.	Evaluation Data Number 14502135 Evaluation Type INTERMEDIATE Evaluation Form ASSIST. From Date 28/01/2014 Status Shared To Date 18/05/2014 Reason END Conductor of the service to meet the needs of different nationalities  • gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts • takes responsibility of all assigned activities • is willing to help and support his/her collegues when needed  Development Section  X Stability  job player's, he respect all, given positive results.	Evaluation Data Number 14502135 Evaluation Type INTERMEDIATE Status Shared with Employee 28/01/2014 Reason Shored with Employee END OF ENGAGEMEN  - adapts the service to meet the needs of different nationalities

		Crew Memb	er Evaluation					
Employee 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER		Evaluation Data Evaluation Type From Date To Date	Number 15156135 END OF CONTRACT 19/05/2014 12/07/2014	Evaluation Form Status Reason	Shared	FANT REEI I with Emp DF ENGAG	oloyee	
Employee Seniority in the Company (years) Seniority in the Position (n° of contr Birth: 16/06/1968 at VARNA	3 racts) 4		12/07/2014 12/07/2014	Contract Contract St Contract & Company		28/01/201/ 27/06/201/ COSTA	10	ŧ
Evaluator ADELFIO FRANCO HOTEL ENGINEER 48-890		Approver BRUNO GIOVANNI STAFF ENGINEER 6-17435		Embark/D SERENA - 2 SERENA - 2	28/01/14 - S	AVONA	CHIA	
ITEMS		BEHAVIOUR	RS DESCRIPTION		Not	<b>EVALU</b> To be	IATION Good	Excellent
					adequate	improved	Good	CXCEIICIT
COMMITTED TO HESS	the risk of accide		n the job regulations to minii urity and environmental	mize			X	
	requirements	ip of HESS rules, for his w				Х		
COMMUNICATION			nd sincere way wing good public relations ab	illity			X	
JOB SPECIFIC ASSISTANT REEFER			nance and repair plants of the leadership of Reefer Eng	ineer.			Х	
LEARNING AND FLEXIBILITY			rning work assignment and ti	ime			Х	
		# 100 m 100	n when assigned new tasks is potential in all assigned tas	iks		X	X	
PLANNING & CONTROL NEW	• manages her/l	nis own activities carefull	ganizing activities by prioritie y,skillfully and efficiently s and performance are met	25		X		
PROBLEM SOLVING NEW		estions and immediately les following his/her supe	implements actions to solve rior's guidelines	any			Х	
RESPONSIBLE CITIZEN		gned Costa material with enting damages and mini					Х	
Printed on 12/07/2014			- Walliam Control of the Control of					1

		Crew Memb	er Evaluation			
Employee 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER		Evaluation Data Evaluation Type From Date To Date	Number 15156135 END OF CONTRACT 19/05/2014 12/07/2014	Evaluation Form Status Reason	ASSISTANT REEFER Shared with Employee END OF ENGAGEMENT	
RESPONSIBLE CITIZEN	• adapts the servi	ce to meet the needs of	different nationalities		Х	
TEAMWORK NEW	within the team, r • takes responsibi	ontributions to maintai minimazing conflicts lity of all assigned activ and support his/her co			X X X	
	unamun ne marene	Develo	opment Section			
Repositioning		X Stabilit	J		Growth	
Approver's Comments  Evaluator's Comments  Mr Bolov Krazimir perfom is task  him is willingness person , and hel		ue				
Employee's Comments						
Approver Signature		Evaluator Signatur	e Mis	Employee	Signature	

### Crew Member Evaluation **€mployee Evaluation Data** Number 5052159 74-533819 **Evaluation Type** INTERMEDIATE **Evaluation Form** ASSISTANT REEFER BOLOV KRASIMIR VESELINOV From Date 28/09/2014 Ok for Approver Status ASSISTANT REEFER To Date 31/10/2014 **EVALUATOR'S SIGN OFF** Reason **Employee** Contract **Evaluation Data** Seniority in the Company (years) 28/09/2014 3 **Evaluation Date** Contract Start Seniority in the Position (n° of contracts) 5 Approval Date 29/10/2014 Contract End 25/02/2015 Birth: 16/06/1968 at VARNA Fiscal Year 2014 Company COSTA Evaluator Embark/Disembark Data Approver PACETTI ROBERTO POMATA GIUSEPPE NEOROMANTICA - 28/09/14 - GENOVA HOTEL ENGINEER STAFF ENGINEER NEOROMANTICA - 23/02/15 - SAVONA 14-55745 4-22178 **ITEMS BEHAVIOURS DESCRIPTION EVALUATION** Not To be Good Excellent COMMITTED TO HESS · always acts in conformity with safety on the job regulations to minimize the risk of accidents · complies in full with health, safety, security and environmental requirements · takes ownership of HESS rules, for his welfare and for other COMMUNICATION · able to communicate in a clear, open and sincere way • plaus the role of the "perfect host" showing good public relations ability

	<ul> <li>plays the role of the "perfect host", showing good public relations ability and representing the Costa style</li> </ul>		Х	
JOB SPECIFIC ASSISTANT REEFER	<ul> <li>Provides services of inspection, maintenance and repair plants of refrigeration and air-conditioning, under the leadership of Reefer Engineer.</li> </ul>	Х		
LEARNING AND FLEXIBILITY	shows availability and flexibility concerning work assignment and time		Х	
	• is attentive and receptive, quick to learn when assigned new tasks		Х	
	• always committed to give the best of his potential in all assigned tasks	Х		
PLANNING & CONTROL NEW	• always plans her/his work carefully, organizing activities by priorities		Х	
eu	<ul> <li>manages her/his own activities carefully, skillfully and efficiently guaranteeing that the required standards and performance are met</li> </ul>	Х		
PROBLEM SOLVING NEW	<ul> <li>provides suggestions and immediately implements actions to solve any operational issues following his/her superior's guidelines</li> </ul>	Х		
RESPONSIBLE CITIZEN	manages assigned Costa material with care, reporting technical problems, preventing damages and minimizing costs		Х	

	Crew Member Evaluation		
E <b>mployee</b> 74-533819 BOLOV KRASIMIR VESELINOV ASSISTANT REEFER	Evaluation Data Number 5052159 Evaluation Type INTERMEDIATE From Date 28/09/2014 To Date 31/10/2014	Evaluation Form Status Reason	ASSISTANT REEFER Ok for Approver EVALUATOR'S SIGN OFF
RESPONSIBLE CITIZEN	adapts the service to meet the needs of different nationalities		X
TEAMWORK NEW	<ul> <li>gives personal contributions to maintain a harmonious environmen within the team, minimazing conflicts</li> <li>takes responsibility of all assigned activities</li> <li>is willing to help and support his/her collegues when needed</li> </ul>	it [	X X X
	Development Section		
Repositioning	X Stability		Growth
	king with Mr. Bolov only for one month I have not had the possil	bility to judge him	
Approver Signature	Evaluator Signature	Employee 9	Signature

## Crew Member Evaluation **Evaluation Data** Number 15902144 **Employee** WATER AND POOL OPERATOR 74-533819 Evaluation Type INTERMEDIATE Evaluation Form Shared with Employee **BOLOV KRASIMIR VESELINOV** From Date 29/06/2015 Status **EVALUATOR'S SIGN OFF** WATER AND POOL OPERATOR To Date 29/08/2015 Reason **Evaluation Data** Contract **Employee** 29/08/2015 Contract Start 29/06/2015 Evaluation Date Seniority in the Company (years) Contract €nd 26/11/2015 Seniority in the Position (n° of contracts) Approval Date 28/08/2015 0 COSTA Fiscal Year Company Birth: 16/06/1968 at VARNA Embark/Disembark Data **Evaluator** Approver ACCARDI ALESSANDRO LUMINOSA - 29/06/15 - HELSINKI BURGARETTA CORRADO LUMINOSA - 21/11/15 - SINGAPOR€ HOTEL ENGINEER STAFF ENGINEER 44-5907 48-844 **EVALUATION** BEHAVIOURS DESCRIPTION **ITEMS** Excellent Good · always acts in conformity with safety on the job regulations to minimize COMMITTED TO HESS the risk of accidents · complies in full with health, safety, security and environmental requirements • takes ownership of HESS rules, for his welfare and for other X · able to communicate in a clear, open and sincere way COMMUNICATION · plays the role of the "perfect host", showing good public relations ability X and representing the Costa style X JOB SPECIFIC WATER & · ship water sanitation management POOL OPERATOR · willing to learn X · cooperation during the watch on the bridge Х · cooperation with Senior Officers · cooperates with the Sanitation Officer in activating and monitoring the levels of halogen in the production phase and bunkering of drinking water, as well as to ensure that residues of free halogen in the distribution system are always in compliance with procedures · shows availability and flexibility concerning work assignment and time LEARNING AND **FLEXIBILITY** Х · is attentive and receptive, quick to learn when assigned new tasks · always committed to give the best of his potential in all assigned tasks · always plans her/his work carefully, organizing activities by priorities X PLANNING & CONTROL NEW · manages her/his own activities carefully, skillfully and efficiently X guaranteeing that the required standards and performance are met · provides suggestions and immediately implements actions to solve any PROBLEM SOLVING NEW operational issues following his/her superior's guidelines

## **Evaluation Data** Number 15902144 **Employee** WATER AND POOL OPERATOR Evaluation Type INTERMEDIATE **Evaluation Form** 74-533819 BOLOV KRASIMIR VESELINOV From Date Status Shared with Employee 29/06/2015 **EVALUATOR'S SIGN OFF** WATER AND POOL OPERATOR To Date Reason 29/08/2015 ITEMS **BEHAVIOURS DESCRIPTION EVALUATION** Excellent RESPONSIBLE CITIZEN $\bullet$ manages assigned Costa material with care, reporting technical Х problems, preventing damages and minimizing costs • adapts the service to meet the needs of different nationalities • gives personal contributions to maintain a harmonious environment TEAMWORK NEW within the team, minimazing conflicts · takes responsibility of all assigned activities Χ • is willing to help and support his/her collegues when needed **Development Section** Repositioning X Stability Growth

Crew Member Evaluation

Printed on 29/08/2015

Employee 74-533819 BOLOV KRASIMIR VESELINOV WATER AND POOL OPERATOR	Evaluation Data Evaluation Type From Date To Date	Number 15902144 INTERMEDIATE 29/06/2015 29/08/2015	Evaluation Form Status Reason	WATER AND POOL OPERATOR Shared with Employee EVALUATOR'S SIGN OFF
Approver's Comments				
Evaluator's Comments				
Mr Bolov Krasimir is at first contract in this positi charge . Good element	on as waterpool operator	, he kept in good condition	on all the system tha	t have in
Employee's Comments				
-				
Cm doesn't agree				
Evaluation Meeting				
Approver Signature	Evaluator Signatur	e//	Employee	Signature
X		and a		the
	1.///	7-1		

### WATER AND POOL OPERATOR Evaluation Type **END OF CONTRACT** Evaluation Form 74-533819 BOLOV KRASIMIR VESELINOV From Date 30/08/2015 Shared with Employee Status WATER AND POOL OPERATOR To Date END OF ENGAGEMENT 20/11/2015 Reason **Employee Evaluation Data** Contract Seniority in the Company (years) 4 **Evaluation Date** 20/11/2015 Contract Start 29/06/2015 Seniority in the Position (n° of contracts) 0 Approval Date 20/11/2015 Contract End 26/11/2015 Birth: 16/06/1968 at VARNA Fiscal Year Company COSTA 2015 Evaluator Embark/Disembark Data Approver PACETTI ROBERTO COSTAGLIOLA ROSARIO LUMINOSA - 29/06/15 - HELSINKI HOTEL ENGINEER STAFF ENGINEER LUMINOSA - 21/11/15 - SINGAPORE 20-110813 14-55745 **ITEMS** BEHAVIOURS DESCRIPTION **EVALUATION** Good Excellent Not To be adeauate improved · always acts in conformity with safety on the job regulations to minimize X COMMITTED TO HESS the risk of accidents • complies in full with health, safety, security and environmental X requirements • takes ownership of HESS rules, for his welfare and for other COMMUNICATION · able to communicate in a clear, open and sincere way · plays the role of the "perfect host", showing good public relations ability and representing the Costa style JOB SPECIFIC WATER & · willing to learn X POOL OPERATOR · cooperation during the watch on the bridge Χ · cooperation with Senior Officers X · cooperates with the Sanitation Officer in activating and monitoring the Χ levels of halogen in the production phase and bunkering of drinking water, as well as to ensure that residues of free halogen in the distribution system are always in compliance with procedures · ship water sanitation management **LEARNING AND** · shows availability and flexibility concerning work assignment and time FLEXIBILITY • is attentive and receptive, quick to learn when assigned new tasks X · always committed to give the best of his potential in all assigned tasks X PLANNING & CONTROL · always plans her/his work carefully, organizing activities by priorities NEW · manages her/his own activities carefully, skillfully and efficiently guaranteeing that the required standards and performance are met · provides suggestions and immediately implements actions to solve any PROBLEM SOLVING NEW operational issues following his/her superior's guidelines

Crew Member Evaluation

Number 16150144

**Evaluation Data** 

**Employee** 

Printed on 20/11/2015

## **Employee Evaluation Data** Number 16150144 74-533819 Evaluation Type **END OF CONTRACT** Evaluation Form WATER AND POOL OPERATOR BOLOV KRASIMIR VESELINOV From Date 30/08/2015 Status Shared with Employee WATER AND POOL OPERATOR 20/11/2015 END OF ENGAGEMENT To Date Reason BEHAVIOURS DESCRIPTION **EVALUATION** ITEMS Good Excellent Not adequate improved RESPONSIBLE CITIZEN · adapts the service to meet the needs of different nationalities • manages assigned Costa material with care, reporting technical problems, preventing damages and minimizing costs TEAMWORK NEW • gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts · takes responsibility of all assigned activities · is willing to help and support his/her collegues when needed **Development Section** Repositioning X Stability Growth

WATER AND POOL OPERATOR	To Date	30/08/2015 20/11/2015	Status Reason	Shared with Employee END OF ENGAGEMENT
Approver's Comments				
Evaluator's Comments  Mr Bolov Krasimir is hard worker, he kept in good	condition all the sys	tem that have in charge	: He has done his job w	oith skill with
excellent results.				
Employee's Comments				
Cm doesn't agree				
Evaluation Meeting				
Approver Signature	Evaluator Signa	ture	Emploi	yee Signature
X		1		
	1	) V		(Att ())

Number 16150144

END OF CONTRACT

Evaluation Form WATER AND POOL OPERATOR

**Evaluation Data** 

Evaluation Type

€mployee

74-533819

## Contract **Evaluation Data Employee** Contract Start 28/09/2014 **Evaluation Date** Seniority in the Company (years) 3 Contract End 25/02/2015 Seniority in the Position (no of contracts) Approval Date 16/02/2015 5 COSTA Birth: 16/06/1968 at VARNA Fiscal Year Company **€valuator** Approver Embark/Disembark Data NEOROMANTICA - 28/09/14 - GENOVA VOCCIANTE NICOLA VOCCIANTE NICOLA HOTEL ENGINEER STAFF ENGINEER NEOROMANTICA - 23/02/15 - SAVONA 20-111956 20-111956 **ITEMS BEHAVIOURS DESCRIPTION EVALUATION** To be Excellent Not Good adequate improved · always acts in conformity with safety on the job regulations to minimize COMMITTED TO HESS the risk of accidents · complies in full with health, safety, security and environmental Х • takes ownership of HESS rules, for his welfare and for other COMMUNICATION · able to communicate in a clear, open and sincere way • plays the role of the "perfect host", showing good public relations ability and representing the Costa style • Provides services of inspection, maintenance and repair plants of JOB SPECIFIC ASSISTANT refrigeration and air-conditioning, under the leadership of Reefer Engineer. REEFER · shows availability and flexibility concerning work assignment and time **LEARNING AND** FLEXIBILITY X · is attentive and receptive, quick to learn when assigned new tasks · always committed to give the best of his potential in all assigned tasks Х always plans her/his work carefully, organizing activities by priorities **PLANNING & CONTROL** NEW · manages her/his own activities carefully, skillfully and efficiently guaranteeing that the required standards and performance are met Х · provides suggestions and immediately implements actions to solve any PROBLEM SOLVING NEW operational issues following his/her superior's guidelines · manages assigned Costa material with care, reporting technical RESPONSIBLE CITIZEN problems, preventing damages and minimizing costs · adapts the service to meet the needs of different nationalities

Crew Member Evaluation

Number 5081159

31/10/2014

23/02/2015

**END OF CONTRACT** 

ASSISTANT REEFER

**EVALUATOR'S SIGN OFF** 

Ok for Approver

Evaluation Form

Reason

**Evaluation Data** 

Evaluation Type

From Date

To Date

**Employee** 

74-533819

BOLOV KRASIMIR VESELINOV

ASSISTANT REEFER

Printed on 19/02/2015

**Employee** 

74-533819

BOLOV KRASIMIR VESELINOV

ASSISTANT REEFER

**Evaluation Data** 

Number 5081159

Evaluation Type From Date

To Date

END OF CONTRACT

31/10/2014 23/02/2015 **Evaluation Form** Status Reason

ASSISTANT REEFER

Ok for Approver

**EVALUATOR'S SIGN OFF** 

TEAMWORK NEW

· gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts

- · takes responsibility of all assigned activities
- is willing to help and support his/her collegues when needed

Х	
Х	
Х	

# **Development Section**

Repositioning	X Stability	Growth

**Employee** 

74-533819

BOLOV KRASIMIR VESELINOV

ASSISTANT REEFER

**Evaluation Data** 

Number 5081159

Evaluation Type

From Date

To Date

END OF CONTRACT

31/10/2014 23/02/2015 **Evaluation Form** 

Status

Status Reason ASSISTANT REEFER

Ok for Approver

**EVALUATOR'S SIGN OFF** 

Approver's Comments

**Evaluator's Comments** 

Mr Bolov is very good asst reefer, he support all the time reefer eng.

Employee's Comments

Feedback To Evaluator

Approver Signature

Χ

Evaluator Signature

Employee Signature

Crew Member Evaluation **Evaluation Data** Number 19266049 **Employee** INTERMEDIATE Evaluation Form WATER AND POOL OPERATOR 74-533819 Evaluation Type Ok for Approver BOLOV KRASIMIR VESELINOV From Date 09/04/2016 Status **EVALUATOR'S SIGN OFF** WATER AND POOL OPERATOR To Date 05/07/2016 Reason **Employee** Evaluation Data Contract Seniority in the Company (years) Evaluation Date Contract Start 09/04/2016 Seniority in the Position (n° of contracts) Approval Date 29/06/2016 Contract €nd 06/09/2016 COSTA Birth: 16/06/1968 at VARNA Fiscal Year Company Embark/Disembark Data Approver Evaluator MAGICA - 09/04/16 - SAVONA MICELLI LUCA RICCARDO SPIGA MARIO STAFF ENGINEER MAGICA - 01/09/16 - SAVONA HOTEL ENGINEER 36-48125 4-19215 **EVALUATION** ITEMS BEHAVIOURS DESCRIPTION Not To be Good Excellent · always acts in conformity with safety on the job regulations to minimize COMMITTED TO HESS the risk of accidents · complies in full with health, safety, security and environmental X requirements · takes ownership of HESS rules, for his welfare and for other X COMMUNICATION · able to communicate in a clear, open and sincere way • plays the role of the "perfect host", showing good public relations ability and representing the Costa style JOB SPECIFIC WATER & · cooperates with the Sanitation Officer in activating and monitoring the levels of halogen in the production phase and bunkering of drinking water, POOL OPERATOR as well as to ensure that residues of free halogen in the distribution system are always in compliance with procedures · cooperation during the watch on the bridge · cooperation with Senior Officers · ship water sanitation management X · willing to learn X • always committed to give the best of his potential in all assigned tasks **LEARNING AND** FLEXIBILITY X · is attentive and receptive, quick to learn when assigned new tasks • shows availability and flexibility concerning work assignment and time X PLANNING & CONTROL · always plans her/his work carefully, organizing activities by priorities X NEW • manages her/his own activities carefully, skillfully and efficiently X guaranteeing that the required standards and performance are met PROBLEM SOLVING NEW · provides suggestions and immediately implements actions to solve any operational issues following his/her superior's guidelines

Crew Member Evaluation Employee **Evaluation Data** Number 19266049 74-533819 Evaluation Type INTERMEDIATE Evaluation Form WATER AND POOL OPERATOR BOLOV KRASIMIR VESELINOV From Date 09/04/2016 Status Ok for Approver 05/07/2016 Reason **EVALUATOR'S SIGN OFF** WATER AND POOL OPERATOR To Date BEHAVIOURS DESCRIPTION ITEMS **EVALUATION** Excellent Not To be Good adeauate RESPONSIBLE CITIZEN • adapts the service to meet the needs of different nationalities • manages assigned Costa material with care, reporting technical problems, preventing damages and minimizing costs TEAMWORK NEW • gives personal contributions to maintain a harmonious environment within the team, minimazing conflicts • is willing to help and support his/her collegues when needed Χ · takes responsibility of all assigned activities **Development Section** X Stability Growth Repositioning

Employee 74-533819 BOLOV KRASIMIR VESELINOV WATER AND POOL OPERATOR	Evaluation Data Evaluation Type From Date To Date	Number 19266049 INTERMEDIATE 09/04/2016 05/07/2016	Evaluation Form Status Reason	WATER AND POOL OPERATOR Ok for Approver EVALUATOR'S SIGN OFF
Approver's Comments I confirm the comment evaluator's.				
Evaluator's Comments Mr Bolov is a good collaborator and good worker and	solving any task assig	ned to him.		
Employee's Comments				
Cm doesn't agree				
Evaluation Meeting//		$\bigcap$ $I$		//
Approver Signature X	Evaluator Signature		Employee S	ignatus

### **Evaluation Data** Number 19803049 **Employee** Evaluation Type **END OF CONTRACT Evaluation Form** WATER AND POOL OPERATOR 74-533819 BOLOV KRASIMIR VESELINOV Shared with Employee From Date 05/07/2016 Status END OF ENGAGEMENT To Date 30/08/2016 WATER AND POOL OPERATOR Reason **Evaluation Data** Contract **Employee Evaluation Date** 30/08/2016 Contract Start 09/04/2016 Seniority in the Company (years) 5 28/08/2016 06/09/2016 Seniority in the Position (n° of contracts) 1 Approval Date Contract End Birth: 16/06/1968 at VARNA Fiscal Year 2016 Company COSTA Embark/Disembark Data **Evaluator** Approver TESTA SALVATORE AMARO GIUSEPPE MAGICA - 09/04/16 - SAVONA HOTEL ENGINEER STAFF ENGINEER MAGICA - 01/09/16 - SAVONA 5-11227 36-44741 **ITEMS BEHAVIOURS DESCRIPTION EVALUATION** To be Excellent Not Good CHANGE · Has an optimistic outlook towards work and challenging tasks X · Reacts positively to change X · Remains focused on work when under pressure or facing uncertainty Χ · Supports the implementation of change X X COOPERATION · Builds and maintains a personal network X · Communicates in a clear and understandable way · Interacts in a diverse team X · Works effectively in a team and encourages team work X • Deals carefully with available resources, understanding their financial Entrepreneurial spirit value • Is able to deliver his/her daily tasks according to department goals X X · Is aware of cross-functional factors that impact on his/her work · Is aware of the impact of his/her work on Company reputation X · Acts in a respectful manner and treats people equally **ETHICS** X · Adopts an ethical approach in line with Company values • Always complies with Code of Business Conduct & Ethics and Corporation X · Creates an environment of trust and lives an open feedback culture X • Applies the H.E.S.S. standards and understands their possible impact on Х H.E.S.S. his/her own safety and on the safety of others • Is able to fullfill his/her safety duty in its entirety X • Lives the H.E.S.S. culture in the everyday behaviors X

Crew Member Evaluation

Printed on 30/08/2016

## Crew Member Evaluation **Evaluation Data** Number 19803049 €mployee WATER AND POOL OPERATOR Evaluation Tupe **END OF CONTRACT** Evaluation Form 74-533819 BOLOV KRASIMIR VESELINOV From Date 05/07/2016 Shared with Employee Status WATER AND POOL OPERATOR END OF ENGAGEMENT To Date 30/08/2016 Reason ITEMS **BEHAVIOURS DESCRIPTION EVALUATION** To be Excellent Not Good adequate improved · Never compromises on safety, both shipboard and shoreside X H.€.S.S. · Recognizes, reacts to and reports potential risks at an early stage **INNOVATION 2015** • Gives ideas and suggestions for continuous improvement X · Makes use of time for working on enhancements Χ · Shares his/her ideas with others · Understands innovation, initiates and drives it in his/her working area · Completes tasks on time and keeps track of his/her progress against **RESULT ORIENTATION** deadlines · Plans ahead, when possible, and works efficiently X · Takes responsibility for his/her work in achieving results X · Works proactivly and is solution oriented on assigned targets to exceed expectations · Adheres to the standards of service in his/her department X **SERVICE & QUALITY** · Cares about Guests/clients needs and exceeds in service and customer X satisfaction · Cares for the brand reputation in everything he/she does X · Guarantees high quality standards living the service culture Χ · Cooperates with the Sanitation Officer in activating and monitoring the **ROLE SPECIFICS WATER &** levels of halogen in the production phase and bunkering of drinking water, POOL OPERATOR as well as to ensure that residues of free halogen in the distribution system are always in compliance with procedures · Cooperation during the watch on the bridge X · Cooperation with Senior Officers X · Ship water sanitation management · Willing to learn **Development Section** Repositioning X Stability Growth

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Employee 74-533819 BOLOV KRASIMIR VESELINOV WATER AND POOL OPERATOR	Evaluation Data Evaluation Type From Date To Date	Number 19803049 END OF CONTRACT 05/07/2016 30/08/2016	Evaluation Form Status Reason	WATER AND POOL OPERATOR Shared with Employee END OF ENGAGEMENT
Approver's Comments I agree with the view expressed by the evaluator.		\		
Evaluator's Comments  Mr. Krasimir is 'a person very educated. In his wor in a team and is 'always available.	k he has a lot of experie	nce and follows all the cor	npany procedures. F	łe works well
Employee's Comments				
Cm doesn't agree				
Evaluation Meeting//				
Approver Signature	Evaluator Signatur	A	€mployee	Signature