

BW MANAGEMENT SERVICES (JERSEY) LIMITED

Payroll Proposal

For

MY X

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bw management

services Ltd (Jersey)

1. Bluewater

Bluewater was established in 1990 on the Cote d'Azur as a crewing agency. Since that time bluewater has increased the services that it offers to include Brokerage, Charter, Management and Training.

The bluewater difference

In a demanding global marketplace, bluewater has, over the past 20 years, established a reputation for a unique and distinctive approach to business. We believe that a number of key factors differentiate bluewater from other providers of similar services:

- Independence
- Relationship based service
- A commitment to high quality service
- In-house capability
- Continuity
- Innovative approach
- Integrity

2. Payroll Services

Bluewater, seeing the regulatory issues and costs facing super yacht owners and yacht crews, took the initiative to set up BW Management Services (Jersey) Ltd (BWMSL) in the Channel Islands to provide offshore crew management and administration services.

2.1 Additional Services

Crew Certification

In addition to the crew employment and payroll, BWMSL are able to monitor each crew members STCW training, medical and visa certification to ensure that the crew onboard the yacht are correctly certified. Having crew with the correct level of competence to safely sail the vessel is essential to satisfy the appropriate authorities should the yacht be boarded for a port state control inspection.

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Employment contracts

The contracts of employment, which are issued to each crew member onboard the yacht by BWMSL, have been approved by the UK Maritime & Coastguard Agency (MCA). They are also fully compliant with the requirements of the new ILO Maritime Labour Convention 2006 which came into full effect in 20th August 2013. These contracts also allow for additional clauses to be inserted concerning the crew members individual benefits such as travel, bonuses, training, company drug & alcohol testing etc.

Advantages of using BW Management Services (Jersey) Ltd to Yacht owners and managers

- Crew will be employed by BWMSL, thus further reducing any liabilities towards the client.
- Ongoing monitoring of each crew members STCW and non-mandatory certification, including all medical, ensuring that all crew onboard are correctly certified to safely sail the yacht in their respective position.
- Cost and time effective solution for the Client for crew administration. BWMSL are able to deal with the day to day administration i.e. administration required for crew turnover, contracts of employment, employer registration, submitting the necessary employer returns required by the employing entity.
- Flag Authority approved contracts of employment
- Relationship management and assistance from the bluewater team that have years of experience in yachting and shipping industries.
- BWMSL's unrivalled quality customer service and proven track record will ensure our client's will receive a first class professional service.

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3. Payment Structure

We have developed a transparent payment structure to assist you in budgeting for your varying crew requirements over a 12 months' period. The administration fee applies to each crew member per month for each month that they are contracted onboard.

Crew Employment and Payroll Services

Vessel Size: x Motor Yacht

Crew Number: x

Annual Fee:	€1,000.00
Contract Fee:	€200 (per crew contract)
Monthly Administration Fee:	4%

(The table below is an example of the monthly administration fee per employee)

Salary	Fee
€2000	€80
€3000	€120
€4000	€160
€5000	€200
€6000	€240
€7000	€280
€8000	€320
€10,000	€400
€12,000	€480
€14,000	€560
€16,000	€640

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