



**THE BUSINESS PROCESS OF RECRUITING
SEAMAN CANDIDATE OR CREW MEMBERS (ABK)**

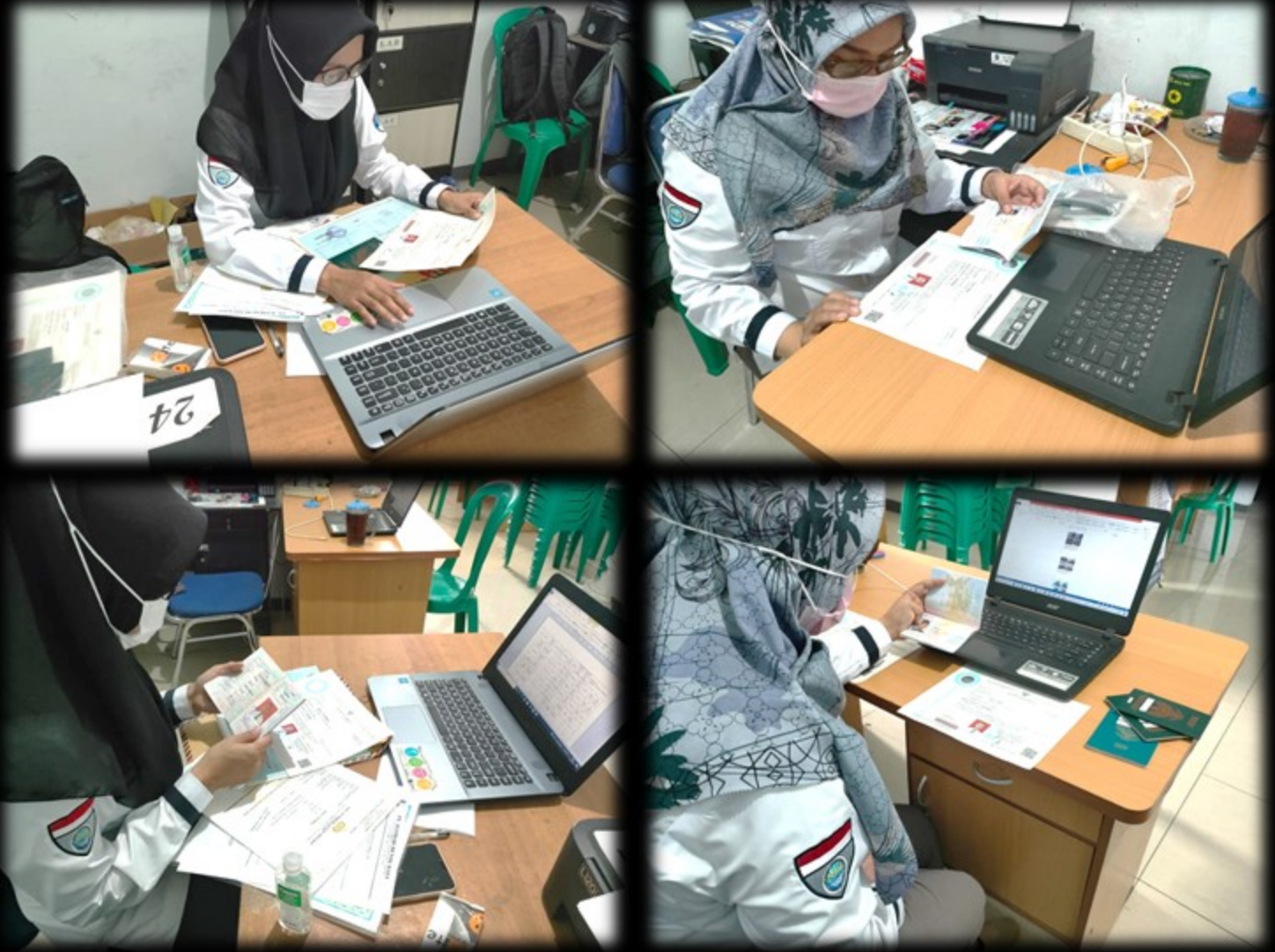
1. Request for seaman candidate or crew members (ABK) by the employer (Ship Owner)



Applications for seaman candidate or crew members (ABK) by ship owners and ship crew agreements are followed by requests for selection, document examination, and interviews of seaman candidate or crew members (ABK).

2. Document and File Check

At this stage, all files for seaman candidate or crew members (ABK) will be re-examined and ensured that there are no errors in identity data and other supporting documents. The validity period of supporting documents and their authenticity is the main thing. In principle, the registration of seaman candidate or crew members (ABK) can be done at any time without having to wait for a request from the employer.



3. Basic Training



After the seaman candidate or crew members (ABK) are declared to have passed the document filing, then they are given Basic Safety Training (BST/Basic Safety Training) or Basic Occupational Safety and Health (K3) as well as training to increase language acquisition skills from the host country which is carried out at the Education and Training Institute. (DIKLAT) or the Course and Training Institute (LKP) which has collaborated with PT. Mega Agung Sejahtera.

4. Interview Stage by Ship Owner

At this stage, it is intended that ship owners can choose their own seaman candidate or crew members (ABK) who will later be placed on their respective ships.



5. MCU (Medical Check-Up)



All seaman candidate or crew members (ABK) who have passed the interview stage, will then be subjected to a general medical check-up to find out which seaman candidate or crew members (ABK) are in healthy and unhealthy condition.

Seaman candidate or ABK are declared healthy, will follow the next stage while seaman candidate or ABK who are not healthy are declared rejected.

6. Preparation of Marine Employment Agreement (PKL) or Departure Documents

Preparations in this document are carried out so that later when at the street vendor signing stage no files are left behind so that they do not become an obstacle in the departure process.



7. Crew Debriefing



At this stage, seaman candidate or crew members (ABK) who have passed the last few stages will be given technical directions for departure and moral debriefing so that seaman candidate or crew members (ABK) who will depart can find out a description of the work to be done on the ship.

8. Signing of the Marine Employment Agreement (PKL)

After all stages are completed and passed, the seaman candidate or crew members (ABK) will sign a Marine Employment Agreement (PKL) and if all the contents of the agreement have been understood, approved, and signed then the next stage is waiting for the departure ticket.



9. Crew Departure



Seaman candidate or crew members (ABK) who have passed all stages, have signed a Marine Employment Agreement (PKL), and have a departure ticket, then dispatched according to the departure schedule to the country where they will be placed on various ships that have collaborated with **PT. Mega Agung Sejahtra**.



The End