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UNITEAM MARINE NEWS is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments at our company. We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Please send your feedback, articles, pictures & videos for the photo & video competition as well as your solutions to the brain teaser to PR & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteam-hamburg.de



TRAINING, TRAINING AND MORE TRAINING

It cannot be emphasized enough that the safe and efficient operation of our managed fleet depends to a large extent on having well-trained crew onboard, able to run a ship in accordance with international regulations and good seamanship and best management practices.

Given the acute shortage of qualified officers and an expected continuing decline in the availability of well-trained officers and crew, it is evident that high standards can be maintained only by increased training. This can reduce gaps in knowledge and compensate for lack of experience.

In response to this situation, UNITEAM MARINE has upgraded its training facilities once again. Our Training Department has developed an in-house training matrix which is now being gradually implemented with all our Myanmar seafarers. Similar efforts will be needed for our European officers, and on that account we are also planning more frequent workshops in those countries.

Part of this training will consist of refresher courses for updating our crews' qualifications and knowledge. Some of the new training modules have been specifically designed to address needs identified during ship visits or in feedback from our clients.



Training for all our seamen

Basic training to comply with STCW requirements is no longer considered sufficient, thus UNITEAM MARINE has added a number of extra training programmes that include simulator, classroom and practical exercises. In addition, "onboard trainers" have been engaged for both the deck and engine departments. They will be visiting the vessels under our management in order to establish training schemes onboard, to promote onboard cadet training and to assist the crew as well as the ship's command in making operations more efficient and safe. At the same time, they will be encouraging seagoing colleagues to apply principles of teamwork and, where applicable, to improve intercultural cooperation.

We believe that our approach of offering more intensive training will serve to motivate our seafarers. We are pleased that our clients have agreed to participate in the funding of such increased training activities with a monthly contribution to be invested directly in this project.

With the cooperation of all our seafarers, it should be possible to upgrade standards within a reasonably short time, allowing our staff to apply what they have learned by teaching other colleagues and through leading by example.

This new training concept represents a joint effort between our Training Centre, the onboard trainers, the Technical and Crewing Departments and our clients as well as all our seafarers onboard and ashore. We look forward to everyone's active participation in making this undertaking a success.

We would like to take this opportunity to thank our clients who have pledged their financial support. UNITEAM MARINE will do its utmost to justify their investment in improved standards.

Captain Thomas Reppenhagen

OUR TEAM'S FIRST ONBOARD TRAINER!



My name is Frederic Rohleder, and I am the first onboard trainer at UNITEAM MARINE.

During my 10 years of sailing as a master, I learned that with constant training the crew's performance was getting better and safer – and that this was reducing the workload.

Captain Frederic Rohleder

This new opportunity at UNITEAM MARINE will allow me to concentrate my future career on this crucial aspect of training. Besides the training process itself, the direct exchange of experiences made possible by my visits will also be a good basis for promoting a safer and more effective working environment.

I look forward to meeting you on board.

Captain Frederic Rohleder

DEVELOPING REAL LEADERS FOR THE SHIPPING COMMUNITY

How can I be a good leader onboard? What qualities or traits do I need before I can be considered as a leader? How must I develop to become eligible for promotion to the post I have always wanted... These are questions that often confront officers the moment they choose seafaring as a career. But are shipping companies really interested in developing leaders? The truth of the matter is: very few of them. But there is hope...

At UNITEAM MARINE, we see the need for real leaders and we want to develop our officers'

potential to become effective leaders. Towards this goal, the UMLEAD programme was conceived and presented to our aspiring officers to help them achieve their penultimate career post: that of master or chief engineer. UMLEAD is an acronym for the UNITEAM MARINE Leadership Evaluation And Development programme.

From 10–12 January 2011, an UMLEAD pilot programme was conducted for five aspiring UNITEAM MARINE deck officers holding higher certificates.

With the renowned maritime occupational psychologist, Dr. Kelvin Lee, working closely with UNITEAM MARINE, the company's Training Centre became a hive of activity for potential ship's masters and chief engineers. Dr. Lee explained to the participants that leadership traits can be profiled by using such advance psychometric tools as EQ and socialization tests. On the first day of the programme, he gave the participants a battery of pencil and paper tests. At the end of the day, their answers were compiled and comparatively profiled against the benchmark of maritime industry leaders.

The second day was most interesting, with participants role playing in ship-handling simulation exercises. Many scenarios were rolled out, and it was fascinating for the participants to discover how they behaved in different situations.

Finally, on the third day, Dr. Lee debriefed each participant individually on such topics as management of the bridge team, decision making, relationship management and personal work quality. In areas of strengths, Dr. Lee would highlight their strong traits and make them more aware of their positive attributes. In areas needing development, the psychologist would encourage them to reflect, accept and find effective and enduring solutions in order to enhance their position.

"It was an exciting programme," said Chief Officer Saw Arkar, one of the participants. "I am very grateful to UNITEAM MARINE for allowing me to take part in this 'excellent' programme and to learn about myself and what else I can do to make the company better?" He also recommended that all senior officers awaiting promotions should take advantage of this programme, an enriching experience.

The next UMLEAD programme is scheduled for the end of February 2011 and is intended for engineers, but there will be many more to come for all aspiring leaders.

Are you ready to be a real leader? Come onboard and find out...

Johnny Sim

MESSAGE FROM THE CREWING DEPARTMENT OF UNITEAM MARINE

Dear UNITEAM MARINE Seafarers,

In line with UNITEAM MARINE's communication policy to "Ensure that the right information arrives at the right place at the right time", we have identified

ways of enhancing communication between our Fleet Personnel department and all other parties. We have reassigned and harmonized all our existing resources in three focused groups dedicated to providing the care and attention that each crew member, ship and client requires.

With effect from 10 November 2010, three newly created e-mail addresses

- Crew1@uniteammarine.com

- Crew2@uniteammarine.com

- Crew3@uniteammarine.com

are to be used exclusively as an everyday communication tool between vessels, our Fleet Personnel Department and all other parties for the purposes of crew-related operations such as relief requests, crew-change information, seafarer's flag state certification etc.

Promoting success through teamwork is one of Fleet Personnel's main objectives. We look forward to receiving your feedback on the quality of services provided by our department.

Captain Dimitar Abadjiev

UNITEAM YACHTING ACTIVITIES: JUBILAEUM

UNITEAM YACHTING now has its own sailing yacht in Myanmar, the Jubilaeum. Beginning later this year, we will be offering cruises in the Mergui Archipelago through UNITEAM Tours & Travel, a perfect addition to holidays in Myanmar.



The crew for the Jubilaeum will undergo a training including sailing, seamanship, safety at sea, hospitality, engineering and scuba diving.

THE JUBILAEUM:

This 77-foot ketch is an ideal cruising yacht. Built in 1978, she is solidly constructed and very stable in the water. In her early years she sailed all the way from New Zealand, where she was built, to South and North America. After having had two refits, she has been undergoing a cosmetic refit from December 2010 to January 2011.

The Jubilaeum was built with short-handed offshore cruising in mind and has the capacity to sail around the world or stay close to shore, both affording passengers absolute comfort. There is an aft state cabin (en suite) as well as two double-bunk cabins, each with its own toilet/shower. A spacious saloon and dining area is complemented by a full-size galley allowing you to savour the chef's delights, all adding to the luxury of this magnificent vessel. A cosy pilot

house offers another area for relaxation, with large windows at eye level, ideal for viewing the sea or scenery. Ample deck space provides great outdoor entertaining areas, including a large cockpit offering spacious seating and dining opportunities.

The Jubilaeum is truly a gem, solidly built, featuring beautiful mahogany joinery and teak floors, leather furnishings and a first-class entertainment system.

On board we will be serving cuisine al fresco, naturally with an emphasis on the bounty of the sea but also catering for those who enjoy delicious meat dishes.

CHARTER OPERATIONS

For nature-lovers, pleasure-seekers and explorers alike, Jubilaeum is the ideal yacht, cruising the ideal region. The Mergui Archipelago, consisting of 800 islands across an area of 14,000 square miles, offers pristine natural ecosystems above and under water, with uninhabited islands, crystal clear sea, an abundance of wildlife and some of the best diving locations in Asia.

Expeditions will take you through the islands, visiting deserted beaches and untouched jungle. Special diving locations will allow you to swim with the manta rays and whale sharks as well as experiencing beautiful multi-coloured corals sheltering clown fish, parrot fish and so much more.

Tailoring individual itineraries to your requirements, we are able to offer flexible cruising plans at competitive rates.

Alexander Ruether

MV UNITED MIRAVALLS

On 22 December, at Ningbo, China (near Shanghai), a newborn vessel was entrusted to the care of UNITEAM MARINE by Messrs. Orange Ocean.



The captain, crew and I were collected from the hotel. The weather was fine: cold but fresh and sunny and most importantly, with no new snow – only a few days earlier cars could barely be driven on the roads. We moved on to quayside in Ningbo port for customs declarations. Luckily again, the customs officers were most cooperative and performed only random inspections, finding nothing to interest them in the purely personal belongings.

The MV United Miravalles could already be seen at anchorage from where we waited.

Around 13:45 the "core" crew from the shipyard arrived at quayside, all smiles and proud to have delivered a new ship.

Some of our crew members who had worked with these shipbuilders greeted them and exchanged some last details, all in a friendly atmosphere.

At around 14:00, the master and chief engineer were allowed to enter the ship and, together with the crew boat of the customs officers, they sailed off to where the MV United Miravalles had dropped anchor.

Evidently all was in good order and the remaining crew boarded a crew boat (small tugboat) around 15:00 and a quarter of an hour later all were on the new ship.

This was the real beginning of the Owners' and UNITEAM MARINE's endeavour to make this vessel a valuable, economical asset to the marine industry.

AND HOW DO WE PROCEED?

STORES, STORES, STORES, STORES. It was an ongoing story for the ship's chandler and our crew, who diligently operated the provision crane on starboard and all hands on deck safely stowing everything that could be adversely affected if the weather changed.

Provisions first, of course, then all other stores.

Meanwhile on port side of the MV United Miravalles the bunker boat had arrived with lubricants and fuels and thus occupying the staff engineers of the engine room.

BUSY, BUSY, BUSY, BUSY. The class surveyors from Bureau Veritas were also on board as the vessel was to be re-classed from Lloyds to BV.

When the barge alongside was empty and discharged all her cargo – stores for the MV United Miravalles – the crew performed fire, MOB and abandon-ship drills, all in best disciplinary order.

WELL DONE, UNITEAM MARINE CREW.

These exercises proved especially worthwhile because during the drills it was discovered that some very important firefighting equipment had not been delivered. We immediately notified the shipyard, which promised to deliver the missing firefighting equipment.

Finally, at 02:00, all except the night watch retired, and all stores vulnerable to weather had been brought inside, temporarily occupying every office, conference room and the Suez cabin.

23 December

As not all navigation charts were available and the electronic BA charts computer were not yet fully commissioned, the master and chief mate spent hours reading the ECDIS manuals and deleted the entire older version of the electronic card files, a decision NOT taken lightly, as you cannot know when you upload the latest versions if you are deleting any important software for operating the SAM electronic equipment.

To await the delivery of the remaining navigational charts, we were directed by the port captain to go to the outer anchorage, a bit of a setback to our planning and intention to have everything up and running for her maiden voyage.

The crew continued organizing the stores and master and chief mate the electronic charts.

By 23:00 today the electronic chart system was completely functional, and the discs were uploaded individually. The system would not upload only the maiden voyage because much information was related from one disc to another, so it was necessary to upload the entire file of CDs. At least, after so much time spent studying the instruction books, the system was finally starting up.

WELL DONE, CAPTAIN GARIPOV and CHIEF MATE ISPAS.

This evening brought a change in the weather to a typical winter atmosphere: very cold wind – Beaufort 7 – and rainy.



Pilot on board to commence maiden voyage

24 December

The weather improved slightly, and at 11:45 we finally received the remaining navigational charts. At noon we heaved anchor and commenced our maiden voyage.

The master was still occupied with uploading electronic charts, but by this evening the ECDIS was fully operational for worldwide trade.

The engine crew and deck crew were still occupied with organizing stores.

Meanwhile I needed assistance from engine and deck crew for ballast tank inspections. This was a really useful exercise as engine crew learned a lot about the ballast system and the chief mate a lot about sounding tables and how long it takes to empty all tanks – a good preparation for first cargo operations, when all tanks must be emptied again.

The chief engineer Mr. Podoprygora and electrician Mr. Zibileanu, both with experience on the sister vessel MV United Milos, were busy making final adjustments to the engine room systems. After only a few days sailing they managed to have the settings in correct order so that only "genuine" alarms are activated; all other equipment was set within the makers' parameters.

WELL DONE, CHIEF ENGINEER and ELECTRICIAN.

The engine room, which is classed as "unmanned" or "0" man is almost in a condition where such operation can be achieved, purely because it is a new vessel, UNITEAM MARINE takes no risks and sails the MV United Miravalles manned with an oiler at all times inside the engine room during the first period.

25 December

Continuously busy with tank inspections, organizing and unpacking stores and resolving many small inconveniences and operational issues. The day passed without our realizing it was Christmas.

THANK YOU, UNITEAM MARINE CREW. WELL DONE!

31 December

Finally, on the first "normal" day, we allowed ourselves some rest, a specially prepared meal and a cake presented by the shipyard with the inscription "MERRY CHRISTMAS".

1 January 2011

Arrival 15:00 at Taboneo (Banjarmasin, Borneo, Indonesia). Return to work after wishing each other a healthy and prosperous and healthy 2011.



First cargo: Coal from Taboneo, Banjarmasin, Borneo, Indonesia

After twelve days on board, I can declare that the MV United Miravalles' maiden voyage was highly successful, without too many hiccups. All signs are positive that we have received an eager lady" of the sea.

As always in shipping, **NEVER A DULL DAY.** Bon Voyage.

Gerrit Jan Smans

SERVICE AND EDUCATION HONoured

During the last year special recognition was given in the office to staff who had reached ten years of service with the company.



Our chairman, Mr. Ruether, thanked Mr. Kyaw Naing Tun (Fleet Personnel Planning Manager), Mrs. Daniela Ioannou (Assistant QSE Manager), Mrs. Tasoula Evangelou (Office Assistant) and Mr. Theofilos Adamou (IT Manager) for their loyalty and dedication to the company.



As part of our commitment to the ongoing professional development of our staff, our QSE Manager Stephen Fyfe F.I.C.S, who is also vice-chairman of the Institute of Chartered Shipbrokers – Cyprus Branch, had the honour of presenting the Institute's Understanding Shipping diplomas to Ms. Zina Constantinou (Insurance Administrator), Ms. Haris Michaelidou (Flag State Administrator), Ms. Poly Stavrou (Operations Secretary) and Mr. Erodotos Charalambous (Accountant).



Furthermore, Introduction to Office Automation training certificates were presented by our Cyprus Office Directors Mr. John Hadjiparaskevas and Mr. Steve Illman to Mrs. Lucy Nicolaou, Ms. Natasa Hadjiyianni, Mrs. Eva Socratous, Mrs. Evy Anastasiou, Mr. Sebastian Cyrson, Mr. Erodotos Charalambous and Mrs. Martha Spanou.

PORTRAIT OF CREWING ADMINISTRATOR RAIMONDA KINDERIENE



Mrs. Raimonda Kinderiene, who has been with UNITEAM MARINE since 2003, works in our UNITEAM MARINE office in Klaipeda, Lithuania.

HOW DID YOU JOIN UNITEAM MARINE?

I was looking for a job after graduation from Klaipeda University and I sent my CV to UNITEAM MARINE's office in Klaipeda. I joined UNITEAM MARINE as an Assistant of the Technical Manager. It was very exciting to start out working in an international company.

WHAT ARE YOUR TASKS AS A CREWING ADMINISTRATOR?

Actually I have many different tasks such as like interviewing seamen and communicating with them via phone and in the office, arranging crew changes and visas, preparing flag state documents, making different kind of orders (overalls, taxi, flight and hotel bookings), preparing different kinds of annual and monthly reports, entering information in our database, communicating with UNITEAM MARINE colleagues etc.

WHAT DO YOU LIKE MOST IN YOUR JOB?

I enjoy communicating with people from different countries. The best thing is the feeling of teamwork working with my colleague Mrs. Pilduznaja Liuba.

HAVE YOU EVER HAD THE CHANCE TO VISIT A VESSEL?

I visited MV Anna Rickmers during her stay in Klaipeda port.

DO YOU HAVE ANY HOBBIES?

I enjoy reading, meeting friends and spending time with my family.

THE BRAIN TEASER

So Fragile

What is so fragile that it breaks when you say its name?

Correct answers will be entered in a drawing to be held on 6 May 2011. The prize will be a UNITEAM MARINE polo shirt.

Christmas Tree – solution

There are two possible solutions:

1. If Angels B and C had haloes of the same colour, then Angel A must have immediately said his own colour (different than theirs)
2. If Angels B and C had different coloured haloes, then Angel A must have been silent and that would have been a sign for Angel B, who would know (by looking at Angel C) what his own colour must be (different from C's).

The winner of the UNITEAM MARINE polo shirt is: Captain Guenther Trilck

PHOTO & VIDEO COMPETITION 2011 & 2010 WINNER



Thanks to Captain Hassan Hwijja on board MV Kota Mawar for his picture "Navigation through the Grass" or "Swimming gardens are not only found on the Inle Lake."



"A wise bird onboard MV Northern Endeavour" - taken by A/B Hla Tun before arrival at Port Klang in the Malacca Strait

2010 Photo & Video Competition

Thank you for your votes – the winner is "No stowaways onboard" by C/O Valeriy Fomin, who donates his prize of USD 300,- to the Myittar Young Chi orphanage (www.mda-ev.org). Many thanks for this generous gesture!

The 3 polo shirts go to: C/O Valeriy Fomin (MV Voge Prosperity), Captain Tin Maung Tun (Uniteam Marine, Singapore), Mr. Kyaw Kyaw (Uniteam Marine, Yangon). Congratulations!

ONGOING COMPETITIONS

"Success through Teamwork – Experience on Board"

Please send us your experiences on board reflecting our mission statement. We will publish one experience quarterly.

Prize: USD 200,- for every published article for the crew's entertainment fund.

"Best Photograph & Video" for 2011!

We are looking for interesting photographs and videos from all our ships during the course of the year. If you have any extraordinary, bizarre, funny or beautiful shots and movies, please send them to us. Prize: USD 300,- for the selected best picture or video of the year.

"The Brain Teaser"

Please send your solution to "The Brain Teaser"! The winner will be selected in a drawing. The prize: a UNITEAM MARINE polo shirt.

HUMOUR

What's the name of...

An elderly couple were having dinner at another couple's house. After eating, the wives left the table and went into the kitchen.

The two gentlemen were talking, and one said, "Last night we went out to a new restaurant and it was really great. I would recommend it very highly."

The other man said, "What is the name of the restaurant?"

The first man thought and thought and finally said, "What is the name of that flower you give to someone you love?"

"You know... The one that's red and has thorns."

"Do you mean a rose?"

"Yes, that's the one," replied the man. He then turned towards the kitchen and yelled, "Rose, what's the name of that restaurant we went to last night?"