



MESSAGE FROM THE CEO



In an era full of challenges such as the dramatic imbalance between tonnage supply and demand, the disappointing global trade growth, we at Uniteam Marine are innovating and transforming all the time. This ability to change and adapt is becoming one of our core competencies and it will serve us well in an industry with many uncertainties in the near future.

Predominant themes during 2015 centered on our seafarer pool, the competency of our seafarers as well as the processes and systems in our Fleet Personnel Function. We are growing our seafarer pool by carefully selecting new seafarers and also through a new cadet programme which was launched this year. At the forefront is always the competency of our seafarers. In that respect, we have been heavily

investing in the revamping of courses delivered at Uniteam Training whilst our instructors have undergone "Train the Trainer" experiences so as to improve the delivery of courses. The processes and procedures in our Fleet Personnel Function are being redesigned so that colleagues in our offices are able to work more efficiently and with even greater focus on customer service. The underlying support systems are also being updated.

Our ultimate goal is to continuously improve the service being offered to both our Ship Owners and our Seafarers whilst ensuring we have a good business culture amongst our colleagues and teams in our offices. High standards need to be maintained and this is addressed by targeted training in all areas – whether on board (or at our Training Facilities) or

in our offices. People are the most important element in our organization and our alliance of globally interconnected teams and robust organizational structure ensure we deliver excellence.

With this in mind, I would personally like to thank all of you that make up Uniteam Marine – ashore and onboard. I feel proud and respect your hard work and commitment which is acknowledged and highly appreciated.

I wish you all the best for the Festive Season – may you and your families experience Happiness and Good Health during a Prosperous New Year 2016.

Holger Ruether

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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 in our company.

We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Email us at marketing@uniteamservices.com

UNITEAM MARINE DINNER PARTY IN LIMASSOL



As the island of Cyprus prepared for its bi-annual "Maritime Cyprus" 2015 Conference and conference attendees registered to access valuable discussions about current international shipping issues, Uniteam Marine seized a significant opportunity in which to host their customary Garden Dinner Party.

Since many of our international clients attend the forum, Uniteam Marine utilizes this opportunity to welcome them. Various colleagues are also invited to the event in order to meet and socialize with our valued clients.

Preparations were well organized and colleagues worked hard to finalise each detail. However, just a few days before the planned 2015 Garden Dinner Party, Cyprus experienced the effects of an unexpected sandstorm that engulfed the Middle East. Official weather forecasts predicted that the unprecedented phenomenon would persist and Uniteam Marine had to make the difficult decision to change the event's location and at the last minute. Fortunately, the local caterers offered their quick assistance and provided a ballroom to host the Uniteam Marine Dinner Party indoors.

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UM DINNER PARTY IN LIMASSOL *contd.*



Mr. Holger Ruether greeted the guests as they arrived and for the first time during this customary event, he gave the opening address. He acknowledged the company's managed growth due to loyal dedication and continued client trust.

The Uniteam Marine Dinner Party was enjoyed by all attendees and proved itself to be another good occasion to thank our guests and employees as well as a great networking opportunity to initiate and develop deeper relationships with our existing clients, bankers, shipping executives and professionals.

Anja Claire Lambley-Steel, Assistant to the CEO

DONATIONS FOR THE FLOOD VICTIMS

We are overwhelmed with the incredible amount of USD 67,000 collected in a donation campaign initiated by Uniteam Marine and Myanmar Development Aid e.V. (MDA) for the victims of the floods that affected Myanmar recently. A large part of this amount was donated by crew members serving on board Uniteam Marine vessels.

We wholeheartedly thank all of you who contributed and have supported this drive.

The donations will be used for a project in the Irrawaddy region where the Irrawaddy and Patheingyi rivers have exceeded danger levels in Hinthada District.

We will of course keep you all updated as to the progress of the project in the Irrawaddy region and thank you again for your generosity to support those in urgent need.



MARITIME CYPRUS 2015

Maritime Cyprus, a key event in the world wide shipping calendar, was held for the fourteenth time in Limassol between 13th and 16th of September 2015. The conference was officially opened by the Cyprus Minister of Communications and Works Mr. Marios Demetriades. Distinguished guests including, the Secretary-General of the International Maritime Organization, Mr. Koji Sekimizu, European Transport Commissioner and other important figures from the international shipping scene addressed the conference.

The main aim of the Maritime Cyprus Conference is to provide a forum where important current issues affecting shipping are presented by distinguished speakers and subsequently discussed by representatives of the international shipping community, thereby helping to formulate sound and well balanced decisions and policies on crucial issues for the industry.

The theme of this year's Conference was Shipping: "Game Change". The conference focused on matters such as maritime policy and regulation, forthcoming changes in the international shipping scenery, economics, environmental matters and their interaction with technology, geopolitical and energy developments and forecasting for the recovery of the shipping economy and the freight markets.

In his Opening Address, the President of the Republic of Cyprus Mr. Nikos Anastasiades, referred to the Cyprus shipping industry as the only sector in Cyprus whose size goes far beyond the size of Cyprus as a country. It is acknowledged that shipping acted as a catalyst towards the steady recovery of the Cyprus economy. The sustainable growth of shipping is thus one of the main concerns and priorities of the Cyprus Government. The President referred to the need to focus on the future of the Cyprus shipping sector in order to safeguard its steady and substantial growth.

The first day's conference theme was Shipping "Politics & Economics" divided into two sessions. The first session's theme was Shipping "Politics": Regulators versus Industry. Various interesting views were expressed during this discussion on the need to adopt global rules and ensure a level playing field. It was highlighted that political realities often interfere with the decision making process. The panellists indicated that there is a need for the regulators' and the industry's joint efforts to be concentrated in developing smart global "solution oriented" legislation.

The second session of the first day of the Conference concentrated on the issue of The World Economy and the Shipping Cycle. The discussion focused on shipping demand and supply. There was an exchange of views and interesting prognostications on the fluctuations in the demand and supply balance. Particular mention was made of the importance of limiting the oversupply in tonnage by proceeding with further ship scrapping and refraining from placing new orders.

The second day of the Conference considered The New Shipping "Environment". The first session of the debate was entitled "Do shipping People Influence Decisions?" The influential role of maritime industry representatives in key decision making arenas was discussed and concerns were expressed about some environmental decisions taken in the past. It was considered that the shipping industry should be proactive in adopting best practices and should take coordinated action to persuade the public that the industry attributes great importance to environmental issues.

The second session of the debate focused on "E-Shipping". Developments in technologically advanced integrated maritime information systems and the important role these systems have to play in today's demanding and heavily regulated shipping industry were highlighted. It was stressed that the aim of "E-Shipping" is not to replace seafarers but to support and assist them in making ships safer and more efficient. The panellists indicated that the success of "E-Shipping" greatly relies on it being "user need led" rather than led by technologists and regulators.

maritime
CYPRUS
Conference, 13-16 September 2015



The President of the Republic of Cyprus, Mr. Nikos Anastasiades together with IMO Secretary-General Mr. Koji Sekimizu at the Opening Reception of Maritime Cyprus 2015

In the afternoon of the second day the "Young Executives" session took place. Young people had the opportunity to discuss and exchange their views on the session's theme "Challenge" the Leadership Process. There was a very interesting discussion on the characteristics and values that a young leader should have in order to be respected in his/her shipping working environment and be appreciated by more senior colleagues. The panellists shared their experiences with the session's participants and advised them that they should be bold, seize opportunities that come their way and not give up when they experience failure.

Third day discussions were focused on the new world order in shipping and were divided into two parts, the first one examining "The Geopolitical Developments versus Shipping" whereas the second inquired into "Markets Oracle".

"The Geopolitical Developments versus Shipping session" touched upon the trade trends in shipping. Particular reference was made to the tremendous potential and impact of the energy sector and the exploration of hydrocarbons to the geopolitical realities and the shipping sector. Emphasis was given to the issues of oil supply in trade routes and the effects of sanctions, as well as the importance of ships' speed in maritime transportation.

The second discussion was "Markets Oracle". This discussion was focused on current market trends and the outlook for the bulk, tanker and container sectors. It was agreed by the panellists that forecasting seems to have become inherently more challenging especially since the start of the global economic crisis in 2008 and the latest worrying property market and stock exchange developments in China. The over-supply of tonnage and the big increase in ship building capacity were also discussed in relation to the poor demand growth evidenced in the past few years, and whether this would lead to a rebalancing of demand-supply in the forthcoming years.

In conclusion, it was agreed that trade in raw materials has become unpredictable, as supply and demand fluctuates at considerable levels, making the forecasting process much more challenging. The panellists suggested that with a contraction of the container, tanker and bulk markets globally, tonne-miles do count. The only way to improve the freight market could be to control the supply of vessels given the fact that the shipowners do not have any control over the demand side.

This was the 14th Maritime Cyprus conference and the enthusiastic participation of more than 800 distinguished guests from all around the world, proved once again that this is one of the most successful, relevant and popular international shipping conferences.

Nicolas Assimenos, Operations Manager

ROUNDTABLE OF NORDDEUTSCHE REEDEREI H. SCHULDT IN ODESSA

Once again we were pleased to organise the roundtable of Norddeutsche Reederei H. Schuldt (NRS) in Odessa which took place from the 1st to the 2nd of October 2015.

35 seamen from the NRS pool attended the roundtable, including Masters, C/Os, C/Es and 2/Es.

Upon arrival in Odessa on the 30th September the teams from NRS and Uniteam Marine had an exciting sight-seeing tour around Odessa and many interesting historical facts were provided to our guests by a professional guide. After the tour we moved to the Grand-Marine Hotel, which is located in a beautiful area of Odessa outside the city on the sea front called Sauvignon village, where the event itself took place.



The conference opened on the 1st of October; the latest updates from NRS and an overview of the international and national outlook for the shipping market were presented by Mr. Heinz-Juergen Danckers. Afterwards the participants were split into four workshops which included topics such as SEEMP & Energy Efficiency, technical fleet management issues, ECDIS, OPEX, reporting stevedore damages and charterer's technical inquiries and a review of the planned shipmanager management software.

After the workshops our guests and seamen enjoyed a dinner together in a friendly and family style atmosphere, during which it was possible to get to know each other better, sharing opinions and ideas in an informal setting.

Early in the morning on the 2nd of October the group were invited to join a refreshing morning swim in the Black Sea with the sea water temperature around 20 degrees; thereafter under the professional guidance of C/E Volodymyr Kovalenko, performed by physical exercises.

Refreshed and energised, the participants continued with the workshops until lunch time, after which our guests left the Grand-Marine Hotel. Foreign guests took their flights back home and local seamen returned to their families to continue their vacation.

We are looking forward to the challenges ahead and are always ready to provide our warmest Ukrainian hospitality to our principals, clients, guests and of course to our seamen.

Maksym Kostin, Office Director

RICKMERS CREW CONFERENCE IN MANILA



The Rickmers Group recognizes the importance of their Officers' leadership and communication skills in improving safety and efficiency on-board their vessels. To enhance these important attributes, crew conferences are organised every year in various locations.



Usually such conferences are combined with training modules such as 'Leading Line' a customized training programme aimed at the further development of Officers' leadership and managerial skills. The last training session was held between the 24th and 30th of June 2015 in the Sofitel Philippine Plaza Hotel in Manila with the participation of 22 senior officers coming from the Philippines, China, Romania and Myanmar.



A "Senior Officers' conference" with the theme "Taking the lead" was held from 1st of July until the 4th of July in Manila, and it included various training sessions and workshops on topics like Quality, Health, Safety and Environment (QHSE), Energy Efficiency, Procurement and supply services. More than one hundred people participated, the majority of whom were seafarers of different nationalities, as well office staff from the various Rickmers' offices; business partners such as Uniteam Marine also sent representatives.

In an open discussion forum with the participation of Rickmers' top management the audience was taken on a journey through Rickmers' history from the company's foundation in the mid-nineteenth century through its many achievements to date, to the company's plans and vision for the future.

Guest speakers were also invited, including representatives from the company's P&I and Hull and Machinery

insurance underwriters, who gave first-hand information on incidents that had occurred within the fleet and examples of how best practice could prevent losses by reducing human error.

The last day was dedicated to human resources and officers were encouraged to speak about their concerns and perspectives, and how their lives on-board Rickmers' ships could become even better. Uniteam Marine's Fleet Personnel Director, Captain Thomas Reppenhagen and Senior Vice President Crew Management of Rickmers, Captain Ernesto Yutadco shared their views and answered crew's direct questions, touching various topics and aspects of crew management.

The conference ended with a group photo session with all participants in the hotel garden followed by a dinner and the attending seafarers proved their musical and karaoke skills by spontaneously forming an international band and entertaining the audience.

Mazen Barhoun, Senior Fleet Personnel Manager

UNITEAM TRAINING AWS WELDING ACCREDITATIONS - REWARDS FOR HARD WORK

On Saturday 22nd August, an award ceremony took place celebrating the achievements of Uniteam Training machine & welding graduate welder/fitters.

After a comprehensive course of theoretical and practical studies, 20 young Myanmar men were awarded the American Welding Society (AWS) a 'Sense 1', (Schools Excelling through National Skills Education) Welding Qualification. This internationally recognized qualification certifies them to weld to '3G' Standards.

Welders should be trained and certified before they undertake significant work on-board vessels or in the construction industry. Exacting standards of knowledge must be met and finally the actual welding skills must be practiced and inspected thoroughly before any certification can be awarded.

The Machine & Welding Department in Thanlyin is led by U Moe Zaw Aung who has built up the department, with great company investment, to be fully accredited to deliver the esteemed welding course to AWS standards. The layout of the centre, the use of the state of art welding simulator, the actual arc welding equipment used and the instructors who have been trained by U Moe Zaw Aung, have passed the stringent AWS requirements for delivery of this course in a short space of time, becoming the only welding training centre in Myanmar to do so.



Seated front, left to right, are instructors: Mr. Kyaw Min Swe, Mr. Aung Khine, Mr. Aung Myo Than, Mr. Moe Zaw Aung (Sect. Lead), Mr. Zaw Zaw Htike, Mr. Zaw Min Oo

The course comprises six months and several modules covering Welding Safety, Materials Equipment and Techniques. All the theoretical material was delivered in English which makes the achievement additionally significant. The course culminated in a computer based theory test and a test of welding samples which were inspected and subjected to required bend and x-ray tests by an external Inspection Company. Throughout the course, discipline and motivation were maintained by the candidates and the Instructing team. There were few absences and no disciplinary problems.

Quality control is taken very seriously, not only is the Machine & Welding Department certified by an internationally renowned welding authority, (AWS) the physical samples and results are validated by an external Certified Inspection Company.

Uniteam Marine placed four of the accredited welders already on board vessels as trainee fitters/ welders. All remaining 16 graduates will also be allocated on vessels under Uniteam Marine management and after receiving the necessary experience they will be promoted to fully fledged fitters.

The Uniteam Training effort has not gone unnoticed by other major companies in Yangon and due to the AWS accreditation, the trained instructors and the quality of the output, the Machine & Welding Department has been able to expand its physical operation from 8 arc welding booths to 20. It is clear that Uniteam Training's Machine & Welding Department will have a hand in training future welders and welding instructors for Uniteam Marine, and indeed the whole of Myanmar.

Truly a remarkable success.

Douglas M Smith, Uniteam Training Director

THE CHALLENGE OF BEING AN INSURANCE ADMINISTRATOR

There is no normal working day when you are an Insurance Administrator. When you wake up in the morning, you don't know what the day holds in store for you. As you open your emails and read through the correspondence, you may find a message that something tragic has happened to one of the seafarers. The fast paced backwards and forwards of emails begins, involving all the relevant functions, manning agents, local agents and most importantly, owners and seafarers' families.

Our primary aim is to ensure that the seafarer is receiving the appropriate recommended medical care and that the P&I Insurance has been notified. The P&I, or Protection and Indemnity, is the insurance which provides cover for the illnesses and accidents of our seafarers. They are notified in the event of an incident in order to record the event and either offer assistance through their network of local correspondents should it be required, provide advice and ultimately reimburse us for the expenses incurred related to the incident.

If a seafarer is hospitalised abroad, and agents have not been appointed, it may be necessary to appoint the P&I Local correspondents to check on the seafarer, make any arrangements that are not possible from our side and review costs, which we need to ensure are reasonable. Agents and/or P&I local correspondents are our eyes and ears when we have no other source.

When the seafarer has received the recommended medical care and is allowed to be repatriated, the 'fit to fly' confirmation must be received from the attending doctor in order to proceed with arranging the flights. It must also be noted that any requirements for additional assistance such as wheelchairs, extra leg room or an escort must be communicated between the functions in order to ensure smooth travel, without any additional stress for the sick seafarer.

In the unfortunate event that the seafarer has passed away either on-board or abroad, we find ourselves in the sad position of having to request that our colleagues inform the family. Dealing with different nationalities and religions, both enlightens and challenges a person on a daily basis. There are families who wish for their relative to be brought home for burial as soon as possible, whilst others wish for their relative to be cremated in the country of their passing. Tact and understanding are required in order to ensure that the arrangements are made efficiently and smoothly, as per the religious wishes of the families.

Upon repatriation of a sick crewmember, an Insurance Administrator monitors the recovery of the seafarer, whether further medical assistance is required and up to the point where they are declared fit for duty. Close communication with our colleagues in other countries and manning agents ensure that we are provided with detailed updates so that we can stay abreast of the condition of the seafarer.

Following the illness of a seafarer, our secondary role is to collect all the expenses relating to the incident. In cases where there has been a deviation or an evacuation by helicopter, we require these additional expenses. The claim we will ultimately submit to the P&I Club comprises of the expenses incurred at the port of disembarkation, including the medical expenses, flights both for the off-signer and his substitute and the expenses from the port where the substitute joined. Amongst these, there may be several miscellaneous expenses, our job being to single them out and judge whether they apply to the incident and if their reimbursement falls within the rules of the P&I Policy.



When all the expenses have been collected and collated and the seafarer has been declared fit for duty, the claim is prepared in a standard format and submitted to the P&I Club for their review. Upon settlement of the claim by the P&I Club, the case is considered closed unless something unexpected later occurs.

In addition to illnesses, injuries and deaths, there is also the legal aspect of an Insurance Administrator's job. This could range from a misunderstanding abroad where police have become involved, injuries due to traffic accidents requiring the involvement of local insurance companies or legal proceedings a seafarer has commenced in their home country. Working in close co-ordination with the P&I, manning agents and local agents, we obtain their advice and guidance for handling each matter and thereafter proceed in compliance with the relevant terms and conditions of the seafarer's contract of employment or applicable CBA.

The truth is, there is never a dull day. You don't know from one day to the next whether you will be collecting and collating expenses for a claim, receive a notification of an incident that requires your immediate attention or following up on the recovery of a seafarer who has been repatriated. However, one thing is for certain: it is a constant learning curve, with something new to learn each day which contributes to better handling of the next case. There are the sad cases when you lose a seafarer but there are also the happy cases when you have helped a seafarer to receive the best medical care possible and ensure a full recovery. Whatever the case, it is our job to handle it in both a professional and efficient manner, meeting both the needs of the owners and our seafarers.

Rebecca Thomas, Insurance Administrator

UNITEAM MARINE PARTICIPATES IN THE MOPO RACE 2015

1.000 teams with a total of 10.000 participants registered for the 9th MOPO team-relay race on the 27th of August in Hamburg's city park. At this event a team of five colleagues or friends run five kilometers as a relay. 943 teams reached the goal, after having been supported by many fans cheering around the track.

Race participants register for a good cause. For each team registered, the PSD Bank Nord donates €10,- for the city park. Uniteam Marine's Hamburg office registered a team of five colleagues who were determined to finish the race well. The team consisted of Andrea Leise (Fleet Personnel Function), Myriam Tadema (Assistant to the Office Director), Tobias Buenning (Technical Function), Andreas Horstbrink (Finance Shared Service) and Dana Lienhard (Fleet Personnel Function).



It was an evening with typical "Hamburger Schietwetter", which means it was raining cats & dogs. However, we did not let the weather spoil the fun.

Myriam Tadema, Assistant to the Office Director

HUMOUR

The Last Reindeer

A reindeer walked into a pub, strolled up to the bar and ordered a pint of lager.

The barman poured out the lager and passed it to the reindeer, who handed over a ten pound note.

As he handed over the change of a few coins the barman said, "I have to say, you are the first reindeer I have seen in here."

The reindeer studied the change very carefully and said. "Tell you what sunshine, at these prices I am also the last reindeer you're going to see in here."



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 2016!

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.

IMPRINT

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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 to Corporate Communications & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteamservices.com

