



SUCCESS THROUGH TEAMWORK

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MESSAGE FROM THE CEO

It seems that wherever we look there are major challenges that must be overcome. Our world is experiencing geopolitical battles, climate change, over-population and food scarcity and a faltering global economy which has left all shipping markets in crisis mode. However, history has shown that we always find solutions and I believe we succeed because of our strong abilities to communicate with each other and to work together in teams.



One way or another, we are all affected by these major challenges – directly or indirectly. Concerning the dismal shipping markets, our most immediate challenge, we need to work together in alliances and we need to connect with and support each other as it is the only way to create opportunities in these turbulent times.

are operated with optimum crew complements; accidents can become very costly and to manage this risk we are strengthening our safety culture through our Safety Campaign “THINK LSR – Life Saving Rules” which is gaining strong recognition and awareness; our serious game “Escape from Desolo” is addressing attitudes and behaviours and has been downloaded 6,000 times in the space of six months with a very strong average rating of 4.5 (out of 5.0); we are rolling out electronic briefings which ensure and validate that all seafarers receive the right information at the right time.

I would like to express my sincere gratitude to all the seafarers and their families, business partners, colleagues and friends for being involved with Uniteam Marine and for working together to find solutions to the challenges we all face. I greatly appreciate the hard work and dedication that is required to achieve success.

It is very encouraging to see how we all come together in proactive, energetic and creative approaches to our challenges.

An amazing amount of value is being generated by all of our collaboration: ship owners’ interests are protected in that their assets at sea are properly cared for. The seafarers on board identify with the owners and understand their culture and expectations. And though it is a very stressful job with ever-increasing requirements, competent seafarers have secure employment and are able to support and improve the lives of their families at home.

I wish all of you reading this Newsletter a very special Festive Season and that we all experience Happiness, Good Health and Success in the New Year 2017.

At Uniteam Marine we facilitate such strong collaboration in many ways. For example, ship owners are forced to reduce costs to a minimum whilst at the same time maintaining the highest possible quality and maintenance standards. Careful coordination is required so that vessels

Holger Ruether



UNITEAM MARINE NEWS

is designed to be of interest to seafarers, colleagues as well as friends and business partners working with Uniteam Marine.

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

THINK LSR

What does THINK LSR mean? THINK LSR is our new safety strategy based on 12 simple “Life Saving Rules”

What are the rules?

THE RULES ARE:

- 1 Always wear the correct PPE
- 2 Work with a valid work permit when required
- 3 Obtain authorisation before entering a confined space
- 4 Obtain authorisation before overriding or disabling safety critical equipment
- 5 Verify isolation before work begins and use the specified life protecting equipment
- 6 Protect yourself against a fall when working at height
- 7 Protect your back, always lift correctly
- 8 Do not walk under a suspended load
- 9 No alcohol or drugs while working or driving
- 10 While driving, do not use your phone and do not exceed speed limits
- 11 Do not smoke outside designated smoking areas
- 12 Wear your seatbelt



Do these rules only apply to seafarers?

These rules apply to everybody at all times. We are strengthening our safety culture that is adopted by all who work for or with Uniteam Marine, ashore or at sea, at work or at leisure, employee or contractor.

Everyone must expect to have a safe workplace and to act safely at all times.

Naturally, shipping carries an element of risk which can be perceived as higher than other risks, but risks exist everywhere.

But is it really the Company’s business if someone does not wear their seatbelt or uses their mobile phone whilst driving? People need to keep themselves and those

around them safe whatever they are doing. This is so important for many reasons but I would like to highlight three aspects from the Company’s point of view:

Firstly, the Company is committed to complying with all the relevant laws and regulations which govern the business and, quite simply, we have a legal duty to protect our employees, as well as people who work with us at our workplace, and they in turn have a legal duty to protect themselves.

Secondly, the key to success in any organisation is its people. People are our greatest resource and our most important investment. A poor safety culture leads to accidents which... *article continued on page 2*

THINK LSR

Article continued... costs money, damages morale, reduces efficiency and drives away business. In short, a poor safety culture is bad for business.

Thirdly, and most importantly of all, we want people to be safe because each one of us is a unique and valued individual. We want all our people to have the opportunity to grow and prosper both professionally and personally without being affected by accidents.

So if we all learn and follow these 12 rules then we will have a perfect safety culture?

Safety is a journey rather than a destination. If we learn and follow these 12 rules we will certainly all be safer. But this is only one of many initiatives. We want to achieve an ongoing company-wide discussion on safety which makes people understand their responsibilities to themselves, their families and their colleagues and to think before they act.

Life Saving Rules are not new, they have existed for a long time, so why are we doing this?

From the start, Uniteam Marine has been a business with a passion for caring for the people we employ and demonstrating an extra level of care. As the company has grown we have had to find more effective ways of communicating our spirit to everyone. THINK LSR is about communicating a core value and message to encourage everyone to work with each other towards continuously ensuring a safe working environment. Accidents can happen at any time and by raising our collective awareness, we help to create an attitude and environment that encourages us all to challenge ourselves and our attitudes to comply.

THINK LSR is a respectful conversation, where concerns and ideas are shared and we want to ensure that it is an integral part of life and accepted as a norm. This why we have the core three words Comply, Intervene and Respect.

How soon do you expect to see a change in our safety culture?

Changes happen almost immediately with THINK LSR and even the smallest of changes have a significant impact. This is not about re-inventing the wheel or dramatic changes, it is about starting a process of thinking and discussing Life Saving Rules and keeping the discussion going.

This is a major project which has my strongest support as the CEO of the Uniteam Group of Companies. THINK LSR generates real engagement from everyone involved with Uniteam Marine. It is about changing attitudes and challenging existing patterns of behaviour to create a common approach to safety which is embraced by all people, whatever their role and whatever their background. With strong leadership, effective communication and the full commitment of all of us, this a real opportunity to strengthen a culture that saves lives and to create a safer, more supportive environment in which to work.

I encourage everyone to play their part; sometimes it takes very little to prevent an accident and save a life, and the life saved could be yours.

Holger Ruether, CEO

COMPAS MOBILE

Mobile devices, such as smartphones and tablets have completely transformed our way of communicating.

They are the most used communication tool today and have become a crucial part of our lives. Go wherever you want, whenever you want; your mobile phone will stay with you - connecting you to the world.

To leverage this trend, we have worked hand in hand with our Vendor to develop "Compas Mobile" - a mobile web application serving the information needs of seafarers.

It can be used whenever and wherever there is internet access, providing you with all the relevant information you need such as your next Vessel Assignment, Certification compliance, Travel Arrangements and Payslip.

It was launched in a pilot phase for a limited number of crew in June 2016, with an online survey taking place shortly after.

The survey evidently showcased that seafarers found Compas Mobile useful and that they would definitely recommend it to their fellow seamen:

- "It is convenient, simple and practical."
- "All my payslips and my travel plan are directly available in my mobile phone."
- "My preliminary travel plan is available before official notice."
- "That almost in any place where you can be, if you have an internet access you can have information about your travel details, assignment, salary. For my mind this is very useful app for seaman."

Compas Mobile will help to reduce the exchange of emails, phone calls and will essentially enhance the communication between office and seafarer – saving money and improving efficiency.



Uniteam Marine continues to automate and digitize processes that essentially deliver greater value for all concerned parties.

Joseph Andreou, Crewing Manager

IMO BALLAST WATER CONVENTION

COMING INTO FORCE IN 2017

Finland ratifies the IMO Ballast Water Convention and the ratification criteria are finally met after a long running saga.

With Finland ratifying the IMO Ballast Water convention the total tonnage of contracting states has now passed the threshold of 35% of the world's fleet by gross tonnage.

To maintain stability ships often use water as ballast. This water is pumped into the vessel at the discharging port and pumped out again when the vessel arrives in the next port to load more cargo. The amounts of water can be enormous – often several thousand tonnes. Ballast water typically contains a variety of biological materials, including plants, animals, viruses, and bacteria. When this water is released it may introduce these biological materials into a location thousands of miles from their natural habitat. The purpose of the convention, which will come into force on 08. September 2017, is to minimize the risk of damage to marine ecosystems from such invasions of alien species via ballast water, and the effect on the shipping industry is huge.

Ship Owners and Managers must define which vessels will be required to be modified and consequently which of the tech-

nologies and systems available are suitable to be retro-fitted into the vessel. There are many different systems available and the regulatory criteria must be met by each Ballast Water Treatment plant, as there is the mandatory type approval with relevant guidelines defined in Regulation D-3 of the BWM Convention. It will be a challenge on some vessels to find the space necessary to fit the ballast water treatment system. Fortunately some systems have been developed which consist of single modules which will fit into relatively small spaces and do not require the complete system to be fitted in one spot, an advantage on smaller vessels with narrow engine spaces. It is not only the availability of space to fit the treatment equipment that must be taken into consideration; ballast water capacity, electrical load balance and the time required for a complete ballast or de-ballast operation are also key factors to be considered for each individual vessel.

The US Environmental Protection Agency and the United States Coast Guard are developing a ballast water regulatory program for US waters so it is crucial to keep a close

eye on their final criteria to be complied with, in order to ensure vessels are eventually equipped with ballast water treatment plants which comply not only with the IMO Ballast Water Convention but also with the Ballast Water Regulatory Program of US authorities.

The retrofitting of a technically feasible, maintenance friendly and commercially viable Ballast Water Treatment Plant complying with all the applicable regulations will require close cooperation between the Technical Function Staff, our Engineers aboard the vessels, Classification Societies and our QSE Function and Waste Stream Management Unit.

With the breadth of expertise available in Uniteam Marine we are well prepared to find the most suitable and sustainable solutions for our customers.

Lars Helge Evers, Technical Manager

UNITEAM ALL STARS

Within the framework of celebrating World Maritime Day and as part of the 'Week of the Sea', the Cyprus Shipping Chamber organised their Annual Charity Beach-Volley Tournament with the support of the Cyprus Volleyball Federation.

Tournaments were held during the week-ends of the 17th/18th and 24th of September and through the organisation of the annual event, the Cyprus Shipping Chamber conveyed the message that 'shipping not only carries cargoes and passengers but also transports important and much needed social support, thereby validating that shipping is indispensable'.

The net proceeds from the 2016 tournament will be donated to the "One Dream One Wish" Cyprus Association for Children with Cancer and Related Diseases.

Uniteam Marine Cyprus did not miss the opportunity to support the charity and mingle

with colleagues and fellow participants. Eight of our Limassol based colleagues came together to create the 2016 "Uniteam All Stars" team. Having participated in the tournaments since 1996, colleagues were keen to exchange their work attire and office environment and demonstrate good sportsmanship as they played volleyball barefooted in the hot sand. Team members testing their capabilities and stamina also relished teasing one another and the harmless banter that ensues. On the score board, "Uniteam All Stars" won three out of the five games played and ranked in the third place of their group.

Erodotos Charalambous, Accountant



"Uniteam All Stars" back left to right: George Loizou, Andreas Antoniou, Andreas Sofocleous, Tim Charalambous, Christos Mathaiou, bottom left to right: Erodotos Charalambous (Team Captain), Nikolas Assimenos and George Constantinou

DESERTION - THE MODERN REALITY

Definition of "Desertion": A willful Abandonment of an employment or duty in violation of a legal or moral obligation.

Mary Celeste (often misreported as Marie Celeste) was an American merchant brigantine, discovered adrift and deserted in the Atlantic Ocean, off the Azores Islands, on December 5, 1872. The Canadian brigantine Dei Gratia found her in a dishevelled but seaworthy condition, under partial sail, and with her lifeboat missing. The last entry in her log was dated ten days earlier. She had left New York City for Genoa on November 7, and on discovery was still amply provisioned. Her cargo of denatured alcohol was intact, and the captain's and crew's personal belongings were undisturbed. None of those who had been on board were ever seen or heard from again. Fortunately, in today's era of global shipping and transport by sea, unexplained

desertion on such a large scale are virtually unheard of and the myth of Mary Celeste remains. (ref: Wikipedia : online)

You will find very little written about modern day desertion in the modern merchant fleet, however, we still see cases of small minded opportunists who are prepared to leave their brothers behind in search of a "pot of gold" at the end of the rainbow. Subsequently, armed guards are normally assigned to the ship forever. Those remaining onboard are closely watched by the now ever present port guards. The individual who has made light on his feet will no doubt have wonderful dreams of exuberant lifestyles, fantastic free health-care and social systems for all whom "sign

on the dotted line". In reality, deserters are often left with no support from either home nor alien country and find themselves in a world of despair, awaiting inevitable capture by men in black combat uniform and then to be unceremoniously deported back to home shores in ankle chains. I am unsure if the families whom are subsequently left back 'at base' with shame painted across their doors are ever present at the home airport with homemade signs of welcome on arrival, but I somehow doubt it.

Sadly, it goes beyond just the human element; the commercial consequences of reoccurring incidents can be catastrophic. Security teams are enforced by the local

country's port, as are the subsequent invoices for services rendered! Failure to pay means failure to enter port the next time and same might be for all sister ships! In today's rocky, unnerving shipping climate this is undoubtedly an extra cost we can all in the industry manage without. To tarnish entire nations with the cowardly brush of desertion is sadly a matter of fact in our business and does not always require a well thought out argument. We can but support each other and make sure we are all aware, always. Our reputation always precedes us, let it be a good one.

Richard Knighton,
Fleet Personnel Deputy Director



SUSPENDED LOADS AND DROPPED OBJECTS

"Do not walk under a suspended load" is one of our twelve Life Saving Rules and it is easy to understand that being hit by a falling container will probably kill you. It is also clear that wearing a safety helmet will be of little use in this case. So why do we wear safety helmets, and what other dangers so we face?

A ship has many different decks, and equipment and material are fixed or stored at various heights on each deck. This means that the crew will often be working at many different levels and may be working above other crew members. This means that if we drop a tool or piece of equipment, or if we fall, we risk hitting someone else and causing an injury. We may think that a small item will not cause any damage but even small, lightweight items may cause serious injury if dropped from sufficient height.

Research shows that an object weighing only 200 grams is likely to cause injury if dropped from a height of 20 metres and is potentially lethal if dropped from 50 metres; an object weighing 1

kilogram is likely to cause a fatal injury if dropped from ten meters.

Below are some examples of the typical weights of everyday objects found onboard ship:

Wristwatch	10 – 20 grams
Smart phone	100 – 200 grams
40mm Padlock	140 – 150 grams
Chipping hammer	150 – 250 grams
60 mm Padlock	230 grams
Paint roller	500 grams
Safety shoe	750 grams – 1 Kg
Power tool (drill)	1 – 3 Kg
CO2 Fire extinguisher	2 Kg
Twist lock	5 – 7 Kg
5 litre tin of paint	7 Kg

We can see that an electric drill dropped from 2 metres will almost certainly cause an injury, and a twist lock dropped from the same height may prove fatal.

The message is clear – protect yourself by wearing appropriate PPE and staying clear of suspended loads and people working above you; protect your ship mates by ensuring all tools and equipment are always prevented from falling.

DROPPED OBJECT INJURIES ARE PREVENTABLE!

1. Do not stand under suspended loads
2. Do not stand underneath people carrying out work at height

3. If you must move under a suspended load, obtain the permission of the person in charge and spend the minimum time in the danger zone
4. Always secure tools and equipment by a lanyard when working at height
5. Never leave unsecured items on top of containers or other cargo
6. Observe good housekeeping - always stow equipment correctly when not in use
7. Observe good housekeeping – keep your working area and personal space clean and free from loose objects.
8. Always be aware what is above you!

Peter Chilman, QSE Manager / dropsonline.com

SUPPORTING THOSE IN NEED

As we updated our website information, we found ourselves recalling many details about Uniteam Marine's community work in Myanmar and felt our newsletter offered an ideal opportunity in which to acknowledge their resourcefulness and quick response over the past eighteen years.

The first initiative started in 1998 when colleagues began investing a monthly budget of 300,000 MMK (240 USD) to supply rice, cooking oil and other food items to help a Nun from the Shan State who had started a girl's orphanage in Yangon. Colleagues believed that by providing simple yet necessary items they could alleviate some of the stress the young women faced as they learned to live together.

The next initiative began after Yangon's Uniteam Marine Office Director Captain Than Oo wanted to offer support to those living in the countryside who found it difficult to access medical care. In 1999, after receiving permission from the relevant authorities and with the support of a certified doctor, teams began offering free medical treatments. Today colleagues still take trips into the countryside to help those in need.

The commitment grew as our colleagues became involved in this way. In 2001, after supplying food to the Government Shwegondine Children's Orphanage the idea to start our own children's project slowly began to formulate.

In 2008, when Cyclone Nargis hit the Ayeyarwady Delta region colleagues recognised great need. They responded immediately when part of the Western Hospital's roof near to the Uniteam Marine Office blew off. A workforce was tasked to secure a temporary solution until they could properly repair the roof, limiting disruption caused to the maternity ward. The hospital's transformer also burnt out, leaving the hospital without power and a functioning generator. Staff and patients had no water, toilet facilities nor electricity. Fortunately, Captain Than Oo quickly secured a transformer and within 24 hours' power at the hospital was back to normal.

The rebuilding of the Catholic Orphanage in Kyauktan, which had been partly destroyed by the torrential rain and winds, was also supported during this significant time.

Colleagues supplied food and basic commodities to two villages during the devastating conditions. Cadets made a huge contribution by preparing numerous packages that were delivered by trucks into the villages and Uniteam Marine clients readily donated funds to see those suffering receive essential



support. Around 4,000 people benefited from the four trips that were made.

Additional assistance was also supplied to a larger village in the Delta during their rehabilitation process; ensuring over 1,300 children had access to a primary and middle school, a medic and midwife station as well as a community centre with a library.

In 2009, Uniteam Marine together with financial support from a major client organised Myittar Yang Chi orphanage to house 15 small boys. Since its conception, the orphanage's staff team have demonstrated unwavering care for the children.

In 2010, Uniteam Marine opened a school building at the high school in Thandwe and in 2013, Uniteam Marine, again together with the support of its major client, started a girl's orphanage with 46 girls. Staff at both orphanages provide care and assistance for all 134 children.

In March 2016, Uniteam Marine opened a

school near Pathein and our colleagues continually engineer responses in order to provide much needed assistance; Mahlzeit Restaurant recently donated to the Myittar Yang Chi orphanage after organising and hosting The First European Food Festival.

The success of all these efforts is a result of dedicated teamwork and collaboration with local authorities. If you would like to donate to the orphanages or support projects which might arise due to unforeseen natural disasters, then please contact MDA e.V. – Myanmar Development Aid.

Contact: info@mda-myanmar.com
Bank details of Myanmar Development Aid e.V.:
Deutsche Bank Hamburg /
IBAN: DE04 2007 0000 0130 0425 00
Swift Code: DEUTDEHHXXX

There is also a donation box located at the reception desk on the 2nd floor of the Yangon Uniteam Marine office.

Captain Jerzy Wilk, Anja Frauboese, Anja Claire Lambley-Steel

PORTRAIT OF JOSEPH ANDREOU

CREW MANAGER

How did you join Uniteam Marine?

I graduated from University as a Civil Engineer in 2008. This was a very eventful year in Cyprus as we had the biggest drought ever recorded in our history, which basically forced the Government to sign an agreement for the transfer of drinking water from Greece to Cyprus. That's when I was employed as a Marine Engineer to supervise the construction of an underwater pipe line that would eventually connect to the tanker vessels and pump the drinking water directly out into Limassol's water dams. This was a really exciting project for me as this type of construction had never been built before.

After this project was completed, I was then offered a new position responsible for a whole fleet of seventeen Oil/Chemical tankers handling Recruitment/Planning/Operations, Insurance, Payroll/Cash to Master, crew KPI's and Oil majors' inspections/audits. A hard experience indeed, but at the same time the knowledge I gained was priceless. Unfortunately, due to financial reasons the company had to close down in 2011.

Having had a number of offers from different shipping companies, what drew me to Uniteam Marine was the team spirit that was clearly visible during my interview.

What are your main tasks?

Conducting interviews with applicants, Crew planning, Cost monitoring and supporting my team in the more demanding/extraordinary cases.

But if I had to conclude in a sentence my most critical task, it would be to find "the right person, to be at the right place, at the right time".

What do you like most in your job?

As a person I try to be resourceful and come up with solutions and this job allows me to do so. I like the challenge of it. It keeps me alert every single day.

You worked on the project Compas Mobile – how did this project start and what were your thoughts behind it? What are your expectations from seafarers?

When our IT Director Warren Gibbs briefed me on the idea, it got me really excited as this was truly a positive move to really embrace the technology available. There was not a single doubt in my mind that this project was bound to be a success.

With Compas Mobile we offer to our seafarers convenience and a better service. After all, if we take good care of our seafarers, they will take good care of our clients.

As a Crew Manager you receive various applications from seafarers – what sets an application apart? Do you have any recommendations or "do's and don'ts" for applicants?

There are many factors to be considered/checked when an application is received, for instance: which Manning Agency the application is coming from (credibility), age, employment stability, previous contract durations, etc. If I had to select the two things that strike me at first sight in an application, they would be the previous employment stability and the age of the applicant.

But again, every applicant has to be treated as an individual, always depending on what the demand is or what the market offers and of course what the client requirements are.

It is truly chemistry to find the right person, to be at the right place, at the right time.

Do you have a motto/credo in life?

Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful.



Joseph Andreou - Crew Manager



ONGOING COMPETITIONS

"Success through Teamwork – Experience on Board"

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

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

"Best Photograph & Video" 2017!

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
marketing@uniteamservices.com
www.uniteammarine.com

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Editorial Staff of this issue:
Holger Ruether, John Hadjiparaskevas, Anja Frauboese, Anja Claire Lambley-Steel, Peter Chilman, Joseph Andreou, Erodotos Charalambous, Lars Helge Evers, Stephen Fyfe, Richard Knighton, Sandor Nagy, Jerzy Wilk

Photographs:
Uniteam Marine, crew of Uniteam Marine

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



SWEETS - MUFFIN-IN-MICROWAVE

INGREDIENTS - serves 1

- 4 tablespoons White flour
 - 3 tablespoons Sugar
 - 2 tablespoons Cocoa powder – unsweetened (if not available you may use Nesquik or similar)
 - 1 pc Egg
 - 2 tablespoons Cooking oil, alternatively use 2 tablespoons melted butter
 - 1 tablespoon Jam
 - 3 tablespoons Milk
 - 1 pinch Bicarbonate soda or baking powder
- Be careful: the more powder you use, the drier the cake becomes!



Somloi Galuska

Preparing optional chocolate glazing:

- Mix 1 tablespoon of cocoa powder with 1 tablespoon of sugar, add 1-2 tablespoon of hot water & mix until smooth.
- Add about 1 teaspoon of butter, mix it well & pour over the cake. Let it cool.

Slice it up & serve.

After you become skilled, the whole procedure from the very beginning to completing the washing up will take about 30 minutes.

Alternative Version:

- Prepare one cake with cocoa and one without – one brown & one yellow.
- Cut each into small (2-3 cm) cubes & put them in a bowl, add some dry fruit, pieces of chocolate, chopped nuts as per your mood.
- Pour warm liquid pudding onto it – suggest vanilla flavoured.
- Grate some chocolate on top, or sprinkle with cocoa powder.

This will be a "fake" version of the Hungarian Trifle (Somloi Galuska). Suggest to check the original "Somloi Galuska – Hungarian Trifle recipes" on the net: it is really worth the effort.

Captain Sandor Nagy

Procedure:

- Melt butter (or cooking oil) in a mug, add sugar & jam – mix well with a fork.
- Sieve the dry ingredients in a heat resistant bowl – mix well.
- Add egg to the mixture in the mug – beat it well.
- Add milk – mix it well.
- Pour the liquid mixture on top of the dry ingredients in the bowl & mix until smooth.

At this point you can add chopped pieces of dark chocolate, walnuts, hazelnuts, dry raisins / pieces of dry fruit – the best are sour cherries. Do not mix these in, just push them gently into the mixture – they will sink anyway!

- Put the bowl into a microwave oven for 3.5 minutes at full power.
- When finished, leave the cake for about 1 minute in the oven.
- Afterwards take out the bowl, leave it to cool.
- When cooled, give the bowl a few slaps & pour the cake onto a plate.