



SUCCESS THROUGH TEAMWORK

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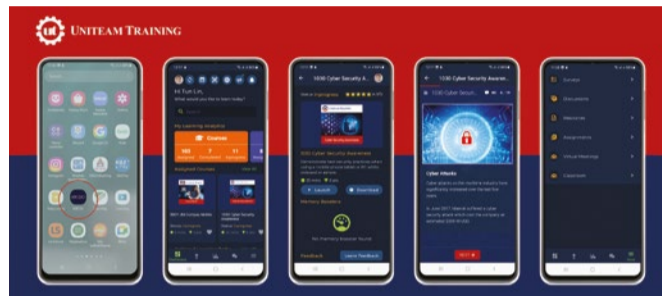
is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments in our company.

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

WELCOME KREDO, GOODBYE TALENTCARDS

The Microlearning concept was introduced to our seafarers by using the TalentCards app in December 2018.



The Microlearning courses are short and focused, usually two to five minutes long, delivered in bite-sized chunks, with a focus on specific learning objectives. It is designed to be easily digestible, memorable and actionable. It can be used in combination with other forms of learning and is targeted towards learners with short attention spans.

Microlearning is effective in providing just-in-time, on-demand learning opportunities, which is beneficial for people who need to acquire new skills or knowledge quickly and easily. It can also be used to reinforce or refresh previously learned material, to help learners retain the information over time. Additionally, it can be integrated with other learning and development activities, to provide a holistic, blended learning experience.

The use of virtual classroom and online learning systems has increased dramatically since the start of Covid, where gathering people in the classroom was not possible. Uniteam Training has developed over 200 courses as DISS (Done in Sixty Seconds) modules and ONTHEGO modules. The mobile-based self-learning modules in combination with Virtual Classroom enabled us to provide uninterrupted training to fulfil the training needs of our seafarers during the disruption of Covid.

To improve the delivery of our training content in line with the advancement of new technology, we are moving to a new platform.

It is time to say goodbye to the TalentCards app. 31 December 2022 was the last day we used TalentCards as our learning platform. We are very grateful to the TalentCards team for their unwavering and continuous support during the last four years.

We started using a new learning platform called KREDO on 1 January 2023.

HERE ARE A FEW TIPS AS A QUICK-START GUIDE:

- You will receive the invitation email from KREDO Systems. Note down the username and password.
- Download the KREDO app from the App Store / Google Play Store.
- Sign in by using the username and password you received by email.
- You will see the learner dashboard, assigned courses, and assigned learning paths.
- Open the course you want to learn and enjoy your learning journey.
- You can contact our support team by sending an email to utkredoteam@uniteamtraining.com

WHAT IS KREDO?

KREDO is an innovative and user-friendly online learning platform that provides students with access to high-quality educational resources and personalises the learning experience to meet the unique needs of each student. The courses are designed to be interactive and engaging. They also offer a wide range of assessments, quizzes and resources for practising and self-evaluating.

Another important aspect of KREDO is its ability to personalise the learning experience for each student. The platform uses advanced algorithms to assess a student's progress and adapt the content to their specific needs and abilities. This ensures that students are challenged at the right level and can make steady progress in their studies.

KREDO also allows students to collaborate and share their knowledge and ideas. It has a built-in messaging and chat system to foster the student's learning community and form study groups.

HERE ARE A FEW FEATURES:

- Learning is not just reading the content or watching the videos. You can also listen to the content through background voices just like an audiobook.
- Social learning is possible. You can chat with the instructor and collaborate with your colleagues both within and outside your course groups using discussion boards, comments, likes, bookmarks and chat requests.
- Provide feedback of 1 to 5 stars.
- Do the survey and take assignments for continuous learning.
- Join a Virtual Meeting or classroom directly from the app.
- Use QR codes for quick learning. Use the search function to find the course.
- You will see the Calendar for your learning schedule.
- A new feature called "Learning path". It is a series of modules which you will have to complete as per the order set up in the system. The intention is to cover a specific topic in an intended sequence.
- The system can produce a course completion certificate.
- You will receive a notification when a new course or new learning path is assigned to you.

We will continue our efforts to make training easier, less intrusive, more effective, less time-consuming and more fun!

Enjoy learning and stay safe!

Captain Tin Maung Tun, Managing Director, Uniteam Training

UNITEAM CRUISE SERVICES: UPDATE

The cruise lines have recovered, and the cruise industry had a strong rebound year with consistent growth.

2022 was a great year for Uniteam Cruise Services (UCS), and we were able to hire hundreds of crew members to work onboard both ocean and river cruises in response to the market.

As the 2023 season approaches, UCS is preparing by processing visas and undertaking other processes to ensure that both our current crews and newly selected crews can work onboard on schedule. The cruise industry is working on the reconstruction of attractions in the aftermath of the Covid crisis; nevertheless, we have to plan ahead of time to meet the needs of our customers.

UCS has been employing competent people for ongoing projects on river and ocean cruise ships and is still attempting to attract global clients by supplying hardworking

and qualified crew from Myanmar for the up-and-coming year. Please contact us via email or Facebook Messenger if you are interested in connecting with us.

We will continue to do everything possible to maintain our position as the local "Cruise Ship Career Partner of Choice"!

Check out our most recent news and offers at: <https://www.facebook.com/uniteamcruise> <https://www.uniteamcruise.com/>

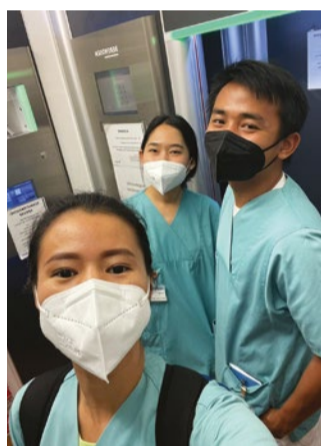
Naing Win Tin, Operations Manager, Uniteam Cruise Services



UNITEAM HEALTHCARE SERVICES SHARING EXPERIENCES



We still recall the excitement when our CVs were approved by the employer in Germany, and we successfully passed the online interviews before signing our contract of employment.



After a long waiting period to have our applications and qualifications approved by the relevant authorities in Germany, we were finally told to get ready for our departure to Germany in mid-August 2022.

Over four months have passed since then and at the time of writing this article, we have been living in Germany for nearly half a year.

Many things have happened since then, challenges were to be mastered, we had to adjust, learn hard, get used to the German winter climate, to different food, but all of us are still here and we are encouraging each other. It also helps us a lot that the people of Marburg are friendly, polite and helpful – we did not expect such a level of hospitality and we are very thankful for such a warm welcome.

After the first block of theory studies, we started our practical training in the clinic and were integrated in the teams on the hospital wards. We found it good that we have the practical training right after the theory block. In that way we cannot forget what we learned by transferring our theoretical knowledge into practice. Everybody received us with friendliness, but we quickly realised that daily routines are demanding and require our full attention and concentration.

Our biggest challenges were the exams in every learning block which helped us to understand our strengths and weaknesses. Since German is not our mother tongue, at the beginning we had difficulties with the language. However we are very proud that we could meet the high standard that is applied to German students alike and we did very well in three written exams, two practical exams at the clinic and recently in three oral exams. All of us have passed their intermediary exams and have successfully completed the probation period.

Our tip for future candidates applying for this apprenticeship programme: please work hard on your German language skills. Language plays an important role here and the better you speak and understand German, the easier it will be for you to follow the syllabus and to score high in your exams.

We would like to thank Uniteam Healthcare Services for the great support given to us and the team of Universitätsklinikum Giessen und Marburg (UKGM) for making our start easy and dedicating so much time and efforts towards us becoming valuable members of the UKGM healthcare team.

May all of you stay healthy and happy!

Myanmar apprentices of Uniteam Healthcare Services

STAY FIT!

Diet and exercise are both important for optimal health. We always encourage our readers to follow a healthy lifestyle and give input on fitness/exercises and nutrition.

Physical activity has significant health benefits for body, heart and mind and protects against diseases such as cardiovascular diseases, cancer and diabetes. It is beneficial to start exercises at an early age to strengthen muscles and bones, control weight and reduce fat.

A good role model is Captain Than Oo, Office Director of Uniteam Marine in Myanmar.

After a 12-hour ride by motorcycle from Yangon to Ngapali Beach, he was ready for the challenge: on New Year's Eve Captain Than Oo swam from Bayview – the beach resort to Pearl Island across the bay. He covered the distance in 2 hours and 45 minutes!



Captain Than Oo with his chief lifeguard, Captain Jerzy Wilk

Congratulations for the remarkable achievement!

Anja Frauboese, Head of Corporate Communications & Marketing, Uniteam Global Business Services

GOODBYE MR KHIN

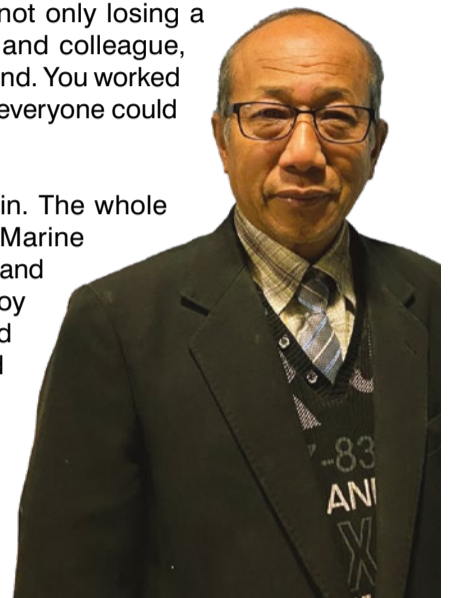
It is time to say goodbye.

Dear Mr Khin Maung Oo, or as you always say, "this is me, Mr Khin", we will miss you.

You worked for our company for more than 20 years and when needed you were always available. No job was too much for you, whether it was a crew change, or spare parts delivery, or cash to the Master of the ship, day or night, regardless, weekend or not. You were present for the sailors on good days and on bad days, took them to the airport or to the doctor and everyone knew about you.

With you, we are not only losing a trusted employee and colleague, but also a good friend. You worked well in a team and everyone could rely on you.

Thank you, Mr Khin. The whole team at Uniteam Marine wish you a long life and relaxing days. Enjoy your well-deserved retirement! And if you really have nothing to do, you are always welcome to pass by – the door is open and coffee is ready.



Goodbye Mr Khin.

Capt. Udo Stoermer, Senior Fleet Personnel Manager

DRY-DOCKING OF MV OPS HAMBURG

The *OPS Hamburg* is a 1,118 TEU container ship, and with a length of 147.87 m and a breadth of 23.25 m.

The good vessel was christened on 15 November 2007. Thus, she became due for her third Class renewal after 15 years of service.

Fortunately, we could agree a dock slot with the well-known shipyard Gibdock in Gibraltar – the same yard where the vessel passed the last dry-docking in 2018. In other words, the vessel was even well-known to the shipyard.

The ETA in dry-dock was confirmed to be on 14 November 2022, just in time for the inspection.

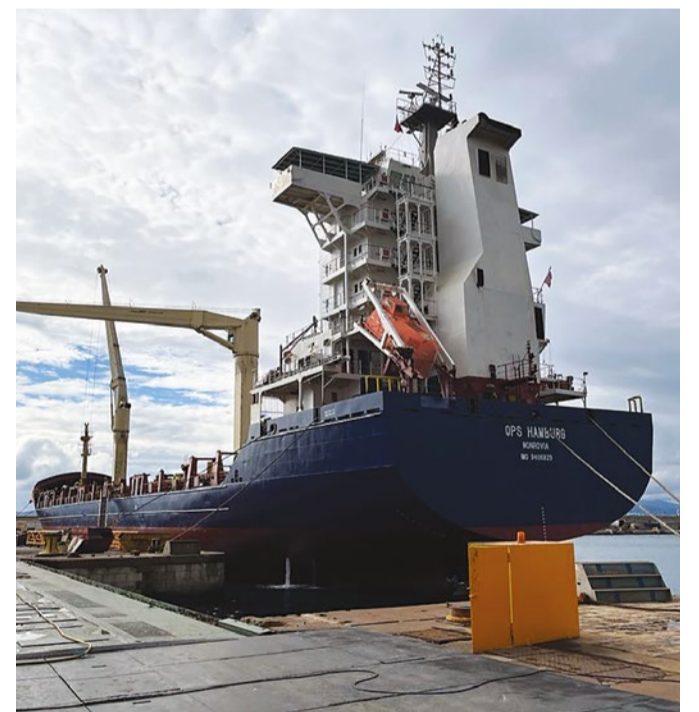
Owners and managers had worked out and agreed a detailed dry-docking specification with lots of modifications, upgrades and overhauls.

The main contractor was the engine manufacture MAN, who sent a service team for the general overhaul of the main engine, the controlled pitch propeller system, and for the installation of a brand-new electrical main engine control system. The team consisted of service technicians from the Netherlands, Denmark and Germany.

Furthermore, a Turkish/Bulgarian team of the Norwegian manufacturer Optimarin was engaged to install a ballast water treatment system, which became compulsory due to international environmental regulations by IMO and USCG.

The shipyard team consisting of Brits, Spaniards and Rumanians did steel works on the hull, hatch cover pontoons, in cargo holds and on deck cranes, and applied a new paint coat on the topside, vertical sides and the flat bottom of the hull.

But even the crew, consisting of seamen from Myanmar, Cyprus and Ukraine, did steel repairs on catwalk stanchions of crossways and assisted MAN on the main engine overhaul.



All in all there was a team of 11 different nations working on board our vessel.

Although the entry into dry-dock was a bit delayed, the dock works could still be commenced on time. It was very important to have the vessel ready and back in service on 4 December.

This target could be achieved thanks to the professionalism of the shipyard and associate contractors. Thus, *OPS Hamburg* could leave the shipyard punctually on 4 December at 14:00 hours to join the new charter on the same day in the Port of Tanger Med (Morocco).

Peter Duwe, Vessel Superintendent

2023 UM MENTAL HEALTH SERIES

#1 Cultivating Happiness

If you have ever found yourself wondering "who has the time to be happy?", you are not alone.

I know that I'm often caught up in my day-to-day responsibilities and forget that cultivating happiness is a choice – and an important one at that.



Happiness is something we all want more of, but it is often difficult to find moments of joy amid the grind of everyday life. Fortunately, science is proving that it's possible for us all to experience greater joy and satisfaction on a regular basis by making small changes in our lives. These changes include being compassionate towards ourselves, practising gratitude, helping others, making relationships a priority, living with purpose, taking time for mindfulness (among others).

The good news is that each one of these things can be achieved simply by spending some time focusing on them every day.

BE COMPASSIONATE TOWARDS YOURSELF

Self-compassion is an important skill to learn and practise, as it can help you become happier. It involves being kind towards yourself when you experience failure or feelings of inadequacy.

A simple way to practise self-compassion is by recognising that everyone fails at things at some time, and that failing is not something to beat yourself up about. You can also be compassionate towards yourself if you experience something negative in this moment.

PRACTISE GRATITUDE

The concept of gratitude has been a popular topic in the field of psychology for years, but only recently have we begun to understand just how powerful it can be. One recent study found that people who kept gratitude journals had increased happiness and decreased depressive symptoms. Other research suggests that cultivating gratitude is an effective tool for combating anger, and yet another study found that gratitude improves sleep quality. So there must be something positive in it!

So why do we need to practise gratitude? Well, because it's fun! And because it makes us feel good about ourselves. People who are grateful are happier than those who aren't – and studies show this applies across cultures, regardless of whether you're religious or spiritual. The benefits extend beyond our own well-being: being grateful is linked with higher levels of self-esteem, which in turn leads us to make healthier decisions about dieting and exercise.

Gratitude can even help when dealing with difficult times – those things called "stressors" by psychologists – because it encourages us to look at life from a different perspective. This shift may mean feeling differently about things like suffering and failure; but even more importantly, it helps us see how lucky we are overall!

To cultivate more gratitude in your life, start by writing down three things each day for which you're grateful as soon as possible after waking up in the morning. You could try making these items part of your daily routine, so they become second nature over time; however, there is no harm done if you miss a day here or there either! Don't hold yourself accountable; just keep trying until something works out for you.

HELP OTHERS

Helping others makes you feel good. There's a reason we call them "feel good" chemicals: when you give to others, your body produces endorphins that make you feel great. And as if that weren't enough, helping others also increases levels of serotonin – the neurotransmitter associated with feeling calm and relaxed.

It helps us see things from another person's point of view. When we are stuck in our own headspace or experiencing

negative thoughts or emotions, it is easy for us to forget that there are other perspectives out there – ones that might have something valuable to teach us about ourselves or about what is going on around us. By helping others in need and learning about their struggles, challenges and experiences first-hand, we will be much better able to understand what life is like for them – and this knowledge will deepen our empathy for others' challenges as well as allow us access into new perspectives on our own lives.

MAKE RELATIONSHIPS A PRIORITY

I would argue that cultivating relationships is the best way to cultivate happiness.

So how do we find a balance between being there for others and taking care of ourselves? How can we ensure that we stay connected with those who matter most while still prioritising our own needs? These are questions I ask myself regularly. And while I don't have all the answers yet (and probably never will), I do know one thing: spending quality time and connecting with loved ones at each opportunity is important.

LIVE WITH PURPOSE

The first step towards finding purpose is to determine what kind of person you want to be: kind, generous, honest? Once you know what traits matter most to you (and which ones don't), everything else falls into place much more easily than before. Everyone has their own definition for "having a purpose in life".

CULTIVATE OPTIMISM

Optimism is a powerful force that can help you to achieve your goals, and it's something that you can learn. The best way is to practise positive thinking (as opposed to negative thinking). A study found that people who were optimistic had better mental health than those who weren't. This is because optimism helps you stay healthy and happy, which also means that you will have more energy for those things that are important to you.

So how do we cultivate our optimism? The first step is to make a list of the things in your life that make you feel good about yourself. Then take some time out each day and think about one thing from the list. You may also want to write down three things that went well during the day so far – then look at them when things get tough!

PRACTISE MINDFULNESS

Mindfulness is a practice of focusing on the present moment with non-judgemental awareness. It encourages you to notice your thoughts and feelings without reacting to them. You may have heard that mindfulness can help reduce stress and anxiety, improve your mood, or make you happier overall – and the science backs this up!

ALL OF US HAVE THE ABILITY TO CREATE MORE JOY AND SATISFACTION IN OUR LIVES

Happiness is a choice, not an accident. It's not a result of good luck or fate; it requires deliberate action on your part. You can learn to be happy by actively choosing happiness over other emotions you might feel at any given moment, such as anger or sadness.

The difference between happiness and joy is subtle but important: while both can be enjoyed when they occur naturally (like when you are laughing with friends), happiness involves cultivating positive emotions through intentional activity.

Satisfaction is about looking back over time with gratitude for all the blessings in one's life – financial security perhaps being one of those blessings! Pleasure is often fleeting because it comes from outside sources such as material objects we purchase ourselves or even food we eat at restaurants rather than cooking ourselves at home.

The good news is that happiness is not just a fleeting feeling. It's a skill, and the more you practise it, the more natural it will become.

Richard Knighton, Fleet Personnel Director

SOCIAL ENGINEERING

Social engineering is a tactic used by hackers and cybercriminals to manipulate individuals into revealing sensitive information or performing actions that may compromise the security of a system or organisation. Numerous techniques can be used to accomplish this, including phishing emails, pretexting, baiting and physical manipulation.

The concept of social engineering can be traced back to the early 1900s with the work of psychologist Kurt Lewin. However, it became well-known after Kevin Mitnick, a notorious hacker who employed social engineering strategies to access private data, published *The Art of Deception*.



Social engineering works by exploiting the natural human tendency to trust others and to want to help those in need. As a result, hackers frequently employ strategies like impersonation, phishing, pretexting and baiting to access sensitive data or persuade people to take actions that might not be in their best interests.

Social engineering is extremely dangerous because it can be challenging to detect and have serious consequences, such as the loss of sensitive information or financial damage. It can also be used to gain access to secure systems, leading to data breaches and cyberattacks.

THE TEN MOST POPULAR SOCIAL ENGINEERING ATTACKS ARE:

1. Phishing: sending fake emails that appear to be from a legitimate source in order to obtain sensitive information
2. Baiting: offering something desirable in exchange for sensitive information
3. Pretexting: pretending to be someone else in order to obtain sensitive information
4. Scareware: using fear tactics to trick individuals into revealing sensitive information
5. Quid pro quo: offering something in exchange for sensitive information
6. Physical manipulation: manipulating individuals in person to disclose sensitive information or perform actions
7. Impersonation: pretending to be someone else in order to gain access to sensitive information
8. Influence: using social influence tactics to persuade individuals to reveal sensitive information
9. Diversion theft: stealing sensitive information by distracting individuals
10. Hoax: using a fake story or threat to trick individuals into revealing sensitive information

TO PROTECT AGAINST SOCIAL ENGINEERING, INDIVIDUALS AND ORGANISATIONS SHOULD:

1. Educate employees on social engineering tactics and how to recognise them
2. Implement strict password policies and use two-factor authentication
3. Verify the identity of anyone requesting sensitive information
4. Use antivirus software and keep all systems and software up to date
5. Regularly review and update security protocols
6. Avoid opening suspicious emails or clicking on links from unknown sources
7. Use strong, unique passwords, and do not reuse them across multiple accounts
8. Be cautious of any unexpected or unusual requests for information or actions

Grigoris Chrysanthou, IT Network and Security Officer, Uniteam Global Business Services

THINK LSR

SAFETY THOUGHTS – LOOKING AFTER YOUR BACK

Back pain is a big problem – studies have estimated that 540 million people around the world suffer from back pain at any one time. More than 4 million working days a year in the UK are lost because of it, and in the USA back pain and other musculoskeletal disorders (MSD) account for almost 30% of illnesses leading to days off work.



This pattern is repeated all across Europe and America and increasingly in Asia as well. These problems cost money – the UK National Health Service spends over £400 million of taxpayers' money a year on treating MSD and The Work Foundation estimated that the European Union as a whole loses as much as 240 billion euros, or 2% of overall gross domestic product, a year due to back problems.

Most of all, however, this is about people and individual quality of life. Back problems cause pain and discomfort and can limit individuals' ability to participate and enjoy a whole range of activities. In extreme cases back problems can leave people permanently unfit for work.

The most frequent, and most obvious, cause of back pain and other MSD is trying to lift heavy objects in the wrong way, but this is by no means the only cause. Working in cramped or awkward conditions which require large amounts of bending or twisting, carrying out repetitive tasks for an extended period, or pulling on ropes under tension may all cause injury. It is also important to recognise that back pain is not only something that affects manual workers or those at sea; office work, particularly when seated at a computer for lengthy periods, may contribute to back problems.

The golden rule with your back is that prevention is better than cure and the following guidelines may help to keep your back problem-free:

- Think before you act – do you need to move this heavy object, or carry out maintenance in this awkward space, or is there an alternative?
- Use mechanical handling aids whenever possible
- Get help, never try to lift something that is too heavy
- Organise your workspace so that you can reach tools and equipment as comfortably as possible
- Make sure your computer workstation is set up correctly
- Use the correct manual handling technique – keep your feet close together, arms tucked in and lift objects by bending your knees and hips, not your back
- If working sitting down, try to get up and take a break every 30 minutes
- Try to maintain a healthy diet and lifestyle, and endeavour to lose any excess weight
- Give up smoking – smoking can reduce the blood supply to discs between the vertebrae, and this can lead to disc degeneration
- Maintain a good posture – avoid slumping in your chair, hunching over a desk or walking with your shoulders hunched
- Learn relaxation techniques to help manage stress – stress is a major cause of back pain

Look after your back – THINK LSR

Peter Chilman, QSE Manager

HEALTH: THE IMPORTANCE OF MICRONUTRIENTS

Micronutrients are one of the major groups of nutrients your body needs. They include vitamins and minerals. They are important for energy production, immune function and blood clotting. Failing to get even those small quantities of micronutrients guarantees disease.

Rather than popping pills, you can eat various foods to boost your immune system.



Here we give you an insight into some of the most important micronutrients!

VITAMIN B6

Vitamin B6 is a vitamin that benefits the central nervous system and metabolism. The group of B vitamins is important for proper cell function, helping with metabolism, creating blood cells, and keeping cells healthy.

Food containing vitamin B6: chicken, cereals, pork, potatoes, green beans, peas, lentils, bananas

Symptoms of lack of vitamin B6: skin rash, anaemia, diarrhoea, vomiting

VITAMIN C

Vitamin C plays a role in controlling infections and healing wounds and is a powerful antioxidant that can neutralise harmful molecules called free radicals. It is also needed to make collagen, a protein that is weaved throughout various systems in the body.

Food containing vitamin C: bell peppers, citrus fruits, broccoli, kiwi, jalapenos, blackcurrants, parsley

Symptoms of lack of vitamin C: bleeding, inflamed gum, delayed wound healing, oedema

VITAMIN E

Vitamin E has powerful antioxidant effects, protecting cells from oxidative damage by neutralising harmful free radicals. It is also needed for proper immune function.

Food containing vitamin E: sunflower seeds and oil, almonds, linseed, bell peppers, spinach

Symptoms of lack of vitamin E: muscle pain and weakness, tremors, affected reflexes

VITAMIN D

Vitamin D helps regulate the amount of calcium and phosphate in the body. These nutrients are needed to keep bones, teeth and muscles healthy. Vitamin D is also called the sunshine vitamin. Regular sun exposure is the most natural way to get vitamin D; however this does not work when your skin is covered with sunscreen. Good sources are also the flesh of fatty fish and fish liver oils.

MAGNESIUM

Magnesium is an important mineral, playing a role in over 300 enzyme reactions in the human body. It regulates blood sugar levels, supports the immune system, and helps with muscle and nerve function.

Food containing magnesium: wholegrain bread, legumes, nuts, seeds, broccoli

Symptoms of lack of magnesium: muscular cramps, lack of concentration, inner restlessness, tiredness, irritability

ZINC

Zinc supports growth during childhood as well as the immune system. Low zinc levels can increase a person's risk of disease and illness. It enables the body to make proteins and DNA, contributes to wound healing, and has antioxidant properties.

Food containing zinc: beef, pork, fish, eggs, milk, cheese, nuts, sweetcorn, lentils, peas, soybeans

Symptoms of lack of zinc: diarrhoea, hair loss, poor wound healing, susceptibility to infection, loss of appetite, sensitivity to light

Sources: Harvard Medical School, Gesundheit.gv.at, medicalnewstoday.com, healthline.com, apotheken-umschau.de, NHS

Anja Frauboese, Head of Corporate Communications & Marketing, Uniteam Global Business Services

WINNER OF THE PHOTO & VIDEO COMPETITION 2022

Thank you for your votes – The winner for 2022 is **AB Nay Lynn Swe** with his picture **“Maritime Christmas tree”**. He wins \$300!

2nd – 5th prizes (a surprise box) go to:
3/O Nyan Win,
2/O Kyrylo Ananchenko,
Capt. Sergiy Portus and BSN Myint Naing.

Congratulations!

ONGOING COMPETITIONS

“Success through Teamwork - Experience onboard”

Please send us your experiences onboard 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 2023!

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 photo or video of the year.

PHOTO & VIDEO COMPETITION 2023



Heliport – by 2/O Tin Min Zaw, MV Yaloussa

IMPRINT

Editor:

UNITEAM MARINE
marketing@uniteamservices.com
www.uniteammarine.com

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Editorial Staff of this issue:

Capt. Tin Maung Tun, Naing Win Tin, Myanmar apprentices of Uniteam Healthcare Services, Anja Frauboese, Capt. Udo Stoermer, Peter Duwe, Richard Knighton, Grigoris Chrysanthou, Peter Chilman, John Hadjiparaskevas

Photographs:

Uniteam Marine, crew of Uniteam Marine

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Please send your feedback, articles, pictures & videos for the photo & video competition to Corporate Communications & Marketing, Anja Frauboese, marketing@uniteamservices.com

