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Paul van Empel, crew members of Uniteam Marine
(photo competition, birthday album)

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 and 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.



MESSAGE FROM THE CHAIRMAN

It may seem contradictory to try to remain optimistic in the tense climate created from the global economic confusion.

The true dimension of financial crisis appears to be more severe than everybody wishfully anticipated. Shipping has been grossly affected on a worldwide basis and the clouds will remain with us for a long time. The bad market has affected our Clients and ships are laid up, or waiting for some time now for employment.

Like everybody else, we are also suffering from the situation. But it is on occasions such as this, that we must remain prudent and cautious in whatever we do, to fight difficulties and emerge stronger from all uncertainties.

Without losing sight of our long term goals of competitiveness, quality and efficiency, we keep on with our efforts of constantly training our seafarers and improving our facilities, in order to be ready to meet the next wave of the manning challenges of the future.

Reflecting on the year past, we have many reasons to be thankful, regardless of the cutbacks and despite the large number of ships waiting for employment around the world. Most importantly, our seamen continue with their employment without any interruptions or causes of suffering to their families.

Readying ourselves at the door of 2010, let us remain optimistic, facing the challenges ahead and proceeding on together, to another inviting year. Let us also enjoy this joyous period and thank all around us for their hard work and dedication.

Many thanks to all Uniteam Marine employees whether on board or ashore and my personal warmest wishes to each and every member of your families, for a Merry Christmas and a Happy New Year.

Smooth sailings in 2010!

Gerhard Ruether

UNITEAM YACHTING ATTENDS THE MONACO YACHT SHOW

The 19th Monaco Yacht Show took place from 23 to 26 September, under the patronage of His Serene Highness Prince Albert II of Monaco.



Motor yachts at Port Hercule

This event is the biggest yacht show in the world, with 500 exhibitors plus 100 large motor/sailing yachts and another 50 exhibitors on the waiting list. 30,000 visitors were expected to attend.



Discussions at QP 36 - the stand of UNITEAM YACHTING

UNITEAM YACHTING had the great pleasure of taking part with its own stand in the air-conditioned tent "Parvis Piscine".

During the show, many valuable contacts were made, e.g. with managers of shipyards, banks, insurance companies, journalists of various international magazines and publishing houses and, last but not least, with the captains themselves - the key contacts for crewing in the field of yachts.

UNITEAM OFFSHORE TRAINING CENTRE: ALMOST THERE!

Christmas came early in Yangon this year with the arrival of 2 x 20ft containers and a 40ft flat rack with all the equipment for Uniteam Offshore Training Centre. Over the past few months there was a steady stream of equipment accumulating in Singapore from all corners of the world: Life rafts, lifeboat and launching/recovery system, helicopter underwater module, electric hoist, protective equipment, etc. and it finally arrived in Yangon on October 14.



As one can see in the photos, the building is nearing completion, with builders/contractors putting on the final touches. Next step will be installation/commissioning of survival training equipment with the help of specialized contractors, and yes: we have a swimming pool to fill too.

Opening of UOTC is planned for end of November/December, and you will be reading more about it in the coming editions of this newsletter!

Paul van Empel

UNITEAM MARINE TRAINING CENTRE: QMET ACCREDITATION

“What mortal being, large or small would not be pleased to own a funnel through which he could effortlessly pour into his mind all the wisdom required for life together with all the knowledge required for his profession!” (unknown author).



Instructors and students at the UNITEAM MARINE Training Centre (UMTC) would surely be only too happy to have such an instrument, but since there is no indication that this funnel will be invented any time soon, the setup of all training

courses at the UMTC had to be done in a professional way and in accordance with IMO / STCW / ISM and ISO 9001:2008 requirements. The instructors of all departments, in addition to their normal teaching hours, put a great deal of time and effort into enhancing their courses, reviewing the relevant documentations and preparing course reports as required.

With full confidence in all the work carried out, the external audit was called on 14 September 2009. Mr. Mukerji and Mr. Toh came to the UMTC from TÜV SÜD Singapore for the purpose of auditing all courses, processes, instructors' qualifications and administrative procedures. Finding everything to be in accord with the regulations, they awarded the UMTC the ISO 9001:2008 as well as the PSB-QMET certification, which is specifically designed for maritime training centres and indicates compliance with IMO/STCW requirements.

The UMTC is now well prepared for the upcoming changes in the revised STWC and IMO regulations. The next milestone is an initiative of the Global Maritime Education and Training Association (GlobalMET), which intends to start benchmarking all training centres within their organisation. UNITEAM MARINE is a member of GlobalMET and the UMTC will be benchmarked against other well-known Training Institutes such as the Singapore Polytechnic and the Maritime Academy Asia Pacific (MAAP), which coincidentally are also under PSB-QMET Certification and adhere to the same quality standards.

To ensure the ongoing improvement of our training courses, we constantly review the Fitness Reports from the ships as well as any other feedback received to look for new courses or improvements on existing courses. Accurate completion of such feedback reports, especially in relation to training required, assists us in our efforts. However, we would also encourage anyone wishing to contribute or having further suggestions to contact our Training Improvement Team directly by E-mail at training@uniteam-yangon.com

Capt. Holger Rolfs

CO-OPERATIONS WITH LOCAL RECRUITMENT AGENCIES

In the field of recruitment / taking care of our seafarers onboard, UNITEAM MARINE does not only have its own branches like e.g. in Lithuania, Ukraine or Singapore; UNITEAM MARINE also works in close cooperation with other partner agencies in various countries such as Bulgaria, Romania, Ukraine, Poland, Estonia, Hungary, Russia, Vietnam and China.

To support our UNITEAM MARINE branches as well as our partner recruitment agencies, we developed marketing material which is used for distribution to interested sea personnel or to advertise our services at public locations.

In addition to our career flyer we created UNITEAM MARINE posters and ball-pens to attract attention. These items were not only distributed or used for decorating our agencies - our partners co-operated with their local nautical universities, colleges and maritime centers to whom the marketing material was passed on, too.

In addition UNITEAM MARINE Shipping attends open days at nautical universities in Germany with its own stand.

GOAL OF THESE ACTIVITIES:

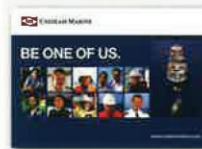
- give our partner agencies the best possible support for recruitment of qualified personnel
- Attract the interest of seamen and nautical/technical academics for working together with UNITEAM MARINE in the future
- consolidate the brand UNITEAM MARINE in the markets



Mr. Ionut Rusu from Stargate, Romania in his office in front of the UNITEAM MARINE poster



UNITEAM MARINE career flyer – European and Asian version



UNITEAM MARINE poster for agencies and nautical universities

Anja Frauboese

WELCOME OUR FIRST OFFICERS FROM VIETNAM

It is well known by now that our Myanmar cadet training programme has been operating successfully for many years, and that it has produced quite a number of Officers, even Masters and C/Es through step-by-step in-house promotions. We have virtually come to take it for granted that Myanmar 3/Os and 3/Es are regularly being added to our pool when UNITEAM MARINE cadets are promoted after passing through our training scheme successfully.

Nevertheless, it is certainly worth mentioning specifically the promotion of the first Vietnamese 3/Os and 3/Es from a new recruiting source only recently tested. We are pleased to announce that during the month of October two Vietnamese cadets were promoted to 3/Os and two advanced to 3/E rank.

In 2007 UNITEAM MARINE decided to expand its programme to include additional Asian nationalities in order to accelerate the training of young officers and engineers required for an expanding fleet: a few Vietnamese and Chinese cadets were selected and placed onboard.

Mr. Tong The Cuong and **Mr. Dao Quang Hiep** were among the first Vietnamese cadets selected. Both started with UNITEAM MARINE as Deck Cadets in December 2007 and are now serving as 3rd officers on MV Cap Gabriel and MV Cap George, respectively.

Following a week of onboard familiarisation on MV Muirfiled - at that time conveniently trading between Hong Kong and Haiphong, Vietnam - they were assigned to MV Northern Divinity, where they completed their 12 months of practical sea service/cadetship. Following the initial adjustment to different cultures and to life at sea, both men succeeded in integrating well. After gathering the seagoing experience required for obtaining their national license as Watchkeeping Officer, they returned onboard as Junior/Training Officers.

When it came time for the onboard 3/O to be relieved, and the ship's command confirmed that the two new gentlemen should be given an opportunity to prove their abilities as Watchkeeping Officers, they were both recommended for promotion. Naturally, the two freshly promoted Officers will continue to be closely monitored until they have acquired more routine and confidence, but we are glad to see that our ongoing cadet training programme is successfully producing further officers for our managed fleet.

Two Vietnamese Engine Cadets **Mr. Nguyen Bao Long** and **Mr. Bui Quang Huy** went through a similar training pattern in the engine room and are now serving as 3/Es onboard MV Cap Gilbert and MV Cap Gregory.

We hope that many other Vietnamese, Chinese and Myanmar cadets can be promoted in the future, and we would like to take this opportunity to thank all colleagues onboard for their continuous support and assistance they are showing to this new generation of future officers and engineers. It is much appreciated.

Capt. Thomas Reppenhagen

OBITUARY - CAPTAIN NYO WIN

It is with great sorrow that we must announce that our longstanding pool master and a true UNITEAM MARINE veteran, Captain Nyo Win, passed away on 14 September at the age of only 51.

Captain Nyo Win began his career as a cadet with us in 1986, and he took over his first command as Master in 1995 on MV Great Laker.

During his 26 years of service at UNITEAM MARINE he proved to be a real professional, remaining loyal to our company all those years. His friendly manner of dealing with people was

much appreciated by seafaring colleagues and office staff alike.

Capt. Nyo Win will be remembered by all of us as an "old school" Master and a pioneer who helped establish what we know as the "Uniteam Marine family" today.

We extend our deepest sympathy to Captain Nyo Win's family.

LEADING FOR SAFETY 8 OF 10

8 MOTIVATE AND CREATE A SENSE OF COMMUNITY

Research has shown that people in work are typically motivated by satisfaction or pride in completing a good job, and the feeling of being part of a team - not just money. Leaders have an important role to play in creating the conditions to encourage and maintain these 'healthy' motivators. Demonstrating respect for staff is often a key part of this. Meeting someone's basic needs is often the key to keeping their motivation high.

WHY IS IT IMPORTANT?

Team spirit and pride in one's work are primary contributors to the morale of a team. Morale has been shown to have an adverse impact on error and violations rates, hence attention to these aspects is an important part of safety leadership.

WHAT CAN I DO?

Things that tend to work

- Involve staff in aspects of management, for example development of detailed working and operational practices.
- Ensure that feedback is always given on staff suggestions or questions.
- Demonstrate interest in, and care for, crew welfare issues.
- Take part in and encourage social activities involving the staff.

Things that tend not work

- One off staff morale-boosting initiatives or reward schemes that could be perceived as condescending or trivial.
- Involving staff in theory, but in practice taking little note of their inputs.

"A Master should have the ability to get people working together and pulling their weight."
Dry cargo

"One should involve people in daily decisions, but within a clear discipline framework."
Oil tanker

BIRTHDAY ALBUM

For the 60th birthday of our chairman, Mr. Gerhard Ruether, we have compiled a very special album, with greetings and pictures from all the Uniteam Marine family - including personnel onboard and ashore. It was a great pleasure to receive all the creative and cordial messages as we put the collection together. Unfortunately, the

space available does not permit us to print each and every wish that was sent, but we hope that the pictures published here give an idea of the enthusiastic response. **Mr. Ruether extends his warmest and whole-hearted thanks for all the kind birthday wishes.**



PORTRAIT OF MACHINERY INSPECTOR/C/E VALERIY GOROBIY



Valeriy Gorobiy is currently supervising the newbuildings of Norddeutsche Reederei H. Schuldt at Daewoo Shipbuilding in Korea. He has been sending us many interesting photos of new ships and christening ceremonies.

HOW DID YOU JOIN UNITEAM MARINE?

In 2001, I was invited by a Ukrainian crewing agency for an interview with Captain Thomas Reppenhagen - at the time I was a 2nd engineer. My first vessel was the bulk carrier "Pacemperor". I have worked for UNITEAM MARINE ever since.

WHAT ARE YOUR TASKS AT THE SHIPYARD?

I am a machinery inspector at the NRS site office. We are involved in everything connected with machinery and outfitting, such as pipes, engines and pumps. When the ship is ready, we go on sea trial to test all equipment and the

vessel itself. I say "we", because at NRS office we are a very close team. It is a great pleasure for me to work together with these people.

WHICH NEWBUILDINGS HAVE YOU SUPERVISED SINCE YOU'VE BEEN BASED IN KOREA?

I am involved in all our projects here. We are supervising hulls 4600 TEU and 8400 TEU vessels.

WHAT HAS BEEN YOUR MOST EXCITING EXPERIENCE TO DATE WORKING IN THE SHIPYARD?

In China at the Shanghai shipyard it was exciting for me to participate in the launch of a new ship from the slips in dock. It's really something great when you see this the first time. In Korea I have experienced other amazing things. Who would have imagined that a vessel could be built on shore without any dock at all and then be launched in the water? New technology makes it possible to build a vessel like a Lego construction and faster than ever before.

WHEN I LIVED IN THE UK, I MISSED GERMAN BREAD. IS THERE ANYTHING THAT YOU MISS FROM THE UKRAINE SINCE YOU'VE BEEN LIVING IN KOREA?

Yes, I miss Ukrainian bread, too, as well as all our local dishes. But of course I miss my family most of all. And I miss my friends. Every seaman can tell you that the time at home is never enough. I miss my car, because I like driving. I could go on and on with this list.

DO YOU HAVE ANY HOBBIES WHEN YOU'RE NOT WORKING AT THE SHIPYARD?

My first hobby is one I've had since childhood: Matchbox cars. In every country I try to find some models for my collection.

My second hobby is outdoor photography. It was a thrill to get my first camera and then to start printing photos myself, at first only black-and-white, later in colour as well.

Imagine sitting in a little room with the red light, mixing the chemicals and adjusting the enlarger. Then comes the really interesting process: when you place the photographic paper into the chemicals and gradually the image emerges. That never ceases to amaze me!

THE BRAIN TEASER - TREES

Trees

You have 10 trees and have to plant them in 5 rows, but each row must contain 4 trees.

How is this possible?

Ball – solution

Throw the ball straight up in the air.

The winner of the Uniteam Marine polo shirt is: AB LYNN HTUT NAING on APL EGYPT - congratulations!

UNITEAM OFFSHORE SOLUTIONS - SPECIAL EDITION JULY 2009

Who can identify this bird?



The bird shown in our special edition of July 2009 is a kingfisher. As there are many different species of kingfishers, and some look pretty similar – Brown-headed Stork-billed Kingfisher (*Pelargopsis burmanica*), Ruddy Kingfisher (*Halcyon coromanda*) and Brown-winged Kingfisher (*Pelargopsis amauroptera*) – we decided that all answers giving "kingfisher" could participate.

The winner of the UOS jacket is: Captain Taras Trush. 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" Year 2009/2010!

Prize for the 2009 and for the 2010 winner: USD 300,- for the picture or video voted best of the year.

This year you can help to select the winner – please send your vote. From all votes there will be a drawing for 3 Uniteam Marine polo shirts.

"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.**

MYTH OR TRUTH: VAMPIRES

Vampires are mythological or folkloric ghosts, who subsist by feeding on the blood of the living. In folk tales, the undead vampires often visited loved ones and caused mischief or death in the neighbourhoods they inhabited when they were alive. They wore shrouds and were often described as bloated and of ruddy or dark countenance, markedly different from today's gaunt, pale vampire, which dates from the early 1800s. Although vampiric entities have been recorded in most cultures, the term *vampire* was not popularised until the early 18th century, after an influx of vampire superstition into Western

Europe from areas where vampire legends were frequent, such as the Balkans and Eastern Europe. Local variants were also known by other names, such as *vrykolakas* in Greece and *strigoi* in Romania. This increased level of vampire superstition in Europe led to what can only be called mass hysteria and in some cases resulted in corpses actually being staked and people being accused of vampirism.

In modern times, however, the vampire is generally held to be a fictitious entity, although belief in similar vampiric creatures such as the *chupacabra* still persists in some cultures. Early folkloric belief in vampires has been ascribed to the ignorance of the body's process of decomposition after death and how people in pre-industrial societies tried to rationalise this, creating the figure of the vampire to explain the mysteries of death.

The charismatic and sophisticated vampire of modern fiction was born in 1819 with the publication of *The Vampyre* by John Polidori; the story was highly successful and arguably the most influential vampire work of the early 19th century. However, it is Bram Stoker's 1897 novel *Dracula* which is remembered as the quintessential vampire novel and provided the basis of the modern vampire legend. Dracula may have been the famous stowaway – sailing with the "Demeter" from Varna to Whitby: "On 17 July, yesterday, one of the men... came to my cabin, and in an awestruck way confided to me that he thought there was a strange man aboard the ship. He said that in his watch he had been sheltering behind the deckhouse, as there was a rain storm, when he saw a tall, thin man, who was not like any of the crew, come up the companionway, and go along the deck forward and disappear. He followed cautiously, but when he got to bows found no one, and the hatchways were all closed." (from Bram Stoker: *Dracula*)

The success of this book spawned a distinctive vampire genre, still popular in the 21st century, with books, films and television shows.

Source: Wikipedia

HUMOUR

I Marked The Spot

Two friends rented a boat and fished in a lake every day. One day they caught 30 fish. One guy said to his friend:

"Mark this spot so that we can come back here again tomorrow."

The next day, when they were driving to rent the boat, the same guy asked his friend, "Did you mark that spot?"

His friend replied, "Yeah, I put a big 'X' on the bottom of the boat."

The first one said, "You stupid fool! What if we don't get that same boat today!?!?"

PHOTO & VIDEO COMPETITION 2009 VOTE FOR THE WINNER!

Many thanks to all who participated in our Photo & Video Competition. We've received many beautiful pictures - and videos - from on board!

This year in addition, you can all help to select the winner. Please let us know which photo - or video - you like best. The picture - or video - with the most votes will win US\$ 300.

And there's more: from all votes received there will be a drawing for 3 Uniteam Marine polo shirts.

Please send your votes to
Ms. Anja Frauboese,
marketing@uniteam-hamburg.de
by 8 February 2010.

We look forward to receiving even more
pictures and movies from on board in 2010!



1 Helicopter drill on MV Lehmann Timber -
by Capt. Karoly Somfai



2 Smiling sky -
by C/E Viktor Karlashevych



4 Additional lookout on MV Bulk Europe -
by Chief Officer Tin Win Zaw



6 MV CSAV Rauten -
by Capt. Corneliu Vasiliache



7 Working in the air on MV Helene Rickmers -
by C/O Yan Aung Myat



3 Cinema: first crew on MV CSAV Rupanco -
by 3/E Ivan Pogoryelov



5 Naming ceremony MV Northern Jubilee
& MV Northern Jasper - by Machinery
Inspector - C/E Valeriy Gorobiy



8 Additional anti piracy measures on MV
Clipper Emperor - by Capt. Myat Ko Ko

PHOTO & VIDEO COMPETITION 2009



9 Storks in their nest on old farmhouse near Rostok - by Z/O Shwe Min



10 Filterfish - by C/E Joerg Krueger



11 Family of seals in Melbourne on MV MSC Kiwi - by trainee fitter Aung Kyaw Thu



12 Additional Security Guards for MV Marie Rickmers - by Capt. Tin Zaw Aye



13 Sunset taken during river passage to San Lorenzo - by Captain Sergiy Stadnik



14 The misty bay taken on the Suez bay - by C/E Rajmund Kaliszuk



15 Sun bathing seals on MV MSC Kiwi - by Bsn Kyaw Swar Win



16 "Stowaway" on MV Atakena - by C/O Petar Kolev



17 Movie by C/O Gennadiy Zatokovenko "From Europe to Asia through Suez Canal on MV Houston Express"