

the crystal CHRONICLE



A YEAR IN REVIEW





mac3points

CEO ADDRESS

Dear Crystals, Crystal Crew, Crystal Principals, Family and Friends,

Let's give it up to Captain IAC and Chairman EAC, the founders of our Crystal Shipping Community! As we wrap up 2022, we want to celebrate their flying values the mac3points way 🚢

I – Integrity, it's not just talking the talk, it's walking the walk. Do what you say, or don't say it at all!

A – Absolution or Atonement, we're human after all, we make mistakes, but it's what you do after that counts. Own up, make amends, and don't repeat those same old blunders.

C – Calm, when you got integrity and atone for your mistakes, you radiate a peace of mind that will keep you Healthy And Strong In Mind, Body And Spirit.

And now for a little science, EAC-style 🚢

E – Endorphins, it's the feel-good chemical that gets you pumping and jumping from physical activity.

A – Adenosine, it's the chemical receptor that gives you sweet dreams, so watch that caffeine intake as it blocks those A's!

C – Cortisol, it's the fight or flight chemical that keeps you alert, but too much of it can cause anxiety and mess with your immunity. DOSE up (Dopamine, Oxytocin, Serotonin, Endorphin) on the good stuff to balance it all out.

Salute to you Capt. IAC and Chairman EAC!

As we end, let's remember to extend our gratitude to all our amazing Seafarers who keep our ships sailing and the world connected. Your hard work and dedication inspire us every day. Also, a big thank you to our supportive Principals for their trust and partnership. Let's make 2023 a year of success and growth for all of us! 🚢 🚢 🚢

So that's a wrap, thanks to 2022! We all look onward and upward as we #TOUGHEN-UP for 2023!

Be Healthy And Strong In Mind, Body And Spirit ❤️

Love in me,
Emily

OUR STORY

1989

May 1, 1989

Capt. Inocencio A. Crisostomo and spouse Edith A. Crisostomo founded Crystal

2006

May 1, 2006

Emily A. Crisostomo took the helm and lead Crystal to our Great Reset

2016

May 1, 2016

Onward and Forward to our new Home, The Crystal IEAC Building

October 30, 2003

Awarded our first ISO certification from DNV-GL

May 1, 2014

The Great Reset. Crystal Delivering Happyness Through WoW Service with our Fun-Loving and Passionate Team

2003

2014



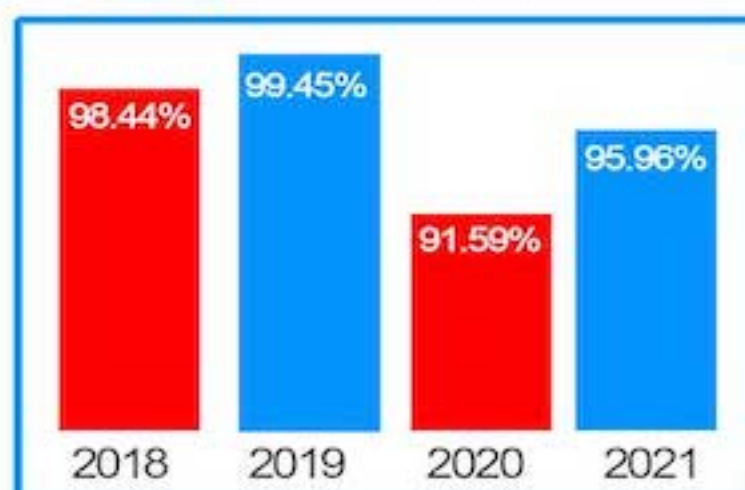
90%

RETENTION
RATE **2022**



1557

TOTAL CREW POOL



31
PARTNER
PRINCIPALS



81%
EUROPE

CONNECTING
PEOPLE
ALL OVER
THE WORLD



16%
ASIA



3%
AMERICAS



239
VESSELS

OFFSHORE
VESSELS



PASSENGER &
ACCOMMODATION VESSELS



13%

36%

14%

5%

31%



OIL, CHEMICAL & GAS TANKERS



BULK CARRIERS



GENERAL CARGOES

9th IAC Stay Alive and DBD

Dont be Dead



As Crystal IEAC celebrated its 9th IAC Gala Night last January 28, 2022, one of the most anticipated annual events of the company was held at the Crystal IEAC Building.

The Gala Night honors Captain Inocencio Crisostomo, as a celebration of his life and legacy which led to the founding of Crystal Shipping, Inc.

The (almost) full day of festivities which began with corporate company pictorials was filled with fashion, humor and family love, in addition to the sumptuous food and refreshing drinks served by our Cook apprentices. An entertaining production number by our Crystal Aspirants truly made our night.

The program's presentation of the thrilling schedule of company events for 2022 captured everyone's attention.

It was a proud moment for Crystal as Accounts Manager Imelda Moises received her Loyalty Award for having served our company for 30 long years. A deafening cheer filled the Gala venue with , level- up presentations of the company and the unit- wide OKRS or Objectives and Key Results.

The night wouldn't have ended without the awarding of our Crystal hearts to honor our dashing and well-performing Crystals and apprentices-

Male Star of the Night- Mark Rence Miguel

Female Star of the Night- Mylene Manansala

Most Promising Aspirant-Louella Lorilla

Apprentice of the Year- D/C Daniell Maristañez

Cook of the Year- Cook Romel Villanueva

Our most Crystal Heart awardees were recognized for their years of service with Crystal

5 years- Shallom Edillo and Pamela Raguine

10 years- Christian Caracta and Kathleen Layderos

30 years- Imelda Moises

Happyness Awardee- Shallom Edillo.

Capt. Inocencio Crisostomo's WOW Service Award was given to Imelda Moises. Our Crystal Sunshine, Shielyn Dela Cruz, bagged the Hall of Fame award after being the recipient of the WOW Service Award for five consecutive years.

It was a night of recognition and happy memories. Thank you , Capt. Inocencio Crisostomo and Chairman Edith Crisostomo for having made all of these magical moments at Crystal possible.

Gala

ONE CRYSTAL DAY

All the Flaunts at #OneCrystalDay 2022

Article by: Tony Lescano

The Crystal IEAC Group of Companies flew all the way to the pristine white beaches of Boracay Island, Philippines last 29 June 2022 to conduct its annual #OneCrystalDay Teambuilding. The event coincided with the birthday celebration of the Group of Companies' President and CEO, Emily Crisostomo.

The three-day event of Crystal IEAC Group of Companies was jam-packed with different company leisure and recreational activities which commenced with the #OneCrystalDay with surprisingly beautiful weather despite prior advisory of low-pressure area. This year, the annual company event was organized by Jeny Cueto, Jona Quijano and Tony Lescano. The #OneCrystalDay highlighted Bhasimbas-inspired games and activities starting off with a Yoga session care of Noki Barbosa. This was immediately followed by an exciting set of team-building activities where four teams battled it out to win the Boracay-worthy cash prize. In the end, the teambuilding challenge was won by the Crystal team composed of Allyson Azarcon, Sheanne Estrella, Nery Rose Lagunay, Shallom Edillo, Joy Vallano, Belle Lopez, Aya Paranal, Alicia Nunag, Angie Ogena and Ruffa Mae Abante. After firing up the competitive spirits of Crystals, the #OneCrystalDay ended with a heart-warming culminating activity that connected the souls of our Crystals to each other.





The rest of the stay of Crystals at Boracay were all fun and fond memories being the party-people that we are. The birthday bash prepared for the CEO President on the night of 30th of June was pure one for the books as we party (we mean, yes, parteeey) all night long.

Young. Free. Fun.

The Crystals made sure to enjoy the beautiful islands of Boracay from sun rise to sun down taking all the Instagram-worthy photos flaunting their Bhasimbabs curves and eye-candy OOTDs. Completing the island-experience, everyone braved their fears trying out all the accessible water activities like, parasailing, helmet-diving, UFO, Crystal kayak, island hopping, etc.

Its yet another one successful and memorable #OneCrystalDay this year with all the happenings and experiences in the island of Boracay. In as much as we keep the infamous line "what happens in Boracay, stays in Boracay", we'll definitely remember the fun memories and the bond that we made that made us closer and stronger as an organization.



WELCOME NEW HIRES



ROX

Crystal Sassy Girl

ROXANNE B. MANCOL

"If you believe, you can Achieve"
Outdoor Activities / Jumping Rope
Lyceum of the Philippines University

34 yrs old

Feb 2, 1988



ALICIA

Crystal Zippy

ALICIA MAE T. NUNAG

"Difficult Roads often Lead to
Beautiful Destinations"

Singing and Cooking
Bulacan State University

23 yrs old

Jan 12, 1999



JC

Crystal Quiet Witch

JANE CARLETTE T. DE LEON

"Keep Going Everything will
come to you at the perfect time"

Dancing and Singing
Catanduanes State University

23 yrs old

Aug 24, 1988



CES

Crystal Versatile

CECILIA D. ALVAREZ

**"Don't dig up in doubt what you
planted in faith."**

**Baking, Editing and Photography
Baliwag Polytechnic College**

22 yrs old

Nov 22, 1999



APOLLE

Crystal Lovely

APPOLE B. DAYTA

**"Not in doing, what you like but in liking
what you do is the secret of happiness"**

Vlogging

STI Caloocan College

25 yrs old

Mar 21, 1997

Cades to Riches

"Time is gold" – The first time I became familiar with this all-time favorite motto in life (at least for most Filipinos) was when I was in elementary school. I was filling out one of my classmate's Slambooks when I saw this under the question, what's your motto in life? Little did I know what that really meant, but I'm one of the many people who copied and pasted it just so I could write something on it. And though as time passed

by it became self-explanatory to me, this motto had a different impact after I heard the story of Mr. Mark Glendon Raquepo.

Mr. Raquepo was once featured in our 7th Crystal Newsletter – a 30-year celebration of Crystal. A very well-known man in Crystal because he is one of our crew who became an officer at 27 years old! How did he do that? Let's take a closer look at his life.



Mark Glendon Raquepo

Mr. Raquepo grew up in a family with 5 siblings and his mom and dad. Life, especially even before the vast growth of technology, was never easy. His dad was a farmer and a part-time bus driver. Mr. Raquepo, who is the eldest son of the family, does everything he can do to help his parents. When he was just in elementary, he used to come with his dad to town to sell vegetables and fish.



“Time is gold.
Hanggat kaya mag-aral.”

He still does the same thing in high school – doing a part-time job as a bus conductor for his dad. He never stopped helping his family, even in college wherein he came to work from 6 in the evening to 6 in the morning as a security guard until he finished his studies. After graduating from college, with his perseverance, he passed the entrance exam in 2 agencies he applied to and chose Crystal wherein he started his journey as a cadet.

There are a lot of things he learned from being a Crystal cadet and "DISCIPLINE" is number one on his list. He still remembers his training days vividly, where every Saturday they took examinations, every duty they would stand still and firm at their post the whole day, they strictly did proper checking of uniforms, which also included shoes and haircut. They also strictly follow the English only policy when communicating with everyone and they elect officers that create and mold potential leaders. To some it may seem like their hard days, but to Mr. Raquepo is one of the things he is grateful for.



The cadetship program helped and prepared him for the life he would be facing onboard. It helped him to build confidence and most especially it helped him to set goals which most of them at this time were no longer a dream, but a dream come true!

Last November 10, 2022, as Chief Mate, he was promoted as Captain of New Grace under Executive Ship Management or ESM!

He gave thanks to his parents, who were his first teachers in life. They taught Mr. Raquepo how hard life is if they do not study. They helped Mr. Raquepo persevered in life with the words, "hangga't kaya, mag-aral." His experiences in his early life helped him to treasure time and grab every opportunity given to him to study more, learn more so he could be able to be in a place where he could lift other people as well. He is also grateful for the cadetship program – for helping him be prepared physically, intellectually, and emotionally. He is also grateful to all the crew he worked with, especially to those who were with him on his first vessel.



For our cadets who are on the road towards achieving their dreams, Captain Raquepo said, don't just keep on dreaming but set goals and plans to achieve them. Do your part as a Crystal Cadet. Don't waste the opportunities given by Crystal. For those who are already onboard, give your best. Follow the rules and regulations inside the ship. Follow the instructions given by your officers and other crew – they will be your first teachers onboard and your family at the same time. Don't be discouraged or be afraid, because people who have gone through a cadetship program like Captain Raquepo already know how you feel, and they will be there to help and guide you.



It was a privilege to get to know Captain Raquepo through our short interview via call. A jolly yet humble person with high hopes and dreams for the future. More powers to you, Captain, and may you continue to inspire more people – especially those who are just starting and even those who are still on their way to achieving their dreams.

–Pamela Judith Garrote



COOPERATIVE MONTH CELEBRATION

Written By: Checket Basada

Crystal Shipping Seaseed Credit Cooperative Officers and Committee conducted a Coastal Clean-Up Drive and Mangrove Planting in Barangay 13 Aguila Sta. Cruz, Cavite City, together with the help of other volunteers, including Brgy. Councils, the Philippine Coast Guard, and the Philippine Coast Guard Auxiliary.

SEASEED officers and committee members fall in line for attendance with the volunteers at around 7 a.m. Eighty people in total attended the clean-up drive and mangrove planting.

The program started with brief messages from Brgy. Captain Adora Mendoza, followed by the Commander of PCG Cavite Sub-Station, Capt. Maria Cristina Tricia Dumlao Torres, Director of the 125th Auxiliary Squadron GAD NCR-CL, and General Manager of Crystal Shipping Seaseed Credit Cooperative Ms. Ruffa Abante.

Ms. Noemi S. Alvaran, ICC Philippines Coordinator-Cavite facilitated a short orientation program about the importance and benefits of mangrove trees.

Volunteers joined forces during the Coastal Clean-Up Drive to clear the dirt and garbage found in the coastal area before tree planting.

Crystal Shipping Seaseed Credit Cooperative donated the mangrove trees to the barangay. One hundred fifty (150) mangrove trees in all were planted because of the help of all the volunteers.





JAMES NIKKO HOSANA

CRYSTAL CORNER

*If you can't fly, then RUN.
If you can't run, then WALK.
If you can't walk, then CRAWL,
But by all means, KEEP MOVING.
It all boils down to YOU on how
you will improve in life.*

-Martin Luther King Jr.

Nikko, is a fun-loving, strict goal getter. He is the current Crewing Manager of Crystal Shipping Inc., a management level officer onboard different merchant ships who finished his degree in Marine Transportation at the Maritime Academy of Asia and the Pacific and a Master's Degree holder in Business Administration in Melbourne, Australia. He is eldest of a farmer and a public-school teacher in their hometown in Nabua, Camarines Sur. Growing-up in a farm land, Nikko learned to strategize things from selling different items in grade school to farming, from making impossible possible to competing in different school events in order to support his parents financially.

He learned so many life lessons from his parents that led him to decide to enter the seafaring career in 2006. Back then, he was inclined to arts and wanted to take an art-related course but because of hardships financially and emotionally, Nikko set aside his wants and focused on the need as he did not want to stop his schooling and did not want to add burden to the family. He passed and went on a full-scholar maritime school where he graduated with flying colors.

Three months after his graduation, his father died and all family decisions were shared to him by his mom. He started sailing and at 26 he became a Chief Officer onboard a multi-national crew vessel – the break that he has been waiting for. During his shore vacation, he would attend school, take care of their businesses, teach, assess and supervise in maritime training centers and schools and manage some local maritime offices.

At 31, he owns some businesses in and out of the maritime industry - The SEAKER Systems Inc., Saint Nicholas Coffee and Tea Co., JJ Anchors Co., Supernova Philippines Inc. and Regadera Plant Trading Co. – all of which are products of perseverance, hard work and determination.

Nikko joined the management of Crystal Shipping Inc. last September 2021.



SUPERNOVA

Supernova Philippines Inc is a fireworks company based in Camarines Sur. It was formerly Enon&Bob Fireworks - a family business which was founded in 1995. Supernova manufactures, distributes, imports and exports pyrotechnic devices locally and internationally gracing occasions with a blast. Nikko and his mom, Enon now leads the business making their hometown - NABUA as the Fireworks capital of the Bicol Region.



Seaker Systems Inc - an all-in-one mobile app for seafarers' job application, training and shelter downloadable in Google Play Store. Founded in 2016, it houses 146,000+ Filipino seafarers.



Regadera Plant Trading - during the onset of pandemic in 2020, Nikko and Justin was left with nothing to do but to attend to their Chow-chows and plants. They saw this beautiful and chubby plants called succulents and started planting them. Fascinated again by each plants' look and name they've collected most of the varieties of succulents they could have from Korea, Indonesia, China and Thailand. They registered the business and was accredited by the Bureau of Plant Industry as plant importer the same year.



JJ Anchors Co. - is a unisex crystal and gemstone accessory brand founded by Nikko and his partner Justin in 2018 as they are fascinated with raw minerals they found on each country they visit. Featured on the 3 giant TV networks (ABS-CBN, TV5 and GMA7), the company grew exponentially since launching due to the exquisite attention to detail, beauty of the products and best customer service.



Saint Nicholas Coffee & Tea - farming is one of Nikko's hobbies. In 2017, he and his business partners acquired piece of land in Mountain Province and Davao Del Sur which they've grown coffee and tea. Now supplying in known hotels, malls and hospitals in Metro Manila and exporting to India, Singapore, Canada and UK.



CRYSTAL's Fun-Filled PRINCIPAL Visits



In 2022, a few principals of Crystal Shipping made a visit to the company's office to meet its Crystal Representatives and assess the quality of its services through an audit. The audit provided valuable insights and helped to reinforce the company's commitment to providing efficient and effective shipping solutions. However, the Crystal Representatives of Crystal wanted to do more than just have an audit. They wanted to showcase their fun-loving, competitive, and exciting side to the principals.



To achieve this goal, the Crystals put together a series of programs and performances. These activities offered a glimpse into the company's culture and demonstrated its commitment to fostering a positive work environment for its employees. The principals were able to witness firsthand the dedication and camaraderie of the Crystal team, and everyone involved had a great time participating in the various events and activities. The visit was an opportunity for both the principals and Crystal Representatives to bond, and it helped to solidify the relationship between the company and its leadership.



Crystal welcomed several visitors, starting with Mr. Christoffer Bardsen of Norwest Shipmanagement and his companion on March 15, 2022. Bridgemans LTD also paid a visit to the Crystal on April 26, 2022, along with Brian Grange and Jay Garcia. Later, on August 24, 2022, Crystal received a delegation from Larvik Shipping, consisting of Espen and Stein, who were accompanied by their Japanese partners MOL Aibara-san and Sato-san. Finally, on October 17, 2022, Portline Bulk International SA was represented by Ms. Teresa Quintinha and Ms. Filipa Abecasis during their visit to Crystal.



These programs and performances allowed the Crystal Representatives to express their creativity, showcase their talents, and demonstrate the company's unique character and values. The recent visit proved to be an unforgettable experience that greatly strengthened the bond between Crystal Shipping and its Principals. It showcased the company's unwavering dedication to delivering exceptional service to its clients and reinforced its commitment to continuously improving its operations. The visit provided a platform for both parties to engage in constructive discussions, share insights, and identify opportunities for growth and collaboration. It is clear that the relationship between Crystal Shipping and its Principals is built on mutual respect, trust, and a shared vision of delivering high-quality services to clients. The visit was a testament to the strong partnership that exists between both parties and serves as a foundation for a bright future.





FIVE SEEDS WEBINAR SERIES: INVESTMENT 101

Written by: Ruffa Abante

On the first day of the webinar series, Ms. Sheila Caracta tackled "Introduction to Financial Literacy." The discussion was about investing money, how and where, and things to consider before deciding. Ms. Shiela made the seminar interactive by encouraging the participants to use the chatbox. She introduces the different choices for where to put your money. She advises the attendees about investment. The management had some icebreakers connected to the topic. Those who won received a 50php gcash load. We had over 75 people participate.

In the second week of the series, we reached over 100 attendees. Ms. Emily Crisostomo is the speaker on the 2nd topic: Real Estate. She highlighted the critical terms in financial education: income, expense, asset, liability, and cash flow. She also discussed what an investment is. She explains the difference between an asset and an investment.

Mr. Christian Caracta, the Education and Training Committee Head, presented to Ms. Emily Crisostomo the Certificate of Appreciation for sharing her valuable knowledge as the guest speaker.

For the third webinar series, Mr. Malvin Leano was the guest speaker. He talked about the fundamentals of the stock market and encouraged ka-SeaSeed to invest there. "Don't buy those things because we want them; buy them because we need them," he mentioned. He discussed what they needed to know about growing money to meet their objectives and beat inflation. He also gives a glimpse of the "Rule of 72," which is how to double your money when investing. After the discussion proper, closing remarks follow.

Our very own Chairperson, Mr. Mark Rence Miguel guested for the fourth and second to the last webinar series, "cryptocurrency." He started with the history of cryptocurrency for easy understanding of the participants. He tackled blockchain as he explained a cryptocurrency wallet and its two types: software and hardware. Software wallets include applications for desktops and mobile devices, for example, Coins.ph, Abra, etc. The second type of crypto wallet is hardware. Hardware wallets are the most popular type of wallet because you can store your private keys and remove them from your device. Examples of hardware wallets are SafePal, Trezor, and Ledger. He shared how he earns from cryptocurrency.



Following the speaker's presentation, Mr. Christian Caracta presented the certificate of appreciation to Mr. Mark Rence Miguel for sharing his knowledge.

"Starting your own business" was the last and final Investment 101 Five Seeds Webinar series by Mr. James Niko Hosana. He started discussing the founders' encounters on their entrepreneurial journey. The discussion focused on the 12 steps in considering opening a business. Some of these are identifying your goal in establishing a business, your hobbies, potential market, etc., which was very informative and helpful.

After the talk, Mr. Christian Caracta awarded a certificate of appreciation to the guest speaker. And to celebrate the end of the webinar series, the management decided to have additional fun questions and prizes to reward the attendees and the participants.

BHASIMBAS

Written by Jen Cueto

BHASIMBAS was launched in 2021 by Chief Impactor Mac with the aim of promoting healthy habits among the participants (Crystals). It includes regular exercise, healthy eating, meditation, and reading. In the 2022 edition, there were several changes including team member swapping and coaching judges. The total prize for the 2022 edition was 100,000 worth of Bitcoins, which will be awarded by Chief Impactor. The twist in this edition is that the members of the winning team from the previous year (TEAM BANG) will act as head coaches for each of the 6 teams that the Crystals were divided into.

The beginning of the quarter sparked excitement among the members of the CRYSTAL IEAC Group of Companies as they eagerly awaited the opportunity to meet their new teammates. This quarter, the company has formed six teams, each with its own distinct identity: KakamFITS, led by Head Coach Belle and consisting of Joy, Tony, Mhai, Kim, and Beb; Cardio Dalisay, led by Head Coach Regie and comprised of Josh, Aya, Anjie, Joy V., Anna, and Romel; TheBELievers, led by Head Coach T. Jen and consisting of Jelyn, Calvin, Ruffa, Jona, and Jashen; Fit-OWinIt, led by Head Coach Chan and made up of Monie, Rod, Louella, Clara, Pam G., and Shallom; Cream Silk, led by Head Coach Coi and consisting of Nery, Checket, Melba, Pam R., Ally, and Kim D.; and ZENHANCE, led by Head Coach Shielyn and comprised of Kath, Jeneveb, Sheanne, Nikko, and Kyle.

This First Quarter of BHASIMBAS focuses on the MIND, as the company recognizes that being physically fit is just one aspect of overall wellness. A strong mind, characterized by mental alertness and calm, is just as important as physical fitness.

In Q1 of BHASIMBAS challenge, the focus was on the mind. The aim of the challenge was to inspire and perspire by posting videos and pictures of each team's exercise routines. The quarter was filled with fun activities like GameKNB, Crystal Theater Presents, Pictionary, Red Pill & Blue Pill, Charades, and more. The challenge was not just about winning, but also about the camaraderie among team members and the transformation of the body, mind and spirit.



Teams were asked to create a Journey Video that incorporated the company's 5C's of Communication, Creativity, Collaboration, Critical Thinking and Crystal. The winning team in Q1 was Cream Silk with a score of 73.61, followed by BElievers, Kakam-FIT, Fit-o Win IT, Cardio Dalisay, and Zenhance.

Q2 of the competition was all about pushing the teams to their physical limits. Teams were put through a series of grueling physical activities, including push-ups, planks, squats, and endurance challenges, which were designed to challenge both their physical and mental strength. The challenges were curated by the Lead, IT Coi and last year's BHASIMBAS King, ensuring that the competition was both challenging and diverse.

In addition to the physical challenges, teams were also tasked with documenting their progress and improvement through daily videos and documentation of their OKR (Objectives and Key Results) goals. The teams were expected to showcase their growth and improvement throughout the quarter, and at the end of the quarter, they submitted a video compilation highlighting their achievements. The winner of Quarter 2 was "Fit-O Win It" with a Total Score of 92.65, followed by "Cardio Dalisay" with 83.02, "BElievers" with 81.30, "Creamsilk" with 80.87, "Kakam-FIT" with 77.98, and "Zenhance" with 77.61. The competition was intense and pushed the teams to their limits, but the results were worth it, as they demonstrated the teams' growth and improvement in this quarter.

Lastly, teams embarked on a Spiritual journey to improve the well-being of the Crystals through a series of 30-Day Mindful Challenges! The teams selected from challenges such as going Alcohol-Free, Killing-Free, Sexual Desire-Free, Lying-Free, and No Stealing for a whole month. They documented their progress and every Tuesday, they participated in either 21-15-9 or 10 to 1 workouts.

At the core of the challenge was the "7 Habits of Highly Effective People" by Stephen Covey. Teams were merged and tasked to present the first three habits (Be Proactive, Begin with the End in Mind, and Put First Things First) in a way that was easy for a fifth-grader to understand.

Fit-To CreamSilk came up with a fun and engaging bulagaan concept, CarditoFit used the entire building for interactive activities, and ZenLieves presented the habits through a captivating theater performance, highlighting the life of one of its members.

And the winner of the BHASIMBAS competition was ZenLieves! Joshua Pajanostan was crowned the BHASIMBAS KING of 2022. This quarter was a thrilling and transformative experience for all participants!

MasterClass

Growing Leaders: A Crystal Leads' Guide to Growth and Success



Crystal is dedicated to developing our leaders and encouraging them to lead a more fulfilling life, both personally and professionally. Our leaders are at the forefront of the constantly evolving global maritime industry, and it is crucial that they remain effective and strong. To ensure this, our Crystal Leads and the NePlus Ultra management team completed a 2-part Masterclass Series in 2022.

The masterclass was inspired by two best-selling books, "The 21 Irrefutable Laws of Leadership" by John C. Maxwell and "The 7 Habits of Highly Effective People" by Stephen Covey. The classes were led by our Chief Impactor, Emily Crisostomo a.k.a. MAC, who has been a strong advocate of these principles for over a decade. #GrowingLeaders is one of MAC's initiatives as part of her aspirational Objectives and Key Results or OKR of #AMOCK meaning "To be A Mecca Of Change-Kickstarters".

During the masterclass, leaders had the opportunity to read, reflect, and discuss the principles from these books, drawing from each other's diverse backgrounds and sharing their insights. John C. Maxwell famously stated, "Leadership is influence, nothing more, nothing less." This fundamental principle was the focus of part 1 of the masterclass series. Leaders were encouraged to first gain the trust and respect of their team by consistently demonstrating integrity, empathy, and competence. By building strong relationships and earning the trust of others, leaders can create a positive and productive work environment where everyone feels valued and motivated to contribute to the team's success.

In part 2 of the masterclass series, the focus was on the 7 habits of highly effective people. These habits are designed to help individuals achieve personal and professional success. The 7 habits are be proactive, begin with the end in mind, put first things first, think win-win, seek first to understand then to be understood, synergize, and sharpening the saw. The habits are interdependent and help individuals to take a holistic approach to their personal and professional growth.

One of the most valuable aspects of the masterclass was the emphasis on habit formation. The leaders learned that it takes time, effort, and consistent practice to develop the leadership skills and habits required to become highly effective. Each Crystal Leader is encouraged to take small steps every day to integrate the laws and habits into their lives, both at work and at home. This approach not only makes the changes easier to adopt but also helps to create lasting change.

At Crystal, we are committed to growing our leaders and empowering them to achieve their personal and professional goals. By learning from timeless and universal wisdom and integrating it into their daily lives, our leaders are well on their way to becoming highly effective individuals and leaders in their fields.

Upcoming is Part 3 of the series where Crystal Leaders will dive deep into Neuro Linguistic Programming and Peak Performance in 2023 to support our ever-growing Crystal community of learners and leaders.

NEW PARTNERSHIPS

2022



BRIDGEMANS
SERVICES GROUP LP



SOLTIN AS



CRYSTAL CREW ZOOMINARS

Ne+U, SHAPE Apprenticeship Program, and Crystal present:
Rendy, Set, Go!!
with Crystal Sunshine, Sheryl de la Cruz
March 23, 2022 12:31 - 2:01 PM

Tips for your LIVER HEALTH when it gets FATTY
brought to you by VIATRIS
in partnership with Ne+U
June 8, 2022 12:30PM - 2:00PM 1 Hour and 30 Minutes
Dr. Jack B. Jansen, MD, PhD, FRCG
Ne+U President, Regional Training of the Region, Philippines, Indonesia, Vietnam, Thailand, Malaysia, and Singapore
To register, click the button after the Primary Content Tools

Ne+U, Crystal, and SHAPE Apprenticeship Program
Leadership & Team Work
with Chief Impactor, Emily Orlasomo
Live at the 4th April 20, 2022 12:31 - 2:01 pm

Ne+U in collaboration with Crystal Shipping presents:
Money Matters 2.0
Feb. 3, 2022 | 12:31 - 2:01 PM
with Chief Impactor, Emily Orlasomo

Ne+U in collaboration with Crystal invite you...
to One Crystal Date!
Kwentuhang Pag-ibig
with Teacher Jon & Sheryl
Feb. 16, 2021 | 12:31 - 2:01 PM

Ne+U in collaboration with SHAPE Apprenticeship Program
THE A to Zs of Hygiene: personal hygiene & grooming
June 15, Wednesday 10:30 AM - 12 PM

Taking Care of One's Mental Health in the New Normal
Living with Stress, Depression, and Anxiety in Uncertain Times
Date: May 4, 2022 Time: 12:30 pm to 2:00 pm
Duration: 1 hour & 30 minutes
brought to you by VIATRIS in partnership with Ne+U

Ne+U in collaboration with Crystal Shipping presents:
MONEY MATTERS 1.0
Jan. 7, 2022 | 12:31 - 2:01 PM
with Chief Impactor Emily Orlasomo

Ne+U in collaboration with Crystal Shipping and Seaseed present:
Ka-Seaseed, Mariknows mo na ba? Pa'no humalaga ang pera mo sa coop?
with Kimberly Patricia, Operations Associate, Seaseed
May 25, 2022 | 12:31 - 2:01 PM

Ne+U in collaboration with VIATRIS and CRYSTAL SHIPPING, INC.
CRYSTAL W@W! WELLNESS@WORK
SCHEDULE OF EVENTS!
APRIL 5 Free Blood and Lipid Profile Test! Face-to-face at Crystal IEAC
APRIL 6 Cardio Vascular ZOOMINAR
APRIL 20 Mental Health ZOOMINAR
MAY 4 Liver Health ZOOMINAR
MAY 18 Pain Management ZOOMINAR
Save the Date

Ne+U in collaboration with Crystal Shipping present:
WE CAN BE HEROES
Conquering Stereotypes through Growth Mindset
with Abdon Alencas, M.B.A.

Ne+U, Crystal, and Training, Education Crew Career Development Program (TECCDP) present:
Stress Management and Emotional Resiliency
with Dr. Noel Silan
September 22, 2022 | 12:31 - 2:01 PM

Crystal in collaboration with Ne+U and TECCDP (Training, Education Crew Career Development Program) present:
STOP LOOK and LISTEN THE CRYSTAL PODCAST!
TUESDAY, OCTOBER 11, 2022 12:31-02:01 PM

Ne+U in collaboration with Crystal Shipping presents:
LEADERSHIP AND MANAGEMENT
SPEAKER: CAPT. JOHN KINGDOM TRAINING CONSULTANT
MONDAY, 14 NOVEMBER 2022 10 AM - 12 PM
4th floor Crystal IEAC Building
"FACE-TO-FACE" free training including meal! All officers on vacation are invited to attend!

Ne+U in collaboration with Crystal present:
Yayaman Ako!
Getting started with your Investment Journey
July 13, Wednesday 12:31 - 2:01 PM

We deliver happiness by bridging educational gap and educational inequality through self transformational Wow Edutainment.



**REPUBLIC OF THE PHILIPPINES
MARITIME INDUSTRY AUTHORITY
MARINA ADVISORY**



ALL SHIPPING COMPANIES, MANNING AGENCIES, SHIPOWNERS, SEAFARERS AND ALL CONCERNED

SUBJECT:

REVISED FEES COVERING CERTIFICATES OF COMPETENCY (COC) AND CERTIFICATES OF PROFICIENCY (COP)

Pursuant to Presidential Decree (PD) 474, Republic Act 10635, and its Implementing Rules and Regulations (IRR), Republic Act 11032 otherwise known as the "Ease of Doing Business and Efficient Government Service Delivery Act of 2018" and the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, the schedule of Fees and Charges prescribed under Memorandum Circular No. SC-2021-07 pertaining to the issuance, revalidation and replacement of COCs and COPs are hereby amended as follows:

Type of Application		Fee/s	
		OLD	NEW
1. Certificate of Proficiency (COP)			
Issuance/Revalidation/Replacement		(From)	(To)
a. Regular		Php 200.00	130.00*
b. Expedite/Onboard		Php 600.00	330.00*
2. Certificate of Proficiency (COP)			
Issuance/Revalidation/Replacement			
a. Regular		Php 200.00	130.00*
b. Expedite/Onboard		Php 600.00	330.00*

Legend - * inclusive of Documentary Stamp Tax

MARITIME UPDATES 2022

Fees concerning the same Types of Application as covered by the respective Fees and Other Charges Articles of MARINA Memorandum Circular Nos. 2021-03, 2021-04, 2021-05, and 2021-06 are likewise amended, based on the above table.

This Memorandum Circular shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

MARINA releases MISMO-related updates

MANILA - The Maritime Industry Authority (MARINA) released MISMO-related updates and guidelines for seafarers, licensed manning agencies (LMAs), and MARINA-Compliant Medical Facilities of Overseas Workers and Seafarers (MFOWS) together with their accredited Medical Practitioners, through MARINA Advisory 2022-35.

These published updates and guidelines are in line with the full implementation of MARINA Circular SC-2022-02 on the revised fees of two STCW Certificates and MARINA Advisory 2022-04 or the "Amendment to MARINA Advisory 2021-65" on New COC and COP Formats which are pursuant to RA 10635 and its revised Implementing Rules and Regulations, the relevant provisions of the 1978 STCW Convention and Code, and RA 11032 or the "Ease of Doing Business and Efficient Government Service Delivery Act of 2018".]

The MARINA enjoins all concerned to be guided with these new updates as they are relevant to a seafarer's STCW Certificates application processes, related fees, transfer of payments, sea service and medical certification requirements and the accredited LMAs' and medical facilities' role in the issuance of their certificates.

MARITIME UPDATES 2022

MANILA -- The Maritime Industry Authority (MARINA) has released MARINA Advisory No. 2022-41 on 04 August 2022, urging all seafarers onboard ocean-going merchant ships, whose certificates are already expired from 01 July 2022, to request for revalidation via expedite application through their Licensed Manning Agencies (LMAs).

Further, seafarers shall likewise submit the following to their respective LMAs in addition to the documentary requirements relative to the certificate being applied: (1) Copy of crew list; (2) Copy of Contract of Employment; (3) 1st page of SIRB/SRB and the relevant page with embarkation entry, and; (4) Attestation signed by the Master that the applicant is currently onboard.

All other Filipino seafarers with expiring STCW certificates were advised to apply for revalidation through their MISMO accounts, at least three (3) months prior to its expiration.

The revalidation of such certificates is in accordance with the existing MARINA policies, rules and regulations, and relevant provisions of the STCW Convention, 1978, as amended.

On 23 December 2021, the MARINA has issued an advisory granting a one (1) year validity extension for certificates expiring between the period 01 January 2022 to 30 June 2022.

CRYSTAL *Calendar* 2022

9th IAC

Gala

January



Seaseed

Strat Plan

February



Norwest
Visit

March



Innovators©

April

Swat Bootcamp



Announcement of *Bhasimbas*
Q1 Winner

May

Ne+U SHAPE Program's Seminar
on Overcoming *Adversities*



June

One Crystal Day

& Leads Offsite



July

DNV ISO Audit



Announcement of *Bhasimbas*
Q2 Winner

Innovators©

August

Larvik *Visit*



September

Birthday *Celebrants*



October

Portline *Visit*



Seaseed Clean-up

Drive

and Mangrove Planting

November

Crystal *Halloween*
Party



5 *Seeds* Seminar

December

Crystal Year End *Party*



Christmas Dinner with *Transmar*

Innovators