

the crystal

APRIL 2018

RA10173

**DATA
PRIVACY**

5TH IAC

GALA

10 BENEFITS OF READING

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is FUN**

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TOP 10 REASONS

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AT SEA**



On The Scene

SNAPSHOTS FROM THE 5TH IAC GALA NIGHT

January 10, 2018, the Crystals and their affiliated organizations celebrated its fifth Inocencio A. Crisostomo (IAC) Gala Night. Everyone dressed to impress matching the night's theme – Crystal WOW Awards Night. Adhering to the theme, several awards were presented to individuals who performed exceedingly well and exemplified WOW service for the year 2017. Among the winners were: Shielyn A. Dela Cruz (Happyness Awardee), Imelda L. Moises (WOW Attendance Awardee), Monica M. Barbosa (WOW Rookie of the Year), Ray Anthony B. Lescano (WOW Service Awardee), Cadet Norodin Antao Jr. (WOW Cadet of the Year), CK Romnel Purcil Jr. (WOW Cook of the Year), Regienald A. Caracta (WOW Male Star of the Night), Kristalyn H. Aquino (WOW Female Star of the Night) and the most awaited WOW Team of the Year which was awarded to the Recruitment Department. A few Crystal Representatives were also awarded with the Crystal Heart Award for their continued service with Crystal: Christian A. Caracta and Kathleen B. Layderos (5 Year Awardees), Mark Rence G. Miguel (10 Year Awardee), Imelda L. Moises and Emily A. Crisostomo (25 Year Awardee).

Crystal's department leads and NePlus' Training Manager presented their team's plans and each representative's #PersonalGrowthPlan related to their mind, body and spirit for 2018. During the event, Crystal's President and CEO, Emily Crisostomo, introduced the company's rallying cry for 2018 which is #BreakingBarriers. Spirits uplifted, morale boosted, everybody is looking forward to a bright and happy 2018 which will be full of #MeaningfulWork and #MeaningfulRelationships.



The **CRISOSTOMO** Family



Crystal Heart Awardees



WOW Female & Male Star of the Night



WOW Team of the Year



WOW Rookie



WOW Attendance



WOW Cook



WOW Cadet



WOW Service



Happyness

WHAT IS THE DATA PRIVACY ACT?

The Republic Act No. 10173 or most commonly known today as the **DATA PRIVACY ACT OF 2012** refers to the act that:

1. Protects the information privacy of individuals while ensuring free flow of information to promote innovation and growth;

2. Regulates the collection, recording, organization, storage, updating or modification, retrieval, consultation, use, consolidation, blocking, erasure or destruction of personal data; and

3. Ensures that the Philippines complies with international standards set for data protection through National Privacy Commission (NPC).

The National Privacy Commission (NPC) was created to uphold and implement the laws stated in the Data Privacy Act. It is headed by a Privacy Commissioner and assisted by two Deputy Privacy Commissioners which are appointed by the President of the Philippines for a term of three (3) years.

Just this 07 February 2018, the Filipino Association for Mariner's Employment (FAME) conducted their "**Data Privacy Act Info-Series**" which aims to inform and teach the Manning Agencies of the Philippines on the importance and context of the Data Privacy Act. It was a half-day event which was moderated by the VP-Internal Affairs of FAME and each discussion was led by different individuals who were clearly knowledgeable on the details of the Data Privacy Act and on how to implement and comply them.



It was very informative and speakers were enthusiastic in answering the questions of the audiences during the open-forum by the end of the seminar.

The National Privacy Commission (NPC) are urging all agencies affected to comply with the requirements on the following dates: 8 March 2018 to register their Designation Privacy Officer (DPO) and 31 March 2018 to submit an Annual Security Incident Report from the previous year. Failure to do so could be costly whenever a breach of security and a leak of information occurs.

In summary, the NPC points out that the Data Privacy Act not only focuses on the systems and the latest technologies being utilized (mobile phones, e-mails, internet) but also to all processes involving personal information of any individual.

DATA PRIVACY ACT

A law that protects individual personal information and upholds the right to privacy by regulating the processing of personal information.

What to remember?

Personal Information



refers to any information about an identifiable individual that may include: name, address, birthday, e-mail, phone, etc.

Sensitive Personal Information



refers to any information about an individual's race, ethnic origin, marital status, age, color, health, education or government issued records



Privileged Information

secret information that is legally protected so that it does not have to be given to the public (e.g. husband-wife, attorney-client, doctor-patient, etc.)

DATA SUBJECT

An individual whose personal, sensitive or privileged information is processed



PERSONAL DATA CONTROLLER

Anyone who controls the processing of personal data or instructs another to process the data



PROCESSING

Any act performed on personal data including collecting, recording, organizing, storage, updating, retrieval, use, blocking, destruction.



Know your **RIGHTS!**



Right to be **INFORMED**

As a data subject, you have the right to be informed that your personal data will be, are being, or were, collected and processed. The Right to be Informed is a most basic right as it empowers you as a data subject to consider other actions to protect your data privacy and assert your other privacy rights.

Right to **ACCESS**

This is your right to find out whether an organization holds any personal data about you and if so, gain “reasonable access” to them. Through this right, you may also ask them to provide you with a written description of the kind of information they have about you as well as their purpose/s for holding them.



Right to **OBJECT**

Your consent is necessary before any organization can **LAWFULLY** collect and process your personal data. If without your consent, any such collection and processing of personal information by any organization can be contested as unlawful or **ILLEGAL**, and would therefore be answerable to the Data Privacy Act of 2012.

Right to **ERASURE** or **BLOCKING**

Under the law, you have the right to suspend, withdraw or order the blocking, removal or destruction of your personal data upon discovering that data is incomplete, outdated, false, unlawfully obtained, used for purposes you did not authorize or you decided to withdraw consent.



Right to **DAMAGES**

You may claim compensation if you suffered damages due to inaccurate, incomplete, outdated, false, unlawfully obtained or unauthorized use of personal data, considering any violation of your rights and freedoms as data subject.



Right to **FILE A COMPLAINT**

If you feel that your personal information has been misused, maliciously disclosed, or improperly disposed, or that any of your data privacy rights have been violated, you have a right to file a complaint with the NPC.

You can e-mail your complaint here: <mailto:info@privacy.gov.ph>

Right to **RECTIFY**

You have the right to dispute and have corrected any inaccuracy or error in the data a personal information controller (PIC) hold about you. Once corrected, the PIC should ensure that your access and receipt of both new and retracted information. PICs should also furnish third parties with said information, should you request it.



Right to **DATA PORTABILITY**

Data portability allows you to obtain and electronically move, copy or transfer your data in a secure manner, for further use. It enables the free flow of your personal information across the internet and organizations, according to your preference. Data portability allows you to manage your personal data in your private device, and to transmit your data from one personal information controller to another.

Valentine's Day



Love After 50: 5 Tips for Finding Love Later in Life—or Now

1. Get comfortable with yourself. Some did this via therapy. Many used alternative therapies or spiritual growth programs. The more you like yourself, the more likely it becomes that others will like and even love you. No need to go overboard with arrogance about how great you are. Just become self-accepting, warts and all.
2. Look hard and long to learn from your past mistakes. Many of the now-happy lovers had experienced the pain of divorce. After a divorce it's easy to blame the failure of the relationship on your spouse. Those who later lived to love again instead focused primarily on their own mistakes. Had they been too critical? Too quick to anger? Selfish? Defensive instead of listening to their partner's perspectives? Too forgiving instead of able to stand up and say when their partner's behavior is unacceptable and that they would leave unless it changed? Did they try to get their

partner to change instead of looking at what they themselves might do differently when tensions rose?

3. Become the person you want to be.

The eventual lovers each first let themselves love what they loved to do....and do lots of it. No matter if the activities you love are reading history, gardening, painting, collecting, going to football games, or whatever. Do them.

4. Get out of your house. If you stay at home, the odds that you will meet someone zoom down. As soon as you leave your house, and especially if you leave to go do activities you enjoy, your odds of bumping into someone with similar interests zoom upward.

5. Learn the skills for communicating in ways that sustain relationship goodwill and that resolve differences collaboratively.

<https://www.psychologytoday.com/blog/resolution-not-conflict/201602/love-after-50-5-tips-finding-love-later-in-life-or-now>



"Charades Winner"

From Left: Kathleen Layderos, Mark Rence Miguel, Kristalyn Aquino and Esperanza Polintan



CHECKET CALONG BASADA

checket

Hunter's
**RECRUITMENT
COORDINATOR**

Checket Calong Basada, Checket for short, 22, single, lives in Poblacion Calbiga, Samar together with her family. Her father works as a fish vendor while her mother is a plain housewife. Checket is the third among her four other siblings. Her two elder sisters were both teachers by profession while the two younger brothers are still completing their studies. When in Manila, Checket stays in Bacoor, Cavite together with her aunt.

Checket was a graduate of BS Psychology in Samar State University last 2016, and was a consistent dean's lister; even awarded with Honor Graduate Eligibility. As such, she can be employed on government offices without passing the civil service examination. Having such eligibility, Checket tried to apply in their hometown on government office. It took several months before a feedback was received; its so happened that when the opportunity for a government office job is available, she is already in Manila and employed. Checket attempted to take home a psychometrician license last year but to no success. This is not stopping Checket and still plans to give the license another try this year.

Checket was formerly employed as Accounting staff at German Marine Agencies, Inc. for eight months now. She wants to look for another employment where her completed education can be applicable.. According to Checket, when the time comes that she will pass the psychometrician licensure examination and is employed with Crystal Shipping Inc., she would maximize her added knowledge and credential to better her employment.

Crystal will expect its own resident poet as Checket loves reading poetry and literature.



APRIL JOY PRADANOS

joy

Wealth Builder's **PURCHASING COORDINATOR**

Joy, 29, single, lives in Gagalangin, Tondo, Manila with her mother. Joy only has one older brother who has its own family now. Her father passed away three years ago due to a cancer – kind of disease. Joy supports the needs of her mother who manages a small variety store to ease the financial needs of the family. Joy graduated last 2009 with a degree in Bachelor of Science in Industrial Technology.

Joy started her career when she was employed by Cusco IT Sales and Services as Systems Administrator simultaneous with Admin Officer and Web Developer functions as part of her JD. Cusco is a small company which provides outsourced IT services to its clients, one of which was Agile Maritime Resources Inc where Joy was deployed. Eventually, Joy was absorbed by Agile as part of its own roster of manpower under IT unit. Back then, Joy is mainly in-charged on the maintenance and smooth operations of the IT related tasks of the whole organization. The company saw potential from Joy and she was later on assigned as a deployment officer where she was tasked to attend on the deployment or dispatch procedures of a manning company. Such include flight booking arrangements, provision of working gears and pre-departure briefing to Filipino seafarers. She was employed with Agile from 2011 until 2016 when she decided to resigned due to family concern.

Joy's last employment was as Staff Assistant at NPBCS, a manpower agency dedicated to supply manpower needs to some of the biggest local pharmaceutical companies like RiteMed.

Joy particularly enjoys reading e-books.



10 Benefits of Reading: Why You Should Read Every Day

When was the last time you read a book, or a substantial magazine article? Do your daily reading habits center around tweets, Facebook updates, or the directions on your instant oatmeal packet? If you're one of countless people who don't make a habit of reading regularly, you might be missing out: reading has a significant number of benefits, and just a few benefits of reading are listed below.

1. Mental Stimulation

Studies have shown that staying mentally stimulated can slow the progress of (or possibly even prevent) Alzheimer's and Dementia, since keeping your brain active and engaged prevents it from losing power. Just like any other muscle in the body, the brain requires exercise to keep it strong and healthy, so the phrase "use it or lose it" is particularly apt when it comes to your mind. Doing puzzles and playing games such as chess have also been found to be helpful with cognitive stimulation.

2. Stress Reduction

No matter how much stress you have at work, in your personal relationships, or countless other issues faced in daily life, it all just slips away when you lose yourself in a great story. A well-written novel can transport you to other realms, while an engaging article will distract you and keep you in the

present moment, letting tensions drain away and allowing you to relax.

3. Knowledge

Everything you read fills your head with new bits of information, and you never know when it might come in handy. The more knowledge you have, the better-equipped you are to tackle any challenge you'll ever face.

4. Vocabulary Expansion

This goes with the above topic: the more you read, the more words you gain exposure to, and they'll inevitably make their way into your everyday vocabulary. Being articulate and well-spoken is of great help in any profession, and knowing that you can speak to higher-ups with self-confidence can be an enormous boost to your self-esteem. Reading books is also vital for learning new languages, as non-native speakers gain exposure to words used in context, which will ameliorate their own speaking and writing fluency.

5. Memory Improvement

When you read a book, you have to remember an assortment of characters, their backgrounds, ambitions, history, and nuances, as well as the various arcs and sub-plots that weave their way through every story. That's a fair bit to remember, but brains are marvellous things and can remember these things with relative ease. Amazingly enough, every new memory you create forges new synapses (brain pathways) and strengthens existing ones, which assists in short-term memory recall as well as stabilizing moods.

6. Stronger Analytical Thinking Skills

That same ability to analyze details also comes in handy when it comes to critiquing the plot; determining whether it was a well-written piece, if the characters were properly developed, if the storyline ran smoothly, etc.

7. Improved Focus and Concentration

When you read a book, all of your attention is focused on the story—the rest of the world just falls away, and you can immerse yourself in every fine detail you're absorbing. Try reading for 15-20 minutes before work (i.e. on your morning commute, if you take public transit), and you'll be surprised at how much more focused you are once you get to the office.

8. Better Writing Skills

This goes hand in hand with the expansion of your vocabulary: exposure to published, well-written work has a noted effect on one's own writing, as observing the cadence, fluidity, and writing styles of other authors will invariably influence your own work. In the same way that musicians influence one another, and painters use techniques established by previous masters, so do writers learn how to craft prose by reading the works of others.

9. Tranquility

In addition to the relaxation that accompanies reading a good book, it's possible that the subject you read about can bring about immense inner peace and tranquility. Reading spiritual texts can lower blood pressure and bring about an immense sense of calm, while reading self-help books has been shown to help people suffering from certain mood disorders and mild mental illnesses.

10. Free Entertainment

Though many of us like to buy books so we can annotate them and dog-ear pages for future reference, they can be quite pricey. For low-budget entertainment, you can visit your local library and bask in the glory of the countless tomes available there for free. Libraries have books on every subject imaginable, and since they rotate their stock and constantly get new books, you'll never run out of reading materials.

#CrystalBookSharing

Book sharing is one of the activities in our MindGym Workouts.

Every Crystal Representative will be given a chance to share the book they already read to everyone during MindGym workout. Book sharing is very helpful for every individual because it is a great foundation to gain confidence to speak out in front of many people and it will also mold our leadership skills for being good speaker. Book sharing started last February 07, 2018.



I ♥ BOOKS

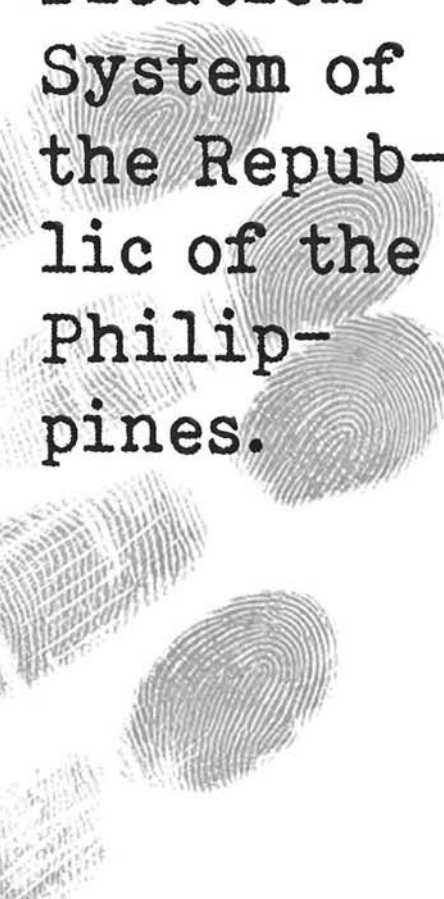


2017 EMSA FINDINGS



PRESS RELEASE

European Commission's Assessment of Maritime Education, Training and Certi- fication System of the Repub- lic of the Philip- pines.



EMSA (European Maritime Safety Agency) together with MARINA's Voluntary Corrective Action plan or VCAP conducted an inspection of Republic of the Philippines' Maritime Education, Training and Certification (METC) System last year March 13-23, 2017.

January 24, 2018 when the report from inspection submitted to European Commission(EC) was relayed to MARINA and has identified a range of areas that need attention regarding the implementation of STCW requirements. It includes national provisions and activities of Maritime Administration, also education and training institutions visited in March 2017.

Republic of the Philippines was given the following dates to submit (based on Maritime Industry Authority Press Release):

- by 30 April 2018, measures which have been put in place of intended to be put in place corresponding to the areas to be improved;
- by 31 October 2018, evidence of implementation of such measures; and,
- by 31 October 2019, evidence that the supporting Information Technology(IT) systems have been developed.

MARINA has undergone initiatives and actions such as dissemination of contents of EC report to stakeholders; creation of Task Group; and coordination meetings with MARINA-STCW Advisory Council and agencies concerned.

MARINA on behalf of the Department of Transportations, wants to assure the maritime industry stakeholders that all actions needed are ongoing and they are confident to fully address the concerns identified and to submit to all the dates given.



#CrystalsOnTraining

Continuing Agency Education Program



Continuing Agency Education Program or CAEP is a mandatory seminar for landbased and seabased agencies that aims to further professionalize and improve the technical capabilities of top executives and staff and promote ethical standards among industry players, to better manage and operate the agency and ensure the deployment of secured and gainfully employed workers. The CAEP is also a venue for regular dialogues and updates on overseas employment, among others.

Crystals attended seperate days of seminar in POEA. The Leads attended the February 23, 2018 seminar while the Representatives attended the March 21, 2018 seminar.



*Written by Mark Miguel
Photos by Noemi B. Leis*

Planting a total of 200 treelings, Crystal Shipping's Tree Planting Activity last 24 of February 2018 at the city of Lipa in Batangas, Philippines was indeed a success!

The trees were named after the vessels and owners of Crystal Shipping's partner principals who participated and sponsored some of the trees for the said event. In addition to planting, each Crystal Representative also sponsored a tree of their own. Present in the event to assist the Crystal's were the NePlus Training Manager Capt. Ben Leis, the Chairman of Crystal Mrs. Edith Crisostomo and Board of Director Mr. Barry Crisostomo. Also at the said event to participate and assist with the activity were the spouse and children of Capt. Ben Leis who provided great support especially in taking snapshots and leading the activities.

Crystal Shipping aims to alleviate the unfavorable effects of climate change, it may create very little difference on our present climate situation, but at least we're being part of the recovery and not the difficulty.





As Crystals always strive to learn something new, they have recently concluded the practical module of the Basic Training Course which was conducted by its training arm, the Ne Plus Ultra Training Center Corp. lead by its Training Manager Capt. Benedicto Leis Jr. It was a half-day course consisting of Fire-Fighting, Smoke Diving and Safety of Life at Sea.

Crewing Managers Allyson Azarcon and Ronjon Navarro also shared their own experiences and learnings during the discussion and some pointers to remember.

Crystals can be heard exclaiming "Open the Valve" during their smoke diving while entering into groups inside the Fire House to extinguish the fire in the eclosed space.

BASIC TRAINING

by Mark Miguel; photos by Mrs. Noemi Leis

Crystals were also taught how to properly put-on a lifevest, its parts and the proper way of jumping from a height to an open water. Everyone, jumped of from a towering height, even those who were really scared. Non-stop chanting and cheering could be heard to inspire the ones who were too afraid to jump.

After the whole practical course, everyone enjoyed the waters; swimming to their hearts content before finally ending the day to a sumptuous meal and travel back to the bustling City of Manila.



TOP 10

Reasons To Pursue A Career At Sea

The International Chamber of Shipping (ICS) has gathered a list of all the reasons why people want to work at sea. What do you think? Are they valid or is there something they have missed?

2 EARLY RESPONSIBILITY

Ships' officers enjoy considerable responsibility from the start of their careers. They ensure the safety of their ships and their cargoes, the lives of their shipmates and the protection of the marine environment. Within 10 years it is possible to qualify as a Captain or Chief Engineer with total responsibility for the operation of a ship and the management and safety of its crew.

1 GOOD WAGES

Wages earned by seafarers are normally above similar professions ashore. According to the ICS, in developing countries, ships' officers working on internationally trading ships are amongst the very highest paid in their countries. Opportunities for accumulating savings, even when young, are considerable. The real value of wages may often be substantially greater because they are often tax free.



photos from Crystal FB

3 OPPORTUNITIES TO TRAVEL

Although modern ships spend less time in port the ICS still believes that a career in shipping gives the chance of incredible global travel. This gives seafarers the chance to experience interesting and unusual places, rather than just the typical business or holiday destinations visited by many people.

4 GOOD LONG TERM PROSPECTS

There is a great need for more qualified ships' officers to meet the skills required by international shipping companies. There is a massive shortage predicted, so the demand for good people will increase.

5 DOING SOMETHING USEFUL

Seafarers make a massive impact – on both their immediate vessel, but on world trade too. In most jobs it can be a struggle to see the value brought, being a seafarer makes it obvious.

6 CAREER FLEXIBILITY AND JOB SECURITY

Shipping is an ideal occupation for young people seeking something exciting and different to just working in an office, which in the long run will also lead to an enjoyable and well paid executive career in a major international industry.

7 INTERNATIONAL RECOGNITION

Ships' officers hold internationally recognised qualifications meeting standards, so most officers are qualified to work for the thousands of international shipping companies located all around the world, on ships

8 LONG HOLIDAYS

In most jobs, it is only possible to take a maximum of two or three weeks holiday at one time, but seafarers commonly enjoy generous leave or holiday periods. So while seafarers may sometimes be away from home for extended periods, they also enjoy the benefits when they come home.

9 A CAREER THAT IS DIFFERENT

A ship is a unique working environment, and those working on board ship often develop lasting friendships with their colleagues and have a stimulating life which is different to the experience of many people working ashore.

10 TRANSFERABLE SKILLS

Qualifications and experience gained at sea are also readily transferable to other industries outside merchant shipping. Career opportunities extend to thousands of shore-based management jobs, which require people with seagoing experience.



IT'S AUDIT TIME



Article By: Ray Anthony Lescano

Crystal Shipping Inc. values quality service to WOW its customers.

Last February, three of Crystals' long-time industry partners visited the company for their annual Principal audits. February 02, 2018 Mr. Heinz Schneider, the ISM / ISPS Manager of Nordane Shipping Lines A/S, completed his two-day visit to Crystal to check its compliance and commitment to quality service; Mr. Stein Tollevik and Mr. Espen Tollevik of Larvik Shipping Lines A/S last February 12, 2018 and; Ms. Charlotte Waltersdorph of Blue Star Lines A/S last February 21, 2018.

Crew MindGym

Calendar

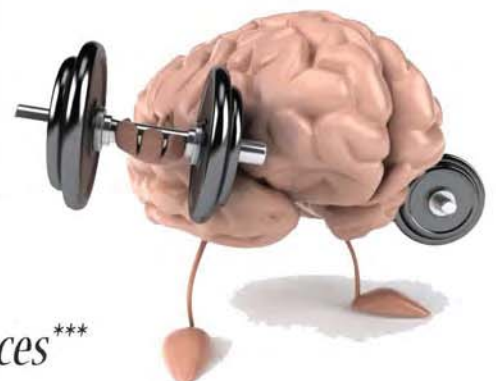


because **LEARNING**
should be **FUN**
and **ENGAGING**

Apr		05 Hazardous Materials	06 Connection 1.0		
13 Pre-Departure Orientation Seminar	19 Health & Safety	20 Money Matters 1.0	04 Ready, Set, Goal 1.0	11 Pre-Departure Orientation Seminar	
27 Pre-Departure Orientation Seminar	May	03 Hazardous Materials	17 Health & Safety	18 Money Matters 1.0	
		25 Pre-Departure Orientation Seminar	Jun	07 Enclosed Space Entry	08 Eat, Move, Sleep
			15 Pre-Departure Orientation Seminar	21 Health & Safety	22 Money Matters 1.0
			29 Pre-Departure Orientation Seminar		

Choose your
WorkOut
schedule at your most
convenient time

contact your Crew Coordinator
or our Learning Connector



schedules may vary due to unforeseen circumstances