

## Doosan Vina Production Begins State Visit by Deputy Prime Minister Hoang Trung Hai

As Doosan Vina was celebrating the completion of its first commercial products Deputy Prime Minister (DPM) Hoang Trung Hai visited the Doosan facilities located in the Dung Quat Economic Zone of Quang Ngai province.

DPM Hoang Trung Hai toured the plant and observed the "state of the art" technology that was brought to Vietnam by Doosan and is being used in the manufacturing processes at the plant.

Doosan Vina General Director (GD), Cho Bong Jin, Deputy General Director (DGD), Jae Young Kim, Director Son Chu Sung, Vice President Doosan Heavy Industries, Hanoi Branch, Hang Ha Ryu, and the rest of the management team welcomed the DPM to the 300 million US dollar investment project.

The developments in the area are driving a building boom previously unseen in Central Vietnam.



After touring the Doosan Vina site, General Director BJ Cho (center), says farewell to Deputy Prime Minister Hoang Trung Hai (Left) as Deputy Secretary of the Quang Ngai Communist Party and Deputy General Director JY Kim (far right) look on.

(Photo by YH Choi)

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## Taskforce to Establish Vision



Mr. SM Sohn (front left center) General Manager Financial Analysis (FA) and Mr. Le Danny Dat (left) FA Manager lead a cross company team in the first steps of the vision process

Our parent company, Doosan of South Korea has a Vision; it is to be the "Global Leader in Power and Water." Here at Doosan Vina (DV) a company-wide taskforce has been set up to create a "Vision" for our operation.

The taskforce's mandate is to draw ideas from all members and through a series of

taskforce and departmental meetings to come up with a "Vision" that will define what we do here at DV.

What is a vision? Mr. Sohn, Financial Analysis (FA) General Manager said "A vision is a BHAG which stands for a "big hairy audacious goal."

Mr. Dat, Manager of FA said "An example of a vision is NASA's from the USA. In the 1960's their vision was to "send a human to the moon." Dat went on to say "that was certainly a BHAG, the taskforce has been working hard and if they can set a BHAG for the company and when we achieve it, we'll have accomplished a great deal, that is our objective."

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### Tet Holiday

The Tet Holiday will be observed between the 24th and the 29th of January, 2009.

### DIRECTORS CORNER

After more than 18 months of intense construction, production has begun! "My thanks go out to you and the entire team, it is remarkable what has been accomplished. I'm very proud to have worked with you on this momentous project and I know we will soon be known as the best manufacturing site in all of Vietnam, Asia and the world!"



Mr. Cho Bong Jin

### INSIDE THE TIMES

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# DOOSAN VINA TIMES

## A letter from General Director Cho Bong Jin

Dear colleague and fellow employees:

I have met many of you over the last several months, but because of our large staff, 1,600 and growing I regret that I haven't been able to meet everyone personally. If I've met you before I want to say hello again; if we haven't met yet my name is Cho Bong Jin, General Director of Doosan Vina and I look forward to meeting you one day soon.

We have all had a very difficult ten days last month due to the strike that began on December 1st. What began in one factory grew and expanded into a company-wide situation that resulted in many difficulties.

I am pleased and happy to see that everything has returned to normal. I appreciate yours, and the relevant authorities' deep cooperation that contributed to the satisfactory resolution. We have all certainly learned a lot from this situation.

First, there was a great deal of damage to the company's assets, both tangible and intangible. In a monetary sense losses are substantial. This includes a loss at the CPE plant that is over \$105,000 USD for an order we had received and was underway for the Dung Quat Oil Refinery. This order has been passed to another company. The above sum doesn't include the losses at the other plants, direct damages or penalties we will suffer as a result of the strike.

Also because of the strike the plants that are yet to launch operations are receiving unfavorable investors concerns because of worry that another strike may occur in the near future. As a result some customers are reconsidering their plan to place orders with Doosan Vina. The strike has also caused severe damage to the trustworthy relationship that Doosan Vina has established over the years and it has diminished our headquarters' ability to acquire orders for Doosan Vina.

Second, I don't feel that we have an effective means to communicate. We have all been hoping that the company's objective of completing the entire plant this year would be achieved and we have put a tremendous effort

into reaching that goal. One of the things we are doing to improve communications is in your hands, The Doosan Vina Times.

By looking around you can understand the rapid pace of change that the company has gone through over the last couple years. We now have approximately 1,600 employees and five major factories. A short time ago this site was an undeveloped forest. Today Doosan Vina stands and it's not only the top industrial company in the Dung Quat industrial complex, but in all of Vietnam. We realize that our pace has made it difficult to be able to talk with all our staff as often as we would have liked. We are taking this opportunity to be more approachable and we'll be working diligently to listen to you more closely.

The Company now knows better what you want and what you are asking for. We also realize that efforts to share the company's policies, regulations, goals and aims were insufficient to meet the needs of everyone.

Thirdly, we firmly believe that in all cases the law and rules should be observed.

Doosan Vina is a Vietnamese company and is based on the appropriate Vietnamese laws. It is a must that the company comply with all Vietnamese laws and procedures. To be a lawful and responsible organization in Vietnam is a fundamental principle of Doosan Vina.

Accordingly, please understand the company's position. We need all Doosan Vina staff to understand that anyone violating the company's rules and/or relevant laws will be held accountable to the same principles and laws that we ourselves operate under. There has been no exception to this principle in Doosan Group's entire 110 year history. This is a very



General Director  
Cho Bong Jin

basic belief of Doosan worldwide and without exception is practiced by every single company owned by the Doosan group.

Unfortunately, in the wake of this situation Doosan Vina's reputation has received a great deal of damage and it will take a long time and a lot of hard work to overcome that perception and to recover from it.

In spite of the unfortunate situation there will not be any change in the company's: short-term objectives, long-term objectives or overall vision. Doosan Vina is committed to maintaining the company's role and social responsibilities in Vietnam. We will continue to be a stable and secure part of the community and with the lessons learned from this situation we will be more in tune with you and the community.

To that end, more efforts will be made to provide all the staff with a better and safer workplace. I'd also like to stress that your complete co-operation is required on the safety procedures designated for each and every workplace.

All the items discussed in this letter will be adhered to by the company and the employees. Please keep in mind that these are the basic principles of our operation and it is necessary for the company as well as all staff to observe the company's policies, procedures, and the laws and regulations of Vietnam.

We are all part of the Doosan Vina family and I'd like to close with an old saying that says, "after a storm comes calm." As members of the same family let's go together and use this opportunity to solidify our relationships and re-establish ourselves as a trustworthy company that is on a solid foundation.

As we approach the new year I want to take this opportunity to wish you and all your family happiness and peace in the coming year.

Chuc Mung Nam Moi!

Cho Bong Jin  
General Director  
Doosan Vina

## Boot Camp for New Recruits

"Feel a Sense of Achievement," that was the slogan for the recent Doosan Vina orientation classes for new employees that was held from the 3rd to the 8th of November.

Organizers put on a training regime that was up to the task and the 36 new recruits came out of the orientation motivated and eager to begin their new positions in various departments across the company.

The week long series of meetings and activities purpose was to help the new staff assimilated into their new roles as quickly and easily as possible.

Ms. Quynh of the HR department who was one of the leaders of the orientation felt that most of the goals of the orientation were completed successfully but there needs to be some tuning on some of the programs.



New recruits clean Ba To Park in Quang Ngai

# DOOSAN HEAVY INDUSTRIES VIETNAM



# Doosan Vina Production Begins

Continued from page 1

In the meeting that followed DPM Hoang Trung Hai asked the Vice Chairman of the Quang Ngai Peoples Committee to provide some training or information to the workers regarding the legal process for handling a dispute. He also challenged the company to be more involved in the process of forming a union to head off future problems and to look into the quality of meals served to the employees.

In response GD Cho, DGD Kim and MD Hang of the Hanoi branch, thanked the DPM for coming to Doosan Vina and for Vietnam's faith in approving Doosan's Direct Foreign Investment project. Speaking for Doosan DGD Kim presented the details of the company and asked the DPM for assistance in: streamlining the import/export process, continued infrastructure development, especially for roads,

sea and air transportation facilities and services.

In a separate event that preceded the state visit, GD Cho, DGD Kim and G M S u n g congratulated the Chemical Processing Equipment (CPE) team and watched as the final touches were

put on the first finished product at the CPE factory. The shipment marked the official beginning of production at the site.

The mega project with over 1,600 employees, five major factories, its own deep water seaport and a total of 110 Ha under development represents a major commitment to Vietnam by Doosan of Korean.

Doosan began in 1896 as Seoul, Korea's first modern store. The store soon developed and grew into a company that is now a global leader in the design, research and construction of power and water plants around the world.

According to company officials and their web site, (doosan.com) Doosan now has operations in 33 countries around the world and employs over 35,000 people. In addition to the operations in Quang Ngai, the parent company was recently awarded a contract to build a USD 192.6 million building in Hanoi which is scheduled for completion in 2012.

With 2007 revenues of \$20 billion and earnings before interest and tax (EBIT) of \$1.75 billion the company has experienced exceptional growth and the Doosan Vina investment is a continuation of that success. The completion of the first product was the culmination of three years of work. For Mr. Cho Bong Jin, he said "the new plant in Dung Quat is a great addition to the community and is a source of pride for all the people of Vietnam."

The five main products of Doosan Vina are: Heat Recovery Steam Generators to produce electricity, Chemical Processing Equipment that will protect the environment at industrial operations, Material Handling Equipment that is used to load



DPM Hoang Trung Hai is greeted by Mr. Ryu of Doosan Hanoi and Miss Sa of Administration.

and unload large ocean going container ships, Desalination plants that will convert salt water to fresh for drinking and/or irrigation and the Boiler shop which will produce the boilers that are the center of electric generation plants the world over.

Deputy General Director, Mr. Jae Young Kim said

that the start-up at CPE is an important mark in Quang Ngai's and Doosan Vina's history, a great occasion and the hard work of the local government and everyone on our team is the reason it has become a reality. This is history in the making!"

The facilities in Dung Quat have been in the planning stage for sometime and the opening was possible because of the hard work and dedication of many people. Mr. Sung, CPE General Manager said "I'm excited because of tremendous potential of the plant and for the residents of Dung Quat." The jobs created here will improve the lives of many in Quang Ngai and help provide comfortable living for them and their families.

The new plant which already has orders from all over the world will produce industrial products for communities and companies around the world and employ up to 3,000 when fully staffed. Production will be ramped up over the next few months and is expected to be at full capacity in 2009.

## Taskforce

Continued from page 1

One of the taskforce members, Ms. Bui Thi Thu Van told us "the reason we are creating a Vision is threefold, first to open communications between all departments, second to define the role of and provide direction for DV and finally to energize the company and develop some structure for our efforts.

Once the company-wide vision is established then we will work on individual department visions and personal visions."

The results of the taskforce will be announced shortly and Deputy General Director Mr. Jae Young Kim said he is anxiously awaiting the outcome of the taskforce's efforts.

## Korean Classes Mix Fun and Learning



Language at work

Using innovative practices and teaching methods Ms. Moon Hui Jeoung, the new Korean language teacher at Doosan Vina promises to be able to challenge her students and have fun in the process.

A native of Pusan, South Korea Ms. Moon arrived in Vietnam on December 5th and will stay for three months teaching Korean to our staff.

Twenty two students meet five times a week at TEC and each lesson lasts for two hours in the evening. "The students say they can't wait to get to class each time and really look forward to coming," said Miss Moon.

Doosan recruited Ms. Moon with the help of Yonsei University, where she is a Graduate student studying Korean for Foreigners.

Her impression of VN is that it is an interesting place and the people are very friendly.

## Doosan Vina Times

# Dormitories Near Completion

After more than a year of construction the dormitories that will soon be home to 1,000 staff are being readied for the first people to move in.

"Comfort and convenience are only two of the many benefits for those who will live in the dormitories," said Administration Manager Hong Taeok Jun. Some of the features of the dorms will be modern furnishings and facilities. There will also be study rooms, game rooms, Internet rooms, TV rooms, and recreation areas. Social activities are being planned with an emphasis on keeping the residents occupied and providing opportunities

"Comfort and convenience are only two of the many benefits for those who will live in the dormitories," said Administration General Manager Hong Taeok Jun.

to learn and grow personally.

Language clubs and sport clubs are of special interest and being formed, if you are interested or have other ideas on how to make life in the dorms a pleasant experience contact the Administration department.

To accommodate your need to go shopping or go out for a meal there will be nightly bus service to and from Quang Ngai City and weekend service to Danang.

In addition to the modern and comfortable accommodations, dorm residents will enjoy three meals a day and the convenience of being close to work allowing a bit more time in bed or doing personal things before work. Meals will be served at the cafeteria right



Dorms get final touches (above) and the restaurant await the next group of lucky diners. (below)



next to the Dorms and recreation facilities are in development. If you would like to register please contact the Admin department who are currently registering interested employees. You are urged to call soon to be at the top of the list and be in line for the best selection of rooms. Sweet dreams campers!

# Safety is Everyone's Job!

As production begins EHS is reminding everyone that safety is a primary concern and the safety team is doubling their efforts to be sure that all are in compliance with the required safety measures. Kim Byong Il EHS General Manager reported that we have not had many injuries so far, but as production begins we have to be extra cautious and be sure everyone is using all safety equipment. Hardhats, steel toe shoes, safety glasses and other personal protection

equipment are your first line of defense against injury and must be worn at all times when on the premises," said Il. He went on to say that one of the simplest and most effective safety devices is your hard hat. They are life savers and they must be worn at all times when in designated areas.



Hard hats are your first line of defense against head injury. This one saved a life!

## DOOSAN VINA TIMES

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## Making English Come Alive

Do you know of a source that can help study and learn English? One site that is tailor made for students of English is [voa.com/specialenglish](http://voa.com/specialenglish) the website has audio recordings that are especially designed to assist those wishing to hear and read English.

The audio are spoken clearly and slowly, allowing you to hear pronunciation while you read along. You can read the story and hear the words as they are spoken.

The site has several other valuable resources that will help you study and

learn English. There is an area where

special topics are presented for your listening and there are several other opportunities for listening practice to improve your English skills for the next round of Doosan allowance testing.

If you know of any other English learning sites please forward them to [dv.editor@doosan.com](mailto:dv.editor@doosan.com) and remember -



"Practice makes Perfect!"

For more information or career opportunities call 55 3618 500 or send your CV to [dvhr@doosan.com](mailto:dvhr@doosan.com)



# Compensation Explained

To help you better understand the compensation and regulation systems we will provide some information in each issue of the newsletter.

## Article 1: Basic Salary

The basic salary is the amount of money employees are paid when they meet the attendance requirement of the company in accordance with the schedule set in the employee's labor contract. The basic salary level depends on the employees' qualifications, skills and position. The basic salary can be reviewed depending on the agreement between the employee and the company or if abilities and/or duties change.

## Article 2: Allowances

An allowance is the amount of money employees are paid to compensate them for expenses or special circumstances. Allowances are meant to be an encouragement and are not fixed, permanent or transferable. There are several possible situations where allowances may be applied and the allowance may also be changed at the discretion of the company. Employees are only paid full allowances when working full time and for full days. Allowances may be deducted for days not worked or for days that you work only part of the day.

## Article 3: Definitions that determine salary calculations:

Day or first shift: (Monday to Friday)

Morning:

07:30-12:00 (4.5 hours x 5 days = 22.50)

Afternoon:

13:00-17:30 (4.5 hours x 5 days = 22.50)

Saturday:

07:30-12:00 (4.5 hours x 0.5 days = 2.25\*)

\*Because of alternating Saturdays off.

Total hours for one week = 47.25.

Average hours per month: Total hours per week: 47.25 x 52 weeks = 2,457 divided by 12 months = 204 hours per month.

Your basic hourly rate for one hour is your monthly basic salary divided by the average monthly hours, (204 hours is the average working hours in a month.)

## Reporters & Photos Needed

The Doosan Times needs some aspiring journalist to write and send us stories from your department. It will be a good chance to practice your English and share with your colleagues all over Doosan Vina what is going on in your department.

You will have a "by line" and a photo with your article. The information will be edited so it will be a learning experience as well as a fun thing to do.

Call extension 1310 or e-mail at [dv.editor@doosan.com](mailto:dv.editor@doosan.com) for more information and the details.

Night or second shift is from 17:30 to 07:30 (Same days as above).

From 17:30 to 21:00 you're paid your basic hourly rate as above.

From 21:00 to 01:30 you're paid 130% of your basic hourly rate.

From 01:30 to 07:30 you're paid 150% of your basic salary.

From 01:30 and 05:00 you're paid an additional 45% per hour premium.

For example:

Worker A's basic monthly salary is 3,000,000 VND. Divided by 204 monthly hours = 14,705.88 VND per hour.

For this example he has worked a night or second shift from 17:30 - 7:30.

The night-shift salary for worker A is calculated as below:

From 17:30 - 21:00:

3.5 hours x 14,705.88 = 51,705.59 VND

From 21:00 - 01:30: 4.5 hours x 14,705.88 x 130% = 86,029.41 VND

From 01:30 - 07:30: 6 hours x 14,705.88 x 150% = 132,352.94 VND

From 01:30 - 05:00: 3.5 x 14,705.88 x 45% = 23,161.76 VND

Total: 293,014.71 VND

In the event of a salary miscalculation: (A higher or lower salary that is paid to an employee) the company will recalculate and make the corrections on the following month's salary.

Note: The examples are for ease of calculation and for demonstration purposes only.

# Sport Day for Boiler Shop

Different departments and teams joined forces recently to enjoy a bit of on the job fun. the Boiler shop went to the park and played football and as you can see in the photo they were "stylin" and enjoying some camaraderie on the pitch.



Boiler Shop's Football team motto is "Vo Dich" and welcomes challengers from other shops.

## Classified Ads

Do you have something you'd like to sell? Try a free ad in DV Times classified and let all your fellow Doosan Vina employees know what you have to sell.

Call 055 3618 900 extension 1323 to place an ad. Turn that old motor bike into cold hard cash today!

# English Puzzle

## English Word Search

Find the words that are listed below the Puzzle. The words are hidden in the puzzle Grid. The words can be horizontal, vertical, diagonal or reversed. The first three employees to contact Miss Uyen in HR at 055 3618 900 with all the correct answers will receive a prize.

E	K	U	A	M	C	L	I	S	D	P	V	K	Z	M
S	C	A	R	N	L	Y	V	K	O	G	D	C	L	A
E	E	B	K	O	I	I	V	E	W	Y	L	O	E	T
I	Z	D	P	E	O	V	E	A	S	A	O	D	F	N
R	I	X	J	J	E	R	Z	F	E	U	S	S	O	E
T	Q	U	A	N	G	N	G	A	I	H	A	A	R	I
S	L	E	V	X	R	W	T	W	P	V	N	L	T	V
U	R	Q	F	Q	H	O	T	U	R	J	L	I	A	B
D	E	U	X	L	S	R	G	D	I	R	V	N	U	B
N	T	A	H	C	I	R	Q	M	D	U	T	A	Q	F
I	A	L	L	P	L	O	A	H	E	C	C	T	G	H
A	W	I	I	T	G	M	R	H	F	K	O	I	N	D
E	W	T	M	P	N	O	Y	E	J	C	G	O	U	B
V	H	Y	Z	O	E	T	P	R	O	F	H	N	D	F
H	Y	T	I	N	U	T	R	O	P	P	O	M	Z	M

Doosan - Pride - Water - Dung - Quat - Quality  
English - Quang - Ngai - for - Tomorrow - Heavy - Power - Vietnam  
Industries - Vina - Opportunity - Desalination

For more information or career opportunities call 55 3618 500 or send your CV to [dvhr@doosan.com](mailto:dvhr@doosan.com)

# The Doosan Times

presents the

## Employee of the Month Program

The purpose of the "Doosan Vina Employee of the Month" (DVEOM) program is to provide employee recognition. To say "thank you" and to encourage more of the actions and thinking that we believe will make our organization successful.

It is well known that people who feel appreciated are more positive about themselves and their ability to contribute. It is also a fact that people with positive self-esteem are potentially the best employees.

The below recognition opportunities emphasize and reinforce these sought-after

qualities and behaviors. To be effective the EOM must be Fair, clear and consistent.

Doosan employees need to see that each person who makes the same or a similar contribution has an equal likelihood of receiving recognition for his or her efforts. Anyone who meets the criteria is recognized.

The DVEOM receives a monetary award of 100,000 VND the month of the award and a plaque.

Each department will have an annual competition for DV Employee of the Year who will receive a 1 million VND award and plaque at an annual banquet for all DVEOM's.

It is important to note that this is not a popularity contest and the criteria must be adhered to and justified by the manager.

### The Selection Criteria

The Employee:

- Must have worked a minimum of six months for Doosan Vina and is not currently in a probationary status.
- Can receive the employee of the month recognition more than once; however, there must be a break of a minimum of three months between awards.
- Must demonstrate leadership qualities.
- Has Good Attendance
- Follows directions as given by supervisors & managers.
- Is not afraid to ask questions.
- Shows initiative: Does not wait to be told

what to do.

- Shows respect: For his/her own self, co-workers, supervisors and managers.
- Is part of the team: Helps others in the work area when finished with his/her own work.
- Helps create a positive work environment.
- Helps maintain a safe work environment.
- Is available and willing to help.

The purpose of the  
"Doosan Vina Employee of  
the Month"  
program is to provide  
employee  
recognition.  
To say "thank you!"

- Is willing to learn.
- Has sustained a high level of productivity and consistent quality of work so as to foster this same level of performance in others.
- Has demonstrated a high degree of initiative in the performance of his or her job responsibilities.
- Has displayed exceptional dependability in the completion of job assignments and continually exhibits effective working relationships with others in all aspects of the job.

### Accomplishments worthy of a DVEOM

- Completion of a short-term project or special assignment which required a unique or innovative approach.
- Development or implementation of a new idea or procedure(s) that improved efficiency and productivity.
- Increased morale through teamwork, and/or the exhibition of flexibility in meeting new challenges under tight deadlines.
- Providing "over and above" front-line service which reflects favorably on the company.
- Contributing to improve public awareness and/or understanding of the company's mission.
- Produced business results in the form of increased productivity, increased revenues, reduced costs and/or improved processes/operations.
- Demonstrated a positive attitude, cooperation, initiative, and/or flexibility.
- Provided a significant contribution toward work force cohesiveness, pride, morale, and/or enthusiasm.
- Demonstrated the company's or depart.



ment's values of integrity, accountability, professionalism, quality, and caring in the performance of his or her duties.

DVEOM's will have their picture in the DV Times and be recognized and have their photos on display in their department

## Idioms Defined

What does it mean when someone says, "the whole nine yards?" It is a phrase that is often used in English. A conversation between Bob and John might go like this:

**Bob:** Did you see the golf tournament of TV yesterday?

**John:** Yeah that was sure some good golf. Did you watch the final round?

**Bob:** I sure did, I saw it from start to finish, "The whole nine yards!"

The idiom has its roots or beginning in sailing. When the only way to get across the ocean was by sailing ship and a captain wanted to move as quickly as possible he would let out the full sail which consisted of nine yards of cloth. And so the phrase of letting out the whole nine yards (a yard is a measurement equal to about a meter) became synonymous or to mean the same as the whole thing or completely.

Do you have an idiom that you would like defined? Send it to [dv.editor@doosan.com](mailto:dv.editor@doosan.com) for an explanation.

## Doosan - Power and Water for Tomorrow