

Promotions & Raises Celebrated

By: Dale Gerstenslager

On March 24th Doosan Vina held a ceremony to officially recognize and congratulate the 233 employees who were promoted this year.

General Director BJ Cho said "It gives me great pleasure to be able to promote so many of our staff, to increase their responsibilities and to elevate them to a higher salary grade. Our people have earned these promotions; they are based on their hard work and dedication. Our promotion system is performance based; that means promotions are not a simply a right of passage, they are because you

meet certain standards and achieve measurable results."

Among those promoted was Vo Xuan Hong, who said "Working at Doosan Vina was my dream, and I passed through three difficult tests. When I came to Doosan Vina, everything was under construction. I saw hard working Korean's and I've learnt many things from them.

After one year of the global economic "down turn" Doosan Vina is still going up! It's the pride of all staff and on the 24th of March 2009, during the promotion ceremony, when I received a hug from GD - Mr. Bong Jin Cho, I felt that he put trust in us for Doosan Vina's future".

The ceremony was held in the company's main auditorium and a capacity crowd was on hand to witness the presentation of promotion certificates.



GD Mr. BJ Cho embraces Mr. Hong of FM, one of the many employees who were promoted on March 24th.

In addition to the promotions the annual increase in salary was announced which was applied to all employees. Deputy General Director and CFO JY Kim said "We are delighted to be giving our loyal employees this increase, because of the worldwide economic crisis many companies around the world are laying off workers and not giving increases or offering only limited ones, we are very lucky to be at Doosan Vina at this time."



B.O.M congratulates promoted employees after ceremony

Doosan Scholarship Awards in Da Nang

By: Ms. Uyen

Doosan Vina (DV) considers it an obligation as well as a privilege to encourage Vietnamese students and to contribute to the development of Vietnam's Universities.

With that purpose in mind we signed an agreement with Da Nang Foreign Language University to support scholarships for their sophomores, juniors, and seniors and we'll provide scholarships for up to ten students in the Korean Studies Department.

On March, 17th the second annual scholarship ceremony was held at Da Nang Foreign Language University. Five representatives of our company attended the event: Mr. Kong, Chief Management Officer; Mr. Kim Hoon, General Manager of Human Resource Department; Mr. Hung, Labor Affairs Manager; Ms Hien and Ms Uyen, of the

Human Resource Department.

Mr. Kong had an honest and frank message for the university's representatives and students. He said: "The growth of our people equals the growth of our business, so we know that a good relationship is very important. You are the future and the hope of Vietnam. Your potential is tremendous and this scholarship is a small thing that we hope can do a great deal to benefit you and your nation."



Ten good students were given certificates and awards during the ceremony. Ms. Tran Thi Dieu, one of students given a spoke for all the scholarship recipients saying thank you and promising they will do their best to show DV how much they appreciate the support.

One of the highlights of the ceremony was a performance of traditional dance by the first year students. After presenting the scholarships, Ms Hien presented a slide show about DV and the opportunities a person has while working at DV. All the students are really looking forward to a chance to visit and work at DV in the future.

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Employee Comments on the Salary Increases and Promotions

LA - Nguyen Thi Hong Vi - Labor Affairs "I think that the promotions and raises are very good. Although I wasn't promoted (I'm new at DV) I did receive an increase in salary and through the evaluation policies of Doosan I think I'll have opportunities to be promoted in the future. It is also a good motivator for the employees"

MHE - Regarding the salary increase, some people feel satisfied because as we know the world economy is falling into a crisis situation. But some people didn't feel satisfied because they think our company should have increased the same as the Vietnamese inflation rate.

Regarding promotion, all people in my department felt very satisfied, because they have ability, high responsibility and want to be working for the company for a long time.

BM - the BM team staffs seemed very happy when they received the information that their salary would increase by 9%.

Mr. Tru: When the Employee Evaluation System came into effect it was a big motivator for us to work hard. From now on, each staff, worker and engineer believes that they will receive an honest evaluation of their performance and contribution.

Ms. Len: The Company satisfied my dream to have additional money to pay for costly things. The Board of Management really took care of the employees. With the higher salary, I can save more money and help my parents and my sisters.

Ms. Nguyen: I think the salary increase and promotion showed how much the company cares for us and the evaluation of the employees is also a positive step. For me, a new member of the Doosan family the promotions helped me understand what I should do next and who I can hope to learn from.

Campus recruiting

By: Vu Hoang Uyen

Campus recruiting is one of our main strategies to attract the talent we need. Recently the HR team visited Ho Chi Minh University of Social Sciences & Humanities and Huflit University.

The students were noticeably impressed by the short video clip introducing our parent company and Mr. Dale's presentation on the butterfly effect and the opportunities at Doosan Vina.

Mr. Kong, CMO said, "Communication plays an important role in our company. Therefore, we need good Korean students whose major can help fill the communication gap between Vietnamese and Korean, the aim is to increase our effectiveness and improve understanding across the cultures."

For many of the students it was the first time they'd heard about Doosan, but they were really impressed by our company's scale, facilities and opportunities for personal development. They were also very excited when they were invited to visit our company in the near future. They have already begun planning and will soon submit a plan and schedule to their university for approval and their visit to DV.

During the talks with students, our managers shared their experiences at DV and gave some good advice for students so that they can improve and develop by themselves. "Planning for the future is the best way to be successful. And localization is one of our strategies, finding the talent that can one day be the

top management at DV. It may be 10 or 20 years but the most crucial thing is that we will have to try to find out the best way to transfer company's expertise and philosophies to the Vietnamese." Four Doosan Vina (DV) representatives were on hand to meet the students. Mr. Kong Yong Kwon - Chief Management Officer, Mr. Kim Hoon - General Manager of Human Resource, Mr. Dale - Communication Manager and me, Ms. Uyen - HR Generalist.

After the presentation there was a vibrant discussion between the students

and managers with many interesting questions and frank honest answers. During the visit to the two universities nearly 100 students filled in application forms in hopes of securing a position at DV.

At the conclusion of the event many students said they were leaving with a belief that "A small thing today can develop into something beautiful in the future, or as Mr. Dale explained during his presentation; the butterfly effect or metamorphose that can happen to them at DV."



Students ask questions and Mr. Kim Hoon answers

Doosan - Power and Water for Tomorrow

DOOSAN VINA TIMES

By: Nguyen Thi Le Hien

On Feb 09, 2009, Doosan Vina welcomed a new Director from Doosan Korea, Mr. Kim Byung Wook.

Mr. Wook was born in Korea and after leaving Han Yang University of Industrial Engineering (a famous University in Korea), he joined Doosan and has been working for Doosan Heavy Industries and Construction Korea for more than 20 years. During his career he has gained much experience in many fields, especially in management, with 10 years experience in Production Control (Scheduling and Shop Load Control), four years in Total Integrated Information System Implementation, three years in Productivity Control, four years in PI/ERP and three years in SRM (Supplier Relationship Management) and he is now a "maestro" manager.

He came to Vietnam with the hope of using his experience to contribute to the abilities of the staff and to build Doosan Vina into a global company along with the whole DV team. "The Vietnamese are a diligent people, and Vietnam is a land of

opportunity and Doosan Vina has the potential to be the Number one in our field in the world. Today it's growing rapidly. In another three years, maybe Doosan Vina will even surpass our headquarters." Mr. Kim is working as the CSO (Chief of Production Support Officer) of our company. At the age of 50, Mr. Wook has a happy family with his mother, his wife and two sons (the older one is now in the army and the other one is in high school).

He is a special person. His hobbies are very different: Meditation and Prayer are his passion. When asked about "likes" and "dislikes" he said that "I like to predict the future and set a plan for that. I really do not like working without clear processes and principles." Coming to Vietnam with

many different customs and places, he would like to take a trip around the country to get a deeper understanding of this small but special country.

We hope that we will learn many things from his vast experience.

Introduction of Chief Support Officer Mr. Kim Byung Wook



CSO Mr. Kim Byung Wook

Mr. Sang Kwon Lee

By: Nguyen Do Minh Tue

As the General Manager of the QA Team, you're probably seen Skylee (his nickname) around your shop. He and his team are well-known all across DV. His full name is Lee Sang Kwon - a kind-hearted man of 43. He can communicate and teach in English, and basic Vietnamese. He has a small Korean family with a beautiful wife and two "smart" children. A graduate of Dong A University in Pusan, he put his knowledge of metallurgy to work in 1992 at Daehan Chemical Machinery Co, Ltd as



Mr. S K Lee with family (front row far right)

production engineer. After one year there, he moved to another department and worked as QA engineer, where he worked hard and continued his studies. He has many licenses such as quality assurance engineering level II and ISO 9000 QMS Provisional Auditor (in U.K.).

He also finished a writing course about ISO 9000 QA as per the Korean Standard Association in 1993, a general course about non-destructive examination and Korean atomic energy in 1994. In 1997, his small company with only 200 changed names to Hanjung Daehan Chemical Machinery Company, and Mr. Skylee was a QA Team Manager. This company was a state-owned enterprise.

He continued to dedicate his ability to contribute the company. In 2002, a big change came to the company, it became Doosan Mecatec - a part of the Doosan Group. Mr. Skylee worked in the Mecatec Strategic Team. In March, 2004, he was the leader of Doosan Mecatec QA Team. In August, 2006 he joined the Mecatec V project to invest in Vietnam. He came to Vietnam 8 times when the Dung Quat area was only sand and trees. He thought: "We need more time for construction here, all

members must try to finish the project on schedule." On 2nd, January, 2008 he was asked to come to Vietnam and work at Doosan Vina. He thought: "This is an interesting job, I'm a senior in Mecatec, I will bring all my knowledge, my skills and continue study and teach the young people to control quality." Mr. Skylee has a friendly and kind-hearted face, he always smiles whenever you meet him. Although he is a senior member, he treats the younger workers and engineers affably. Whenever his workers make mistakes, he doesn't get angry, he asks why the workers did that, and tells them to stop. He says: "Some people don't know their mistakes, they just follow the process or ERP, if we get angry and blame them, it's not good. He is said to have high loyalty because he didn't change companies. He lives to read books and on the weekend, he often rides his bicycle to visit somewhere. Every 6 months, he goes back to visit his family, "We like to go on picnics".

Mr. Skylee sees that the young people here are intelligent and can learn the new skills, so he hopes that they can operate and control the work within 3 years.

Doosan Vina Times

Food for Thought A Marathon of Thirty Years

By: Mr. Kim Hoon GM Human Resources

There was an announcement of promotion on March 20th and 233 members of our total workforce of over 1,600 were promoted to a higher position or grade. Congratulations to all of you.

You are all in a race, a 30 year marathon and you've just passed the one-thirtieth mark of the race. The promotion and pay raise symbolizes the lap time of the race we have run so far. Ahead, in future lays more than 29 laps for those who can finish the race, the 30 year marathon.



Mr. Kim Hoon

A marathon is really a long distance foot race with an official distance of 42,195 kilometers. The event is named after the fabled run of the Greek soldier Pheidippides. The name marathon comes from his legend. The legend states that he was sent from the town of Marathon to Athens to announce that the Persians had been defeated in the Battle of Marathon. It is said that he ran the entire distance without stopping and burst into the assembly exclaiming. We have won" before he collapsed.

Are you in the marathon?

What can you accomplish and perform in this race.

There should be a certain goal or reason for your race as is getting to the finish line. In a marathon it is the goal for those who run a marathon. When racing for 30 years as a member of the Doosan Vina Family it is a must that you put your deep attention on the performance and achievements of the senior members that have carried the torch for decades so that you might be able to enter the race. This will also help you understand what is possible and what you can achieve. Most Koreans at Doosan Vina have between 20 & 30 years of experience. They have been working since their graduation from high school or college or university just like you. They are the current members of the BOM or they are GMs, team leaders and

experts in the factories. They have all worked over five years in other regions or countries like Middle Asia Europe and Vietnam. They are regarded as an "expert" in the field which they work. Most of them own fancy apartments and properties; all from their life at Doosan. They've sent two children to university many overseas. They've saved and have funds to provide for a comfortable life after retirement and they've got a strong cooperative network where they can exchange information and human kindness.

As you can see in the cases above we are not talking about being a millionaire or a powerful person but they ran a good race and have a comfortable life for their efforts.

In your race at Doosan, which has just begun and you are a part of, you can feel proud, a sense of achievement, you can taste success. You can become an expert through the accumulation of technical skills and knowledge and, although you may not become a millionaire you can have control and power to keep your social status and raise your family.

This is the race you are participating in. The ceremony for promotions and pay raises announced the results of how fast you passed the one-thirtieth point of the race and indicates how well you are running.

If you are a person familiar with the marathon you understand that the lap time at one-thirtieth of the race can not guarantee the final results. A marathon is long race and strategy plays an important part in winning. Runners should plan to run the full 42,195 km. And in order to be successful the runner needs perseverance and determination. If runners have no plan for the race they will give up in the middle of race because they failed to control their pace or maintain physical and mental balance.

In the race at Doosan the winner will obviously be praised but the company also gives big rewards to those who finish. It's a tradition since the first marathon in Greece, since the first runners leap from the starting line, anyone who finishes is a hero.

In conclusion I'd like to cheer you on and encourage you to start the race at Doosan Vina with a solid commitment to completing the race, because we can all finish the race and accomplish great things!

My First month at DoosanVina

By NguyenTan Nhat – MP team

I have just completed my first month at Doosan Vina! The month has gone by so quickly because I'm thoroughly enjoying the work, the people and the culture; that are drawing people towards it. Doosan Vina is like the flame that attracts the moth, irresistible, impossible to ignore and intriguing.

A general thing that most of new employees like me feel is a bit of "shock." The positive attitude among Doosan Vina's staff is different from other companies, they work very hard, are always professional and effective. I asked another new employee about his experience at Doosan Vina and he told me "I had a habit of taking a siesta during the rest period, so at first I felt so tired and sleepy in the afternoon, especially during the first week, but now everything is ok", Nguyen Van Luyen - of the QA team revealed.

The fact is that most new employees recognize there are many opportunities to enhance their life and experience. Tran Thang, a new employee with the PS team said, "My work at DV is to investigate

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CULTURE CLUB FORMED

By: Bui Thi Thu Van

As scheduled, the first meeting to establish the culture club took place at the Main Office on 11th March, 2009.

At the meeting, Mr. Dale Gerstenslager of the Human Resource Department held a brainstorming session with the participants on what culture is and taught them how to run the club. Thirty eight members of the club suggested activities as dancing, sporting, painting, traveling, volunteer activities, culture sharing, games, and more.

The club members also nominated the leaders to run the club. First, Mr. Bartłomiej Piotr Czech from Quality Assurance Team was voted to be the club's President. He is from Poland. Second, the 1st Vice President is Ms. Ho Thi Tieu Quynh of Human Resources Department. Ms. Q & A Corner of Doosan Vina Times is a pretty and humorous lady who is very interested in fun activities. Third, the club members chose Mr. Nguyen Xuan Tuyen of Manufacturing Planning Department as the 2nd Vice President. Fourth, Ms. Pham Thi Len from Business Management department was selected the club secretary. Last, Ms. Le Thi Nga of Inventory Management team was the last member on the management board. She was nominated as treasurer.

One striking event in the 1st meeting of the culture club was "lottery" game. Mr. President brought to the kick-off meeting a bottle of vodka from Poland to give to the winner of the game as a souvenir in the 1st meeting of the culture. Ms. Ho Thi Thuy from Logistic Service Team was the lucky member to be given the prize.

The meeting was finished with a strong belief of each member in the development of the club to be able to bring all Doosan Vina employees many useful and meaningful activities.



Ms. Len leads discussion at culture club

The club management board shall submit its action plan and the club charter to Labor Affairs team for approval by the beginning of April. Mr. Dinh Thanh Danh from HRSG who is one of the club members is really interested in the culture club. "Joining the culture club gives me chance to entertain myself after a work. Moreover, I may have many opportunities to make contact with a lot of people coming from a lot of different cultures, so I shall get more knowledge and concepts of foreigners. It is really interesting! I hope that the club will have

more interesting and fun activities and attract more and more members.

Like Mr. Danh, all of the club members are looking forward to the increase participation for the development and sustainability of the culture club.

Don't wait! Join us and enjoy many useful and interesting activities.

Eleven Central Provinces Leaders Visit Doosan Vina

By: Nguyen Thi Le Hien

Doosan Vina (DV) recently was the host for a delegation of high profile officials and individuals from Vietnam's eleven central provinces.

After a morning meeting in Da Nang on February 27th the group traveled south to visit the Dung Quat Economic Zone where DV is located. Dung Quat is the designated development area of central Vietnam and many projects are underway. Doosan Vina was chosen as a destination for the delegation because of the speed with which it was completed, the exceptional visual example of what is possible and what economic development can mean to a community.

The group consisted of over 60 leaders and officials from eleven provinces. When DV heard that the group would visit DV, the Board of Managers committed to provide a warm reception for the delegation. Leading the DV contingent were Mr. Kim Jae Young, Deputy Director of Doosan Vina, Mr. Sohn Seok Mann, General Manager of Business Management Department, Mr. Hong Taek Jun - General Manager of Administration, Mr. Nguyen Hoang Phuong, Manager of

Business Management, and several other staff members.

During the more than 2 hour visit to the company, they toured all five factories to witness first hand the high technology, the state of the art machinery. Doosan's dedicated port and they heard presentation about the company's strategy for development today and in the future.

The delegation leaders expressed their appreciation for the fast development of the Dung Quat economic zone in general and specifically thanked DV for the rapid pace with which we've seen the project go from construction to production in only two years!

At the end of the meeting, Mr. Kim Jae Young, on behalf of Doosan Vina expressed his gratitude to the visitors and hoped they would return one day soon.

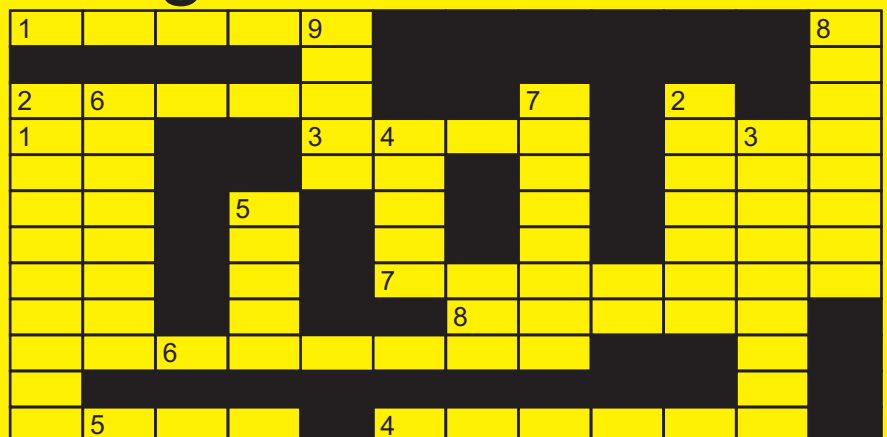
My First month at Doosan Vina

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many things about the operation and be sure standards are not breached in anyway. As a new employee, I was naturally enthusiastic although working here sometimes means working under pressure, but I have found that it is only pressure that I create for myself to be the best at my work, not between colleagues or managers. Personally the salary here is not higher than my former company, but the working environment is much better and helps me to improve my skills and opportunities."

In short, although people work for DV for different reasons, I think the major factors they choose DV are the: wages, potential, working environment, fair competition and the opportunities for promotion.

English Word Puzzle



English Classes Begin with Canadian & Vietnamese Teachers

By: Nguyen Thi Le Hien

With the 2G strategy as a basis, "The growth of the employee is equal to the growth of the business and the growth of business is equal to the growth of the



Mr. Garth works with Vietnamese teachers employee" the company launched English classes to train employees. Doosan Vina is an international company so English is an important tool to use in global communications. To begin with DV focused on improving the English skills for mid-level people because they have the greatest potential and then can be a resource for other employees to improve their language skills.

To evaluate and place an employee in a class as well as pay an English

allowance, the company hosted an English test. Based on the scores of the exam, classes were arranged and bonuses set.

Today there are two levels of English classes, a pre-intermediate level and a beginner level. The Pre-intermediate class began with 49 people. The Pre-intermediate classes are being taught by certified teacher and English native speaker, Mr. Garth from Canada. He has been an English teacher for several years and before joining DV in Quang Ngai, he taught English at English centers in Ha Noi.

One of the students in his class, Ms. Tin from Finance said "he is a good teacher, he has a very impressive way of teaching, and the class is always exciting. I look forward to going even after a long day at work"

Mr. Garth, after more than two weeks of teaching said, "It's really been good. My students are always eager to study and participate; some of my students are excellent. They are picking up the pronunciation quickly and it seems to be very easy

for them to understand me and the material." The beginner classes were started one week after the preintermediate classes with 141 students. These lessons are taught by Vietnamese teachers. All the Vietnamese teachers have good English language skills and have graduated from a major university as well as having some experience teaching English.

All the classes are after work and that puts a strain on some of the students. "I know that it is a good opportunity that the company is offering us but we usually go to the shop early and sometimes I am tired to come even though I really want to improve my English". Said one engineer.



Ms. Len in her class

QUESTION CORNER

Our question for this month is from Mr. Tho, a staff in the Admin Dept.

Dear Ms. Quynh,

Can you please tell me the meaning of the three different colors in the Doosan logo?

Mr. Tho.

Dear Mr. Tho

In general, the Doosan logo uses our three primary Doosan colors to create a sense of harmony through-

out all of the Doosan Group. The colors also help to create a feeling of unity among the many businesses that operate within Doosan.

The colors used in the Doosan logo and signature - Doosan Blue, Doosan Light Blue, and Doosan Green - are also the three primary colors used for graphic elements and typography in all Doosan communication materials.

In addition to the three primary colors, the Doosan color palette provides a broad array of choices for designing marketing materials, brochures, reports,

and other types of media. This selection allows creative flexibility while giving Doosan communication materials a strong degree of color continuity.

Thanks for your question.

I think all of you wonder about many things, don't hesitate to send your questions to dv.quynh.hothitieu@doosan.com.

Best regards.

Quynh!



Doosan Blue
PANTONE® 072



Doosan Light Blue
PANTONE® Process Blue



Doosan Light Blue
PANTONE® Green

MHE Holds Major Football Tournament

By: Nguyen Ngoc Duan.

We held two football tournaments for all our shops, and nearly 200 employees participated, the tournament was a huge success! The purpose of the

So we hope our company will promote the sports movement like the recent competition and expand it to a company wide tournament for the all staff of Doosan Vina, the success of the

sport tournaments are held regularly. The sport activities can build links between Koreans and Vietnamese, engineers and workers. On the pitch there is no difference, it's only the love, of the game the



tournament was to build strength, to relax, and develop team spirit.

The football matches included teams from all MHE departments, including team 1, team 2, team 3 and the team from machining, each team had engineers and Korean managers.

Organizers and arbiters included Huh Man Kyung (Director department MHE), Lee Jong Rag and others.

Matches were an elimination format and the audience was enthusiastic.

After the football games, everybody was very tired but very happy and the relationship between members of the departments showed more solidarity from which we can improve efficiency at work.

matches will contribute to the success of company and create a positive image of Doosan Vina; young dynamic and solid.

In most companies large or small the

passion for the sport and the round ball.

We are mainly Korean or Vietnamese, and in these two countries everyone is a fanatic about football.



Two Hundred and Thirty Three Employees Celebrate Their Promotion with Managers



Directors, Managers, Office Staff and Engineers after the ceremony



Directors, Managers and Shop Staff after the second ceremony