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NEWS-
LETTER
INSIDE

VINA TIMES Doosan



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Good for the Soul

A group of Doosan executives and a team of medical personnel from Chung Ang University Medical Center lead by YS Park, Chairman of Chung Ang University (CAU) and BH Park, President of CAU arrived in Quang Ngai on July 27th and immediately got to work.

Their mission had two focuses, one was to provide nearly 700 medical procedures and exams and the second was to partner with area schools to provide some additional resources.

The project was supported by the Doosan Group, Chung Ang University, Doosan Vina, Dung Quat Hospital, Quang Ngai Medical Services Department and The Quang Ngai Peoples Committee.

With nearly 700 medical procedures to complete and several schools to visit the teams were in for a hectic period.

Part of the surgical team's efforts was to perform 30 surgeries on children who were born with cleft palates. "The surgery is a

relatively short procedure, but the impact is life long," said BJ Cho, Doosan Vina CEO & General Director.

Traveling 2,740 km by air from Seoul to Hanoi and then another 500 plus Km to Da Nang and finally 120 Km by car to their destination in Quang Ngai, the teams arrived a bit weary, but eager to start the mission at hand.

The two teams one education oriented and the other medically defined went different directions so they could cover as much territory as possible in the limited time available.

The education team led by BH Park, Chung Ang University President went to Binh Thuan Junior High School to meet the staff and students. In his comments at the school, he said "Both our projects here in Quang Ngai, one that is education based and the other that is health related will directly benefit children, they are the future of Vietnam and whatever we can do to improve their educational opportunities and health will have life long result."



Chung Ang University Medical Center Doctors & Nurses team up with Dung Quat Hospital Doctors to perform 30 Cleft Palate Surgeries

team distributed computers, equipment, materials and cash totaling 7,000 USD. Binh Thuan Middle School Principal Mr. Phong said "The money and equipment will be put to good use and we really appreciate what the staff of Chung Ang Medical Center have done."

Without missing a beat the Chung Ang Medical team and their colleagues at Dung Quat Hospital jumped into their "Summer Vacation" project and got busy. Some of the children scheduled for the surgery have already undergone multiple procedures and are hopeful that this will be the final one that will allow them to live and play like their brothers, sisters and friends. The parents of one youngster said this is something we have looked forward to as a family for a long time and for it to

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YS Park, Chairman of Chung Ang University addresses the volunteers.

Doosan Vina to Hit the World Wide Web

A new frontline communication option will soon be a reality for Doosan

Vina. Doosanvina.com is scheduled to be live on the web within the next few weeks. The website has several purposes, perhaps the first and foremost is to be sure our message is available to anyone anywhere in the world that needs information on our company, products or facilities.



Doosan Group website

Doosanvina.com will have pages featuring our products and services along with pages that anyone surfing the web can use to check our current job openings. There is also an online application form so we can easily connect our

personnel needs with job seekers.

Another feature will be a complete library of current and past issues of Doosan Vina Times in both English & Vietnamese. We will also feature video that will allow potential customers to view our facilities and products from the comfort of their office, this will be a

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Safety Initiative Focuses on Prevention

The group of inspectors donned their hard hats, steel toed shoes and "Safety First Sashes" before setting out for the Desalination shop to launch a new safety initiative. The new program is designed to focus everyone at DV's attention on accident prevention.

"With an excellent safety record we want to be sure that we maintain that record and ensure that all our employees are safe, we say "safety first" and we mean it, it's not an option it's a must. Safety has many benefits, it means healthy employees, no lost production and it also contributes to higher quality products through the maintenance of operational standards and quality control," said Mr. BJ Cho, Doosan Vina CEO and GD.

Mr. Cho is known as a "hands on manager" and as he led the group on a whirlwind tour of the Desal plant everyone in the group knew they were in for an education. As soon as the group made their way into the shop Mr. Cho stopped everyone at a box of cables and explained the problems, he then went to a water cooler that was an accident waiting to happen. But when Mr. Cho swung through one of the porthole size inlets on the evaporator that is being assembled only a couple people followed.

Once inside the evaporator the now small group duck walked around in the dark and damp chamber as Cho inspected welds and assembly standards. Satisfied that the project met eye level inspection he exited and held an impromptu safety lesson in front of the evaporator. Mr. Cho explained the importance of following all safety procedures and using the safety gear that is provided. "We have zero tolerance for unsafe practices," said Cho before concluding the inspection.

The tours will continue so be on alert your shop may be the next one on Mr. Cho's list.



One of the lessons for group



Mr. Cho inside the evaporator



The inspectors give a cheer



Sharing a moment in the shade



Safety meeting beside the evaporator



A cable needs moved



Mr. Cho looking inside the evaporator



Checking out the materials

Doosan - Power and Water for Tomorrow

Good for the Soul

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becoming true is very moving.

One of the most wonderful aspects of this is not only being able to help a child but also to watch the families and see the joy that they share with their son, daughter or sibling.

As the teams left they were able to see many smiling faces as a result of their hard work and efforts. Y.S Park, CAU Chairman said "the money, time and effort put forth here by our people are an example of our commitment to our neighbors; we at Doosan believe that being involved and helping is not only good for the community but good for the soul."



YS Park, Chairman of CAU & Le Quang Thich, Vice Chairman of Quang Ngai People's Committee



Baby holds Mother's hand before surgery



A medical examination by volunteers



Local residents waiting for medical examinations



BH Park (center), Principals:
Binh Thuan (center left),
Binh Dong (center right)



BH Park thanks the nurses who helped
with medical examinations



BJ Cho, DV CEO & GD at
Binh Dong ceremony



Vietnamese student
at CAU helped with
medical services(left)



Group applauds YS Park at thank you party



Medical Volunteer Team & DV Managers at DV Main Office



YS Park leads the medical team in a song

DOOSAN HEAVY INDUSTRIES VIETNAM

Doosan Vina Times

FROM THE SHOP FLOOR

By: Tran Khac Tuyen – HR

On behalf of the 66 fresh recruits in the ninth orientation of Doosan Vina, I would like to express our gratitude to the Board of Management.

From every corner of Vietnam, we have gathered at Doosan Vina, our new second home, with the hope that we can not only find a stable job and the chance to develop our talents but also to make our contribution to the development of the company.

As bachelors who have just graduated from university, we come with only our two hands and a dream. (That dream would have been a big problem to overcome if we had not been given considerable assistance.)

During the orientation, a lot of interesting and useful lectures have been delivered to us. Everyone hopes to seize the chance to equip ourselves with the necessary knowledge as well as to gain our first real work experience. Hence, all of us have given our whole mind to the lectures presented this week.

We are really grateful to the board of

directors, managers and representatives who shared their invaluable time to help us. And because of the enthusiasm that the presenters demonstrated, we know that the company has high expectations for us. Therefore, we promise that we will try our best and make every effort to make Doosan Vina stronger and stronger.

Without any doubt, Doosan Vina will soon be the number one heavy industry company, not only in Vietnam but also in all of South East Asia.

We take pride in Doosan Vina. In Doosan Vina we trust.



Mr. Tran Khac Tuyen

A Diligent worker

By: Phạm Bá Lợi - CPE

When you look into Pham Thanh Tuan eyes you'll see the determination in his soul. As I watched him work I noticed the perspiration that was beading up on his forehead and couldn't help but wonder what he was thinking about as he endured temperatures that will test even the most heat hardened worker.

In the middle of June, the weather is terribly hot and the rains which bring cool wind to the center of Vietnam disappear. Instead we bear the hot weather that is typical of a midsummer day.

Mr. Tuan was born in Son Tinh, Quang Ngai and he's had to overcome many difficulties in order to become the skilled mechanical worker that he is. What he's learned has not come from any institution but from the school of hard knocks and experience as he worked in plants from the North to the South.

Recently he decided to stop his quest for adventure and return to Quang Ngai. What he was looking for was a job and stability for his family, what he found was a company with a family philosophy. Part of his reason for returning to Quang Ngai was because he

wanted to be a part of Quang Ngai's growth and contribute to his fatherland, with Doosan Vina's development he can both, support his family and contribute to the country, so he feels this is an excellent opportunity to combine his two goals.

If you have chance to meet him, you will notice his sun burnt skin, tall and strong body

and the friendly smile on his face. He works very hard with serious and ardent spirit as a bee work diligently all day to extract honey from beautiful flowers. When a thousand of employees hurriedly leave their offices and shops to go home after work, he carries

on working overtime or at night in order to be able to finish a job on time. He expressed: "I feel very excited and proud when I think of our company's products will be exported in all over the world".

Before leaving, I told him how much of an inspiration he was to me and I offered a bit of encouragement with the news that, soon my friend, the rains will be coming and bringing some cooler weather.



Mr. Pham Thanh Tuan is working ardently

Doosan Vina to Hit the World Wide Web

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substantial help to our marketing efforts and give customer an idea of our technology and the scope and scale of our operations.

IT General Manager Mr. YG Choi and his team along with the Doosan Web Innovation team of corporate have been working on the project for several months. Mr. KJ Han, the Doosan Web Innovation Team Manager from Korea was at DV a couple of weeks ago to meet with the stakeholders of the website to finalize the plans and begin final construction of the site. Han said "Doosan websites all over the globe are undergoing a makeover that will standardize our format and presentation, Doosanova.com will be one of the first to use the new format." This will assure us of a consistency in the development of our brand globally.

DOOSAN VINA TIMES

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Foreman and Chief Workers Attend Labour Legislation Boot Camp

By: Nguyen Le Trang Tinh

The Labor Affairs Department did some basic research to find out what was the most urgent need of our employees and they found out that what most employees wanted was

Workers) are like: the midfielders of a football team, the forwards and defenders depend on them, or one of your ribs, the body needs them for support in order to be functional.



G.D BJ Cho gives certificates to trainees

more information on labor law and labor regulation.

The immediate question after determining what was needed was how do you get nearly 2,000 employees up to speed on an issue that is as complex as labor law and labor regulation? Mr. JD Yang, GM of Labor Affairs (LA) Ms. Nguyen Tinh and Mr. Vo Hoang Thong kicked around various ideas and ultimately decided on a "Train the Trainers" program. "We decided the quickest and most efficient way for us to get this information to the people that were requesting it was to train a group of people who could then pass the information on. It is the trickle down method and it works very well if done right," said Yang. Once the challenge had been made "done right" Tinh, Thong and the LA team began the preparation. With plan set and agenda approved the LA department conducted an intense "Boot Camp" held over two days for the 124 DV Foreman and Chief Workers. On July 17th Boot Camp began and the group settled in for two half day sessions of intense training.

The group was to be hit with a barrage of speakers, presentations and tasks. Leading the presentations were Mr. BJ Cho, GD and Mr. YK Kong, CMO. Cho and Kong explained that they, (the Foreman and Chief

LA knew that credibility was critical to the success of the "Camp" so they recruited several experts in labor law to give presentations and explanations. Mr. Thuan, Vice Chief Office Tinh said, of Dung Quat Police "There is nothing quite as convincing as an expert." Some of the speakers came from the Department of Labor Invalid & Social Affairs (DoLISA) from Quang Ngai, Social Order and Security of the Dung Quat Police Office, Internal Labor Regulations by Mr. Vo Hoang Thong, LA Manager, Health & Social Insurance Processes by Ms. Nguyen Thi Bien, LA In Charge staff and a talk on the "Role and Responsibility of a leader" by Mr. JD Yang.

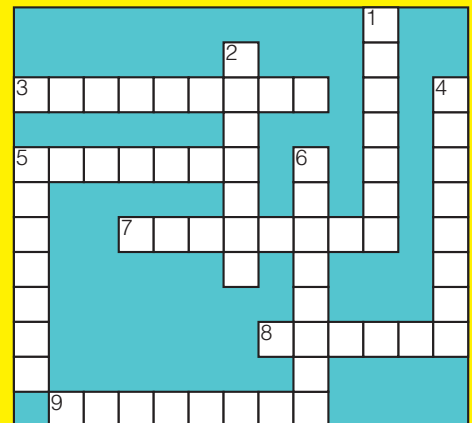
Ms. Tinh said "We feel we had a very successful "Boot Camp" or training session this time and every attendee was honored with and happy to receive the Achievement Certificate that was given by our General Director at the conclusion of 'Boot Camp.' Tinh went on to say "We do hope that the basic and the advanced knowledge about labor law and regulation will soon be familiar to everyone."



Mr. Thuan, Vice Chief Office Tinh said, of Dung Quat Police

English Puzzle

"ING" Words



Across

3. The students are _____ to their teacher.
5. Are you _____ to school today?
7. The men are _____ the house.
8. I like _____ along mountain trails.
9. He is _____ for a test.

Down

1. The barber is _____ my hair.
2. What song are you _____?
4. I am _____ how to speak Spanish.
5. Are you _____ me a letter?
6. Let's go _____ in the lake

Last month's winners:

No	Full Name	Department
1	Phạm Thị Nguyên	IM
2	Nguyễn Đình Tô Châu	LS
3	Phạm Thị Thu Mơ	LS
4	Nguyễn Thị Biên	LA

5	Trần Thị Bình	FIN
6	Phạm Thị Như Trúc	FIN
7	Nguyễn Thị Ngọc Phương	FIN
8	Huỳnh Thị Cao Viên	FIN
9	Lê Thị Hoa	MP
10	Tống Thị Ánh Tuyết	QA

Please contact to Ms. Quỳnh for your awards.

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Boiler Shop Maps a Winning Strategy

By: Tran Vinh Binh - Boiler

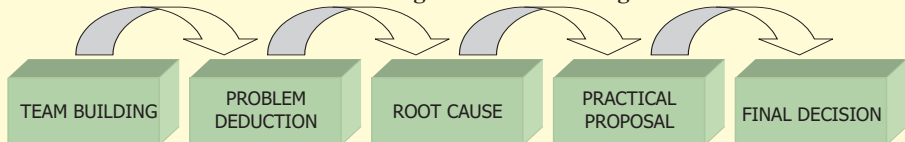
Some say that it is all about winning and at a recent meeting held by the boiler shop it was just that, all about winning. The task for the day was "How to meet the product quality and delivery deadlines for the current EDP Project." The town hall style meeting was held offsite at the Thien Dang Resort adjacent to Doosan Vina to minimize distractions and maximize results.

Facilitators followed a step-by-step process of: Team building, Problem deduction, Root causes, Practical proposals and a Final decision. After some initial instructions the three groups attacked the day. In all 33 engineers were involved in the meeting that was held. To be successful the process demanded that only the major obstacles to an on-time delivery of quality products be dealt with. We soon found ourselves immersed in uncovering the problems, finding out the

reasons for the problems and zeroing in on their root cause. From that we deduced solutions for each of the root causes. In order to make the action plan the solutions had to be highly effective and have relative ease of implementation. The session was a good opportunity for all to open their mind and find out the best way to solve the difficulties which we face when carrying out such a large project.



Town Meeting flow for "Winning"



Geasun Corner

Dear Ms. Geasun:

I have an idea that may be something that Geasun could look into. The idea will save time and money.

Whenever a vehicle comes in or out of the Doosan property the guards have to sign the vehicle in or out. It occurred to me when I had to use my ID card to log in at the office or to open a door, why not assign a card to each vehicle and issue a wireless hand held card reader to the guards. Then we'd have a detailed report that is computer generated and filed. It would eliminate all that paper work the border guards do and make entry quicker and more secure because it would be hard to falsify the reports. The report could be daily, weekly or by vehicle, time anything we needed.

For vehicles that don't have IDs they would simply go to the guard house, give them there ID to receive a temporary card that would be returned when they left. If there is any need to check the temporary cards the guard house would have the details of who was behind the wheel of the vehicle in question.

Regards,
Mr. Dale.

Q & A

This month I would like to answer questions from our hot lines.

1) From number of 0935 233 486: In Korea at the mother company employees have from 7 to 10 days for vacation in the summer, do we have the same at DV?

Answer: At present, the Doosan group is operating in 90 countries and policies are based on each country's situation and conditions. In Vietnam, our vacation structure is different.

2) From number of 01699 024 047: I graduated from an intermediate school, but I have a lot of experience, but when I started working at DV I had to sign a contract as a fresh recruit. I want to know if DV has a policy for experienced staff.

Answer: If you are a fresh recruit, when starting at DV you have a grade D salary. If you have experience and the company accepts your experience as transferable, you will receive have another grade. When company recruits experienced candidates, we will evaluate your experience to see if it's suitable with your position, if the experience is not transferable you'll need to sign a contract as a fresh recruit.

3) From number of 0934911482: Why is the prize for the "Third Skill Competition" smaller than previous competitions? It was cut 50%, I don't understand the reason, I intended to build small house with the prize, but now I don't have enough to complete the house.

Answer:

The award of the 1st and 2nd technical skill competitions was:

·First: VND 3,000,000

·Second: VND 2,000,000

Both prizes granted for the winners.

The award of the 3rd technical skill competition was:

·First: VND 5,000,000

·Second: VND 3,000,000

In which 50 percent granted for members of the team and the remaining amount for the shop.

For example, members of the First team received VND 2,500,000 in the 3rd technical skill competition, lower VND 500,000 than the 1st and 2nd. However, the present for each person in the 3rd was more valuable.

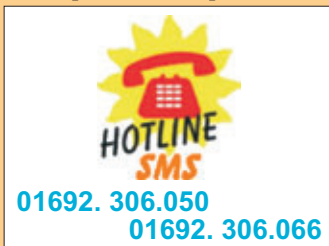
In conclusion, there were some differences between the two technical skill competitions. The award in the 3rd was higher than the 1st and 2nd, and the attendant of the 1st and 2nd was for each person meanwhile the 3rd for a team (one shop had a 5-member team). Therefore, the prize for each member was lower.

4) From number of 0932 560 944: Some workers have to work twenty-four hours, from 7:30 this morning until 7:30 the next morning so the next day we have to be off. But for that day we're not paid. Could you explain this please?

Answer: Because of the company's demand and the employee's agreement some employees work twenty-four hour shifts. During that shift you were paid for overtime and a night-shift which far exceeds the amount you would have received had you only worked two regular day shifts. You have to be off the next day to rest and because you are not working you are not paid. This allows the company to move products when an urgent need exists and the employee to add to their overall earnings so it is a win-win situation.

Best regards.

Remember, if you have any questions, please send an email to dv.quynh.hothitieu@doosan.com or an SMS to 01692.306.050 or 01692.306.066.



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Sport
Field
Opens
at CPE

VINA TIMES SPORTS

DV Badminton
Team
Competes
in Tournament



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Doosan Vina Sport Field Opens at CPE

By: Pham Ba Loi

The inaugural match was held on July the 8th at our newest sport facility, the CPE football field. Currently it's the largest entertainment site at Doosan Vina. Located to the left inside the gate of the CPE complex it opened with the BOM's attendance and many CPE employees. The field will be used for inter company matches and may be available to others in the Dung Quat Economic Zone.

Despite a hard day at work day and a blazing sun, at 5:00 PM hundreds of spectators massed at the field to witness the opening ceremony and watch a friendly football match between two of CPE's teams. Taking their positions on the pitch were the Welders and the Fabricators.

Before the match, Mr. Son Chu Sung, Director of CPE gave an emotional address: "The purpose of this project is to enhance the recreation and sport opportunities and to improve the relationships between each other. These friendly competitions are a way to get to know one another in circumstances that are different than those during work." He went on to say, "And now you should forget everything and commit yourselves fiercely to the matches. Today is today and tomorrow is different!"



Boiler and CQO Teams try out the new field

Both the Welders and the Fabricators fielded their best players and they had apparently taken the advice of Son Chu Sung because they were attacking and defending as if their very lives were on the line. The aggressive play on the field was certainly appreciated by the crowd as the applause and cheers could be heard from one end of the CPE site to the other.

The Welders attacked first but the Fabricators played a tight defense and then threw a sudden counter attack at the Welders. The counter attack entirely confused the Fabricators and at the 10th minute, Ngoc Thach of the Welders made a

pass to Van Binh who released a precise shot and drove the ball home to christen the new field with its first goal. The Fabricators goalkeeper Van Phap, reluctantly surrendered the goal before the astonishment of audiences and his team mates. After a hearty bit of celebrating the Welders lead with a 1-0 score.

Giving an early goal only seemed to invigorate the Fabricators as they rallied hard to even the score. They had some opportunities but unfortunately they missed a potentially equalizing penalty shot at the 45th minute by Tan Manh that was heart wrenching for the Fabricators.

After a break, the second half began and at the 56th minute, from his teammate's smart cross, Van Lap skillfully controlled the ball, made an about face and shot a devilish kick right in front of the Fabricators goal to score the second goal for the Welders. At that point the spectators' attention turned to the Fabricators as they seemed to be wishing for a successful counter attack to give the current underdogs a chance to recover. Wish as they might the spectators were no help to the Fabricators and as the final whistle blew the Welders had held on to their two point lead and were the winners of the CPE sports field first ever match.

DV Badminton Team Competes in Tournament

By: Nguyen Thi Ngoc Loan

The Doosan Vina Badminton team carried the DV flag into the Second Dung Quat Labor Union Badminton Tournament at the end of June.

The tournament involved teams from companies across the Dung Quat Economic Zone, represented were: The Dung Quat Oil Refinery, Vinashin Industrial Shipbuilding, Dung Quat Vocational Training School, and a team of spirited athletes from Doosan Vina.

The two day competition on the 27th and 28th was organized by the Labor Union of the Dung Quat Economic Zone and the Dung Quat Center for Culture and Information under the sponsorship of Doosan Vina.

The leader of the Doosan Vina group was Mr. Nguyen Ngoc Nhuc, President of the Labor Union. The other athletes of our team were: Mr. JD Yang, General Manager Labor Affairs and ten athletes from our five Shops. Other athletes came from the CSO and CQO departments. The tournament had

three categories of competition: Men's, Women's and Mixed (men and women).

The Center for Culture and Information hopes to build the tournament into an annual tradition for the officers and workers of the



Doosan Vina Team

companies in the Dung Quat Economic Zone. "By competing this way, we can choose the talented badminton players who will represent us (Dung Quat) in larger tournaments in Quang Ngai or nationally."

Said a spokesperson who went on to say, "The tournament will also contribute to a strengthening of economic development as well as the overall sport development of the Dung Quat Economic Zone."

The tournament is designed to promote sport to all who work in the Dung Quat Economic Zone, it is one of the leading activities to honor the strong sporting spirit of Vietnam and it will also serve to improve health by offering exercise that will strengthen our bodies and relieve stress. The tournament was also an opportunity for employees and trade-union members to improve relationships, meet new people, create unity between the companies and agencies of the Dung Quat Economic Zone.

Although our players were excited and enthusiastic we were unsuccessful in our first ever outing. The team has vowed to return to the court and next time return with recognition that Doosan Vina Badminton is on the rise!

BE CLEAN KEEP VIETNAM GREEN

Sixty-Six New Recruits Complete Orientation

By: Tran Khac Tuyen & Nguyen Van Trung – HR



New recruits attend lecture

From 20th to 24th of July 2009, 66 new employees attended the 9th orientation of Doosan Vina. The orientation had two main aims, first to provide the new comers with a general overview of the organization and to find each person's strengths and weakness. The HR department relies on a person's strengths to place them in the correct position, help them make friends as well as improve their ability to work in groups.

After the orientation, the fresh recruits were mostly satisfied with what we received by way of instruction and introduction. According to the survey by Mr. E. Park from the HR department, 83% felt that the ninth orientation was really useful because it effectively equipped the employees with the necessary knowledge and skills with

which to help us in our work.

The room where the fresh recruits learnt was always full of laughter because the friendly atmosphere was always there. Thu Ba from LA department said that she was really impressed by the orientation: "I like talking and discussing with the seniors the most. They were active and friendly. I learnt a lot from their instructions and advice". Ba also gave ideas about how to perfect the next orientation: "I think the

directors and managers in their classes during the orientation, others were most impressed by the welcoming party held at the main restaurant. "I was deeply interested in it. I found myself integrated with both staff and managers at the party. We had a good time talking about everything. Language barriers and cultural differences were put aside" Yen from MHE confided. Tiep, a new employee from the EHS team added: "At the party, I found Doosan Vina to be a really big family of people of different nationalities and social positions, many thanks to Doosan Vina."

Not surprisingly when the new comers were taken to an outdoor activity after sitting for several days they were delighted. On the third day of the orientation we all went to Thien An mountain and worked together to clean up the area of Huynh Thuc Khang's tomb after visiting Thien An Pagoda. The activity helped us broaden our social relationships and to bond as a group.

It is said that there is no garden without worms and the recruits gave solutions to improve future



YK Kong-CMO, JY Kim-CFO and BW Kim-CSO congratulate new recruits presentations by seniors should have offered us more vivid video clips on workers, engineers and their work in shops".

While some showed their admiration for the board of



Outside activity - Cleaning in Thien An Pagoda orientations. One employee said: "The constant changes of the schedule made it difficult for us to follow the activities. The schedule should be better planned". Ba said that there should have been more discussion between seniors and the new employees: "Most of us were passive listeners. Few questions were given and discussion was not the focus".

With the strong points dominating, it can be concluded that the ninth orientation was a big success. We all hope that the new employees will soon be adapted to the new working environment in Doosan Vina and assume a leadership role in the company as the theme of Vietnamization of the company.



The whole team front of Huynh Thuc Khang's tomb at Thien An mountain

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