

*Bản Tin*

# DOOSAN

*Vina News*

*Power meets water*  
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*CSR Award*  
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*First 100 days*  
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*Four shipments*  
*Page 3, 6, 10*

**MADE IN VIET NAM**  
MY COUNTRY - MY PRODUCTS - MY PRIDE



# Building Your Tomorrow Today!

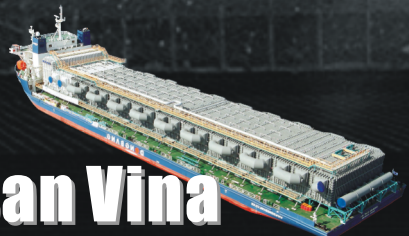
*At Doosan Vina we design and manufacture the products that add value to people's lives around the world.*

*Bringing water to thirsty people around the globe through seawater desalination plants like the one being shipped below.*



Tran Phi Hoang  
Nguyen Thanh Tong  
Tran Thanh Vinh  
Pham Thanh Son

## That's Why I Work at Doosan Vina







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**Building Your Tomorrow Today!**

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**One Mind, One Voice, One Action**

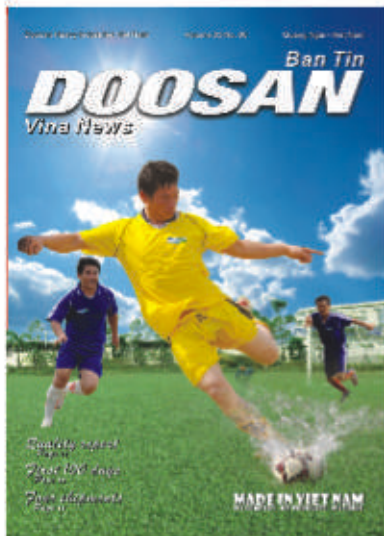


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## On the cover

**O**ne of Doosan's slogans is "Power and Water for Tomorrow." On the cover you can see what happens when "Power meets Water".

The picture is a composite of the action taken over the course of our third annual football championship tournament and features (L-R) Do Van Nghia, Nguyen Xuan Lam and Bui Long Quan.

The tournament started about the same time as the annual rainy season in Central Vietnam and as the thunder and lightning crashed above a mirror image of that action was taking place on the field below.

In the end PSD team had their name engraved on the "Cup" for a second time joining the other winner, the Main office team.

For the complete story and more pictures please look inside.

# In with the New, Out with the Old

**T**he end of 2011 is just around the corner and the Lunar Year of the Hare (Cat in Vietnam) will shortly be behind us and the year of the Dragon will soon roar to life.

Sometimes a new year is looked at as the time for a fresh start, putting a less than satisfactory year in the past a starting anew. That is certainly not the case here at Doosan Vina because the Cat indeed smiled upon the company and the list of highlights is very impressive.

For example consider that production capacity has risen by 17%, we've had shipments of \$74 million USD, we signed the first labor agreement, the first Vietnamese GM was appointed, employee turnover has decreased by 10% and record setting raises were given.

We also hosted the internationally acclaimed "Doosan Asian dream Cup," held our third annual medical service, donated a desalination Evaporator to the people of Ly Son Island, launched the Global Leaders School and held 61 training courses. Employees also came together and formed the Doosan Vina Charity Union and in March all participated in the company wide "One Mind Festival."

In two and a half years Doosan and Doosan Vina have donated nearly 1.5 million USD to the local community and the economic impact is estimated at over 65 million USD per year.

And last but certainly not least we welcomed Mr. Hang Ha Ryu as our new General Director.

In this issue you'll find updates on the projects and personalities in all the shops, a couple pages of photos recapping some of the action from the past twelve month. There are also your favorites like Mrs. Hue Household Hints, English Corner and games.

We hope you enjoy the issue and welcome your comments and suggestions, which can be sent to [dv.editor@doosan.com](mailto:dv.editor@doosan.com)





"The quality of our products determines our success. We are discipline driven and use internationally accepted quality control systems and operating procedures that outline responsibilities and focus on customer specifications."

Mr. Choi Kyong Sik, Quality Assurance Director



# Quality Assurance reports impressive numbers



Kim Sanh

Quality is something that is important no matter what the product is, but when you consider the life changing impact our products have on people's lives and the need for years of safe and reliable operation quality becomes more than important, it becomes an absolute necessity! That is why quality control is second to none and top of the list at Doosan Vina.

The year began at the company kick off meeting on January 1<sup>st</sup> with an emphasis on quality improvement and it has been a focus every since. Because of that focus and everyone's efforts we are happy to report that all five shops have made serious improvements. Radiographic Testing Acceptance (RTA) is 97.0%, and Ultrasonic Testing Acceptance (UTA) is 97.7%. Meanwhile, the Radiographic Testing (RT)

ratio of HRSG is at the highest with 98.3% and the highest Ultrasonic Testing (UT) ratio belongs to MHE shop with 98.6%.

In addition to the encouraging results above Quality Assurance also reported that the RT and UT ratios have continuously increased throughout the year. In September 2011, RTA was 97.8 % and UTA was 99.1%. On the UTA ratio, plant gains absolute 100%. Most impressive were CPE at 100% and Boiler and HRSG both registering 99.1% with the Water and MHE shops not far behind. This kind of stellar performance assures our customers that "Made in Vietnam" is their guarantee of satisfaction and years of safe operation.

Mr. Choi Kyong Sik, Director of QA said: "We are actively coordinating with the plants to improve product quality so we can maintain our customers' belief and confidence in all Doosan Vina products.



The Quality Assurance Division



# Doosan Vina's CSR is the Best

By: Dieu Linh

**A**t a formal event graced by His Excellency Ha Chan Ho, Korean Ambassador to Vietnam and Mr. Dang Huy Dong, Vietnamese Deputy Minister of Planning and Investment Doosan Vina was awarded the first place award for Corporate Social Responsibility. The nationwide review of Corporate Social Responsibility activities among Korean companies represented the who's who of Korean business and some of Korea's most respected and dynamic companies. The award was sanctioned by the Vietnam Ministry of Planning and Investment in cooperation with the Korea Ministry of Knowledge Economy and held at the Grand Plaza Hotel in Hanoi on October 26<sup>th</sup>.

Speaking at the award ceremony Mr. Hang Ha Ryu, Doosan Vina General Director expressed his appreciation to the committee for recognizing Doosan Vina's Corporate Social Responsibility (CSR) program and honoring us with this prestigious award. In his address he emphasized the company's CSR philosophy of being an active member of the community and Doosan's commitment to provide needed support whenever possible and promised to continue to honor that commitment without fail. Mr. Ryu went on to highlight the close relationship that exists between Vietnam and Korea and spoke of the vast similarities that exist between Korea's past development and the rapid growth path that Vietnam is on today.

Since its establishment in 2007 Doosan Vina has carried out an extensive CSR program that to date has contributed more than eight billion VND or 420,000 USD to the local community. That figure doesn't include the recent commitment to provide an additional amount that will be in excess of 16 billion VND or 900,000 USD for the donation of a sea water desalination plant for the people of Vietnam's Lyson Island.

Other CSR activities that were reviewed by the selection committee include Doosan Vina's three annual medical services that involved bringing a team of Korean doctors to Quang Ngai who provided medical treatment for nearly 5,000 local people, bringing surgeons to Vietnam for cleft palate surgeries, taking children with the most difficult cases to Korea for treatment as well as and bringing Korean Ophthalmologists to Quang Ngai to perform cataract operations for the elderly.

The company also has an active scholarship program funding students at 9 universities across the country, has repaired roads and bridges; donated over 85,000 USD in medical equipment to local hospitals, built houses for the homeless, supported victims of floods and typhoons and much more.

A company spokesman said that Doosan believes that in addition to supporting the outside community it must also work to improve the mental and physical life of its employees. One such example is the annual "One Mind Festival" that is a companywide team building event held every March. And to provide a healthy after work environment for staff, 13 cultural and sport clubs have been formed that give employees an opportunity to pursue extracurricular activities that match their hobbies and interests.

The spokesman went on to say our slogan, "Building your Tomorrow Today" encompasses our commercial vision as well as our commitment to the community, doing all we can to build a bright tomorrow for our friends and neighbors here in Quang Ngai.



Mr. Hang Ha Ryu (left), Doosan Vina General Director and Mr. Lee Eun Hong, General Director of Vinacorp are interviewed on VTV4



Scholarships are presented by Mr. Lee Min Seop, Doosan Vina HR Director at one of nine universities



Doctors from Chung Ang University Medical Center, Seoul, S. Korea perform cleft palate surgery on a Vietnamese child

Mr. Hang Ha Ryu (left), Doosan Vina General Director receives First Place award for Corporate Social Responsibility from Mr. Dang Huy Dong, Vietnamese Deputy Minister of Planning & Investment at the ceremony held in Hanoi on October 26<sup>th</sup>.



# CPE ships to Australia and HRSG ships to Saudi Arabia

By: Dieu Linh

Continuing a strong stream of “Made in Vietnam” exports, CPE business unit at the company’s central Vietnam complex made a shipment to Australia. It included two sets of Ethylene Surger Drums and two sets of Ethylene Purger Absorbers. The October 13 shipment weighed 132.5 tons and will be installed at the Queensland Curtis Liquefied Natural Gas project.

The second shipment designed, engineered and manufactured by the men and women of the Heat Recovery Steam Generator business unit was bound for the 2,100 MW Qurayyah thermal power plant 100km South of Damman, Saudi Arabia and included three 50 meters by five meters wide exhaust stacks. The ship left Vietnam at the end of September and was the sixth and final shipment of the project which included a total of 15 stacks, weighing over 1,500 tons.

Total value of these two projects is approximately 3.3 million USD and these two Doosan Vina business units are scheduled to complete four additional shipments to Australia, Saudi Arabia and Philippine in the final months of 2011.



*The stacks for Qurayyah project is loading bound for Saudi Arabia*



*The Ethylene Surger Drum and two sets of Ethylene Purger Absorber are ready to ship to Australia*



# My Machine



*Dang Van Khanh*

**M**aking the components of today's high tech power plants requires the most technologically advanced and

complex machinery the world has ever seen and those high tech machines require stringent care and dedication if they are going to provide the long-term service that they are designed for.

Some of the machines we operate represent over a million dollar investment and they also represent our livelihoods. These two facts make them very important to everyone in Boiler.



*Mr Truong Van Luan of Boiler shop cleans his machine.*

In order to ensure that we can continue to manufacture power plant boilers, machinery has to be in top working order, no excuses!

To drive the point home to everyone in Boiler Mr. Song Chi Wook, Director initiated "My Machine". This program places responsibility for maintenance directly on the people who operate the machinery and who better than those that work on it and know it best to be responsible for its care.

Each working Saturday we start the day with 30 minutes of care for our machine. It means we give all the machines a through going over, inspecting, cleaning and lubricating them. If problems are detected we can alert the Machinery Maintenance department so downtime is minimized and production maximized.

My Machine means the equipment is working at it original specifications, able to meet quality control standards and will provide trouble free and reliable service for years to come". This program delivers high return and extends the life of our machinery and equipment. I hope that it will be replicated across Doosan Vina," Mr. CW Song said.



*Mr. Phan Dinh Trung and "My Machine."*



# CPE's New Project For Turkmenistan



*Vessels being built by CPE's highly skilled workers*



*Steel is welded and formed for a high pressure vessel*



*Nguyen Ngoc Da*

The South Yoloten Gas Field in Turkmenistan can deliver 30 billion cubic meter of natural gas each year and is the world's fifth largest natural gas field. CPE is immersed in a project for this important customer that includes 18 high tech Pressure Vessels and 20 Heat Exchangers.

This impressive project was awarded to Doosan Vina's CPE shop because they have consistently met and exceeded customer demands, repeatedly proving that the talented men and women of Doosan Vina's CPE shop are among the world best and can deliver uncompromised quality that is on schedule and on budget.

The total order weighs in excess of 1,500 tons and CPE is aggressively working to complete the equipment so it can be delivered to the client, South Yoloten Gas Field Development Project in early 2012.

The heaviest piece of equipment in the order weighs 299 tons and because it's such a huge order, the project will be divided in two shipments, one in January 2012 and the other in February.





*The veterans are introduced to Doosan Vina*

# Battle of Quang Ngai Veterans tour Doosan Vina

*By: Ngoc Khanh*



*Women played an important role*



*They were impressed with scope and scale of the company*

To celebrate Vietnamese Independence Day, September 2<sup>nd</sup> Mr. Do Xuan Sam, Vice Chairman of the Quang Ngai Labor Union led a delegation of Quang Ngai's Veterans on a tour of Doosan Vina's 300 million USD complex in the Dung Quat Economic Zone of Quang Ngai. The group included 66 former soldiers who fought side-by-side in the battle for Quang Ngai.

During the tour, the delegation was thanked for their contribution to the nation and they were given a VIP tour of the facilities, which included a private showing of the company's introduction video. The veterans then toured the five shops and Doosan Vina's dedicated port. During the tour several of the former comrades-in-arms expressed their surprise at the scope and scale of the life changing products being built and the massive size of the 110 hectare complex.

After the tour the group was thanked once again for their sacrifice and dedication to their homeland and given a formal send off as they left the facility.





*Final inspection of an Rubber Tired Gantry Crane*

# MHE ships Eight cranes to Port of Singapore



*Dieu Linh*

Five months after the first group of four Rubber Tired Gantry Cranes (RTGC) were shipped to the Port of Singapore Authority (PSA), Doosan Vina successfully completed a second shipment of eight

RTGC's from its dedicated port.

Each RTGC weighs 245 tons is 27 meters high, 11 meters wide and 25 meters long. They are designed for moving the 40 ton

containers that are the standard in worldwide shipping and at the center of global logistics.

The PSA project was signed between Doosan and the Singapore Port Authority for 36 RTGC and three Super Weight Rail Mounted Quay Cranes (RMQC) with total value of nearly 11 million USD.

The third shipment of another eight RTGC's bound for Singapore is scheduled for early in the year of the Dragon.

*Eight RTGCs stand ready at Doosan Vina's dedicated port for shipment to the Port of Singapore*







Vu  
Hoang  
Uyen  
Top  
English  
test  
results



Du  
Thi  
Mai



Nguyen  
Thi Le  
Hien



Dinh  
Hong  
Ha



Le  
Vien  
Thuat

# Bridging the Gap

By: *Huyen Trang*

Until Google, Samsung or Apple can develop a Star Trek style universal translator, people all around the world will have to depend on a bridge language to understand each other and conduct business.

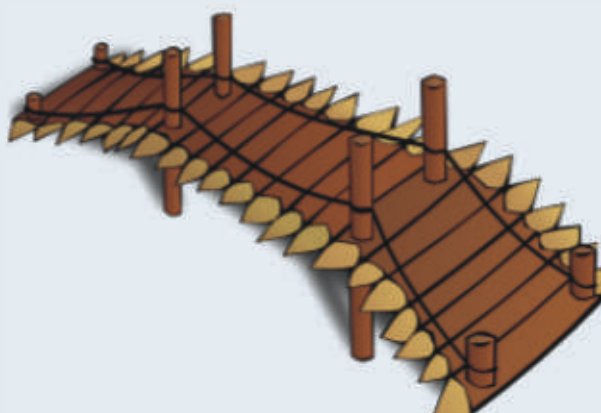
At Doosan Vina we have three primary languages, Vietnamese, Korean and English. As with most global enterprises today English is the bridge language at the company. It's the language that allows us to communicate with each other and customers around the world. Whether the customers are Chinese, Thai, Arabic, and French or... English brings us together enabling us to market products, solve problems and satisfy customers.

This means a high degree of proficiency in English is one of the company's focuses and the reason the HRD department launched its program to benchmark our employee's English skills.

The test was held on September 24 and 447 employees sat for the exam which was supervised by a group of English teachers from Quang Nam University and supported by the staff of HRD. The 200 question test had a listening and reading section and lasted two hours.

Testing of employees from in-charge level up was the first step which will be followed by the organization of the appropriate training programs so that skills can improve and the business can grow.

After marking the tests HRD announced the results and the employees with the top ten scores were announced. The top performer, Ms. Vu Hoang Uyen of HRM said, "I was surprised to have scored the best because I know we have many great English specialists, it is an honor to be number one and I know that I will have to continue to practice if I hope to remain at the top when the next test takes place."







Nguyen Van Vu - CPE and his father



Mr. Kim Byung Wook, Production Innovation Director presents (L-R) Mr. Nguyen Danh Ha, Ms. Van Thai Ngoc Hiep and Le Minh Man award for their excellent letters



Mr. Lee Min Seop, Human Resource Director

# 100 Days at Doosan Vina



Ton Nu Quy Khang-IT and her brother



"Ngay Da Dom Bong" dancing



Mr. Kim Yong Soo, Deputy General Production Director judges a performance



Celebrating 100 days at Doosan Vina



Ngoc Khanh

**D**oosan Vina Family Day was held to celebrate the most recent recruits first 100 days at the company. The October 14 event was attended by the new staff, their families and the management of the company.

The event was sponsored so that the families of the new staff could see firsthand where their loved ones worked and so that they would better understand Doosan's unique corporate culture; a culture that values a sustainable harmony between work and family life. During the event the staff and their parents toured the DV's complex and were able to witness a "Made in Vietnam" MHE shipment of eight cranes to Singapore that many of the group had worked on.

One of the highlights of the event was the reception dinner where the parents were treated to stage performances and listened as their children read heartfelt "love letters" they had written to their families about their experiences at Doosan Vina.

The event was a great success and the parents of the new staff commented that they now had a better understanding of the tremendous opportunities and promising future that lies ahead for their sons and daughters at Doosan Vina.



Chau Ngoc Minh- Boiler demonstrates his skill on the flute



Relatives tour the Van Tuong Apartment complex



Parents of Nguyen Thi Kim Chi - FIN entertain





*Mr. Cho Kyoh Haeng, Chief Auditor of DNV Group*

# ISO & OHSAS Annual Audit



*Mr. Dang Minh Nghia and Mr. Tran Xuan Hoang, Dosan Vina EHS Dept. supply documents to Mr. Cho Kyoh Haeng, Chief Auditor of DNV Group*



*Xuan Hoang*

**Y**ou may have noticed a group of people from the Det Norske Veritas Group (DNV) around the complex recently. The DNV people were here to review systems, conduct an audit and monitor Doosan Vina's compliance with ISO & OHSAS.

In addition to the audit, DNV also gave some guidelines to the ISO & OHSAS management team on how to manage the system in ways consistent with the review processes for recertification. This was an opportunity for our personnel to prepare for next year's review and ISO & OHSAS recertification process.

DNV was on site for five days and completed rigorous testing that showed clear compliance and improvements as well pointing out some areas that should be addressed prior to the next recertification audit.

Doosan Vina is committed to ensuring a safe, green and clean working environment for all employees and the audit confirmed our progress.



*Reviewing procedures and documents*



# DOOSAN VINA VIP'S



*Mr. Maurizio D'orfeo, Head of Technical Dept. and Mr. Le Van Nghia, workshop manager of Cai Mep International Terminal*



*Left-right: Mr. Kim Jin Gon, Admin Senior Manager, Ms. Nguyen Thu Hanh, Vice Chief Economic news section and Mr. Nguyen Dang Lam, reporter from Vietnam News Agency and Mr. Kim Byung Wook, Production Innovation Director*



*Mr. Dam Van Ha (2nd left)-ER and leaders of Ly Son Island*



*Mr. Tran Quang Khoi, MHE explains manufacturing process to Mr. Ho Xuan Dung, Mr. Hua Quoc Viet and Mr. Ho Minh, leaders of Da Nang Port*



*Doosan Vina Board of Management and a group of departments' representatives from DHI*



# The Year In Review



HRSG stack shipped to the 2,100 MW Qurayyah project in Saudi Arabia in September



A CPE High pressure vessel bound for TBS Steam Drum in Singapore



MHE ships three RMOCs shipped to JNPT India



Water completes the first bundle of the World's largest desalination project



Mr. Hwang Ha Ryu (left) is welcomed by Mr. Kim Gwang Ju as the 2nd Doosan Vina General Director



DV Charity Union's first project, building a house for Pham Cong Dai and his family



Bravo ships power plant components to the Rajapur project in India in October



Mr. Nguyen Thanh Minh of PS won the motorbike at the "Heart For Excellence & One Mind Festival" in March



The signing ceremony for the 1.3 billion USD Mong Duong II power plant contract.

## The Year in Review

The year 2011 was filled with highlights for the company and it was difficult to choose which pictures to share with you. After a lengthy and heated debate we decided on the ones you find on this page.

The Mong Duong II power plant contract signing was certain to make the list as was being selected as having the best CSR program (pictures and story on pages 4 & 5) as well as DADC and the One mind Festival.

Welcoming Mr. Ryu and our many shipments also made the list but many didn't and if your favorite was left off we do apologize.



Doosan sponsors the Doosan Asian Dream Cup and brings football star Park Ji Sung and his friends for a youth football clinic and match at Thong Nhat stadium on June 15th



Chung Ang University Medical Center, doctors from Seoul, South Korean and Doosan Vina support staff carried out the company's 3rd annual medical service





# Thirteen Clubs Started

**D**uring the day everyone at Doosan Vina has a job and plenty to do, but once the sun sets it is often a different story.

To make sure employees have a well balanced life the company has invested heavily in recreation facilities including tennis, basketball, volley ball and badminton courts, a driving range, a swimming pool and more.

What seemed to be missing was some leadership and an organization to maximize the usage of the facilities. So after considering several options, the idea of starting clubs based on the most popular actives was adopted and when the final list was settled on, thirteen new clubs were chartered.

Since Football is second only to breathing among Vietnamese men, it comes as no surprise that we have eight football clubs, plus volleyball, table tennis and badminton. And for those not interested in sports a dance club and a music club were also formed.

Speaking at the launch ceremony, Mr. Hang Ha Ryu, General Director emphasized that the company is concerned about our employee's total development and that means creating a balance between work and recreation.

Mrs. Le Thi Kim Thuy, Secretary of Quang Ngai PPC Business section spoke highly of Doosan Vina's efforts and hoped that they will be replicated by many other firms in the province.

If you are interested in joining one of the clubs see the General Affairs secretary in your department for an application form and we hope to see you on the pitch, court or dance floor one day soon!



Mr. Do Viet Tuan and Ms. Pham Thi Luyen Ai, members of the dance club. Meetings held every Wednesday evening



13 clubs' chairmen receive memorial flags





*Mr. Nguyen Van My - Chief worker of Marking & Cutting, Water guiding his team*

# Standardization to help new employees



*Khac Tuyen*

The Operational Excellence (OE) Department recently launched two companywide initiatives aimed at standardizing work processes at the company.

One focuses in the production area and the other is for office staff. Both the two initiatives were completed in October and 34 million VND in awards were given to the people who presented the best examples as outlined in the program.

Workers play a key role in the production lines at Doosan Vina, but often new comers lack experience and managers cannot always be with a new employee so a process that gives these new people a resource to look to for step-by-step instructions was needed.

General production flow can be broken into processes and sub-processes and then a "Standardization of Key Production Processes" can be created.

Each part chooses their key sub-process for standardization. The end result was expected to meet three requirements: a description of their

work and the processes involved in it, a list of issues that can be encountered and a manual detailing their work patterns/routines that includes a technical description and required safety precautions and Keson points.

Office or shop staff were instructed on how to draw out a process map of their daily work and then based on the process map, they listed all the issues arising involving their work and gave potential solutions to each issue. As with the production employees the office staff also created a manual that is used to train new comers.

When we finish reviewing all the material the final manuals and process map will be made available on the portal.

Programs like these are good chances for experienced employees to share their knowledge and improve new employee's transition, effectiveness and comfortable level as well as expediting Doosan Vina's vision of being the Global Number One Production Player.



# Power Meets Water

By: Ngoc Khanh

**O**n a rainy Saturday afternoon in October the third annual Doosan Vina football tournament kicked off and the field was soon awash with action as the first two teams PSD & MHE clashed under grey skies.

One of Doosan's slogans is "Power and Water for Tomorrow," one of the spectators at the first match said this is a demonstration of what happens when "Power meets Water" and he was right on the mark as water flew with every step and kick of the ball.

All in all eight teams involving 160 players from the five shops and support divisions played in the round robin elimination style tournament over the course of three weeks.

The tournament saw nearly ten percent of the company's 2,000 employees put on a uniform and take to the pitch in hopes of having their team's name added to those engraved on the coveted Doosan Vina Cup.

After many glorious victories and several heartbreaking losses PSD defeated CPE 4 to 2 and became the third champions and claimed the cup and will have bragging rights as Doosan Vina's best footballers until next year.



CPE's goes for a goal while PSD defends



CPE goalie makes the save



PSD (blue uniform) on the attack and MHE defends

Mr. Huynh Tien Binh, Player and  
Mr. Vo Thanh Trung, Referee



Material Handling Equipment Team, runners up

PSD Team



# Linking us Together



Anh Tuyet

**H**ardly anyone can deny the role information technology plays in our modern lives and its indispensable role in the management, administration and operation of business today.

Doosan Vina's information technology (IT) department is at the cutting edge of IT and has two main functions: manage and provide optimal information systems and manage all PC's while securing the company's information. To carry out these functions IT has 21 highly trained and competent professionals that are divided into three lines or sections.

The Application Service Section is in charge of the ERP systems and some others such as HRMS, T&L, ISM, IRS. The Common Service Section is responsible for the company websites, portal, homepage, e-mail, printing, help desk and information security. The Infra Service Section manages the data center, network infrastructure and controls, PC's and cable.

Although each section has different tasks, overall IT provides:

- \* Maintenance and development: ERP, T&L, HRMS and other systems.
- \* Guaranteeing data integrity and information security
- \* Continuous system monitoring, quick error solutions
- \* Managing servers, networks and the DB with a minimum of downtime
- \* Secure and continuous maintenance of data center facilities

In addition, the department is also in charge of IT training for new employees, helping them integrate quickly and competently in their job. The training course normally lasts four months and is done in conjunction with their new position, giving them the opportunity to learn and practice the ERP system, Oracle DB, SQL/PLSQL and/or others.

"IT provides many valuable services, but training people is one of the things that gives us some of the greatest satisfaction, seeing people and the company grow by applying Doosan's 2G philosophy is very rewarding. We try our best to be always ready to assist other departments quickly and effectively while contributing to the development of the company," Mr. Nguyen Thanh Long said.







Mr. Kim Gwang Ju,  
Deputy General Director



Admin security team practices greeting guests

## Workshop centers on work and play



Pham T. Sen

To provide motivation and encourage employees the Managerial Division organized a weekend workshop at the Thien Dang Resort.

The purpose of the two day Managerial & Labor Relations Division workshop was to allow staff to look at their individual jobs and functions. Before the weekend event teams were to analyse their duties, find the blocks or problems that were slowing progress or limiting effectiveness.

They were to then map out a solution to the problems that could be presented to the entire division where prizes were awarded to the most creative ideas.

The second purpose was to improve teamwork among the various departments to improve cooperation and efficiency within the division. Although weather conditions didn't prove favorable for the outdoor team building activities the backup plan for indoor events was implemented and proved just as beneficial and supplied plenty of laughs and fun for all. One event required a line of ten people to convey the name of an animal from one to the next. The hard part was it had to be acted out (no speaking) and only the

next person in the chain was allowed to observe the actions before turning and performing for the next.

The resulting dramatizations were hilarious to say the least.

"The workshop gave us a chance to learn, work and relax. An old proverb says 'work but play, play but work!' And the workshop gave us an opportunity to do both, it was great," Mr. Han of Admin said.



Mr. Truong Van Thanh - Admin  
Support presents his MBO



Discussions before group presentations



# Management & Union Retreat



*Huynh V. Trung*

To call this a retreat would be like saying Genghis Chan was known for sitting on the sidelines.

Sa Huynh resort was chosen for the two day retreat/charge held in September. Joining the conference in addition to Doosan Vina's Board of Managers and key employees, were the leaders of the Quang Ngai Provincial Department of Labor Invalids & Social Affairs, the Labor Federation and the Dung Quat Economic Zone Authority.

Leading the charge was the Board of Managers and their leader Mr. Hang Ha Ryu, opened the charge with an inspiring address. Ryu emphasized the importance that Doosan Vina and its products are having on Vietnam.

He said that the importance is not only in job creation and tax revenue, but also in the contributions that are being made to the

development of Vietnam through the transference by Doosan of valuable skills and technology. These are indirect benefits that will aid Vietnam for generations to come said Ryu. He also pointed to the many cultural and economic similarities between Vietnam today and Korea in the past, citing the development of Korea as an example of what is now happening here in Vietnam and the potential for a better future for all Vietnamese through growth. Ryu closed saying how he and all the members of the BOM and the Doosan group were very pleased to be playing a part in the nation's emergence.

The addresses by the Ryu and the other leaders led to group discussions that focused on specific problems and then through discussion the groups were to come up with viable solutions that could be implemented immediately and would have measurable impact the operations fourth and final quarter of 2011.

Team building exercises followed the boardroom discussion and the highlight was "Beach Boat Sand Rowing." This game involves a team of six people who sit on the sand with legs wrapped around the person in front of them and when the whistle blows the teams have to "row" across the beach, round a pylon and reach the finish line ahead of the other teams without becoming disconnected. A moment of practice soon made it apparent that it was going to require a great deal of cooperation, unity and stout bottoms to win this race.

The workshop ended with several problems solved, obstacles removed, teamwork improved and a few pairs of sand filled shorts.



*A delicious buffet at Sa Huynh Resort after the meetings*



*Left to right: Mr. Hang Ha Ryu, General Director, Mr. Kim Gwang Ju, Deputy General Director, Mr. Kim Byung Wook, PI Director and Mr. Shin Yong Yeol, PSD Director*



*Team building activities to enhance cooperation*



# EHS GOES ON THE OFFENSIVE

By: Ngoc Khanh

**E**mployee Health and Safety is a thread that runs throughout the fabric of Doosan and one of the top three priorities at Doosan Vina. To strengthen that thread EHS held a five day training course taught by a team of 5 EHS specialist from Doosan, Korea.

The specialists came to give lectures on the latest EHS techniques, theories and best practices as well as provide practical hands-on field training. Key personnel that participated in the program were supervisors, foremen, chief-workers from our five shops and Doosan Vina EHS division. The training program focused on fire prevention, fire fighting, and first-aid for accident victims as well as management of the environment to meet international standards.

One of the highlights of the three day course was a session on the prevention of musculoskeletal disorders related to the production process with an emphasis on "4M" (Man, Machine, Media, and Management) risk assessment.

This recently completed course exemplifies the company's commitment to ongoing and continuous

training and means that the goal of assuring employees of the safest and healthiest work place possible today is becoming a reality here at Doosan Vina.



Mr. Do Van Thuong - FM, in a fire drill practice



Emergency training to save lives



Mr. Do Minh Hieu-MHE, asks a question and Mr. Cho Sung Min translates.



Mr. Hong Sung Pil, DHI expert shows Ms. Pham Thi Nguyen of IM an exercise to relieve wrist pain.



# The longest career at Doosan Vina

By: Pham Thi Sen

**F**or four years and two months Nguyen Thi Tuong has been a part of the Doosan Vina Family and as one of the first and longest serving employee. She is also one of the matriarchs of the company. Although an unusual course of study for a female in Vietnam, Tuong chose electricity as her major at Dung Quat Vocational Intermediate and immediately after graduation in October of 2007 she was hired by Doosan Vina.

Straight away she was assigned to the Technical Education Center (TEC) and tasked with the care of the staff in training. Soon after she was moved to Boiler and put in charge of Personal Protection Equipment.

In her current position as controller of the inventory and storeroom at boiler she puts in a lot of overtime, "but that's nothing compared to what is done by those who are directly involved in manufacturing, they work much harder than me," she said. This modest and humble personality has helped her become one of the most respected members of the Doosan Vina team.

"When I started this site was 110 hectares of bare ground with just a few bushes, our



*Ms. Nguyen Thi Tuong at her working place*

office was located in Quang Ngai City," said Tuong. She went on to say "Every day we bused some employees here (Dung Quat) to TEC for training, which was the first building at the site. That was how it all began. Looking back it's hard to believe that this has grown into the high tech heavy industrial complex employing 2,000 employees that is here today," said Miss. Tuong.

When asked to sum up her experience at Doosan Vina she said "It's been very interesting to watch it (Doosan Vina) develop and grow, I am still in awe by what has happened and when I see the products shipped to countries around the world I am proud to be a part of Vietnam's development and of all we do here. I consider myself lucky to have a stable job with a good company and fair salary; I hope I can work here until I retire!"





# SHIPS HEAT RECOVERY STEAM GENERATOR TO INDIA



Huyen Trang

**D**oosan Vina's Heat Recovery Steam Generator (HRSG) Business Unit recently completed the first

shipment of the DGEN India project.

An HRSG unit is added to a thermal electric power plant to capture wasted energy and can increase the output of a power plant by up to 30%. This earth friendly giant bound for India will weigh over 4,500 tons, stand 35 meters high and cover 672 square meters when complete and installed.

The DGEN project was signed in March 2011 and will require two shipments. The total weight will be over 4,000 tons and include 22,782 Fin Tubes, 432 Headers, 216 Harps and 2 links.

This "Made in Vietnam" HRSG unit will be assembled and installed at the 1,200MW DGEN power plant at Dahej southwest of Gujarat, India. It is similar to the HRSG unit built and installed by Doosan Vina at Nhon Trach II near HCMC in Dong Nai Province in concert with Siemens.

Thanks to cutting edge technology, ongoing R & D and the highly skilled craftsman in Vietnam and around the globe Doosan is the world's leading producer of HRSG equipment.

This is the sixth shipment from the HRSG Business Unit since the company opened in May of 2009. The HRSG business unit is one of five factories at Doosan Vina's 110 hectare, 2,000 strong employee complex in Quang Ngai, Vietnam.

***Building your Tomorrow Today!***



# HOW IS YOUR HOUSE BEING BUILT?

**A**n elderly carpenter was ready to retire. He told his employer-contractor of his plans to leave the house-building business to live a more leisurely life with his wife and enjoy his extended family. He would miss the paycheck each week, but he wanted to retire.

The contractor was sorry to see his good worker go & asked if he could build just one more house as a personal favor. The carpenter said yes, but over time it was easy to see that his heart was not in his work. He resorted to shoddy workmanship and used inferior materials. It was an unfortunate way to end a dedicated career.

When the carpenter finished his work, his employer came to inspect the house. Then

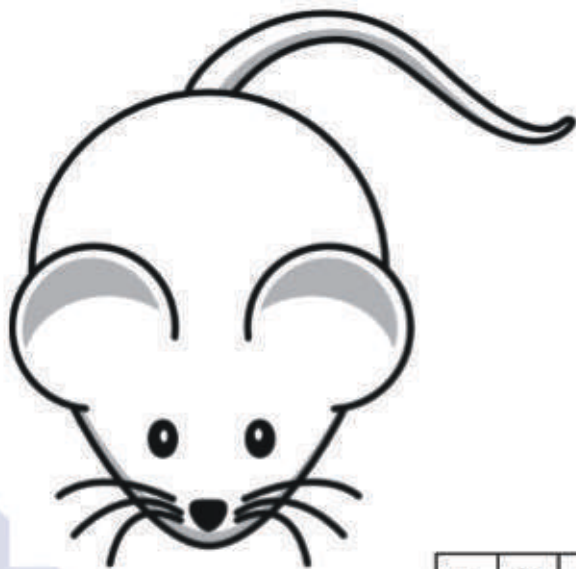
he handed the front-door key to the carpenter and said, "This is your house... my gift to you." The carpenter was shocked! What a shame! If he had only known he was building his own house, he would have done it all so differently.

So it is with us. We build our lives, a day at a time, often putting less than our best into the building. Then, with a shock, we realize we have to live in the house we have built. If we could do it over, we would do it much differently. But, you cannot go back.

***Moral:** You are the carpenter, and every day you hammer a nail, place a board, or erect a wall. Someone once said, "Life is a do-it-yourself project." Your attitude, and the choices you make today, helps build the "house" you will live in tomorrow. Therefore, build wisely!*







# Games

## A. Answer for last issue

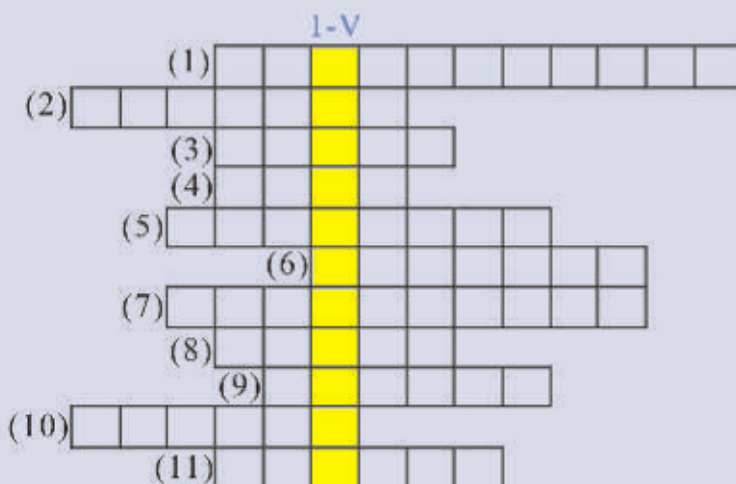
1. Quality
2. Pass on the other side (A person always has two sides)



Over 300 employees sent an answer to last month's puzzle, several had 99% correct but missed one question. Remember if only one person gets the correct answer that person receives

the entire 500,000 VND. Thank you for your entries and remember all answers can be found in this or previous issues of the Doosan Vina News. Good luck this month!

## B. This month's quiz:



**Vertical.** This HR program will help you quickly adapt to your new company's corporate culture.

### Horizontal.

- (1). A Doosan Vina's former Director who left not long ago.
- (2). A Korean music band that performed at one of Doosan Vina's big employee events.
- (3). A country that CPE shipped its products to?
- (4). This project recently received a shipment from Doosan Vina's dedicated port.
- (5). The name of the university that supports Doosan Vina's annual CSR medical service.
- (6). A landmark that runs through Quang Ngai Province.
- (7). Both Water and HRSB are working on this project.
- (8). Doosan is a leader in this field.
- (9). Doosan Vina held a ceremony to declare this on April 12, 2010.
- (10). The name of the Doosan Heavy Industries & Construction project in Ha Noi?
- (11). Korean traditional costume.

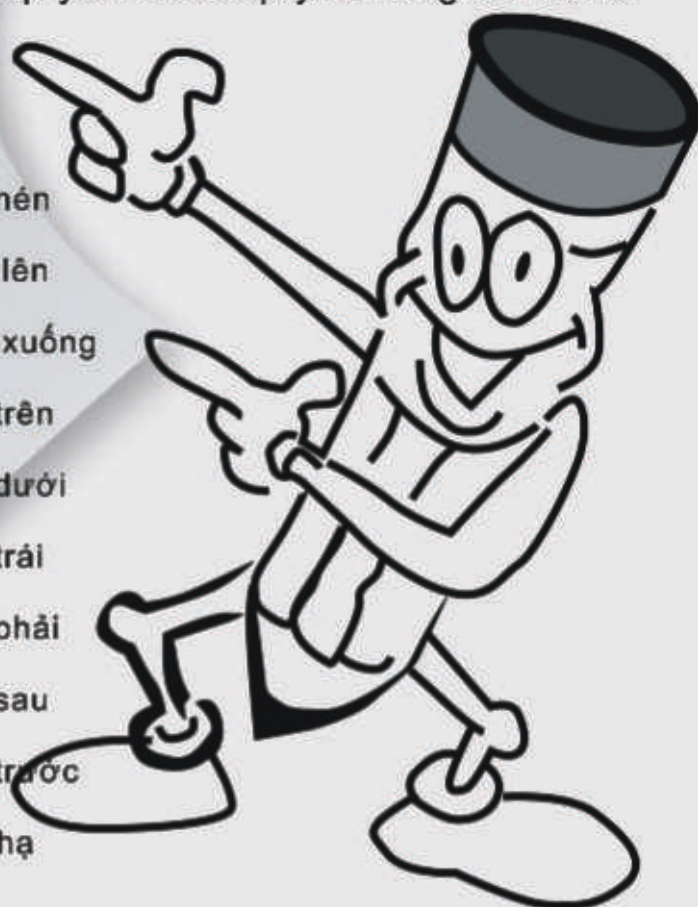


# English Corner

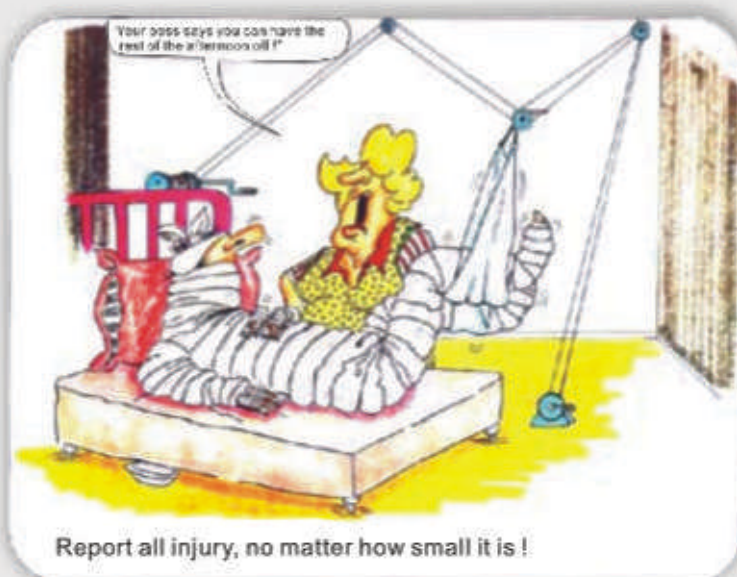
Starting in this issue, we will provide you with some essential words/phrases that we hope will help you develop your English skills both for work and in general.

## Topic 1: Moving and direction

Move	: di chuyển	Press	: nén
Stop	: dừng hẳn	Up	: lên
Pause	: tạm dừng	Down	: xuống
Come	: đến	Above	: trên
Go	: đi	Under	: dưới
Run	: chạy	Left	: trái
Push	: đẩy	Right	: phải
Pull	: lôi, kéo	Back	: sau
Put	: đặt, để	Head	: trước
Lift	: nâng	Lower	: hạ



## SAFETY COMES FIRST







## CAN YOU LEARN WILLPOWER?

**W**e all admire people who seem perfectly in control of themselves. They exercise regularly; they finish projects on time.

In a study of one million people, most said that self-control was their biggest weakness.

In their fascinating new book, *"Willpower: rediscovering the greatest human strength"*, Roy F. Baumeister, a professor of psychology, and John Tierney, a New York Times reporter, argue that all of us can learn to become better masters of our impulses. We just have to learn that willpower is like a muscle and be trained and made stronger.

Baumeister, who directs the social psychology program at Florida State University answered the below questions on willpower. There seems to be a general pattern that major self-control failures and other bad decisions occur late in the day.

**Q.** Should we schedule important matters first...but after a good breakfast?

**A.** Willpower uses energy, and that comes from food. Skipping breakfast is a bad idea for anyone who wants to be physically or for anyone who wants to be physically or mentally effective. In one study a large group of children were told to come to school without eating then half were fed a good breakfast while the others got nothing. The ones who ate went on to learn more and behave better throughout the morning, then mid-morning all were fed a snack and the differences disappeared.

**Q.** In your book you claim that daily rituals boost willpower. 19th century Africa explorer Henry Stanley continued to shave daily even as he and his crew were starving, afflicted with malaria, and chased by cannibals. Why do daily rituals boost willpower?

**A.** For several reasons. First, maintaining rituals provide cues that the rules still apply. This prevents breakdown. Second, small daily exercises of willpower "build character." Third, getting things down to routines takes willpower but in the long run conserves it. Once things become habitual, they operate on automatic and consume less willpower.

## Mrs. Hue's helpful household hints

**Remove stubborn dirt and or mold on clothes:** To say goodbye to these nuisances you soak the clothes on canvas with lemon juice and let them dry in the sun for several hours. Then wash with as you normally would and you'll find your clothes clean and bright.

**Washing a tea pot:** Tea pots are very difficult to wash because tea stains are notoriously resilient. To solve this little dilemma just put a little salt in the pot and rub the stained areas. Follow-up with a thorough soaking and presto the stains are gone.

**Help candles to burn longer:** Candles will last longer if you sprinkle a little salt around the wick at the top. Another trick is to keep the candle in the refrigerator and take out only when you need to light it.

**Stop the hiccups:** An easy and common home remedy for this annoying malady is to swallow a teaspoon of dry sugar. This often stops hiccups in a few seconds. For children, you can add a pinch of sugar in 120 ml of water and ask them to drink. Another effective way is to use your index finger to tightly seal your ears for half a minute. This stimulates the nervous system and stops the hiccups for some.



Send your hints to Mrs. Hue at [dv.editor@doosan.com](mailto:dv.editor@doosan.com) and share them with our readers.



# happy birthday

Dep't	Name	Birthday	Dept	Name	Birthday	Dept	Name	Birthday	Dept	Name	Birthday
ADM	Ha Thi Dieu Vien	09-20	Painting	Huynh Anh Hung	09-14		Bui Van Thach	10-16	Bui Van Long	07-11	
	Tran Thi Thu Hai	09-17		Dao Duy Thuan	09-29		Ngo Van Sy	10-15		Do Thanh Vuong	12-11
	Nguyen Thi Kim Phuong	09-03		Nguyen Trong Khanh	09-01		Dang Thai Hung	10-08		Le Tan Thoi	10-11
	Kim Jin Gon	09-06		Le Van Tien	09-19		Le Van An	10-22		Vo Trung Can	17-11
	Tran Quang Hau	09-17		Nguyen Ngoc Mai Phuong	09-28		Luong Van Hieu	10-10		Pham Van Khuong	10-11
	Nguyen Thi Phuc	09-10		Tran Thanh Tam	09-10		Le Ngoc Quy	10-08		Le Van Canh	21-11
	Nguyen Tan Ninh	09-09		Tran Ky Khoi	09-18		Ho Kim Nhat	10-01		Le Ngoc Da	10-11
	Nguyen Thi Huong	09-11		Nguyen Thanh Hoa	09-14		Trinh Luong Dien	10-25		Trinh Huu Hoa	14-11
	Tran Ngoc Chung	09-13		Tran Van Tuyen	09-07		Tran Tan Du	10-20		Huynh Viet Hung	13-11
	Phan Van Dung	09-04		Tran Van Trung	09-02		Do Thi Vi	10-12		Nguyen Trung Vu	16-11
BLR	Dinh Thi Thao Vien	09-29	TP	Van Ngoc Long	09-20	ADM	Nguyen Van Anh	10-12	CPE	Do Duc Vinh	08-11
	Nguyen Thi Thuy	09-16		Nguyen Van Sinh	09-02		Tran Nguyen Kim Thanh	10-10		Le Dinh Man	01-11
	Nguyen Hong Nhan	09-09		Phan Dinh Thien	09-06		Nguyen Cong	10-10		Kim Chang Bu	15-11
	Do Thanh Do	09-02		Nguyen Thi Thy Tho	09-26		Dang Thanh An	10-09		Nguyen Thi My Hanh	04-11
	Phan Thi Quyen	09-26		Chau Thi Thanh Het	09-18		Tran Thi Bao Phong	10-25		Tran Thi Thu Hong	09-11
	Nguyen Huu Giap	09-25		Nguyen Thi Thanh Trung	09-09		Huynh Thanh Nhut	10-18		Nguyen Hong	01-11
	Tran Van Tinh	09-12		Tra Viet Vinh	09-16		Nguyen Thi Thao	10-10		Tran Tong Thanh	16-11
	Cao Xuan Quat	09-08		Nguyen Thi Tiep	09-15		Huynh Tri	10-09		Le Trung Viet	29-11
	Truong Quang Nhan	09-26		Park Wi Seo	09-06		Le Thang	10-02		Le Viet Vy	19-11
	Kieu Thanh Long	09-05		Doan Dai Duong	09-14		Yoon Jong Jin	10-22		Le Van Ty	18-11
BM	Nguyen Van Quy	09-20	WATER	Le Tan Trieu	09-13	MHE	Nguyen Thanh Vinh	10-10	EHS	Nguyen Thi Huong	28-11
	Phan Van Duy	09-10		Le Xuan Vuong	09-20		Le Van Huy	10-27		Nguyen Tan Dat	12-11
	Nguyen Chi Thanh	09-06		Doan Thanh Luan	09-03		Jeong Jong Seong	10-27		Dinh Viet Ninh	20-11
	Huynh Thanh Tam	09-08		Trinh Phu Tuat	09-16		Do Quang Trung	10-20		Dang Van Rin	14-11
	Pham Manh Toan	09-04		Ngo Van Dat	09-01		Nguyen Thai Viet	10-10		Pham Phi Hung	11-11
	Do Dinh Vuong	09-05		Tran Thanh Vinh	09-05		Tran Van Hai	10-08		Pham Van Quan	10-11
	Do Ngoc Thang	09-20		Nguyen Thanh Vui	09-10		Nguyen Hong Thu	10-10		Huynh Van Truong	17-11
	Le Van Nam	09-21		Ho Kim Hoang	09-20		Nguyen Sang	10-20		Ngo Minh Vuong	12-11
	Cao Huy Hoang	09-25		Ao Dao	09-11		Nguyen Trung Can	10-20		Vo Tan Hau	02-11
	Pham Van Cong	09-10		Le Van Danh	09-17		Nguyen Thanh Luan	10-19		Pham Huu Anh	01-11
CPE	Tran Anh Vinh	09-27	BLR	Thoi Thanh Trung	09-18	MP	Tran Dinh Ha	10-17	HR	Dang Van Canh	12-11
	Nguyen Vu Thieu	09-28		Pham Xuan Tai	09-05		Nguyen Duy Luong	10-10		Le Van Vien	20-11
	Tran Quang Khoa	09-19		Huynh Van Thang	09-20		Nguyen Cong Ton	10-21		Huynh Duc Son	10-11
	Le Khac Thuong	09-25		Nguyen Duy Khanh	09-23		Nguyen Van Duong	10-20		Nguyen Van Sang	03-11
	Le Binh	09-06		Nguyen Van Phuoc	09-24		Pham Ngoc Du	10-10		Tran Nu Hai Au	07-11
	Vu Anh Hung	09-28		Diep Van Tan	09-13		Nguyen Thom	10-02		Nguyen Van Cuong	18-11
	Truong Thanh Huy	09-20		Nguyen Ngoc Duy	09-27		Le Anh Trung	10-01		Pham Van Thang	11-11
	Du Thi Mai	09-09		Nguyen Thanh Duong	09-23		Le Van Lam	10-10		Do Huu Nhan	05-11
	Vu Thi Anh Tho	09-27		Nguyen Thanh Da	09-09		Huynh Nghia	10-19		Nguyen Ngoc Thach	10-11
	Nguyen Viet Xuan	09-20		Ha Trong Tan	10-21		Nguyen Van Viet	10-10		Tran Thi Kim Trang	21-11
EHS	Nguyen Van Quan	09-29	FIN	Bui Van Diep	10-16	FM	Cao Van Phuc	10-25	HRD	Kim Hoon	22-11
	Le Thi Yen Nhi	09-23		Song Chi Wook	10-01		Dong Van Vinh	10-14		Ha Thi Le Thu	18-11
	Kim Myung Duk	09-24		Nguyen Thi Ngoc Phuong	10-10		Tran Huu Anh	10-22		Pham Thi Nhu Truc	11-11
	Pham Luan	09-06		Nguyen Van Vuong	10-30		Pham Van Thuong	10-22		Pham Thi Thanh Thuy	03-11
	Phan Van Hung	09-06		Huynh Van An	10-03		Pham Minh Vuong	10-09		Nguyen Cong Canh	04-11
	Le Van Thong	09-01		Tran Ngoc Danh	10-10		Ly Van Tan	10-10		Nguyen Huu Hau	08-11
	Dang Quoc Khanh	09-02		Vo Duy Minh	10-28		Do Quang Duong	10-02		Nguyen Xuan Anh	25-11
	Bui Van Thong	09-20		Tran Van Hung	10-24		Nguyen Thanh Trung	10-01		Lee Min Seop	18-11
	Vuong Chi Tan	09-19		Banh Trung Toan	10-20		Vo Van Phuc	10-28		Nguyen Ngoc Ha	21-11
	Nguyen Thanh Phat	09-29		Nguyen Ngoc Nhuoc	10-16		Vo Tan Hiep	10-23		Thai Thi Hong Linh	23-11
FIN	Nguyen Nhu Nguyen	09-19	BLR	Nguyen Van Nguyen	10-20	MP	Tran Van Cao Long	27-11	HRM	Tran Van Cao Long	27-11
	Do Tan Viet	09-13		Pham Thi Da Thao	10-28		Nguyen Ngoc Du	10-20		Nguyen Thi Hoang Van	24-11
	Phan Hoai An	09-09		Ngo Thanh Phung	10-10		Shin En Kyung	10-05		Vo The Viet	04-11
	Moon Jong Gi	09-21		Le Thanh Quang	10-16		Nguyen Xuan Tuyen	10-10		Bui Anh Tinh	10-11
	Huynh Van Thao	09-23		Vo Quoc Bao	10-10		Doan Xuan Nguan	10-10		Ly Trung Lam	10-11
	Ta Thi Bich Chuyen	09-29		Dang Van Thuc	10-10		Tran Le Phan	10-03		Nguyen Van Dong	08-11
	Pham Thanh Thu	09-10		Hoang Tien Hung	10-28		Nguyen Trung Kien	10-07		Nguyen Quoc Kiet	23-11
	Le Thi Hong Quy	09-19		Nguyen Nhat Duy	10-05		Vo Ngoc Phuc	10-04		Huynh Van Tu	12-11
	Truong Thi My Yen	09-13		Pham Thanh Hung	10-17		Tran Van Vuong	10-03		Nguyen Cong Nhan	12-11
	Luong Thi Hoai Thu	09-25		Trinh Van Truong	10-09		Ham Van Trung	10-05		Cu Minh Men	08-11
HRSG	Tran Hoang Hieu	09-21	CPE	Nguyen Minh Phong	10-09	OE	Nguyen Thi Hong Nhung	05-11	IM	Nguyen Thi Hong Nhung	05-11
	Dao Tan Thanh	09-17		Le Van Truong	10-19		Pham Van Phuc	10-01		Huynh Duy Trung	15-11
	Nguyen Anh Thanh	09-02		Nguyen Van Minh	10-10		Pham Van Truc	10-23		Nguyen Thanh Long	10-11
	Tran Van Bach	09-28		Tran Van Luong	10-20		Phan Huu May	10-01		Nguyen Thi Kim Tuyen	14-11
	Pham Viet Cuong	09-18		Nguyen The Vinh	10-12		Huong Ngoc Minh	10-20		Trinh Thi Le Chi	23-11
	Ahn Chu Hyuong	09-18		Truong Van Hieu	10-20		Nguyen Hong Si	10-31		Truong My Nhung	20-11
	Bui Ngoc Danh	09-21		Le Ngoc Anh	10-31		Pham Quoc Phong	10-10		Ho Thi Thuy	15-11
	Tran Huu Chinh	09-16		Pham Dinh Nguyen	10-29		Vo The Huy	10-05		Vo Huu Cong	10-11
	Kim Ho Soo	09-09		Nguyen Minh Ngoc	10-12		Dang Van Dai	10-10		Nguyen Van Trung	08-11
	Huynh Minh Vuong	09-04		Tran Trong Thanh Hung	10-03		Luong Quoc Vinh	10-03		Nguyen Trung Tin	20-11
IM	Nguyen Trung Vi	09-16	CPE	Nguyen Trung Dung	10-13	Packing and Shipping	Nguyen Hoa	10-20	LS	Le My Phuoc	01-11
	Pham Van Dong	09-22		Nguyen Van Hiep	10-23		Nguyen Van Tam	10-16		Do Trung Vinh	21-11
	Nguyen Duc Quan	09-19		Huynh Tan Tung	10-06		Doan Van Chi	10-10		Doan Van Vinh	02-11
	Truong Quang Tri	09-19		Duong Dinh Trung	10-19		Vu Thi Nhu Hang	10-21		Huynh Van Ke	01-11
	Vu Ngoc Huu	09-03		Do Thanh Ly	10-26		Woo Kyoung Uk	10-06		Eu Hye Jin	24-11
	Huynh Tan Cong	09-07		Nguyen Ngoc Thuong	10-10		Do Trung Van	10-15		Nguyen Tai The	20-11
	Trinh Van Phong	09-20		Nguyen Huy Vinh	10-19		Nguyen Thanh Xuan	10-10		Le Thang Diep	27-11
	Vo Van Thoi	09-20		Tran Van Thanh	10-02		Nguyen Duc Truyen	10-03		Huynh Tan Tram	04-11
	Ho Anh Thuan	09-02		Nguyen Tan Hien	10-10		Kim Sang Hyun	10-02		Nguyen Van Thach	30-11
	Le Van Huy	09-20		Nguyen Van Quang	10-15		Le Minh Tu	10-12		Bui Ngoc Men	02-11
IT	Nguyen Duy Khanh	09-23	CPE	Cao Van Duy	10-21	Painting	Nguyen Ba	10-20	MM	Bui Huu Thanh	25-11
	Nguyen Xuan Sy	09-01		Nguyen Tran Quyen	10-10		Nguyen Ba	10-20		Truong Dao	29-11
	Nguyen Dang Cuoi	09-24		Phan Thanh Hung	10-20		Bui Van Trung	10-10		Luong Van Diem Minh	05-11
	Le Minh Lam	09-20		Huynh Van Tuan	10-20		Le Tan Duc	10-12		Le Van The	14-11
	Nguyen Thanh Phuc	09-08		Nguyen Quang Duy	10-10		Nguyen Huu Bang	10-04		Nguyen Phuoc Quang	19-11
	Huynh Van Long	09-02		Doan Tan Dinh	10-20		Trinh Dinh Trung	10-16		Jeong Bok Jun	24-11
	Choi Yun Gon	09-13		Phan Thanh Hai	10-10		Le Van Tien	10-22		Yang Mun Soo	14-11
	Van Thai Ngoc Hiep	09-28		Nguyen Huu Phan	10-20		Nguyen Thi Kim Sanh	10-04		Le Thi My Kim	15-11
	Dinh Thi Anh Tuyet	09-21		Phan Thanh Tuat	10-20		Le Tuan Kiet	10-10		Nguyen Cong Thuan	25-11
	LS	Pham Thi Vu Nga		09-19	EHS		Huynh Dat	10-05		QC	Nguyen Thanh Tuan
Lee Kee Hwan		09-23	Do Van Tron	10-08		Bui Cong Tinh	10-04	Van Duc Viet	05-11		
Bui Van Hien		09-28	Vo Minh Vuong	10-20		Doan Ba Do	10-10	Truong Thanh Qui	05-11		
Luu Thi Mai		09-08	Huynh Tan Phat	10-07		Huynh Cong Truong	10-20	Nguyen Huu Nghia	10-11		
Kim Yong Dae		09-03	Nguyen Van Huyen	10-15		Nguyen Thanh Binh	10-16	Lee Jeong Suk	08-11		
Tran Quang Khoi		09-10	Huynh Duc Thuong	10-08		Le Lam Hoang	10-26	Nguyen Van Hon	02-11		
Bui Quang Binh		09-10	Ha Phi Hung	10-10		Tieu Viet Tai	10-23	Nguyen Ngoc Binh	20-11		
Pham Xuan Ly		09-04	Pham Hoang Viet Chien	10-10		Pham Nhat Duy	10-15	Tran Dinh Luc	21-11		
Joo Yung Bock		09-30	Nguyen Ba Tam	10-30		Do Quoc Vuong	10-20	Le Thanh Hieu	10-11		
MD 2		Pham Thi Vinh	09-02	EHS		Tran Thanh Hung	10-20	Water	Mai Dang Cuong		10-14
	Huynh Duc Trung	09-25	Vo Duy Nam		10-10	Nguyen Minh Khoi	10-10		Doan Van Khoa	20-11	
	Phan Tan Nghia	09-16	Nguyen Ngoc My		10-01	Nguyen Thanh Nam	10-24		Bui Luong	10-11	
	Vo Van Chung	09-21	Bui Tan Manh		10-12	Nguyen Thi Na Na	10-10		Pham Thi Le	28-11	
	Do Thanh Long	09-16	Pham Dinh Vuong		10-26	Phan Ngoc Thien	10-10		Nguyen Van Luyen	10-11	
	Pham Kim Phuc	09-10	Truong Dinh Cua		10-24	Nguyen Thanh Tuan	10-10		Kim Sung Deok	18-11	
	Le Van Thu	09-19	Ha Khanh Duy		10-10	Ngo Mua	10-16		Tran Khac Ta	17-11	
	Doan Van Tinh	09-10	Ho Viet Tam		10-15	Nguyen Thanh Lam	10-26		Nguyen Thanh Viet	01-11	
	Le Kim Toan	09-05	Dang Quoc Vuong		10-25	Phan Tan Nghia	10-18		Pham Quoc Thang	26-11	
	Nguyen Thai Vinh	09-02	Cheng Na Ri		10-15	Nguyen Van Dai	10-10		Pham Nghia	12-11	
MHE	Le Van Loi	09-07	BM	Dang Lam Thuy Ha	10-02	TP	Nguyen Dinh Loi	10-01	QC	Vo Dinh Cuong	27-11
	Nguyen Ngoc Luu	09-20		Dao Van Phat	10-18		Nguyen Tai Chi	10-08		Truong Minh Khanh	12-11
	Pham Thi My Ha	09-19		Mao Thi Loan Quyen	10-20		Vo Hoai Phong	10-26		Tran An Dong	15-11
	Nguyen Duy Bao	09-13		Nguyen Thi Minh Hue	10-24		Le Thanh Hung	10-17		Le Minh Thanh	11-11
	Pham Ngoc Quy	09-18		Le Thi Xuan Loi	10-03		Nguyen Thanh Nhat	10-20		Ngo Thi Dung	20-11
	Vo Xuan Lam	09-26		Choi Jong Sung	10-03		Pham Ngoc Duy	10-26		Nguyen Thi Ha	20-11
	Pham Truong Phong	09-10		Nguyen Thi Kim Chi	10-24		Le Duc Anh	10-15		Phan Tan Long	30-11
	Nguyen Duy Sanh	09-14		Nguyen Tien	10-15		Pham Van Duong	10-05		Le Van Mai	20-11
	Nguyen Mau Chuan	09-02		Tran Thi Thao	10-10		Tran Van Bup	10-10		Tran Duc Thong	03-11
	Le Tan Luc	09-29		Nguyen Thi Chau	10-10		Nguyen Ngoc Trong	10-07		Nguyen Huu Su	01-11
MP	Tang Van Ngan	09-01	HRD	Tran Thi Kieu Loan	10-10	ADM	Nguyen Van Phuoc	10-15	PS	Bui Van Bon	10-11
	Vo Van Lam	09-09		Nguyen Tan Suu	10-19		Nguyen Duc Khanh	10-08		To Van Nhuong	12-11
	Ryu Hang Ha	09-28		Mai Van Hai	10-20		Huynh Ngoc Cam	10-10		Ho Van Cong	15-11
	Nguyen Danh Tuyen	09-02		Tran Luom	10-12		Vo Thi Huynh Y	18-11		Le Tan Dieu	02-11
	Nguyen Danh Hiep	09-16		Ngo Thi Tu Uyen	10-20		Nguyen Han	12-11		Nguyen Trong Phuc	12-11
	Huynh Xuan Phuc	09-18		Nguyen Thi Tu Uyen	10-24		Nguyen Canh Linh	02-11		Nguyen Phuc Nhon	15-11
	Nguyen Thanh Hai	09-15		Thi Le Hien	10-17		Mai Thi Xuan Hao	19-11		Mai Trung Tin	07-11
	Pham Phuong Que	09-02		Kim Chang Su	10-16		Le Tan Phuc	12-11		Bui Ngoc Huynh	07-11
	Ho Thi Truyen	09-08		Pham Tai Quang	10-06		Nguyen Xuan Vinh	19-11		Le Van Rat	23-11
	OE	Huynh Minh Sang		09-12	FIN		Nguyen Van Tam	10-10		BLR	Mai Ngoc Ha
Vo Huu Quoc		09-04	Pham Hoang Tin	10-19		Vo Dinh Tuan	13-11				
Phan Phuc		09-22	Nguyen Truong Minh Vu	10-02		Nguyen Thanh Cung	10-11				





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