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Everyday Doosan Vina Desalination plants are busy turning salty seawater into hundreds of millions of liters of fresh drinking water for people around the world.



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Doosan Heavy Industries Viet Nam

Volume 04 No.06

Quang Ngai - Viet Nam

## Bản Tin

# DOOSAN

## Vina News



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**MADE IN VIETNAM**  
MY COUNTRY - MY PRODUCTS - MY PRIDE





# The Doosan Credo

## CREDO 1 - "People" the greatest asset at Doosan

Doosan's people are our greatest asset and the key to our future. They are at the heart of all our achievements. Our continued and distinguished success will only be possible through developing and cultivating our talent.

Our people possess great capacity, willingness and drive to contribute to the Company. They are relentless in enhancing their skills and capabilities. They embrace our Core Values and demonstrate these beliefs and principles in their daily behaviors.

## CREDO 2 - Talent development

Cultivating people is our highest priority and a shared responsibility. Attracting and recruiting the right talent, who understand and embrace our values, will be the foundation for developing our people.

We believe people develop and grow through performance at work and we give them the authority and responsibility that best match their capabilities. Through experience, people develop to their maximum potential.

Fair and immediate feedback and recognition are offered as we believe this is central to self-development. Our people are given the opportunity to develop their strengths and address areas for improvement. As a result, Doosan people are proud of who they are and respected as business professionals.

## CREDO 3 - Integrity

Integrity and transparency are fundamental Doosan strengths. We make profit by creating value through fair and transparent activities. We acknowledge our mistakes and keep our promises. We never compromise our principles.

## CREDO 4 - Teamwork, fairness and camaraderie

Inhwa best expresses who we are and provides us with a unique competitive edge. We define Inhwa as teamwork in the truest sense of the word, grounded upon fairness and camaraderie. By carefully following these virtues we have created One Doosan; a collective strength built on the contribution of a wide diversity of individuals.

Inhwa means we maximize our organizational strength and potential through true teamwork built on defined, transparent rules of fair play. Selfish rivalries between individuals or departments have no place at Doosan and discrimination of any kind is not tolerated.

Inhwa means each individual contributes to the success of their colleagues and team, resulting in both excellent team and individual performances.

Inhwa also means we are open; Doosan welcomes proactive ideas and constructive criticism from everyone, regardless of seniority or position. Our unique practice of Inhwa extends beyond the internal organization and embraces the entire Doosan community from our families to our shareholders, affiliates and partners.

## CREDO 5 - Customer satisfaction

Our customers are the reason Doosan exists. The true measure of Doosan's success is our customers' satisfaction and respect.

Our goal is to always deliver superior value than our competitors. We achieve this by understanding our customers' needs and meeting or exceeding their expectations.

## CREDO 6 - Breakthrough ideas, knowledge, technologies and resources

Embracing world-class technology and innovation is vital to our survival. Tomorrow drives today at Doosan; we always look to the future instead of the past. We strive to understand, and stay ahead of, change.

We continuously seek to improve our business model, products, services and methods. We celebrate and properly reward successful risk-taking, while also respecting valuable attempts that fail. Doosan applauds the spirit of challenge over complacency. Our future success will be driven by seeking breakthrough ideas, knowledge, technologies and resources regardless of their origin, either internal or external.

## CREDO 7 - Profitability

Profit measures our success and drives our growth. Our profit must exceed our capital cost and be sufficient to fuel our continuous growth and investment.

Our people understand how the work they do contributes to Doosan's profit. We recognize that long-term success is built by respecting the rights of our suppliers, distributors and partners to earn fair profits.

## CREDO 8 - Promote both corporate and social development.

Creating a socially responsible enterprise is our duty to society. We see business and society as a close partnership and an opportunity for mutual growth. Doosan will be proactive in this partnership, contributing the time and resources required for success. Our goal is to develop and grow alongside society, as a trusted and trustworthy partner.

Wherever we operate, we do so transparently and lawfully. We aim to contribute to the development of talent in society. Our community service activities promote both corporate and social development.

## CREDO 9 - Clean and safe working environment

We provide clean and safe working environments. Doosan maintains all our facilities to the highest possible standards. This is the basis for superior productivity as well as being our responsibility to our people, their families, our customers and shareholders.

Environmental protection is our duty and obligation to every community where Doosan does business. We know this ultimately results in greater value creation.



Doosan Heavy Industries Vietnam

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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

A group of over one hundred students and teachers from the Binh Thuan Primary School walk from across the park that separates one of our four restaurants from the Main Office at Doosan Heavy Industries Vietnam's campus like complex.

The students and teachers had just finished a special lunch, a tour of the five shops and being shown a specially produced video production for the occasion.

The day began when over a hundred volunteers from Doosan Vina arrived at the school to perform the third round of much needed renovations.

For the complete story on the Charity Union's CSR program at the school please see page 20.

*"If you want something done give it to a busy person"*

It has been a busy couple months since our last issue. We've been shipping product at a frantic pace (3,000 tons in the first two weeks of November alone), we received word that Doosan has been given an award letter by the Saline Water Conversion Corporation of Saudi Arabia and we will be fabricating four of the six 4,000 ton desalination units (each unit will convert salty seawater into 92,000 liters of fresh potable water per day), we have a new CFO, Mr. Lee Byoung Hwee and we carried out another CSR program.

We have also reformatted Doosan Vina News to give it more design consistency.

Details on all these fantastic events can be found inside on the pages of this issue of Doosan Vina News.

You'll also find our regular menu of news from the shop floor along with all the other significant happenings at Doosan Heavy Industries Vietnam!

We hope you enjoy the issue and as always we gratuitously welcome your suggestion, comments and ideas at [dv.editor@doosan.com](mailto:dv.editor@doosan.com).



## AWARDS >>>

# Vietnamese Entrepreneur Day



Giang Chau

More than 200 business leaders and entrepreneurs from all across Central Vietnam's Quang Ngai Province gathered recently in Quang Ngai City for a celebration of Vietnamese Entrepreneur's Day.

Speaking at the October 13th conference, Quang Ngai PPC Chairman, Cao Khoa highlighted the economic and social achievements made by those assembled for the conference. In his report Cao said that the province has over 3,000 businesses that contributed over 16,000 billion VND or 800 million USD to the budget and provide more than 40 thou-

sand local jobs.

At the event several individuals and companies were recognized for their outstanding support and business acumen.

Doosan Vina is one of the primary businesses in the province and was given two awards. General Director Hang Ha Ryu received an award for his personal achievements and the other was presented to Doosan Vina in recognition of the company's overall contributions to the province.

Since its establishment, Doosan Vina has had continuous growth and development. Today the company employs nearly 2,500 people and has had an economic impact estimated at hundreds of millions of dollars.



Mr. Pham Nhu So, Quang Ngai PPC vice chairman presents certificate & flowers to Mr. Hang Ha Ryu, Doosan Vina's General Director



Mr. Hang Ha Ryu (7th left), Doosan Vina's GD with Quang Ngai's leading entrepreneurs.



# Is it the Doosan Way?

As Doosan enters and plans for its second century of growth a new and integrated management philosophy called the 'Doosan Way' has been launched and will be central to all that is happening in the company. YM Park, Chairman, speaking on the Doosan Way



*In a mirror image of the worldwide launch of "The DoosanWay" Hang Ha Ryu, General Director and Lee Min Seop, Human Resource Director hold a panel discussion with participants*

asked that, "Employees worldwide allow the Doosan Way and our Credo to guide our heads and our hearts because together they will provide a strong philosophy and a clear set of values and standards for us to follow."

The Doosan Way is a comprehensive program that has been evolving for several years to define our values, set our course and is now being rolled out globally.

The local implementation by the Doosan Vina Human Resource Department began here on November 05 with our 22 'Change

Agents' and continued until all employees had been trained.

Foundational to the Doosan Way is the company 'Credo' which details nine core values and beliefs (see inside front cover). These nine values are very important to all of us at Doosan because the Doosan Credo really defines our beliefs and values.

One of the critical components of the Doosan Way and the training is to understand the Doosan Credo.

So what does Doosan believe and what does our Credo represent? The entire Credo has nine parts, one of the fundamental credos is about Team

work, fairness and camaraderie or Inhwa as it is known.

Inhwa means we maximize our organizational strength and potential through true teamwork built on defined, transparent rules of fair play. Selfish rivalries between individuals or departments have no place at Doosan and discrimination of any kind will not be tolerated.

Inhwa means each individual contributes to the success of their colleagues and team, resulting in both excellent team and individual performances.

Inhwa also means we are open; Doosan welcomes pro-

active ideas and constructive criticism from everyone, regardless of seniority or position.

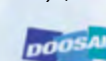
Our unique practice of Inhwa extends beyond the internal organization and embraces the entire Doosan community from our families to our shareholders, affiliates and partners.

Implementing the philosophies of the Doosan Credo and Doosan Way will be challenging and not happen overnight.

But when everyone is on board and moves as one with 'consistency' rather than 'speed' alone we have an opportunity to share a great success.



*Hang Ha Ryu, Lee Min Seop, Park Seung Won, Jung Hyun Jin and Vo Hoang Thong with the Change Agents after successfully completing their Doosan Way training*



## Doosan Way Workshop

theDoosanWay  
Our story. Our vision.

DOOSAN VINA NEWS - QUANG NGAI, VIET NAM 5



DHI

## Doosan Heavy Industries & Construction celebrates its 50th anniversary



Doosan Heavy Industries & Construction, Chairman & CEO, Geewon Park hosted Doosan Heavy Industries & Construction's 50th anniversary ceremony September 19, on the eve of anniversary. More than 300 employees from Korea and overseas attended the event including, Vice Chairman Jitaik Chung, President & COO Keysun Han and Jean-Michel Aubertin, CEO of Doosan Power Systems.

In his commemorative speech, Chairman Park said, "In order to ensure continuous growth for the next 100 years, Doosan will nurture human resources based on its management philosophy that puts emphasis on people and cul-

tivating human resources."

Established in 1962, Doosan has spearheaded Korea's machinery industry for the last five decades. The Company constructed its Changwon Plant and led efforts to domestically develop and produce power equipment, making important contributions to Korea's economic growth. Since its privatization in 2001, Doosan has aggressively advanced into foreign markets, emerging as a global enterprise that has become an important example for other companies.

The company's Merger and Acquisition strategy has netted a number of overseas companies, including Babcock of U.K., Skoda Power of the Czech Republic, and AE&E Lentjes of Germany.



DPSI NEWS - SEPTEMBER 2012

## Town hall Sessions

By: Neha Malhotra, DPSI Gurgaon

In August 2012, DPSI Town Hall sessions were held at the DLF Square Office for all Gurgaon operations.

Each DPSI Town Hall session was inaugurated by a speech from our Managing Director, Mr. Jongki Lee. He emphasized the importance of communication so we can all work effectively together; as one entity with one voice, one mind and one action. He also stressed the key drivers of DPSI's sustainable growth: Quality, Cost and Delivery and finished with the importance of successful execution of the Bulk Order and Bandel project to establish DPSI's capability.

The Town hall sessions put particularly emphasizes on DPSI's integrated value chain – technology of the Doosan Group, manufacturing, EPC, services formed after merger with DCW along with new systems and processes being implemented in DPSI such as ERP and Internal Control Systems.

The Town hall sessions wrapped up by sharing the company's initiatives on Corporate Social Responsibility along with a glimpse of the Doosan Way.



## Independence Day Celebrations at Chennai

By: Skeeter Davis, Chennai



The 14th September 2012 was the eve of Independence Day for both India and South Korea and to celebrate an employee quiz was organized at DPSI Chennai boiler engineering office.

The entire office was decorated with balloons in the colors of the Indian flag. All employees wore a symbolic Indian Flag on their shirts.

Prizes were awarded for the 'Most punctual person for the day' to Mr. K. L. Rao and Mr. B. B. Shankar with 'Best Dressed Persons' being given to Ms. Lakshmi Priya, Mr. D. Ranjith Kumar and Mr. P. Rajaguru.

## The Doosan Way roll out

By: Neha Malhotra, DPSI Gurgaon



DPS

## CO2 plant product innovation

The Plant Product Innovation group is primarily focused on the development of post-combustion CO2 capture (PCC) technology in support of Plant BU's CO2 capture product offering.

There are two streams to this work: the development of the 1st generation solvent scrubbing technology which is based on the amine sweetening process that has been widely used for many years in the oil and gas industry for CO2 and H2S removal from natural gas, and the other to assess the feasibility of future 2nd generation CO2 capture technologies that have the potential to significantly reduce the costs and make carbon capture and storage (CCS) a competitive, low-carbon energy technology.

## Ferrybridge sets high standards

The UK's Environment Agency (EA) carried out a Carbon Capture Operator Monitoring Assessment (OMA) audit on the CCPilot100+ carbon capture plant at Ferrybridge, Yorkshire in early September, provisionally scoring the project an excellent 92%.

Each individual element is scored from 1 to 5, where 1 is poor, 3 is acceptable and 5 is excellent. None of the elements audited at Ferrybridge scored below 3 and the majority were 4s and 5s.

According to plant operator, SSE, the EA was extremely impressed by the documentation, including DPS' comprehensive Work Instructions. These high quality procedures and processes will be used by the EA to develop standards for post combustion capture plants as the technology moves towards commercialization. The outcome of this audit can only help promote the case for the Peterhead carbon capture project currently under evaluation.

## Atikokan biomass contract secured

Congratulations to the Doosan Power Systems team responsible for successfully securing the contract for the conversion of a 227MWe lignite fired boiler to 100% biomass at the Atikokan Generating Station in Ontario, Canada.

Working closely with customer Ontario Power Generation (OPG), the project entails mechanical, electrical and instrumentation services to successfully convert the plant

In June 2012, the Doosan Way was introduced to all executives from all around the Doosan family in Seoul, Korea.

DPS UK rolled out the Doosan Way on 12th-13th Sep'12 for their leaders from various divisions and subsidiaries and on the 20th-21st Sep'12, the Doosan Way Team Leaders' Workshop was conducted in Gurgaon here in India for 37 delegates from various DPSI locations.

The next step is to cascade the Doosan way to all employees across DPSI



to biomass ahead of 2014 legislation mandating the closure of coal burning plants in the Province of Ontario.

The US\$170 million Atikokan GS biomass conversion includes plant modifications and the construction of a fuel storage and handling system for up to 90,000 tonnes of biomass fuel annually. Construction activities will ramp up over the summer of 2013 with the project expected to be completed in 2014. When completed, the Atikokan plant will become one of the largest biomass plants in North America.

## RPMs taking shape for Plant

DPS' Plant business is making steady progress towards its target of four reference product models (RPMs) for the thermal plant sector.

The team is currently engaged with the 50MW BFB biomass (Nevis) and 450 MW supercritical coal (Turow) RPMs, due for completion shortly. Attention will then turn to the large biomass RPM later this year and, in 2013, the coal circulating fluidized bed (CFB) RPM. All RPMs will ultimately be integrated into the PI/ERP system so that DPS can derive full benefit from them.

One of the key differentiators in the UK biomass model is the maximization of plant heat rate due to the high cost of the fuel. As such the team is exploring, with the help of our turbine specialists in Skoda Power, a number of techniques that will give us class-leading performance.

With the CFB coal model, colleagues in Plant and Lentjes are working together on the ability to burn low-grade hard coals and lignite.

The RPM concept is already proving to be of major benefit to DPS and we have been able to apply the small biomass RPM to a second project, similar to Nevis. The availability of information such as plant performance, schedule and cost has enabled us to create a significant differentiator and establish a strong position compared to our competitors







# New Chief Financial Officer takes the Helm

Arriving in Vietnam from Korea at the beginning of November 2012 Mr. Lee Byoung Hwee, our newest and third Chief Financial Officer or CFO had a great deal on his mind.

Not only did he have the hefty responsibility of the company's fiduciary performance weighing on him, but he also had to consider his family that will soon be following him to Vietnam. His wife and son will arrive soon and settle in HCMC where his son will be in the fourth grade.

Lee started with Doosan Korea in 1995 at the Uljin 3 & 4 Nuclear Power Plant construction site in administration and has progressed steadily through the ranks.

Here at Doosan Vina Lee has stepped into a somewhat more stabilized fiscal environment than his predecessors; thanks in part to their efforts. Lee wanted to recognize their hard work and expressed his gratitude to Choi Jong Sung, our most recent CFO and Kim Jae Young our first CFO.

That being said it doesn't mean he has an easy path ahead, because as we well know the continued global economic uncertainties are creating challenges for all businesses. And this will undoubtedly make Lee's stated goal of "improving the company's EBITA or Earnings be-

fore Interest, Taxes and Amortization" all the more difficult.

As a graduate of Kyungsoo University in Pusan South Korea, where he majored in International Trade, plus 18 years of financial management at Doosan, Lee is certainly well qualified to take on the responsibilities of his new role.

When we asked him why he feels he was picked for this role and how he will approach his new duties, he said, "I think everything I've done up till now has led me here, my education, my experience and the many great people who I've worked with over the years as well as the support of my family. As to the second part of your question on my management style, I've been taught that financial knowledge and perspective are important, but financial knowledge is useless if you don't understand business.

Doosan has invested nearly two decades teaching and training me to 'understand business' to be sure that I have more than just knowledge, I appreciate that and will certainly do all in my power to see that the company receives payback in full and good ROI." CFO Lee continued by saying "I'm humbled by the trust the company has placed in me, and I feel very fortunate to be working with such a great team of people here at Doosan Vina."

As we were concluding our interview we turned to a lighter topic and asked

Lee what he thought of Vietnamese food. He said, "There are many Vietnamese restaurants in Korea, so that plus my visits to Doosan Vina in 2008 and again last August has given me a chance to try many Vietnamese specialties. I especially like a bowl of Pho, the melding of flavors, tastes and aromas is absolutely heavenly."

As we open a new chapter under the financial leadership of Lee Byoung Hwee we are looking forward to even bigger and better things here at Doosan Heavy Industries Vietnam, welcome aboard Mr. Lee!



Lee Byoung Hwee, Chief Financial Officer



# Ceremony Opens New Restaurant



Hang Ha Ryu, General Director, Kim Gwang Ju, Deputy General Director, Management, Kim Yong Soo Deputy General Director, Production and dignitaries at the ribbon cutting ceremony to open the new million dollar 750 seats restaurant at Doosan Heavy Industries Vietnam's Dung Quat complex.



Huyen Trang

After 75 days of construction, the newest and biggest of Doosan Vina's four cafeteria was opened and put into operation on October 19th. Able to seat 750 the new cafeteria was needed because of the increase in employees, that is now approaching 2,500, had stretched the capacity of the original three.

The Central Cafeteria covers a bit more than 1,000 square meters is modern with the latest in food storage, preparation and hygiene technology.

It is wide, airy climate controlled



L-R: Mr. Kim Gwang Ju, Ms. Le Thi Kim Thuy, Mr. Hang Ha Ryu and Mr. Than Trong Long cut the cake to start the party.

and required an investment approaching a million USD. Eating at the new facility are men and women from Boiler, Material Handling Systems, Heat Recovery Steam Generators, Painting & Shipping, Facility Support and Quality Assurance.

Speaking at the opening, Hang Ha Ryu, General Director explained the steps that have been taken for the continuous improvement in the quality of the meals served at all the cafeterias which are meant to ensure the employees' health and fitness.

After the ribbon cutting ceremony guests and the media toured the canteen and enjoyed the inaugural lunch at the new facility.



The newly opened restaurant



# More Pages in the Order Book Fill

Three very important orders were received over the last couple months. One was for a history making Indian Boiler project, second was a billion dollar desalination order and finally the signing of a contract to build a massive cargo container crane for the port of Danang.



*Mr. Hang Ha Ryu, Doosan Vina General Director signed the history making contract with Senior Director Yeong Tae Seo from DPSI.*

The boiler contract is for two 800 MW boilers for the Kudgi Power Plant in Southwest India and will be the largest boilers ever produced in Vietnam. The "Supercritical Once-thru boilers" will operate under extreme temperatures & pressures. Temperatures can reach 569 degrees celsius and pressure levels can go as high as 271 kilograms per square centimeter.

General Director, Ryu Hang-Ha said, "Our Vietnamese engineers and technicians who will be making these boilers are recognized worldwide for their skill and ability."

Other boilers that bear the "Made in Vietnam" label are now working in: Brazil, Saudi Arabia, India and Egypt and showing the world that Vietnamese is a member of an ex-



*Contract signing between Danang Port & Doosan Heavy Industries Vietnam for a Rubber Tired Gantry Crane*

clusive club of nations that can produce these highly engineered products.

Another boiler project currently underway at Doosan Vina is for two 600MW boilers that will soon be powering development in northern Vietnam form the Mong Duong II power plant.

The Water shop is celebrating the order they received to build four 4,000 ton multistage flash sea water desalination



*The Doosan Vina team together with Hang Ha Ryu (center right) & Yeong Tae Seo (center left) of DPSI*

plants that once completed and installed in their new home in Yanbu, Saudi Arabia will produce 368 million liters of water per day.

The desalination plant order came from Doosan Heavy Industries Vietnam's parent company Doosan Heavy Industries & Construction of South Korea who announced the 1 billion USD order for six desalination units from the state-run Saline Water Conversion Corporation of Saudi Arabia. The massive "plug-and-play" units will be completely fabricated in Vietnam and shipped in one piece to the installation site where they can be quickly connected and operational.

When these four desalination plants are completed in Vietnam it will bring to eight the total number of Vietnamese made desalination plants working around the globe. These "Made in Vietnam" products will be quenching a thirsty world's need for water, producing

.75 billion liters of water per day.

The hat trick of orders is the Material Handling Systems shop's contract to supply a Rubber Tired Gantry Crane or RTGC to Danang Port. Speaking at the signing ceremony, Mr. Nguyen Thu, CEO of Danang Port said "Vietnamese people should use Vietnamese goods and this is an example of putting that philosophy into action."

A typical Doosan Vina's RTGC weighs 145 tons is 27m high, 25m long and 11m wide. RTGC's are designed to move the 40 ton containers typical in global logistics today.

Danang is the 3rd largest port in Vietnam and this new RTGC will increase the efficiency and capacity of the port substantially. Today a total of 50 of the super-size RTGC & RMGC from Vietnam are operating at ports all over the world.



*Two 4,000 ton desalination units under construction at Doosan Vina's Quang Ngai manufacturing complex. These units are very similar in size and capacity to those in the new order for Saudi Arabia*





# Sea lanes of the South Sea get Busy

Our shipment schedule has been so hectic over the last couple months that at times there wasn't enough dock space at our purpose built and designated port. In the first half of November alone the company shipped over 3,000 tons of completed equipment. This required the shipping department to outsource with nearby ports just so we could accommodate all the outgoing products.

After eleven months of fabrication and assembly the Material Handling Systems Business Unit has successfully shipped two mega cranes. One

Rail Mounted Quayside Crane or RMQC and a Rail Mounted Gantry Crane or RMGC to the Jawaharlal Nehru Port Trust or JNPT of India.

The Material Handling Systems shop makes the massive cranes used to load and unload the worlds 30,000 cargo ships that make

modern life a reality. This year MHS has made four shipments. The most recent weighed a total of 1,417 tons and included a 1,017 ton, 72m high, 120m long, 28m wide RMQC, and an RMGC that weighed 400 tons, was 21m high, 65m long, 28m wide. Both were designed to lift the 65 ton containers shipped at JNPT of India where they have now been delivered.

The men and women of the Boiler shop have also been busy pushing product out at a healthy pace, completing the two 685 MW boilers for the Raipur power plant also in India.

The team over at the Water shop entered the shipping queue with 350 tons of high tech compo-



*RMQC awaits shipment to India*

*Boiler components are shipped to Rapiur, India*



*This earth friendly HRSG made by Doosan Vina is now in operation at the Nhon Trach II Power Plant, Vietnam*

nents bound for the Ras Al Khair desalination plants under construction in Saudi Arabia. Ras Al Khair is the world's largest desalination project and is being built by Doosan. It entails the design and manufacture of eight massive desalination units, each of which is the size of a football pitch. When fully operational the eight units will supply 728 million liters of water per day.


Not to be left out, the Heat Recovery Steam Generator shop lined up and shipped the first components of their sixteenth "Made in Vietnam" Heat Recovery Steam Generator. This unit went to the



*Tons of steel piping are transported to the port for loading*

Erzin power plant located in Iskenderun, Hatay, Turkey.

A Heat Recovery Steam Generator captures the energy in the exhaust of a thermal power plant and recycles it to provide additional electricity. Doosan's highly engineered HRSG technology can increase the generating capacity of a typical power plant by up to 30% while reducing pollution and saving the earth's resources.

Doosan is the global leader in HRSG production commanding the largest market share among worldwide producers. 



# Family Day for New Recruits

One rather unique aspect of the Doosan Culture is recognize and hold a "Family Day" celebration for new employees after they complete 100 days with the company. It is done at Doosan in Korea and Human Resource Director Lee Min Seop brought the tradition to Doosan Heavy Industries Vietnam. To help celebrate the milestone each of the new employees invites one of their parents to come to the company and experience the culture and environment to see exactly how their son or daughter lives and works.

Lee Min Seop, HR Director said, "This event is so important because it is a rare chance to meet the families of our employees and show them that Doosan is a company that cares for their children, looking after all aspects of their life, and that Doosan Vina is a place with a bright future that can provide stable employment for their loved ones."

The Human Resource Department Family Day is



Mr. Lee Min Seop, HRD Director

similar to the one in the last issue of Doosan Vina News that is operated by the Labor Relations department. The difference is that the LR Family Day is

for existing employees while the HR version is for the newest staff. Both are designed to help employee family members see firsthand how their children live and work. It's also an opportunity for the company to explain the opportunities that lay ahead for their children at Doosan and create a bond between the company and the family.

The main event of the HR family day was an all day affair. It began early and finished late. It involved



Nguyen Cong Trinh, Boiler with mother & niece



Vo Hoang Thong, HR GM and professors from universities

nearly 350 people including senior management of the company, professors from several universities, staff and their relatives.

The day was divided into two parts: first was an introduction to the company followed by a tour around the complex that gave the families an opportunity to experience the many aspects of life at Doosan Vina. The climax of the day was a semi-formal banquet held at the best hotel in the area with a multi-course



Kim Byung Wook, PID Director presents gift of drawing game

meal, prizes and entertainment. A highlight of the banquet was the heart retching video letter by Nguyen Cong Trinh. In the recorded message Trinh spoke to his mother and siblings thanking them for their many sacrifices and sharing the hardships of his young life. The video wrapped up on the upbeat with his description of his first one hundred days at Doosan Vina.

If you like to see full video coverage of the Family



Mr. Hang Ha Ryu, GD presents the lucky number grand prize to Le Chu Kiet of CPE

Day event and Trinh's Video Letter go to YouTube and open Doosan Vina DTV V3N32 and Doosan Vina DTV V3N33.



Men in disguise got rave reviews





# Inventory Management



My Hanh

Before a product can be manufactured our welders, technicians and craftsmen need raw material that can be used to create the mega machines we make here at Doosan Heavy Industries Vietnam. The raw material is the starting point and its quality is critical to the final product. With the super weight life changing products that we build here at Doosan Vina, controlling and managing the material quality is extremely important step in the production process.

In addition to the quality consideration, material also affects the product cost so management of the purchasing, transportation, storage, distribution and the materials suitably is vital if

we are to meet our customer's expectations. All these functions are the responsibility of the Inventory Management (IM) Department's staff.

IM is the division that is responsible for receiving and issuing material to our five shops and other departments. Our management approach has two main strategies. The first is a high tech scientific approach utilizing the ERP system in IT to register, track and control the inventory. The second is a hands-on, roll up your sleeves touchy feel method that means auditing the actual material getting up-close and personal with it. Another function of IM is to see to the collection and tracking of scrap from pro-



Le Thi Nga & Pham Thi Tam Xuyen in the IM office

jects which can't be recycled here.

After material is purchased or imported and arrives at Doosan Vina, it is classified and sent to the proper warehouse. Where the material is stored depends on the physical characteristics, chemical composition or purpose. We have two main warehouses which are used to exclusively to store material for projects and welding supplies. The other warehouses are to store stationery and personal protection equipment.

In addition to the enclosed storage areas there is a large steel storage yard outside the Boiler shop where IM keep thousands of tons of imported steel plate for our major projects. The domestic material is delivered directly to the shops or departments as soon as it arrives on-site.

The IM team is dedicated to fulfilling our mission and managing the inventory efficiently so that there is no delay in production and the finished products are of the highest quality possible.



The Inventory Management team at one of the outdoor storage yards



The IM team discusses the deliveries for the coming month (above) and (below) other members unload material for storage in one of two indoor warehouses.



Huynh Ngoc Thieng among some of more than 200 Personal Protective Equipment supplies that IM inventories for operations at the company (above). Part of more than 1,800 tons of special piping that is for the Kudgi, India boiler project (below).



Piping (1,800 tons) for the Kudgi, India boiler project (above) and members of the IM team unload material for storage in one of two indoor warehouses (below)



# Doosan Vina's third CSR at Binh Thuan Primary School



Kim Gwang Ju, Deputy General Director, Management Division, demonstrates the new computers to a group of excited students.

Volunteers from Doosan Heavy Industries Vietnam held their third "Education" Corporate Social Responsibility program this year with the aim of improving educational opportunities for the children of Binh Thuan Primary School in Central Vietnam's, Quang Ngai Province.

The first education CSR at Binh Thuan School was held in February. A second followed in May and once again on November 10th nearly 100 Doosan Vina volunteers gathered at the company for instructions and transportation to the school for the third service this year.

The yearlong effort has replaced desks and chairs, upgraded the lighting, replaced windows, put in ceilings to reduce the heat, completely painted both the interior and exterior of the entire complex, installed ceiling fans, provided books and much more. This third effort will continue the work done on the property during the prior two occasions plus set up a library and donate four computers. The total donation to the school for 2012 amounts to 386 million VND or 19,000 USD.

Once assembled at the school the volunteers were paired with teachers and students to carry out their assigned tasks. One ten year old student said, "I look forward to the Doosan visits because they bring so many treats for us and it is fun to work with the foreigners, they like to play and kid around a lot!"

A teacher said, "the difference in the school since this began is amazing, we knew we needed all this but there just wasn't any money to do it, the learning environment is so much better and it has given us a great deal of pride in our school, it's motivated the students and the staff to try a bit harder, it's been great."

All money used by this charity come from the Doosan Vina Charity Union which is funded by employee contributions and matching grants from Doosan Vina.

To date, the employee Charity Union has completed three major projects including the three CSR services at Binh Thuan Primary school as well as building homes for Pham Cong Dai in Binh Chanh and another for Ms. Pham Thi De's family in Ba To, both in Quang Ngai province.

In addition to the service taking place at the school a group of 120 teachers and students were brought to the company where they reviewed videos of the two previous CSR services at their school on the company's in house news channel "DVTV" and were treated to lunch and a tour of the five factories and dedicated port.



# Annual Scholarship Awards



Dieu Linh

Since 2008, before we'd even begun Operations, Doosan Vina has been actively providing scholarships to students from universities across Vietnam.

The company's scholarship support is a part of Doosan's Corporate Social Responsibility and commitment to nurturing talent. The scholarships come from Doosan Heavy Industries Vietnam and the Yonkang Foundation of Korea which was started by Doosan.

Initially Doosan awarded scholarships to students at Da Nang University of Technology, Da Nang University of Foreign Languages, HCM University of Technology, Ha Noi University of Technology and Da Lat University. Today the list also includes HCM University of Social Science & Humanities, HCM University of Technical Education, Quang Nam University, Pham Van Dong University and Hue University of Foreign Language.



Lee Min Seop, Human Resource Director presents scholarship certificate to Bao Kham, Vice Headmaster of Hue Foreign Language University

This year's scholarship program started in late September with a total of 59 students from nine universities receiving a total of nearly \$40 thousand USD. This year's recipients were mainly studying mechanical engineering or Korean. They are in their final years of study and have posted good results.

In addition to the support given to the individual students, Doosan Vina and the Yonkang Foundation also provided \$23,000 to the schools to purchase needed teaching equipment.

Once selected for a scholarship students are also become eligible for other support such as a paid internships and a job at the company after graduation.



Vo Hoang Thong, General Manager, HR and some of the scholarship award recipients at Pham Van Dong University



# Boiler Design Team goes High Tech

Giang Chau

When Doosan Vina held its grand opening it was said that we have the finest, most up to date equipment and machinery available today and that we always would!

We've seen that promise fulfilled time-and-time again over the past three years, but once again the company has invested heavily in the future of Doosan Heavy Industries Vietnam and our employees by purchasing a \$60,000 software program that will enable Boiler to offer clients seamless design and manufacturing ability. The twelve engineers who will use the software have completed an intense two weeks training course hosted by Hoang Xuan Bach, an HSD expert.

The new software called "Tekla Structure Design" gives us a new level of autonomy that will allow us to provide quicker and standardized service to our customers.

To complete the design of a product, an engineer must use a combination of different software. After calculating the strength of a steel truss system on other dedicated software, an engineer can now use the Tekla Structure software to draw and export as-



The design team focuses on their lesson

sembly and fabrication drawings. The program also automatically creates files for specific statistical material, the parameters required for production, as well as a list of materials needed for production; All of which will shorten design time significantly.

"This is really a smart investment and will pay off in long-term efficiency. We're very excited to have this software and the training that will help us use it. It will help us a lot in the design process," said Chau Ngoc Minh, one of the design engineers in the Boiler shop.



Boiler's design team

# Transformation to a Quality Mindset



Khac Tuyen

Before a plane takes off the pilot and co-pilot run through a pre-flight checklist to be sure all necessary switches and gauges are in the correct position. This is quality control at the highest level and there is nothing like a safe flight to assure customer satisfaction.

At Doosan Vina it is much the same and to assure that our customers are receiving uncompromised quality a companywide "preflight" checklist system was implemented in October. It is designed to internalize and habitualize the processes to ensure that a zero tolerance for defects mindset among all at Doosan Heavy Industries Vietnam develops.

Production Innovation Director, Kim Byung Wook said "establishing this mindset is our goal and if we are successful then we'll truly become the global leaders that we have our sights set on."

The October event began with a Process Mapping exercise that was then used to create the checklist for production tasks with special focus on areas of potential defects. Then, they applied the created checklist to their work to uncover weaknesses and



A Boiler Inspector and a Technician review one of the new checklists



Water workers discussing quality checklists

issues that hadn't been thought of. The month long event helped raise the quality consciousness of employees by creating a quality critical environment. "The event refocused my attention and helped me see things a little differently, the checklists will make it hard for anyone to miss a step in the process, and that will mean better quality across the board." Pham Minh Cuong, a Chief Worker in the Boiler BU.

The focus of the Checklist Event was on using self-inspection systems and management tools to remove the root cause of defects. By initiated checklists and expanding the Ban Byol Hoal Dong program the OE Department is certain that the Quality Assurance Division will soon be showing even more remarkable statistics than the already near perfect results they have been reporting. There were 122 groups involved in the event with the participation from all five business units in the company. "It is much more efficient and takes the guess work out of the process," said one of the welders in the program.

During the month, hundreds of checklists were created and they helped uncover some quality issues that in turn inspired the birth of Keson. Some of the more prominent Keson's were: Keson Jig for assuring Panel bending angle (Boiler Panel Ass'y Fab.2), Keson Tool for straightening deformed plates (HRSG Header Assembly 3) and Keson Jig for fit-up and checking panels (Boiler Panel Ass'y Fab.1). To wrap up the initial phase of the checklist program 36 teams were given awards for their participation and ideas. In total there were 6 excellent, 10 good and 20 encouragement awards and cash prizes of 36 million VND.

The checklist standardizes the processes each team uses and much like the pilots above, it assures that nothing is left unchecked that could affect our quality.





Site inspection

## ISO OHSAS renewal



ISO renewal team and Doosan Vina staff review records

You may have seen a couple of inspectors poking around your shop or division lately and wondered who they were or what they were doing. What was happening was the triennial ISO 14001:2004 and OHSAS 18001:2007 recertification renewal.

ISO and OHSAS are the global standards bearer for environmental management and occupational health and safety programs. Doosan Vina received its first certification in these two management systems in November of 2009 and because they have to be renewed every three years (triennial) auditors were here for an audit recently. The four days audit at Doosan Vina was conducted by three inspectors from Det Norske Veritas (DNV) of Norway which is an independent organization whose aim is to protect life, property, the environment and assure safety.

The DNV inspectors assessed our company's document and document management systems in accordance with the law and the regulations of the two program manuals. As we said above you may have seen them because they also were doing actual site inspections and testing procedures in the shops and divisions throughout our complex.

The audit was successful beyond expectation and the ISO OHSAS certification was renewed and substantiated that the Environment Health and Safety (EHS) team is indeed doing an exemplary job at controlling sanitation, safety and health.



Ngoc Loan

In a large matrix organization it is easy to become concentric and focus on only what is relevant to the tasks that need completed within your area. That behavior can have negative consequences if ones actions adversely affect another.

Two departments that work closely together here at Doosan Vina but have had little time to try and understand how what they do affects those in the other department are Total Procurement and Logistic Supply.

To resolve that Lee Jong Yeol, Procurement Director decided a workshop was needed so that all 43 members could better understand how each department functioned and look for innovative solutions that would improve efficiencies



Mr. Lee Jong Yeol, Director, Total Purchasing

## Together We Win



Han Chang Ryeol, Section Manager, Total Procurement and Lee Kee Hwan, General Manager, Logistic Services (L-R) focus on the issues



Mrs. Bui Thi Thu Thuy, Logistic Services raises a question

and cooperation between the departments.

The workshop's goal was to find ways to support each other while understanding what difficulties each faced in their daily tasks. Held away from the department at the company's state-of-the-art Technical Education center the workshop gave everyone an opportunity to be free from telephones and computers so they could have a clear mind and think constructively.

After opening remarks each team made a presentation on the difficulties they faced and some suggested solutions. That was followed by brainstorming and a group discussion.

To wrap up the meeting Lee Jong Yeol thanked everyone for their candid comments and good ideas. He closed by saying, "One of the most important points to consider is that the cooperation between these the two departments (TP & LS) is not only critical to the success of the Procurement Division, but also the success of our company because all departments are part of the chain and if one link in the chain is broken it will affect the operation of the entire company!"



# Martial Arts Club Kicks Off



Van Trung

With a demonstration by members that involved a shout and a lethal kick the martial arts club was officially opened. The club which is open to all employees brings together men and women from all of Doosan Vina's five BU's and support divisions. Those who share a passion for, or simply have an interest in learning or developing their martial arts skills are encouraged to join.

Offering exercise an opportunity to learn self defense and socialize, the martial arts club is a complete program and with nearly 2,500 employees who are mostly young, the club's potential for growth is enormous.



Currently the club has 86 members and with the action packed schedule proposed by the executive board, the club is bracing for an influx on new members.

Ho Minh Long, chairman of the club said, "If you are a martial arts enthusiast or just want to tone up your physical condition please contact me in MHS at line 1778 for more information; everyone is welcome and we'd love to see you at our next meeting."

Spokesman for all Doosan Vina's clubs Tran

Thom of LR said, "Besides the personal benefits and a distraction from work that the clubs provide they have also been helpful in the development of relations within the

community. The interaction on the pitch, court and stage between our clubs and those of neighboring companies and organizations has strengthened our relationships across the region."

In total the Labor Relations Department sponsors 14 clubs with a total of 440 members. After a year of operation, the clubs have proved their positive influence at the company providing a work/life balance that enables employees to develop into a complete person. If you are interested in joining any of the clubs contact Tran Thom or Nguyen Ngoc Tien in LR for details.



Huynh Thanh Nhut, Security



Hang Ha Ryu, General Director, members of management, the trade union and club organizers join the men and women of the Martial Arts club to celebrate the official launch of the new club after the opening ceremony.

# Fourth CEO Football Cup

The "Beautiful Game" or Football is considered the king of sports in most countries and it is also the sport of choice at Doosan Vina. And like any good football league they must find out who is the best. To settle the debate 200 footballers from our eight clubs met on the pitch Sunday, October 21st for the "Fourth Doosan Heavy Industries Vietnam CEO Cup."

The tournament's first of fourteen matches got underway at 7:30 AM to a healthy crowd of fans and officials. So that the tournament could be held in one day matches were shortened to 50 from the standard length of 90 minutes.

After a day of excellent competition the final match between Boiler and HRSB, proved to be a thriller, with neither team willing to concede defeat. It looked like it might end in a tie and come down to penalties, but at 12th minutes in the second half, Boiler poured on the steam scoring the first goal. At that point team Boiler seemed to come alive and dominated for the remaining time, ultimately claiming the Cup with a final score of 2 to 0. This is Boiler's second time to capture the Cup and bragging rights as Doosan Vina's top football team.



The Boiler team - winners of Doosan Vina's fourth CEO Cup

In all 16 prizes were awarded. The championship cup went to Boiler, QAD took 1st place in Futsal, while MHS received 1st place award for penalties and Main Office took 1st place for 25 meter scoring.

In addition, to the encouragement and teamwork that comes from the tournament the organizers in Labor Relations said that the networking that takes place and the healthy exercise provided are but a few of the positive factors of this football competition.



Leading the attack



Testing the skills and raising the awareness levels of Vietnamese Labor law could be a tedious affair unless it is done creatively. “If we were going to keep the people interested we had to think of a way to make this a fun event as well as effective” said one of the organizers.

What the Dung Quat Economic Zone Management Board came up with was a contest that would combine fun and learning. Titled “Understanding Labor law 2012” the competition pitted the employees of eleven large businesses in the Dung Quat EZ against one another in a test of their knowledge and understanding of Vietnamese labor law.



Performance before contest

# Understanding Labor Law



L-R: Trương Thị Tường Vi, Trần Xuân Hoàng, Nguyễn Thị Lê Hiền and Lê Văn Quân

The participants had several tasks to complete during the day long competition. First they had to introduce their company, and then they were giv-

en a test of their labor law knowledge, as well as an exam on their understanding of theory and finally they had to do a presentation for the entire group.

The competition was useful for both the Dung Quat Economic Zone Authority and the company leadership in their evaluation of staff understanding of labor laws. A side benefit of the contest was the opportunity for staff to meet, communicate and network with people in similar position so that they can share experience and knowledge in the future.

At the end of a challenging yet fun day Doosan Vina won two prizes. One was the first place for “The most impressive introduction to company” and second place for the “Overall team competition.”



Some of the entertainment that introduced the subject



Doosan Vina & Vietcombank leaders join hands in a show of their important friendship

# A Friendly with Vietcombank



Thanh Hai

A bit of healthy competition is a good thing and six clubs from Doosan Vina and Vietcombank of Quang Ngai met at Dien Hong stadium in Quang Ngai to get healthy and see who had the best teams.

The six clubs brought together for the festival were football, table tennis, volleyball, badminton, dancing and music. At 2:00 PM on September 23rd at the Dien Hong stadium the competition began with 150 players from both companies poised and ready to prove who was best and who ruled.

Although the matches were “friendship” that didn’t mean the play was not aggressive or that the teams weren’t both determined to win.

When the sporting events were finished everyone moved to the Ocean Blue Restaurant for the music and dance competitions which were held over dinner.

One of the purposes of the day’s events was to assure that new friendships would be developed and so it was required that no sit next to someone from their own company, everyone had to alternate seats, Doosan, Vietcombank...

Before parting, everyone formed a giant circle and joined hands to sing “Big hands” promising to meet again for a rematch and to renew friendships.



Table tennis is one of the six events



A good volley returns the shuttle cock



Fierce, but friendly competition at the net



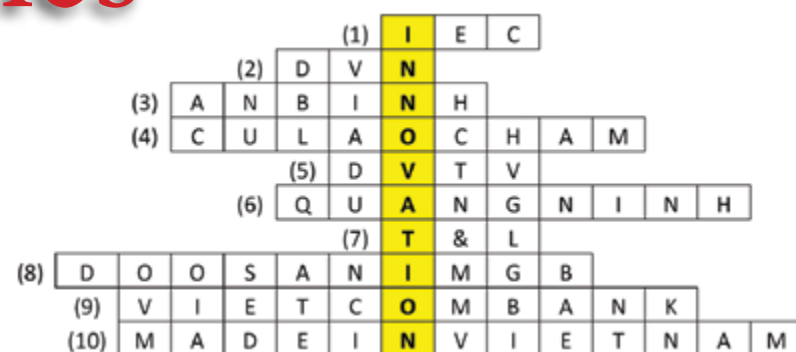
In house football or Futsal



# Games

## Part I: Answer for last issue:

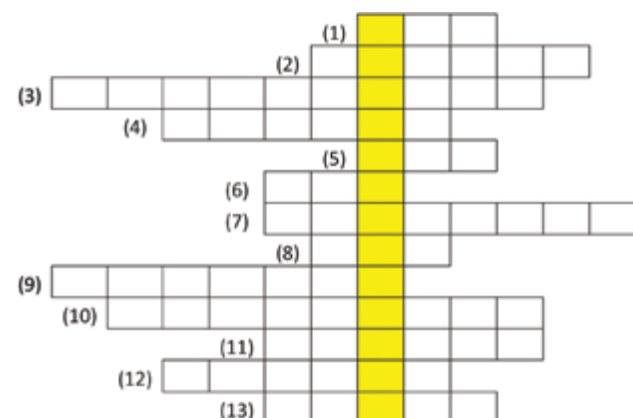
- (Vertical - yellow): This motivates any development.
- (1). The equipment for this project was shipped to Eshkol power plant.
- (2). An acronym for the publication that you are reading.
- (3). People here will soon not have to depend on the rain for water.
- (4). It's been introduced in DVN as an ideal place to experience Vietnamese culture.
- (5). This is a new way we are updating employees during lunch.
- (6). The first domestically made boiler will be installed here.
- (7). This is the first task of the day for all general affairs staff.
- (8). A Doosan's subsidiary in Romania.
- (9). One of the companies that has cooperated with Doosan Vina on a CSR program.
- (10). Our branding slogan on the front cover.



## Congratulation winners!

No.	Name	Emp. No	Dept
1	Phan Thi Lien	101319	ER
2	Dang Thi Duc Mai	101371	ER
3	Nguyen Thi Bich Le	101372	ER
4	Le Thi My Dung	100087	ER
5	Truong Thi Thanh Tam	101605	Sales & Marketing
6	Huynh Van Tin	101492	BLR
7	Nguyen Thi Lanh	101012	BLR
8	Chau Ngoc Minh	101266	BLR
9	Nguyen Van Ha	101709	BLR
10	Dang Van Rin	101258	BLR

## Part II: This month's quiz:



Remember you can find all the answers to all the below questions in this or previous issues of Doosan Vina News

(Vertical - yellow): My Country, My Products, My Pride. A Doosan Vina branding slogan.

- (1). Our Grand Opening was held in this month.
- (2). Our HRSO help reduce this kind of harmful emission.
- (3). A MHS's domestic project.
- (4). The most awards was presented to this business unit during Festival 2012.
- (5). This project's equipment is used in the synthesis of polymers during the processing of petrochemicals.
- (6). A Quang Ngai specialty that was introduced in DVN.
- (7). The first HRSO project shipped to Romania.
- (8). One of the welding methods that is very common at Doosan Vina.
- (9). A part of our branding slogan.
- (10). An ideal destination in Quang Nam province.
- (11). We will supply an RTGC to this close by domestic port.
- (12). The peak of this pass has an altitude of nearly 1,300 m above sea level.
- (13). Name of the DVN page or section that you are reading now.

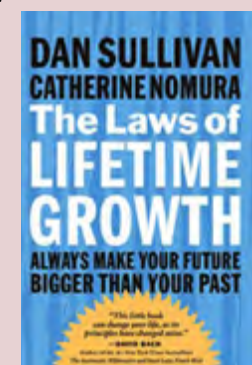
## The Laws of Lifetime Growth

Author: Dan Sullivan, Catherine Nomura

Growth is a fundamental human need. It is at the root of everything that gives us a feeling of accomplishment, satisfaction, meaning, and progress. Yet many people find their growth stalled at some point.

In The Laws of Lifetime Growth, Dan Sullivan and Catherine Nomura offer ten simple laws that everyone can use to keep a fresh, innovative perspective on their lives and the world around them.

Once you start to integrate these laws into your life, you'll never outgrow them, they'll never become obsolete, and they will continue to lead you to greater happiness and fulfillment.



## Safety comes first



## Hue's helpful household hints

Good health will help us work effectively and here are some hints to help us stay healthy in the workplace:

### Brush your teeth after drinking coffee:

sugar in coffee can cause your teeth to become brittle and break easily so you should brush your teeth after a cup of coffee and of course after every meal.

### Be active:

Sitting all day can cause back, hip and shoulder pain. You should get up and walk around, use the stairs instead of the elevator and stand up and stretch or take a walk after every hour of work.

### Workplace hygiene:

Your keyboard, mouse, phone and even your desk are home to bacteria, you should clean them and all things you touch every day.

### Eye protection:

every 30 minutes take your eyes off the computer screen and look at objects at different distances to relax your eyes.

### Drink enough water:

Water helps improve health in many ways, one is by detoxification and it also helps digestion. Keep a bottle of water on your desk and you will find it easier to drink the recommended eight glasses of water every day.

## English Corner Topic 5: Feeling

happy	: vui, hạnh phúc
satisfied	: hài lòng
delight	: khoan khoái
cheery	: sáng khoái
joyful	: hân hoan
hopeful	: đầy hy vọng
interesting	: thú vị
great	: tuyệt vời
sad	: buồn rầu
sorrow	: u sầu
angry	: giận dữ
silent	: im lặng
jealous	: ghen tỵ
worry	: lo lắng
nervous	: hồi hộp
concerned	: lo âu
confused	: bối rối, hoang mang
tired	: mệt mỏi
fear	: sợ sệt
bother	: phiền muộn





# Happy Birthday

Name	Date	Shop/Dept
Dang Thanh An	09.10	ADM
Nguyen Cong	10.10	ADM
Tran Thi Bao Phong	25.10	ADM
Nguyen Han	12.11	ADM
Le Tan Phuc	12.11	ADM
Mai Thi Xuan Hao	19.11	ADM
Nguyen Xuan Vinh	19.11	ADM
Mai Ngoc Ha	26.11	ADM
Huynh Van An	03.10	BLR
Song Chi Wook	01.10	BLR
Dang Van Thuc	10.10	BLR
Nguyen Van Minh	10.10	BLR
Vo Quoc Bao	10.10	BLR
Ngo Thanh Phuong	10.10	BLR
Nguyen The Vinh	12.10	BLR
Nguyen Minh Ngoc	12.10	BLR
Nguyen Trung Dung	13.10	BLR
Le Ba Hoan	15.10	BLR
Nguyen Ngoc Nhuoc	16.10	BLR
Bui Van Diep	16.10	BLR
Le Thanh Quang	16.10	BLR
Pham Thanh Hung	17.10	BLR
Duong Dinh Trung	19.10	BLR
Le Van Truong	19.10	BLR
Banh Trung Toan	20.10	BLR
Truong Van Hieu	20.10	BLR
Nguyen Van Nguyen	20.10	BLR
Ha Trong Tan	21.10	BLR
Nguyen Thanh Viet	21.10	BLR
Nguyen Van Hiep	23.10	BLR
Tran Van Hung	24.10	BLR
Do Thanh Ly	26.10	BLR
Pham Thi Da Thao	28.10	BLR
Vo Duy Minh	28.10	BLR
Hoang Tin Hung	28.10	BLR
Pham Dinh Nguyen	29.10	BLR
Tran Trong Thanh Hung	03.10	BLR
Nguyen Van Vuong	30.10	BLR
Le Ngoc Anh	31.10	BLR
Nguyen Ngoc Duc	31.10	BLR
Ju Chang Jun	04.10	BLR
Nguyen Nhat Duy	05.10	BLR
Huynh Tan Tung	06.10	BLR
Nguyen Minh Phong	09.10	BLR
Le Dinh Man	01.11	BLR
Nguyen Hong	01.11	BLR
Huynh Van Tin	03.11	BLR
Nguyen Thi My Hanh	04.11	BLR
Bui Van Long	07.11	BLR
Do Duc Vinh	08.11	BLR
Tran Thi Thu Hong	09.11	BLR
Bui Van Minh	09.11	BLR
Le Ngoc Da	10.11	BLR
Pham Van Khuong	10.11	BLR
Le Tan Thoi	10.11	BLR
Nguyen Thanh Cung	10.11	BLR
Nguyen Tan Dat	12.11	BLR
Do Thanh Vuong	12.11	BLR
Huynh Viet Hung	13.11	BLR
Dang Van Rin	14.11	BLR
Trinh Huu Hoa	14.11	BLR
Tran Tong Thanh	16.11	BLR
Nguyen Truong Vu	16.11	BLR
Vo Trung Can	17.11	BLR
Le Van Ty	18.11	BLR
Le Viet Vy	19.11	BLR
Huynh Thanh Lam	20.11	BLR
Dinh Viet Ninh	20.11	BLR
Le Van Canh	21.11	BLR
Hoang Xuan Hai	22.11	BLR
Bach Dinh Dich	22.11	BLR
Nguyen Thi Huong	23.11	BLR
Le Trung Viet	25.11	BLR
Mao Thi Loan Quyen	20.10	BM
Nguyen Ngoc My	01.10	CPE
Nguyen Huu Van	01.10	CPE
Tran Van Thanh	02.10	CPE
Ta Quang Khoi	03.10	CPE
Le Quang Vu	04.10	CPE
Nguyen Dinh Chuong	05.10	CPE
Nguyen Van Tay	05.10	CPE
Huynh Dat	05.10	CPE
Nguyen Tan Thanh	06.10	CPE
Huynh Van Truong	06.10	CPE
Huynh Tan Phat	07.10	CPE
Do Van Tron	08.10	CPE
Phan Tan Nhat	08.10	CPE
Huynh Duc Thuong	08.10	CPE
Nguyen Van Triet	08.10	CPE
Trinh Van Truong	09.10	CPE
Nguyen Ngoc Thuong	10.10	CPE
Doan Xuan Thuong	10.10	CPE
Ha Khanh Duy	10.10	CPE
Nguyen Tran Quyen	10.10	CPE
Nguyen Quang Duy	10.10	CPE
Lam Van Hai	10.10	CPE
Vo Duy Nam	10.10	CPE
Pham Hoang Viet Chien	10.10	CPE
Nguyen Tan Hien	10.10	CPE
Tran Luom	12.10	CPE
Trinh Van Cong	12.10	CPE
Bui Tan Manh	12.10	CPE
Do Cong Vu	12.10	CPE
Nguyen Van Quang	15.10	CPE
Phan Viet Thai	17.10	CPE
Duong Thanh Ngoc	18.10	CPE
Vo Thanh Ngoc	18.10	CPE

Name	Date	Shop/Dept
Nguyen Huy Vinh	15.10	CPE
Nguyen Huu Phan	16.10	CPE
Phan Thanh Tuat	16.10	CPE
Nguyen Phuoc Huan	16.10	CPE
Nguyen Xuan Tung	20.10	CPE
Nguyen Huu Duong	20.10	CPE
Doan Tan Dinh	20.10	CPE
Pham Thanh Hung	20.10	CPE
Vo Minh Vuong	20.10	CPE
Huynh Van Tuan	20.10	CPE
Truong Dinh Cua	24.10	CPE
Pham Dinh Vuong	26.10	CPE
Luong Phu Tu	29.10	CPE
Pham Huu Anh	01.11	CPE
Vo Tan Hau	02.11	CPE
Nguyen Van Sang	03.11	CPE
Dang Minh Nhat	04.11	CPE
Do Huu Nhan	05.11	CPE
Tran Nu Hai Au	07.11	CPE
Vo Minh Thuat	07.11	CPE
Huynh Duc Son	10.11	CPE
Pham Van Quan	10.11	CPE
Pham Van Thang	11.11	CPE
Nguyen Ngoc Toan	11.11	CPE
Pham Phi Hung	11.11	CPE
Ngo Minh Vuong	12.11	CPE
Dang Van Canh	12.11	CPE
Phan Van Hiep	14.11	CPE
Huynh Van Truong	17.11	CPE
Nguyen Van Cuong	18.11	CPE
Vo Thanh Nho	20.11	CPE
Phan Thanh Thao	20.11	CPE
Dang Lam Thuy Ha	20.11	CPE
Cheng Na R	20.11	CPE
Dan Van Phat	20.11	CPE
Dang Quoc Vuong	20.11	CPE
Nguyen Ngoc Thanh	20.11	CPE
Tran Thi Kim Trang	20.11	CPE
Tran Thi Thao	20.11	CPE
Nguyen Trinhich Le	20.11	CPE
Kim Hiep	20.11	CPE
Nguyen Thi Minh Hue	20.11	CPE
Nguyen Thi Kim Chi	20.11	CPE
Le Thi Xuan Loi	20.11	CPE
Pham Thi Nhu Truc	20.11	CPE
Ha Thi Le Thu	20.11	CPE
Phan Huu May	20.11	CPE
Ngo Van Phuc	20.11	CPE
Tran Le Phan	20.11	CPE
Vo Ngoc Phuc	20.11	CPE
Pham Van Trung	20.11	CPE
Nguyen Trung Kien	20.11	CPE
Nguyen Van Vi	20.11	CPE
Bui Van Son	20.11	CPE
Doan Xuan Nguan	20.11	CPE
Nguyen Van Huynh	20.11	CPE
Huong Ngoc Minh	20.11	CPE
Dang Van Minh	20.11	CPE
Pham Thi Thanh Thuy	20.11	CPE
Nguyen Cong Canh	20.11	CPE
Nguyen Huu Hau	20.11	CPE
Nguyen Viet An	20.11	CPE
Nguyen Xuan Anh	20.11	CPE
Le Van Nhut	20.11	CPE
Tran Hoang Uyen	20.11	CPE
Thai Thi Hong Linh	20.11	CPE
Nguyen Thi Le Hien	20.11	CPE
Vu Hoang Uyen	20.11	CPE
Lee Min Seop	20.11	CPE
Nguyen Thi Hoang Van	20.11	CPE
Nguyen Truong Minh Vu	20.11	CPE
Pham Tai Quang	20.11	CPE
Dang Thai Hung	20.11	CPE
Le Ngoc Quy	20.11	CPE
Doan Van Tien	20.11	CPE
Ho Kim Nhat	20.11	CPE
Tran Nguyen Kim Thanh	20.11	CPE
Nguyen Van Tam	20.11	CPE
Luong Van Hieu	20.11	CPE
Do Thi Vi	20.11	CPE
Nguyen Van Anh	20.11	CPE
Ngo Van Sy	20.11	CPE
Vo Minh Thach	20.11	CPE
Pham Hoang Tin	20.11	CPE
Dang Minh Vu	20.11	CPE
Phan Tan Du	20.11	CPE
Le Van An	20.11	CPE
Trinh Luong Dien	20.11	CPE
Vo The Viet	20.11	CPE
Nguyen Cu Hien	20.11	CPE
Nguyen Thi Hong Nhung	20.11	CPE
Nguyen Van Dong	20.11	CPE
Ly Trung Lam	20.11	CPE
Bui Anh Tinh	20.11	CPE
Huynh Van Tu	20.11	CPE
Nguyen Cong Nhan	20.11	CPE
Nguyen Quoc Kiet	20.11	CPE
Ngo Xuan Huynh	20.11	CPE
Pham Van Hung	20.11	CPE
Doan Van Truong	20.11	CPE
Huynh Duy Trung	20.11	CPE
Nguyen Thanh Long	20.11	CPE
Phan Xuan Viet	20.11	CPE
Truong Thi Tuong Vi	20.11	CPE
Phan Viet Thai	20.11	CPE
Truong My Nhung	20.11	CPE
Trinh Thi Le Chi	20.11	CPE

Name	Date	Shop/Dept
Nguyen Tien	15.10	LS
Ho Thi Thuy	15.11	LS
Nguyen Thanh Trung	01.10	MHS
Le Anh Trung	01.10	MHS
Nguyen Thom	02.10	MHS
Nguyen Dinh Tinh	02.10	MHS
Dao Duy Ha	07.10	MHS
Tran Van Hai	08.10	MHS
Pham Minh Vuong	09.10	MHS
Bui Van Dau	10.10	MHS
Nguyen Van Viet	10.10	MHS
Le Van Lam	10.10	MHS
Dong Van Vinh	14.10	MHS
Le Van Hang	16.10	MHS
Huynh Nghia	19.10	MHS
Nguyen Thanh Uan	19.10	MHS
Dang Minh Nhat	19.10	MHS
Truong Hoai Nhon	20.10	MHS
Ho Duy	20.10	MHS
Do Quang Truong	20.10	MHS
Nguyen Sang	20.10	MHS
Pham Van Thuong	20.10	MHS
Vo Tan Hiep	20.10	MHS
Gao Van Phuc	20.10	MHS
Do Quang Duong	20.10	MHS
Tran Thanh Hanh	20.10	MHS
Nguyen Van Tuong	20.10	MHS
Tran Van Chung	20.10	MHS
Nguyen Thanh Vinh	20.10	MHS
Nguyen Cong Thu	20.10	MHS
Tran Van Tan	20.10	MHS
Nguyen Duy Uong	20.10	MHS
Bui Van Tac	20.10	MHS
Tran Dinh Hiep	20.10	MHS
Nguyen Trung Can	20.10	MHS
Nguyen Cong Ton	20.10	MHS
Tran Huu Anh	20.10	MHS
Nguyen Huu Nhut	20.10	MHS
Marjiani	27.10	MHS
Le Van Huy	27.10	MHS
Dinh Quoc Phuong	28.10	MHS
Vo Van Phuc	28.10	MHS
Huynh Van Ke	01.11	MHS
Le My Phuc	01.11	MHS
Doan Van Vinh	02.11	MHS
Bui Ngoc Men	02.11	MHS
Pham Quoc Thang	04.11	MHS
Vo Thanh Men	04.11	MHS
Tieu Viet Diep	05.11	MHS
Nguyen Van Trung	08.11	MHS
Dang Tan Thanh	10.11	MHS
Le Thanh Hieu	10.11	MHS
Huynh Khac Linh	16.11	MHS
Nguyen Trung Can	16.11	MHS
Tran Vo Thanh	18.11	MHS
Nguyen Canh Linh	20.11	MHS
Nguyen Phuc Huu Nghi	20.11	MHS
Pham Van Luat	20.11	MHS
Huynh Tong	24.11	MHS
Nguyen Tan Suu	19.10	TE
Nguyen Ngoc Ha	21.11	TE
Nguyen Thi Chau	10.10	TP
Tran Thi Kieu Loan	10.10	TP
Tran An Dong	15.11	TP
Ngo Thi Dung	20.11	TP
Nguyen Thi Ha	20.11	TP
Pham Van Duong	05.10	Water
Nguyen Ngoc Trong	07.10	Water
Nguyen Ngoc Cam	08.10	Water
Nguyen Duc Khanh	10.10	Water
Nguyen Phuc Huu Nghi	10.10	Water
Pham Van Luat	10.10	Water
Phan Ngoc Thien	10.10	Water
Nguyen Minh Khoi	10.10	Water
Nguyen Thi Na Na	10.10	Water
Tran Thanh Tuan	10.10	Water
Le Duc Anh	15.10	Water
Nguyen Van Phuoc	15.10	Water
Ngo Mua	16.10	Water
Ho Van Ly	16.10	Water
Do Quoc Vuong	20.10	Water
Nguyen Van Thuy	20.10	Water
Nguyen Thanh Nam	24.10	Water
Tran Thi Hong An	24.10	Water
Nguyen Thanh Lai	28.10	Water
Phan Ngoc Duy	28.10	Water
Vo Hoai Phang	28.10	Water
Tran Vi Hoanh	28.10	Water
Nguyen Tai Chi	28.10	Water
Nguyen Huu Su	01.11	Water
Dinh Tan Bang	08.11	Water
Vo Thanh Phuong	08.11	Water
Bui Van Bon	10.11	Water
Mai Trung Tri	10.11	Water
Phan Duc Minh	10.11	Water
Jeong Byung Hoon	11.11	Water
Jun Byung Gon	11.11	Water
Tran Tan Thoa	11.11	Water
Nguyen Tan Tinh	11.11	Water
To Van Nuong	12.11	Water
Nguyen Trong Phuc	12.11	Water
Ho Van Cong	15.11	Water
Nguyen Phuc Nhon	15.11	Water
Do Van Tinh	16.11	Water
Le Van Mai	20.11	Water
Phan Tan Long	30.11	Water

Name	Date	Shop/Dept
Nguyen Van Tiep	06.11	Painting
Do Van Tien	06.11	Painting
Nguyen Huu Nghia	10.11	Painting
Bui Luong	10.11	Painting
Nguyen Van Luyen	10.11	Painting
Huynh Van Huong	11.11	Painting
Tran Quoc Thang	14.11	Painting
Nguyen Ngoc Binh	20.11	Painting
Doan Van Khoa	20.11	Painting
Tran Dinh Luc	21.11	Painting
Ly Quoc Chi	24.11	Painting
Kim Hyeong Young	28.11	Painting
Le Minh Duc	28.11	Painting
Pham Thi Le	28.11	Painting
Su Ngoc Thang	08.10	PR
Nguyen Ngoc Giang Chau	01.11	PR
Doan Thi Thi	06.10	PS
Nguyen Thanh Xuan	10.10	PS
Pham Viet Dieu	12.10	PS
Do Trung Van	15.10	PS
Nguyen Van Nguyen	28.11	PS
Nguyen Thi Thao	10.10	Purchase
Pham Thi Cam	29.10	Purchase
Vo Thi Huynh Y	18.11	Purchase
Le Van Tien	22.10	QA
Nguyen Thi Kim Sanh	04.10	QA
Tran Khac Ta	17.11	QA
Kim Sung Deok	18.11	QA
Nguyen Tien Huy	12.10	QC - B
Huynh Cong Truong	20.10	QC - B
Nguyen Thanh Tuan	25.10	QC - B
Youn Jin Soo	28.10	QC - B
Nguyen Thanh Binh	16.10	QC - C
Ta Cong Thang	26.10	QC - C
Le Lam Hoang	26.10	QC - C
Doan Ba Do	10.10	QC - H
Bui Minh Tan	17.10	QC - H
Bui Cong Tinh	04.10	QC - M
Pham Nhat Duy	15.10	QC - W
Tieu Viet Tai	25.10	QC - W
Nguyen Thanh Viet	01.11	QC-BLR
Truong Minh Khanh	12.11	QC-BLR
Pham Nghia	12.11	QC-BLR
Vo Dinh Cuong	27.11	QC-BLR
Lee Wan Ho	18.11	QC-CPE
Youn Sung Man	12.11	QC-MHS
Pham Quoc Thang	26.11	QC-MHS
Nguyen Ngoc Du	20.10	Sales & Marketing
Truong Thi Thanh Tam	10.11	Sales & Marketing
Le Thi Hong Nhung	22.11	Sales & Marketing
Le Thang	02.10	Security
Pham Thi Huong	06.10	Security
Huynh Tri	09.10	Security
Nguyen Thanh Nhut	18.10	Security
Nguyen Canh Linh	02.11	Security
Nguyen Phuc Huu Nghi	12.11	Security
Pham Van Luat	20.11	Security
Huynh Tong	24.11	Security
Nguyen Tan Suu	19.10	TE
Nguyen Ngoc Ha	21.11	TE
Nguyen Thi Chau	10.10	TP
Tran Thi Kieu Loan	10.10	TP
Tran An Dong	15.11	TP
Ngo Thi Dung	20.11	TP
Nguyen Thi Ha	20.11	TP
Pham Van Duong	05.10	Water
Nguyen Ngoc Trong	07.10	Water
Nguyen Ngoc Cam	08.10	Water
Nguyen Duc Khanh	10.10	Water
Nguyen Phuc Huu Nghi	10.10	Water
Pham Van Luat	10.10	Water
Phan Ngoc Thien	10.10	Water
Nguyen Minh Khoi	10.10	Water
Nguyen Thi Na Na	10.10	Water
Tran Thanh Tuan	10.10	Water
Le Duc Anh	15.10	Water
Nguyen Van Phuoc	15.10	Water
Ngo Mua	16.10	Water
Ho Van Ly	16.10	Water
Do Quoc Vuong	20.10	Water
Nguyen Van Thuy	20.10	Water
Nguyen Thanh Nam	24.10	Water
Tran Thi Hong An	24.10	Water
Nguyen Thanh Lai	28.10	Water
Pham Ngoc Duy	28.10	Water
Vo Hoai Phang	28.10	Water
Tran Vi Hoanh	28.10	Water
Nguyen Tai Chi	28.10	Water
Nguyen Huu Su	01.11	Water
Dinh Tan Bang	08.11	Water
Vo Thanh Phuong	08.11	Water
Bui Van Bon	10.11	Water
Mai Trung Tri	10.11	Water
Phan Duc Minh	10.11	Water
Jeong Byung Hoon	11.11	Water
Jin Byung Gon	11.11	Water
Tran Tan Thoa	11.11	Water
Nguyen Tan Tinh	11.11	Water
To Van Nguong	12.11	Water
Nguyen Trung Truc	12.11	Water
Ho Van Con	15.11	Water
Nguyen Phuc Nhon	15.11	Water
Do Van Tinh	16.11	Water
Le Van Mai	20.11	Water
Phan Tan Long	30.11	Water