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Vina News Công ty TNHH Công Nghiệp Nặng Doosan Vina Việt Nam No: V5N5

Five Years of Service
Page 03

Archery MOU
Page 04

NDE Certificate
Page 08



MADE IN VIETNAM
MY COUNTRY-MY PRODUCTS-MY PRIDE



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The earth friendly Heat Recovery Steam Generators made at Doosan Heavy Industries Vietnam captures wasted energy and increases the efficiency of a typical thermal power plant by 30%, that reduces emissions and saves money. Doosan Vina, filling the world's Power, Water and Resource needs with mankind's most advanced products.



Building Your Tomorrow Today!

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Doosan Heavy Industries Vietnam

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Building Your Tomorrow Today!

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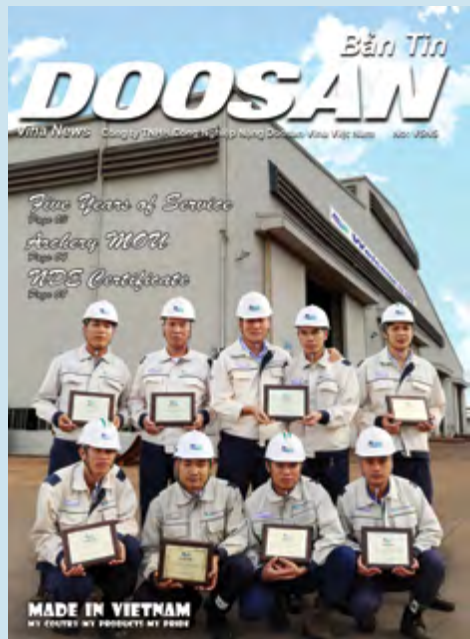
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One Mind, One Voice, One Action



Contents

	<i>Page</i>
Five years of service	3
Archery MOU	4
Shipments	6
NDE certificate	8
Education	9
Meet the Team	10
Vip's visit	12
Training & development	14
Club news	16
Benchmarking	18
CSR	19
News briefs	20
Genuine care	22
Port safety & security	23
Helping hands	24



The difference between success and failure is carrying on when others have quit!

On the Cover

Nguyen Van Men, Chief Worker is presented with a Five Year Service award by Jeong Seong Tae, Director of Chemical Processing in recognition of his long-term service to the company.

They are surrounded by the other CPE employees representing the 104 CPE shop employees who also have five years of service.

In total 758 plaques were given to employees who had reached the five milestone at Doosan Vina. For the complete story go to page 3.

We are a bit late with this issue of Doosan Vina News and we'd like to take just a minute and explain.

To print a magazine here you need a license issued by the authorities. Our prior license expired earlier this year and knowing the process could be lengthy we began over six months in advance.

Initially it was to be a simple renewal, which we'd get from the local communications department, but at about that time legislature passed laws that said such licenses for Foreign Direct Investments should be handled at the national level.

As with any policy change there is period of uncertainty and the new regulations took time for those who administer the process to figure out how it would be managed and exactly who would handle what. First indications were that it would be handled locally then forwarded to the national offices, but that changed several times as the procedures were formalized.

During the interim we were granted one time temporary licenses for our preceding issues this year and in late November we finally received our new license.

The new license followed the new law and restricted the number of pages we were allowed to produce per issue and the frequency with which we could print. The license says we can print 24 pages six times per year.

With the license issue finally settled and out of the way we hope that you will enjoy the new 24 page format and bear with us as we adjust and try to jam what we'd been putting in 36 pages into a third less pages.

Inside this issue we have most of our old favorites as well as features on some of the exciting events that have happened since our last issue.

Finally the Doosan Vina News team wants to wish you and yours all the best for the holiday season and that your Christmas is merry and the New Year is your best ever!

Doosan Vina honors 758 long-term employees



Kim Gwang Ju, Director of Management and HRM Division, Dao Tien Lai, Boiler Foreman, Hang Ha Ryu, CEO & General Director, Nguyen Tan Hong, HRSG Production General Manager and Nguyen Thi Minh Hue, Treasury Section Manager

To recognize and honor those who have worked at the company since its earliest days, Doosan Vina held a ceremony for the 758 employees who have completed five years or more of service. This core group of long-term employees started with the company during construction and is the foundation of the company. Most joined during the initial staffing ramp-up that predated the official grand

opening which was held in May of 2009. The 758 employees with five or more year's tenure represent 33% of the company current employees.

CEO Hang Ha Ryu said: "These dedicated members of the Doosan Vina Family have been instrumental in the stabilization and growth that the company has been able to achieve, we are proud of them and thank them for their years of service and dedication; we couldn't have done it without them!"

The over one hour ceremony included a multimedia presentation featuring the role that these five year employees played in the development of the company. Some tears were seen to roll down the cheeks of some rather hardy faces as they were honored and thanked for their contributions over the past five or more years. Each of the employees received a "Certificate of Merit," had a chance to win lucky-draw prizes and finished off the event with a huge celebratory cake.

"I am really touched by this ceremony. I'm proud and happy to have been a part of what has been accomplished here at Doosan Vina over the last five years. We had to overcome many obstacles and find solutions for a lot of problems, the people I've had the pleasure of working with are the best and we are one powerful team! I'm glad I came and even happier that I stayed, it was the right choice for me, and 758 of my best friends," said Do Van Thuong of the Facilities Management Department.



Management presents honor long term employees with plaque



33% of current employees have worked more than five years

Doosan Supports Vietnamese Archery

Doosan Heavy Industries and Construction, Korea along with Doosan Heavy Industries Viet Nam signed an MOU for the technical cooperation and development of Viet Nam's National Archery program.

The six year commitment includes exchanges and annual competitions between now and 2019. Doosan also donated four sets of specialized high tech bows used in archery competitions worth 200 million VND (10 million Korean won) to the General Department of Sports Viet Nam.

The MOU signing ceremony in Ha Noi on Nov 8th, 2013

brought together an impressive group of VIP's that included H.E. Oh Nak Young, Envoy and Consul General of the Embassy of the Republic of Korea in Vietnam, Myung Woo Kim Executive Vice President of DHI, Hang Ha Ryu, CEO and GD of Doosan Vina, Gwang Ju Kim, Director of the Human Resources and Management Divisions at Doosan Vina, Le Khanh Hai, Deputy Minister of the Ministry of Culture, Sports and Tourism, who said "because Korea has such a strong archery program with years of success in international



Nguyen Duc Uyng of the General Department of Sports, Bongkyun Im, VP Public Relations DHIC with Geuncheol Choi, Doosan Archery Coach at the ceremony



Myung Woo Kim, Executive Vice President of DHIC (L) and Hang Ha Ryu, Doosan Vina CEO & GD (R) with Le Khanh Hai, Deputy Minister of the Ministry of Culture, Sports and Tourism after presenting him with a Doosan Bears team baseball hat and jacket.

competition, Doosan's sponsorship will not only help the national archery team with our technical development but will also enable us to gain from Korea's vast experience on the international stage". Also in attendance were Vuong Bich Thang, General Director of the General Department of Sports, Park Nak Jong, Director of the Korean Culture Institute in Vietnam, Le Thi Kim Thuy, Secretary of the Party Committee of Quang Ngai Business, the National Archery teams of both Viet Nam and Korea plus many representatives



A Korean archer coaches his Vietnamese counterpart on correct use of the new high tech equipment

from other agencies.

The MOU details the support Doosan will provide in regard to the technical development of the National Archery team of Viet Nam and it also specifies periodic exchanges between the National Archery team of Viet Nam and the team from Doosan Korea. By pairing with and sharing the expertise of the Korean team the Vietnamese Archery program can advance quickly and be medal contenders in international competitions.

Doosan also hopes this is the beginning of exchanges that will develop broader sport cooperation between Viet Nam and Korea.

The Korean Doosan Archery Team was established on July 1st 1994. The team has six members and is Korea's Best Archery Team. Some of the outstanding achievements of the team are: a Silver Medal in the 1996 Atlanta Olympics, World Champions, winning two Gold Medals at the Korea archery competition (1997), Gold Medal for men (2008), First prize in national competitions, Third prize for mixed male/female teams (2009) and many more.



A Vietnamese archer tries out the new bows at Vietnam's Archery complex in Hanoi

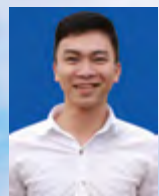


Hang Ha Ryu, Doosan Vina CEO & GD, Myung Woo Kim Executive Vice President of DHI and Lam Quang Thanh, Deputy General Director of the General Department of Sports (L-R Front) with other dignitaries and VIP's at the MOU signing in Hanoi



Doosan and Vietnamese archers with Doosan leaders and Vietnamese sport officials

Shipments of Top Quality Products Exceed 3,000 Tons



Quang Duc

Since the last issue of Doosan Vina News the company has exported more than 5,000 tons, of high tech products. The Boiler shop exported 2,000 tons and the Chemical Processing Equipment shop shipped more than 1,100 tons.

The top quality “Made in Vietnam” products that were shipped from our dedicated and purpose built port have been continuous since our last issue of Doosan Vina News with a steady stream of cargo ships docking at the port.

The men and women of the Boiler shop have been busy since last October designing, engineering and fabricating the 800 MW super critical once through boiler for the Kudgi, India power plant. Over the last few months they have sent out 2,000 tons of coils, panels, headers and links. When completed and operational the Kudgi boiler will deliver 2,550 tons of

high pressure steam per hour and operate at 569 degrees Celsius & pressure of 271 kilograms per square centimeter.

The Chemical Processing Equipment shop has completed the design and fabrication of 102 heat exchangers and high tech pressure vessels weighing over 1,100 tons to Algiers, Algeria.

At up to 80 mm thick the plate steel used in these vessels ensures safe operation and that their mission of gas distillation, oil refining and heat exchanging will be efficient. The largest vessel was 4.5m in diameter, 20m long and weighed 105 tons.

This was the third shipment to Technip’s Algerian projects and brings the total of shipped vessels to 190.

The difficult global economic conditions have made businesses the world over work smarter and be more innovative. Here at Doosan Vina employees have rallied to find ways to improve every aspect of our business and are dedicated to being the best in Heavy Industry.



A ship load of Boiler products is hoisted aboard



Pressure vessels are prepared for shipment



A shipment of Boiler coils to be loaded at the port



High-tech pressure vessels completed and ready to ship.



A shipment of Boiler products is hoisted aboard



A load of CPE products is transported to the port



CPE shop sent over 1,100 tons products to Algeria in September & October

Internationally Certified in Non Destructive Examination

Dieu Linh

Receiving prestigious international certification is certainly something to cheer about and recently Doosan Vina announced that Kim Myung Hoon, a manager in the Quality Assurance Division had passed his certification as an ASNT level III qualified inspector for Non Destructive Examination (NDE) by the American Society for Nondestructive Testing (ASNT).

"This high level of certification at Doosan Vina gives our customers a new level of assurance that the company's product quality is unquestionable and meets the international standards of the globally recognized ASNT organization. ASNT is the industry standard bearer and the procedure to qualify as an ASNT III inspector is intense and thorough; we are very proud of Kim." Said Hang Ha Ryu CEO & GD of Doosan Vina.

Quality Assurance Director, Choi Kyoung Sik said, "Very few people in Vietnam are certified and qualified to this degree and Kim's new level is another example of Doosan's continuing commitment to advancing Vietnam's industrial skills, competencies and qualifications." Choi went on to say, "We compete on the global stage and we must be able to assure customers around the world that 'Made in Vietnam' stands for quality!"

Kim Myung Hoon said "Receiving this certification from ASNT is a milestone for me and Doosan Vina."

NDE is as the name implies a testing method that uses the latest technology and methods to examine an object, material or system without impairing its future usefulness. Non-destructive testing is often required to verify the quality of a product or a system. Some of the methods used are: Radiography, Ultrasound, and Magnetic Particle testing and several others. By using NDE, products, material, and welds can be tested to be sure they meet international standards and customer specifications without damaging the products integrity.



Oh Hyung Jo, DNE General Manager, Pham Quang Ly, Section Manager and Kim Myung Hoon, Section Manager who recently received his ASNT certification (L-R)



An on-site quality control inspection

Doosan Vina Awards Scholarships Across Vietnam

For the sixth consecutive year Doosan Vina has awarded scholarships at universities across Vietnam. The 109 recipients this year were students at nine Vietnamese universities.

Speaking at one of the scholarship award ceremonies, Kim Gwang Ju, Director of the Human Resource and Management Divisions said, "Since commencing operations five years ago we've spent more than \$3 million on Corporate Social Responsibility (CSR), our CSR programs focus on education and health because we believe that education and health are foundational to advancement, if a person is to be competitive in today's global economy, a healthy body and a well trained mind are an absolute necessity, so that's where we've been investing our CSR budget."

The scholarships Doosan Vina provides are broad based and cover a variety of disciplines, including engineering, language and business that coincide with the company's employee development needs.

This year's scholarships totaled nearly 400 M VND or \$20,000 and went to students at: Ho Chi Minh City University of Social Sciences and Humanities, Da Nang University of Foreign Languages, Hue University of Foreign Languages, Ho Chi Minh University of Technology, Ho Chi Minh University of Technical Education, Ho Chi Minh University of Industrial, Da Nang University of Technology, Quang Ngai's Pham Van Dong University and Quang Nam University.

In addition to the student support, nearly \$2,400 was given to Quang Ngai's Pham Van Dong University and Quang Nam University to help the schools purchase some much needed equipment and machinery for classes.



Kim Gwang Ju, Director of Management and the HR Division presents sponsor certificate to Da Nang University of Technology



Vo Hoang Thong (right), Recruitment General Manager and students of Quang Nam University



Kim Gwang Ju (in suit), Director of Management and HR Divisions with students from Da Nang University of Technology

The 24/7 role of Environment Health Safety



Thanh Hai

The chairman of Doosan, YM Park addressed everyone in an open letter in the last issue of Doosan Vina News and he was quite clear that safety is to be second to none. He said it is and must be our first priority.

The department tasked with that mission and our safety is the Environmental Health and Safety Department commonly known as EHS. They live and breathe safety twenty-four hours a day, seven days a week so that we can be assured of a safe working environment while at work, or after work in the dormitories or the Van Tuong Apartment complex.

To carry out their mission the EHS department has been organized into five sections with 49 employees. The five sections are: Environment, Safety, Health, Fire Fighting and General Management.

Environment

The Environment section manages and checks the gas, water and waste processing systems at the company. They also organize the monthly "Cleaning Day" on working Saturdays as well as regularly organizing general and specialized training sessions for the employees. Other duties include handling any environmental problems, management and maintenance of the ISO 14001:2004 certification for environmental systems, regular inspection of emission equipment and the quarterly sampling of wastewater and exhaust fumes.



Checking the gas, water & waster processing systems

Health



EHS employees were checking health

The Health section looks after employee health; performing first aid, examinations, and treating common ailments. Other major tasks are the annual health check, disease prevention such as spraying to eradicate insects, education of employees on proper disease prevention and hygiene, monitoring of hygiene in all the company cafeterias and holding regular first aid training to be sure all staff are able to administer emergency assistance when needed. The health section has a fulltime doctor on site, a fully equipped clinic, an ambulance, high tech defibrillators and much more.

Safety

The Safety section is responsible for carrying out safety inspections all over the complex as well as overseeing the implementation of safety programs and initiatives in all shops, offices as well as outside work areas including the port. They manage the safety in passive areas and in those places that are considered to be dangerous such as areas that have hazardous chemical or radioactive material. Forklifts, cranes and other machinery are safe when used properly, but operators must be diligent and the Safety team is on constant watch to see that these potential hazards are operated with the specified ranges so that accidents are prevented. In addition, this section also manages the formal health and safety certifications under OH-SAS 18001:2007.



Moon Jong Gi, EHS Director checks the equipment

Every day, safety patrols are busy checking to see that safety procedures are being observed by employees and subcontractors as well. Any violations in safety are dealt with immediately. If anything is found a report is filed and offenders and their supervisors are notified of the unsafe practice.

Fire Fighting



Pham Van Nga (left) and Nguyen Duc Tinh (right) fire fighting

Fire Fighting in addition to the obvious sees that fire permits, alarm systems and other equipment are up-to-date and operating properly.

They promote fire safety programs and training for staff that includes an annual review with employees on the proper use of firefighting equipment and companywide inspection to see that flammables are stored properly. This section is well-equipped and well-trained. At present they have one fire truck, 437 powder fire extinguishers, 442 CO2 fire extinguishers, 274 water fire extinguishers and hundreds of other fire fighting resources at their disposal.

Management

The last section, General Management manages the administrative duties of the department that includes personnel, documents, budgets and all the assets of the department.

The EHS Department allows all employees and their families a sense of safety and well being knowing that this team of professionals is on duty 24/7! And their responsibility is not only for the factories and offices, but also extends to the dormitories and the Van Tuong apartment complex.



Environment Health Safety team

Building better relationships one-by-one

Over the past few months Doosan Vina has hosted a "Bumper Crop" of VIP's, welcoming both domestic and international groups, individuals and delegation. The guests came to the company's 110 complex to see firsthand the 300 million state-of-the art facilities in Central Vietnam known as Doosan Vina.

President and COO Doosan Heavy Industries and 9 new employees



Han Key Sun, President & Chief Operating Officer of DHI and Hwang Hyeon Sang, Doosan Vina Water Director (L-R)

Han Key Sun, President and Chief Operating Officer of Doosan Heavy Industries (DHI) paid a working visit to Doosan Vina on Nov 21st, 2013. President Sun heard reports by key executives, reviewed operational performance and toured the complex to meet the people who have made Doosan Vina's success a reality.

In conjunction with the President's visit, nine new employees from DHI in Korea also visited Doosan Vina to help broaden their perspective on Doosan's global scale and scope.

Vietcombank

On Sep 13th Nghiem Xuan Thanh, the new CEO of Vietcombank and Nguyen Thi Thuy Kieu, Vietcombank's Director of VCB Quang Ngai visited to meet the leaders of Doosan Vina and discuss the ongoing business partnership between the two companies.

Vietcombank also partners with Doosan Vina on several charity programs such as the "Love Porridge" at local hospitals, support for Binh Thuan primary school and several others.



DV's CEO, GD Hang Ha Ryu (center standing) and visitors come from Vietcombank

The Korean International Cooperation Agency

The Korean International Cooperation Agency (KOICA) visit to Doosan Vina on Sep 7th included nine members of KOICA and there were also representatives of the leader of Quang Nam and Director of Quang Nam Hospital.

KOICA was founded in 1991 and is a part of Korea's Ministry of Foreign Affairs. KOICA distributes non-refundable aid in developing countries like Vietnam. One of KOICA's local projects was the \$35 million funding to build the Quang Nam General Central hospital.



DV's CEO on a shop with the Korean International Cooperation Agency at Boiler shop

Doosan E & C and Global Process System

Nine Doosan E&C and Global Process System members paid a visit to Doosan Vina on Sep 11th to discuss the promotion of and strategies for cooperation on the "Module Factory and Global Process Systems" between Doosan Vina and the team in Korea.



Kim Soon Tae, introduces MHS to visitor

Chairman Al-Sheikh of the Saline Water Conversion Corporation visits

A group of SVIP's that included H.E. Chairman Al-Sheikh and leaders from the Saline Water Conversion Corporation (SWCC) of Saudi Arabia along with representatives from Doosan's Water Business Group visited Doosan Vina on September 27th.

The SWCC group came to review progress on the Yanbu III desalination project currently underway at the company.

SWCC is currently the general contractor of Yanbu desalination project that when completed will have be able to convert over 567 million liters of seawater into fresh water per day. Doosan Vina's Water shop is producing four 4,500 ton multi-stage flash desalination evaporators that will each be the size of a football pitch and capable of producing 377 million liters of potable water per day.



DV's CEO on a shoptour with the Korean International Cooperation Agency at Boiler shop

Chung Ang University Hospital, Korea

As part of a five year commitment to Quang Nam General Central Hospital (QNCGH), a team of medical professionals from Chung Ang University Medical Center (CAUMC) came to Vietnam. Q-Health is a program that was created and initiated by CAUMC



Health checking for resident

Center, Doosan and Doosan Vina to improve medical care in central Vietnam. The five year multi-million dollar program involves training, consultations and networking between QNCGH and CAUMC staff and doctors.

Management of Economic & Industrial Zones

Representatives of Vietnam's Central and Southern Industrial Zones came to the company to see how a large scale manufacturing complex can fit into and benefit the community. The September 27th visit hosted by the Dung Quat Economic Zone leaders featured a briefing by company leaders and a tour of the complex. Hang Ha Ryu, CEO & GD spoke to the group in the main auditorium on the many advantages such an investment brings to the area, such as thousands of jobs, revenue for the government and CSR programs to aid local people. He also expressed Doosan's interest in working with IZ's and leaders across Vietnam to support their infrastructure development needs.



CEO, GD Hang Ha Ryu (center sitting) & visitors

Boiler Business Group

The leaders of Boiler Business Group paid a working visit to Doosan Vina's Design department to discuss the implementation of the design and production of the Cochrane FGD project. They reviewed the current status and worked to understand the pros/cons of the Shinboryeong FGD Steel Structure project as well as the design of ongoing duct work projects.

Leaders of Huaphan Province, Laos

While touring Quang Ngai, a delegation of eight leaders from Laos' Huaphan province stopped at the company to examine the potential for FDI projects in Laos. Led by Kham Hung Huong Vong Si, Secretary of Laos, the Laotian group was quite impressed with the possibilities such a development presents.

Looking towards Tomorrow

One of the more valuable benefits of being a Doosan employee is the 2G program which is based on the belief that as employees grow and develop so shall the company.

That philosophy is put into practice on a daily basis at Doosan Heavy Industries Vietnam and recently several departments held training courses. The Human Resource Development hosted seven, QAD held one and PSD sponsored two. Below is a list of the courses and a breakdown of what was covered.

TOEIC Online English

This program focuses on seven TOEIC skills such as describing photos, Question-response, conversation, short dialogues, complete the sentence, complete the paragraph and reading comprehension.

The 2nd course of 2013 was structure a bit different from previous courses. In the second round it was compulsory for all staff and results will affect evaluations, promotions and year-end bonuses.



Describing photos

Manner and Etiquette

The "Manner & Etiquette" course lasted for twelve days and saw 548 Vietnamese employees study the cultural of Doosan Vina. The course was also an opportunity for staff to express opinions about the difficulties they face in terms of culture, language and customs.



Tran Hoang Uyen, HRM Manner and Etiquette course

Microsoft Power Point 2007

The PowerPoint training in August covered how to create a: table, report, presentation, drawings, diagrams, charts and adding effects, video, audio, and

photos. They were also shown how to set up a slide-show and many more features of the software.



Practice on computer

Reading & interpreting drawings & schematics

Drawing and schematic are the language used by engineers and designers to communicate the specifics of a project, so proper understanding is basic to the occupation and critical to meeting customer requirements.



Nguyen Van Cuong, HRS read drawing train

This intense course focused on how to read drawing and was structured so all participants had an international level of competency.

Painting School

As part of capacity building training for staff and workers every year the Painting department organizes four training courses on painting. The content of the course involves the painting process to assure the compatibility of each coat, for each metal, the specs of paint, proper clean before painting, quality control and paint thickness, testing procedures for temperature - humidity, adhesion, surface and roughness..

Welding Competency



Nguyen Huy Vinh, CPE train WPS

This welding course led by Nguyen Huy Vinh, an Engineer from the CPE shop taught the 34 engineers who attended the standards of Welding Procedure Specification (WPS) and Procedure Qualification Record (PQR). Vinh covered welding methods, power lines, welding materials, welding positions, welding gases, technical parameters of the ASM/ AWS standards and certifications requirements.

Metallurgy

Metallurgy expertise is a critical skill at the company because our client's high tech products are fabricated out of a vast range of materials that must meet the specific requirements of the project. The course content covered classification guidelines, symbols, shapes, the chemical composition of: carbon steel, stainless steel, alloy steel and structural materials. The training also went into the mechanical properties, physics, chemistry and engineering of metal.

Strategic thinking



Le Duy Quang & students together to discuss

This course for 87 middle managers aimed to merge knowledge and skill with on the job work experiences

through interaction between students and trainers. To begin the process exercises were handed out and the students in each group discussed how best to solve the problem and they had to present their solutions to the class and explain why it was the best way to remedy the problem.

Root Cause Analysis & Failure Cost

Two experts from the Doosan Group, Korea visited Doosan Vina to carry out a training course and improve quality. The main content of the course was in two areas: Root Cause Analysis (RCA) and the cost or loss or failure referred to as Failure Cost or F-Cost.

This was the first training for RCA and F-Cost and subsequent sessions will go deeper into RCA and F-Cost to elevate the skill sets needed in this important area.



Jun Jin Tak from Doosan group of RAC and F-Cost training

PSD Training Program

160 PSD employees participated in eight classes on work safety, occupational health and BBHD at the end of October. The training focused on safety, the responsibility of management and supervision, PPE, 5S, plans for zero workplace accidents, stipulating sanctions, unsafe actions and more.



Nguyen Van Du, PSD

A Season of Friendly Competition

A club can be defined as a stout heavy stick, usually thicker at one end, suitable for use as a weapon or a group of people organized for a common purpose, especially a group that meets regularly.

When we speak of clubs here at Doosan Vina we refer to the later not the former.

Doosan Vina clubs have seen great growth and now number 24 with 525 members. If you want more information contact Tran Thom of HRD at dv.thom.tran@doosan.com

Music Club performed at the provincial event

“Giai Dieu To Quoc” one of the Music Club’s repertoire was one of the routines to be performed at “An Evening of Cultural Exchange” held on the 68th anniversary of the August Revolution and National Day by the Quang Ngai Culture, Sports & Tourism Department at Mo Duc Square

The evening of entertainment featured 24 acts from 7 organizations in Quang Ngai Province. “Giai Dieu To Quoc” was a big success and received a lengthy applause from the audience.



Doosan Vina's music club in “Giai dieu To quoc”

A series of Friendlies

Since our last report the sport clubs have been active, holding several “Friendlies” with clubs from area businesses and organizations with football, tennis and



The friendly volleyball mens match

volleyball teams from the Dung Quat Shipyard meeting their Doosan Vina counterparts.

First up was a Tennis Friendly that took on the atmosphere of a professional league. To begin a preliminary match was held on the Dung Quat Shipyard tennis court on September 10th

That was followed by the final match held at Doosan Vina’s Van Tuong complex on Sep 24th. The two



A football friendly under the lights



Tournament between DV tennis club & Dung Quat Ship Building

teams’s played hard and made many great moves. After playing for 90 minutes, it was a tie.

Next was a Football Friendly which took place on the artificial turf of the Hong Phuc pitch on the evening of September 12th. Playing under the lights both teams seemed determined to be declared the winner, but after the match was completed the tally showed a 4 all score.

The final Friendly in the series was held on the volleyball court where the Doosan Vina team displayed excellent teamwork, but when the final whistle blew Dung Quat Shipyard had the lead and won the match with score of 2-1.

Music Club Wins Award



Awards are presented to the winners

The Union of Dung Quat Economic Zone and Dung Quat Culture and Sport Center collaborated with agencies and enterprises in Dung Quat EZ to organize “Dung Quat Economic Zone Employee Singing Competition 2013” on 16th September.

Representing the Doosan Vina, Music Club Pham Manh Toan and Nguyen Thi Ngoc Tram performed two numbers: Dakrong mua xuan ve and Len ngan, these songs praise the homeland, and the revolutionary tradition of the nation.

With their emotional presentation and deeply and inspiring performance “Song Dakrong mua xuan ve” was awarded the third place prize.

Second Annual Friendly with Vietcombank

On the 5th of October Doosan Vina and Vietcombank held a culture, arts and sport exchange at the Dung Quat Sports and Culture Center

Leading the Doosan team was Hang Ha Ryu, CEO and General Director. Heading up the VCB team was Pham Thi Thuy Kieu, Director of Vietcombank in Quang Ngai Province.

The 2nd Annual event saw more than 110 people from the two companies compete and share on the pitch, the stage and the dinner table.



Doosan Vina's players shake hand with Vietcombank's players

5th CEO Football Cup

Nearly 250 players and fans came to participate and cheer the Nine Doosan Vina football clubs at the Van Tuong Football Pitch on November 17th.

Organizers had set a full schedule and staged six competitions over the course of the day. The six events included the 11 man traditional football elimination competition for the CEO Cup, plus Futsal, Shoot the hole, Shots on goal, Penalty kicks and Enhanced penalty kicks.

In the 11 man football contest Boiler won and kept the Championship Cup for a second year defeating PSD/FSD with a score of 3-0. The result in the other events saw PSD/FSD win the Futsal and HRSG win Shoot the hole. Main Office won shots on goal. PSD/FSD prevailed in the Penalty kicks and the Enhanced Penalty Kick.



Hang Ha Ryu, CEO & GD presents the CEO Cup to Boiler

Doosan Vina Hai Phong's Benchmarking Journey

Four members from Doosan Vina Hai Phong visited recently. They came to observe our operations and create a benchmark to gauge their company's efficiency. Led by Nguyen Tuan Anh, Deputy General Manager the team arrived at Doosan Vina's office early on the morning of August 22nd to begin their two day review.

The Hai Phong team met with several departments and shops including: HRD, EHS, OE, TP, PR and CPE.

At each stop the team had an opportunity to learn and share information about the organizational structure, functions, duties and more. During their time with Doosan Vina's Public Relations Department, Hong Nhung, a member of the Hai Phong group even

had a chance to try her skill as a guest announcer on DVTV.

"It's was an excellent trip for us. We will take back some excellent information and valuable experiences that we will begin to integrate into our operations." Nguyen Tuan Anh said.

Doosan Vina Hai Phong was established in 1995 as Hanvico and was recently renamed. The company has 1,000 employees and specializes in the manufacture and supply of equipment for the thermal power industry, chemical processors, structural steel contractors and more. For the past 18 years Doosan Vina Hai Phong has built a solid brand in the domestic and international market place.



Nguyen Tuan Anh, DGM CMT, Nguyen Huu Son, Vice MGR of EHS & Dinh Nhu Nam, Eng of PDD Doosan Vina Hai Phong (L-R)



The Hai Phong group on a shop tour in the Boiler shop is given a overview of a boiler by Vo Thanh Hoa



Le Xuan Dien, HRSR explains the shop's product to the group



Hoa Thi Hong Nhung, Manager of CMT tests her skill as a DVTV Newscaster

The gift of life



Thi Sen

Forty six Doosan Vina employees in cooperation with Quang Ngai General Hospital donated their time and blood so others might live. When a doctor needs to perform surgery on someone who has been injured or in need of an operation they often need a supply of fresh blood to be able to save the patient's life.

The blood drive was organized to help restock the hospitals blood supply so that accident victims and surgical patients can be saved. Without an adequate blood supply surgeries must wait and that can mean the difference between life and death.

"This is one part of our extensive Corporate Social Responsibility program or CSR that's goal is to help the community where we live and where Doosan Vina is located. We want the people here to be healthy and that's why our CSR focuses on health, medical care and education. We believe that health and education are both foundational

to a happy and prosperous life so that is where we put our emphasis," said Hang Ha Ryu, CEO and General Director of Doosan Vina.

Over the course of four hours Doosan Vina employees in cooperation with doctors, nurses and other medical staff from Quang Ngai Hospital collected 11,500 cubic centimeter blood.

"The blood will be processed to help needy people. We are very grateful for Doosan Vina's participation and hope that this will become a regular event and involve more and more of the company's employees so that we provide the care and help that the community needs," said Huynh Thi Thuan, Head of Hematology Division of Quang Ngai Hospital.

Among the volunteers there were some that had donated blood many times. "Blood is really important when it is needed for surgeries and it is something that can only be provided by a fellow human being, from one to another, it is my gift to mankind and I really hope it helps someone in need," said Nguyen Quoc Viet while donating blood for the eighth time.



A doctor draws blood from Nguyen Van A of PSD



Checking blood pressure to be sure donors are healthy



Doosan Vina volunteers after donating needed blood for surgery

Doosan Vina News Briefs

BOM attends VSIP Ground-breaking

As one of the largest businesses in Quang Ngai and Central Vietnam, Doosan Vina was invited to attend the Vietnam Singapore Industrial Park (VSIP) ground-breaking ceremony in Quang Ngai on 13 September. The integrated township and industrial park represents a \$388 M investment and will cover 1,226 hectares.

Attending the groundbreaking ceremony, the leaders of Doosan Vina included Hang Ha Ryu, CEO and GD, Kim Yong Soo, Vice President, Kim Gwang Ju, Deputy General Director, Director of Human Resources and Management Divisions and Dale Gerstenslager, General Manager Public Relations & Communications.



Ly Hien Long Prime Minister of Singapore at ground-breaking ceremony

Quang Ngai's Science and Technology Dept. inspects DV's Kesons

On 17th September, Quang Ngai Science and Technology Department visited and evaluated Doosan Vina's Keson's which had been entered in the 8th Quang Ngai Technical Innovation Competition. Doosan Vina had 20 entries in the competition and after the preliminary round, 10 entries advanced to round two.

Full Moon Festival at Kindergarten

On the afternoon of September 18th (14th August on the Lunar calendar), leaders from the company presented Mid-Autumn gifts to the Company's employees and held a Mid-Autumn Festival at the Doosan Dream Kindergarten for the children.

On behalf of Company's leaders, Kim Woong Min, General Manager of the IT Department represented the company and wished all good health and a pleasant Mid-Autumn Festival.



Children & teachers present "Dem sao"

Labor Relations Workshop

The Labor Relations Department and Union representatives held a workshop to discuss problems, opportunities and solutions that exist at the company. The goal of the workshop was to improve employee satisfaction by finding the underlying root causes of problems and through cooperation devise solutions that will correct problems before they become major issues.



Nguyen Tan Thuan-MHS & Cao Tran Tam-QC (right) at the workshop

Welcoming New Recruits

Seventy-seven new employees recently joined Doosan Vina and after completing an intense two week orientation course a welcoming party was held on August 26th to welcome them to the Doosan family.

At the party, Hang Ha Ryu CEO & GD and representatives from across the company mingled with the new employees to welcome them and help them assimilate into the company.

Future School I & II Review

Future School is a program that is designed to prepare mid level managers for ascension to more senior roles and is a part of the company's overall localization strategy. On August 23rd the HR Department held a review that involved 15 of the 53 participants presenting their results to the CEO and Board of Manager (BOM).



The members of Future school

Neighbors shelter at Doosan Vina during Typhoon Haiyan

After devastating the Philippines, Super Typhoon Haiyan was projected to make a direct hit on Quang Ngai where Doosan Vina is located. As the news was coming in on the death and destruction that Haiyan (the largest, strongest storm ever recorded) had done in the Philippines, Doosan's leaders in cooperation with provincial leaders mobilized and opened the company's facilities to local residents as a storm shelter. Nearly 1,000 local residents were sheltered, given food, water and other basic necessities during their stay at the company. Luckily the storm veered away at the last moment and Quang Ngai was spared what could have been a human and economic catastrophe.



Local people shelter at Van Tuong Complex

Vietnamese Women's Day Celebration

Vietnamese Women's Day is a not to be missed day by any man who wishes to maintain a peaceful relationship with females in his circle of influence. To honor the ladies Doosan Vina organized a celebration for the company's 211 women on October 19th. Six locations around the complex were decorated and prepared for the festivities. The music club serenaded the women and directors presented flowers and gifts to all the ladies.



Seo Deog Won, MHS Director presents flower to women

KBS of Korea coverage

A news crew from KBS Korea came to Vietnam and Doosan Vina to make a news story on life in Vietnam and the role of Korean companies in the country. The story was then taken back to Korea and broadcast on KBS as well as being shown to employees at Doosan Vina as a part of a DTV news broadcast.

Vietnamese Teacher's Day

The Doosan Dream Kindergarten has become an important institution at the company, providing early childhood education and care for 31 children of employees. To honor the teachers at the school a Teacher's Day celebration was organized by the company and Parent Association to honor and recognize the five teachers for their exceptional efforts and care of the children.



The gifts are presented to teachers

Genuine Care and the Doosan Way

Hong Nhung

We have heard the phrase “genuine care” mentioned many times recently in relation to the Doosan Way, but what does it really mean?

As I understand it, one aspect of the concept of Genuine Care means that we are to take an interest in our co-workers life in more than a superficial or artificial way; truly caring for each other on a daily basis to see how colleagues are doing, to offer encouragement to one-another and to give praising when it's warranted. I think it involves a lot more, but I think that's a good starting point.

In the HRSG shop we recently formalized our efforts on this and set-up a program that we call..., yep you guessed it “Genuine Care.”

With Genuine Care we are going to visit the family of an HRSG employee each quarter to improve relations and understand the difficulties that they are experiencing. This is also an opportunity for the visitation team to relax and focus on others rather than their jobs.

Vo Quang Huy's family was the first to receive an HRSG Genuine Care visit. He was chosen because he has a reputation as a hard worker and has contributed a great deal to the development of the HRSG shop. On the big day Kwansoo Lee, Director, Nguyen Tan Hong Production General Manager and nearly 23 of Huy's colleagues boarded the bus to begin Genuine Care's home visits. On arrival at Huy's home a great feast began with many traditional Vietnamese dishes enjoyed amid a no set topic and no boundary discussion.

Once back at Doosan Vina the first trip was hailed as a great success. The issues that Huy brought up were how to maintain your enthusiasm while balancing family and work and we have plans to administer some Genuine Care and remedy as many as possible. The signup sheet for the second visitation is nearly full and everyone is looking forward to another opportunity to meet the family of one of our friends and co-worker!



Members prepare the food for the meal



Nguyen Xuan Hong, Production General Manager addresses the group



A photo before enjoying the party

Port Safety & Security Training Exercise Hosted



My Hanh

Safety & security are top priorities for everyone at Doosan and the seven thousand plus square meters at our purpose built and dedicated port is no exception.

As part of an area wide exercise Doosan Vina hosted a comprehensive training and review one September day. The exercise involved nearly 20 Doosan Vina port management employees, Dong A Security Ten officers and soldiers from The Border Guards, The Coast Guard, Health Departments, Maritime Ports and others. This was the second time Doosan Vina hosted the event and the focus this time was on intrusion by unauthorized personnel and theft at the port.

Reviewing procedures were Senior Lieutenant Colonel Tran Hung Hung, head of Economic Police of

Quang Ngai Province's Public Security, Major Duong Minh Hien, Vice chief of Dung Quat Economic Zone's Public security, Truong Minh Dinh captain of Customs Control and Supervision Department, Quang Ngai Province Customs Department, Nguyen Van Trung Head of Inspector, Maritime port Quang Ngai and other members.

The exercise checked and evaluated the preparation and procedures for the organization, command and coordination of staff and equipment in the event of an incident.

After the exercise a thorough review was held and the strengths and weaknesses of the event were discussed.

For video coverage of this event log on to YouTube and open DVTN V4N75.



Nguyen Cong Hue, Port Security Officer introduces Training Plan at Doosan Vina's port.



Controlling theft was part of the exercise at the port



Security officers capture a thief



The strengths and weaknesses of the event were discussed

Extending a Helping Hand

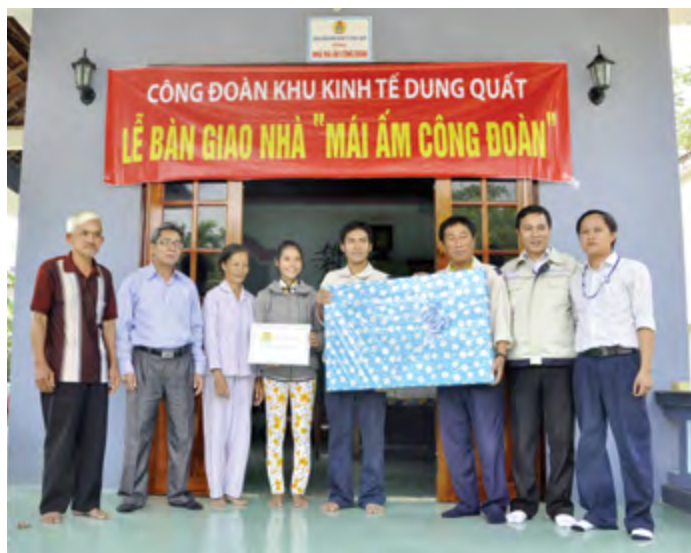
Continuing the established tradition here at Doosan Vina of “the good leaves protecting the torn and worn-out leaves,” many charitable activities have been completed by the employees, unions and the company.

Recent charitable activities include financial support for Tran Dai, of the MHS factory so he could overcome some health difficulties and repair his storm damaged home. Another project was led by the “Union Shelter” fund of the Dung Quat Economic Zone so Nguyen Tan Dat of Boiler could build his family a home of their own.

An orphan since childhood, Tran Dai lived with his 90-year-old grandmother and uncle in a small tumbledown house. He tried all his life to escape poverty and finding a job at Doosan Vina’s MHS factory after graduating from university was a great start, but he soon met difficulties. It began when a big storm heavily damaged his home. As the mainstay of his family that was bad, but when he discovered he had a serious peptic ulcer that was an even more deadly blow.

Sympathetic to his plight his colleagues in MHS solicited donations and collected nearly 43 million VND in support to help cover daily expenses, treatment and the home repairs.

“I was touched and delighted to receive this great support. Doosan Vina is a real family, so many helped out it was overwhelming. I would like to sincerely thank all of you” Tran Dai said.



Tran Quang (2nd left), Dung Quat Trade Union Chairman, Ha Van Hung (2nd right), Kim Young Bum (3rd right), Boiler’s Technical Advisor present Nguyen Tan Dat with house hand-over certificate and a present.

In a similar situation the Union of the Dung Quat Economic Zone also reached out. They helped Nguyen Tan Dat, a three year member from the Boiler shop at Doosan Vina.

Also orphaned at an early age Dat was taken in and nurtured by his aunt and uncle, but soon after moving in his uncle passed away and his aunt had to find ways to support the now larger family.

Some how one day at a time they managed over the years. But when Dat reached adulthood and took a wife the small house proved to be inadequate and something had to be done.

That is when the union stepped in and extended a helping hand with a grant to help build a house. “when I heard I’d be receiving financial support from the union to build my own home, I was really very excited and immediately began construction” Dat said.

With the funding of 40 million from the “Union Shelter” program and a contribution from his family, his own house was recently completed. The 75m2 house cost nearly 200 million VND and was built on a piece of his aunts land.



MHS hosts a visit to Tran Dai family



Yoon Young Sang (3rd left), MHS Production General Manager presents Tran Dai an envelop to help him through a tough time

Part I: This month's quiz:

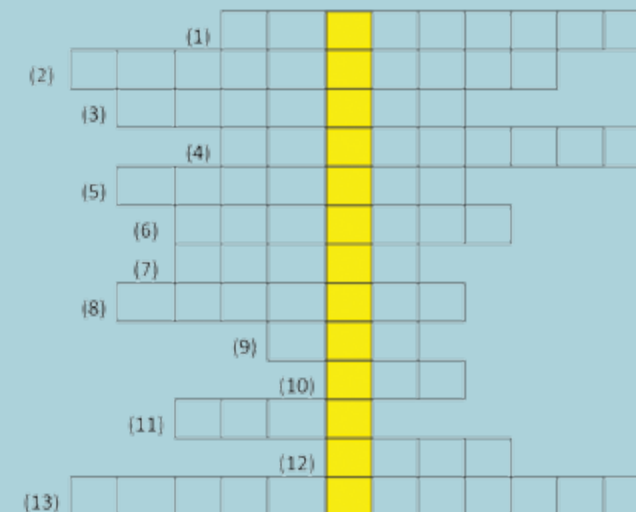
(Vertical - yellow): Our....products now presents all over the world.

- Four football pitch size desalination plant will be operated here.
- This is considered key to survival for businesses facing intense global competition.
- Name of a machine that is necessary in our shops and creates a lot of sparks.
- One of Quang Ngai’s favorite coffee shops.
- This is how a team thinks, with...
- FM’s campaign on energy saving emphasizes this action.
- One of the words in the company’s English name.
- A unit to measure temperature.
- Four thousand tons were shipped for this project on our grand opening day.
- Name of the team that is formed to solve an issue.
- To make things go better, we should have a....
- An international certificate for NDE that a Doosan Vina employee recently got.
- A number of employees have traveled to Korea for this process.

Part II: Answers for last issue:



Games



Remember, answers to all the questions are in previous issues of Doosan Vina News and are available online at issuu.com under Doosan Vina. You can also look for answers on YouTube.com under Doosan Vina DVTV. Good luck!

Congratulation winners!

Below winners are luckily drawn among 25 people who have the correct answers. Try this time and it will be your turn to feel the sense of achievement. Good luck!

No.	Name	ID Number	Dept.
1	Dao Thi Phuong	101214	HRD
2	Tran Thi Tan	101904	IT
3	Hoang Tan Loc	101725	IT
4	Nguyen Quoc Chanh	101960	LR
5	Lam Thi Huong Giang	101671	LR
6	Tran Van Trien	101204	Boiler
7	Pham Thi Thinh	101569	Design
8	Nguyen Van Vu	101248	CPE
9	Nguyen Ngoc Thuong	101267	CPE
10	Nguyen Anh Viet	101389	CPE