

Bản Tin **DOOSAN**

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No: V6N1



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MY COUNTRY - MY PRODUCTS - MY PRIDE

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Doosan Heavy Industries Vietnam

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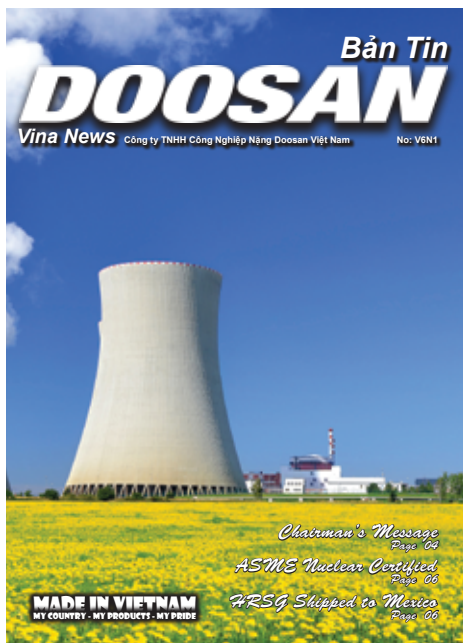
One Mind, One Voice, One Action



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On the Cover

The cover of this issue features a nuclear power plant producing clean and green energy. The plant is symbolic of the recent nuclear certifications that were granted to Doosan Vina by the American Society of Mechanical Engineers or ASME. The ASME certification means that the company is fully qualified to produce the high tech equipment used in the nuclear power industry.

Doosan Vina is the first company in Southeast Asia to receive this prestigious approval and as a result the men and women of Doosan Vina are standing a little taller and are unquestionably "Proud People! Proud Doosan!" Turn to page 6 for the complete story.

And They're Off

The year of the Horse has official left the starting gate and the race is on. The horse gives us writers an excellent chance to wax poetic with endless and often mindless parodies, analogies and inferences with equestrian themes. But as one of the nobler beast on earth and the basis for the "Sport of Kings" we should take heed, "Saddle up" and "Race for the finish line."

Ryu Hang Ha, CEO and General Director opened the year on January 2nd and laid out three challenges for the year ahead. See the next page for details.

One of the more exciting things that have happened in the last couple months is the ASME team from Korea, Japan and the US reviewed and approved our application for certification as a nuclear equipment supplier. The certification means we can bid on and be included in many nuclear power projects being considered or underway around the globe, and as nuclear energy is one of the least harmful sources of energy available today it is sure to be in high demand.

Clubs continue to be active and grow in both people and category, a new reading club is being planned and if you're interested contact Quan in Human Resource Development for details. I'm sure he'd welcome your ideas and help. And if you have some books around that you think others could profit from, Quan is also the contact person for arranging to loan your books to the library.

And finally we wish you and yours well this year and we look forward to hearing your comments.



CEO's New Year Address



Hang Ha Ryu, CEO & General Director delivers his New Year message

To begin 2014 and the Year of the Horse, I would like to wish you and your family a year full of health, happiness and prosperity.

Last year was our 4th full year of operation and in spite of the difficult global economy we progressed remarkably well in manufacturing productivity, product quality and safety. One thing that was especially important and we all should be very proud of was the completion and certification as a nuclear power equipment supplier by ASME.

Last year, there were no major accidents, but we still had a few small safety infractions that resulted in accidents. So I hope that all will diligently implement the full EHS recommendations on safety so that even small accidents can be avoided.

In 2014, Doosan Vina will focus on three key objectives: First is to improve our competitiveness by offering the best quality products, controlling cost and providing on time delivery to our customers. The goal is to improve manufacturing by 10% compared to last year and although your experience is still limited, you are young, creative, eager to learn and passionate, so I know we can do better than anyone else in Heavy Industry.

Second, let's ensure that the quality of our products is unmatched; this leads to satisfied customers and strong brand that is known for reliability. Last year, we developed quality systems and implemented "Quality improvement" across the company. All should follow the procedures exactly so that the products

we ship will demonstrate to the world the dedication and skill of Vietnam. Everyone must try their best to see that our customers are 100% satisfied.

Third, let's maintain a safe and clean working environment. We all know that accidents will happen if we do not comply with basic safety rules and as the Doosan Way credo states: "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," so let me emphasize again that there cannot be any compromises or concessions in anything related to safety!

Currently, we had a solid foundation on which to build and on that foundation we will accelerate the localization of management and production; with your help and continued support we will create a Doosan Vina that is made up of "Proud People - Proud Doosan" and is an example to the world.

Thank you for your attention and I wish you and yours a happy new year.



Cao Thai Nguyen, Section Manager Duct Design and Hang Ha Ryu, CEO exchange New Year's wishes

Chairman Park Yong Maan



Park Yong Maan
Chairman, The Doosan Group

Dear Doosan Family,
Happy new year to you all! What resolutions have you made for this year? Nothing makes people happier on New Year's Day than being with their loved ones, making plans, and dreaming of the future together. I hope you had a wonderful start to 2014 with your family.

Like every year, we once again find ourselves standing at the starting line of a new beginning. Today is the first day of Doosan's future, and I am quite excited about the picture that we will paint together over the next twelve months.

Looking back at 2013, we did our best with firm confidence in the future. Each of our companies made a meaningful progress by developing and improving our products, while preparing to enter into new markets and businesses. Once again, I would like to thank you all for your dedication and hard work in every corner of the world despite the unfavorable global economic environment.

Considering this business environment, we are standing now at a critical point. We are finally beginning to see the signs of global economic up-turn. The speed of the U.S. recovery is expected to pick up as we head towards the second half of the year, while the European economy is also likely to dispel uncertainties and enter into a phase of rebound. The Chinese economy is also expected to maintain a stable pace of growth, although it may not be as explosive as what we have experienced in the past.

Previously, economic crises left most companies bankrupt, and it was only the few survivors who shared the fruits of recovery and achieved massive growth. This time around, however, most companies have survived and are now preparing to enter into the recovery phase. From this we see that it is no longer enough to just survive through the crisis.

The difference between those who have barely survived the downturn and those who prepared themselves for the time of recovery will be exponential. In other words, the size of the fruits that each of the surviving companies will gain in the recovery phase will depend upon how prepared and planned each company is. As the growth rate during the recovery phase is expected to be quite slow, it is evident that those who are ready will have much more market opportunity.

With this in mind, we worked hard for the past few years to prepare for the recovery phase, strengthening our fundamental competitiveness through the Doosan Way. We have developed strategic plans to outperform our competitors' products and technology. We launched star projects to achieve the fundamental strength we needed and strove for success with a company-wide focus and commitment. Thanks to our hard work, we are now fully ready with plans to strengthen our competitiveness, many of which are already being put into practice.

We know now that we don't have much time left before the recovery cycle will commence. We must spur ourselves to achieve even more and outpace other global top-tier companies. Like a soldier preparing for a battle, we must spend this year checking our gear and making sure we have exceptional products, technology, and work strategies to become winners in the global market. All of our preparations for the recovery phase must be completed this year.

Dear colleagues, also during the past year we have made significant strides in our efforts to realize the Doosan Way in our organizations. At the beginning of 2013, we made a commitment to make it the year in which the Doosan Way would be aligned with our work objectives, thereby developing our people, and we made every effort to put our commitment into practice. We worked hard to communicate in the language of the Doosan Way, and made it a rule to keep it in our minds as we went about our



Doosan Tower, Jangchungdan-ro,
Jung-gu, Seoul, South Korea

Chairman's 2014 New Year Speech

work. Thanks to our hard work, I can say with confidence that cultivation of people with genuine care has now become more of a routine in our company. This change was achieved after only a year since the launch of the Doosan Way. I am truly proud of you all!



I understand that we are sometimes still quite impatient to see more changes being made in our journey towards the Doosan Way. Of course it is only natural to pursue visible

progress. But we must also compare ourselves with how we were before its launch in April, 2012.

Think about how much the Doosan Way has become a part of us. It has changed the way we think, talk and work. I am especially delighted to see that the language of the Doosan Way has now become a part of our lives.

It is now the time for us to further transform our "understanding" into "practice." It means we need to focus on implementing what we have created, rather than creating something new. The most important example is the new DCM system, which was devised in line with the Doosan Way. We must make sure we understand it completely, and then evaluate and cultivate our people accordingly.

Above all, we must remember that the changes our Doosan Way requires must start from the top. We cannot walk on this road together with leaders who are unwilling to change. We must bear in mind that the change in the way our leaders work, speak, and act will bring about changes in the entire organization. Those who do not accept the positive changes under the Doosan Way can only be perceived as those who are unwilling to walk in the same direction with Doosan.

The Doosan Way is Doosan's philosophy. It is not something that can be achieved in a short period of time. It is a long-term standard against which we must measure ourselves, including our actions and words, to become true Doosan People over time. Therefore, I ask everyone to check every day to make sure you are planning and acting in accordance with our Credo, and to discuss our progress with each other at both the individual and the organizational level.

Doosan, as emphasized many times before, has a history spanning for more than a century. We are the living testimony to the history of Corporate Korea. As glorious as it is, we cannot deny that it also imposes upon us a heavy responsibility. This is why it is never enough for us to passively comply with the relevant laws. Instead, we must also place a priority on social norms and public good. Wherever we are in the world, we must love the communities and countries to which we belong, which is what makes us proud members of global Doosan and responsible corporate citizens.

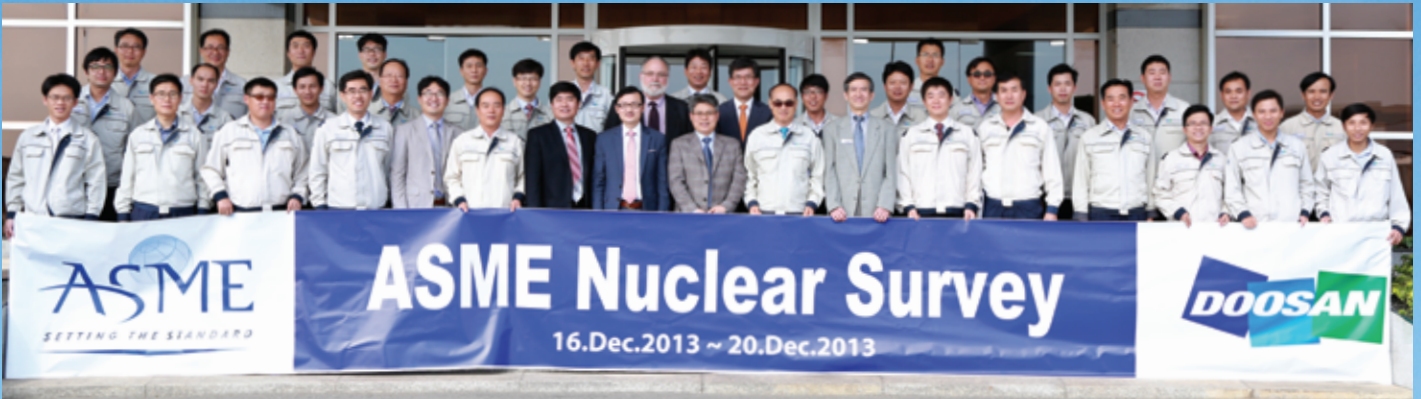
As people who love their families would have good relationships with other people, I believe our love for our countries will also help us become exceptional corporate citizens. The spirit of extraordinary leadership that has brought Doosan's success for the past 100 years can be found in our love for our families and our countries.

As January approached, I recalled scenes from the Pyeongchang Special Olympics in which we participated a year ago. There, we witnessed how our applause and cheers motivated extremely exhausted skiers to complete their race. It was as if our positive energy had been somehow transmitted to them. As we witnessed that miracle together, we experienced how happy it made us when we expressed genuine care and love for one another. Likewise, I wish that 2014 will be a year in which we experience this same miracle in our daily lives.

Dear Doosan Family, let 2014 be a year of the Doosan Way as we walk on this path together with one heart and mind.

Park Yong Maan,
Chairman
The Doosan Group

Doosan Vina ASME



ASME Team and Doosan Vina's leaders and employees

Doosan Vina was recently certified by ASME as the first company in South-East Asia to be qualified as a supplier in the high tech field of Nuclear Energy.

The certification by the American Society of Mechanical Engineers or ASME is highly prestigious as it is the global organization charged with responsibility for assuring products made by companies worldwide are safe and meet the ultra-high standards required in the production of equipment used to generate nuclear energy.

In order to comply with the high standards in nuclear energy a rigorous series of tests are conducted by ASME. The tests guarantee that the manufacturing

methods and quality assurance systems of the company meet ASME requirements for products that will be used in the nuclear power industry. Meeting the requirements for certification are understandably strict and must be adhered to, recorded and universally applied to all products that are fabricated by the company for this use.

In January, 2013, Doosan Vina established a Task Force to execute the ASME nuclear certification process, create our Nuclear QA program



Experts inspect production sites



E Nuclear Certified

and prepare for a demonstration project. The certification process took more than a year to complete and culminated last December with a visit to Vietnam by a team of seven ASME nuclear specialists from the USA, Korean and Japan. They came to Doosan Vina's 110 hectare industrial complex in the Dung Quat Economic Zone of Quang Ngai Province to survey the results of the ASME team's

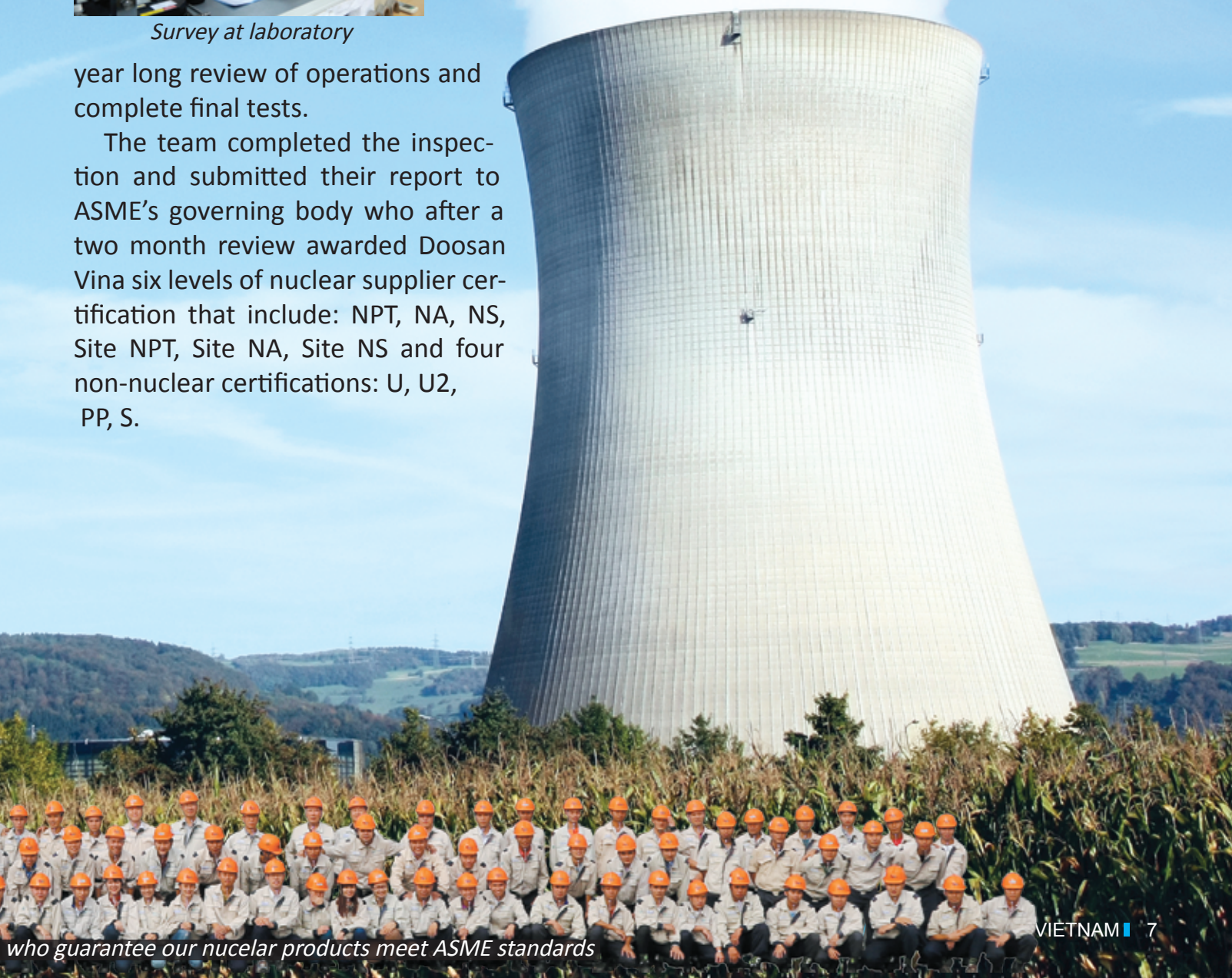


Survey at laboratory

year long review of operations and complete final tests.

The team completed the inspection and submitted their report to ASME's governing body who after a two month review awarded Doosan Vina six levels of nuclear supplier certification that include: NPT, NA, NS, Site NPT, Site NA, Site NS and four non-nuclear certifications: U, U2, PP, S.

Doosan Vina's CEO, Hang Ha Ryu said "This international certification by ASME is testimony to level of Vietnam's industrialization and the skill of our employees. Vietnam is quickly emerging as a global powerhouse and our employees are leading the way! This certification is very significant because it means that Vietnamese technicians now have the skill and expertise necessary to manufacture and supply the equipment required in Vietnam's soon to be launched nuclear power industry."



CSR is off and running

By: My Hanh

Doosan Vina's Corporate Social Responsibility programs, commonly known as CSR, focuses on health and education because the company believes they are foundational to a productive and fulfilling life. Our CSR program for 2014 began shortly after the New Year started with a series of charitable activities in collaboration with Chung Ang University (CAU) of Seoul South Korea and Internourish of the USA. A group of 55 CAU students arrived in Vietnam on the 13th of January for eight days of CSR service. They began at the Quang Ngai School for Disabled Children and also spend time at the An Vinh I school on Ly Son Island, Binh Thuan Primary school in Binh Son district and Doosan Dream Kindergarten in Van Tuong new town.

During their stay in Quang Ngai the volunteers from Chung Ang University and a group from Doosan Vina teamed up to perform a variety of upgrades and renovations at the schools. In addition to the painting and working with the students the CAU team also entertained the children with a combination of traditional and popular Korean music and dance. The K-Pop and Taekwondo segments were a big hit with all the children, but the disabled boys and girls seemed to be especially excited with the upbeat portion of the show. One evening employees and their families were invited to a special performance by the Korean students and they wowed the packed house with a lively mix of music that was similar to the show performed for the children. At the employee night the traditional Korean drum music was a crowd pleaser for some while others were seen clapping and tapping their feet to the rhythms of K-Pop.

Besides the renovations and entertainment the group also worked with local children to teach them calligraphy and other skills. They also donated 115 backpacks and nearly 3,000 notebooks to the school children. The total value of the project was

Chung Ang University & Doosan Vina volunteers



Many CSR projects took place in January

over \$30 thousand.

In parallel to the educational supported by CAU and Doosan Vina, the company also partnered with Internourish of the USA for the third time in three years and donated more than 600,000 multivitamins worth more than \$10,000. These essential nutrients will help improve the health of 1,700



with a January project



Representatives of Chung Ang University and Doosan Vina present a donation of support to the Quang Ngai School for Disabled Children

Quang Ngai children for a period of one year and is a follow-up on similar donations over the last two years. The vitamins were presented to the Department of Health in Quang Ngai for distribution.

In a separate but also health related event, representatives of the company also donated vital medicine to Dang Thuy Tram hospital for the treatment of patients.

Cutline: Ryu Hang Ha, General Director of Doosan Vina, Kim Yong Soo, Vice President and Kim Gwang Ju, Director of HRM and Management Divisions represented the company. Representing Quang Ngai was Mr. Nguyen Tan Duc, Director of Department of Health and representatives of the relevant organizations and departments of Quang Ngai province.

Mr. Hang Ha Ryu speaking at the event said, "There is nothing more important than health and that is why we are committed to supporting the children with these essential vitamins, proper nourishment is foundational to health and development so we continue to work with provincial health officials to see

that thousands of Quang Ngai children will receive a better start in life because of these vitamins."

Speaking at the ceremony, Mr. Nguyen Tan Duc, Director of Quang Ngai Department Health Care Centre said he appreciated the ongoing support from Doosan Vina and Internourish which through the years has greatly improved the health of the people in Quang Ngai.



Hang Ha Ryu, CEO & GD (center) and Kim Gwang Ju, Director of HRM & Management Divisions (left) present 600,000 vitamins to the children of Quang Ngai

At the Dang Thuy Tram hospital in Quang Ngai, Doosan Vina presented hundreds of doses of medicine that was imported from Korea for the treatment of chronic pain related to back and joint conditions, blood disorders and more.

In total the value of the weeks CSR projects exceeded 44 billion VND and over the past five years Doosan Vina has contributed well over \$2 million to the local community.



Doosan Vina

Football Friendlies with Dung Quat Vocational and BIDV



A strong shot of Pham Thanh Y, Doosan Vina's Football club

The two 30 minute friendly matches were held on the football pitch of the Dung Quat Culture & Sport Centre on December 18th.

The first friendly was the initial meeting between the Doosan Vina Football Club and the young and energetic team from the Dung Quat Vocational College. The match was a fast paced affair with DV attacking and counter-attacking from the first whistle.

After ten minutes of play the first goal was scored by Doosan Vina, but not to be outplayed the Dung Quat Vocational School's players rose to the challenge and scored three consecutive goals that proved to be all that was needed for Dung Quat Vocational School to win. They held DV to one goal and at the end of time the score was 3-1 in favor of Dung Quat Vocational School.

The next match was between BIDV Quang Ngai and Doosan Vina. Having been defeated in the earlier match DV was out to win and during the break they met and changed tactics, scoring the opening goal of the match in the first minute. With the opening goal as motivation Doosan Vina's players were pumped and scored three additional goals before BIDV found the net at the 29 minute mark for their only goal of the match. Final score 4-1 Doosan Vina.



Concentration

English Club's Charity

During Club Festival Week at Doosan Vina, the English Club visited the Disabled Children Center in Binh Hoa Commune to present gifts and carry out a little CSR.

Ten English club members went to the center and spent time teaching in English. They taught the children the alphabet, names of fruit, professions and more using pictures and games to help keep them interested and passionate about learning. They also taught some songs that will help the children remember the new words and gave each child a gift worth 50,000 Dong.

"The trip was an opportunity for us to experience directly the difficulty these special children endure on a daily basis, it made us mindful of how fortunate we are to have our health and I hope we can do more to help these little ones," said Huynh Thi Nghia.



Nguyen Thi Hong Nhung, English Club's member get the gift for the Disable Children Center



Playing the game together at centre

Club Festival Week

The Culture and Organization Department which manages Doosan Vina's entire club program organized "Club Festival Week" to culminate the year's club activities. First a series of meetings were held so leaders and members

Club News



Clubs presented with the prizes at Club festival week

could report and share the successes and difficulties they encountered during the year and brainstorm for ideas to improve the program for the coming year.

At the end of the week the Culture and Organization Department organized “Club Festival Night 2013.” The grand party was held at a local restaurant on the evening of December 19th with Vice President of Doosan Vina, Kim Yong Soo, HRD Director, Park Seoung Won, advisers and members of the 24 clubs.

During the Festival diner clubs and members who had done exceptionally well during the year were recognized and presented with prizes for their extraordinary efforts during 2013.

First prize went to the Table Tennis Club, Second prize was awarded to the Volleyball Club and third prizes went to the English club and Boiler’s football club. Encouragement awards were given to the: Music Club and the Main Office Football Club and the HRSG football Club.

Table Tennis Club volleys into the New Year

The first meet of the year for the Table Tennis Club was attended by 17 members and featured a match between Nguyen Ngoc Nhuoc and Mai Duong Lich who put on a smashing demonstration of speed, agility and technique. The topic of the evening was “Best Club 2014” and at the event they discussed ways that they could retain the title they’d won as “Best Club 2013” as well as ways to promote

the club’s activities and make the club stronger and more dynamic in the year of the Horse. And a tennis club without some serious competition would be pointless so several hotly contested doubles and singles matches took place in front of an appreciative audience.

Since being established one year ago the Table Tennis club has grown in members and shown gradual improvement in both quality and quantity.



Doosan Vina's Table Tennis Club member

New Year Performance by the Music Club

To celebrate the 84th anniversary of the Communist Party of Vietnam and welcome the New Year, Dung Quat Economic Zone Management held a cultural exchange night to honor the Party and welcome in the Year of the Horse on January 22nd in the Saigon – Dung Quat Industrial Zone. Nguyen Manh Toan of Boiler performed the “Spring by the Window” and received thunderous applause for his heart rendering rendition of this favorite song.



Nguyen Manh Toan, Music club with the “Mùa xuân bên cửa sổ” song

High Quality Traini

Doosan Vina is a leader in training and invests heavily to see that employee skills levels are at the cutting edge of their field. In 2013 a total of 43 training courses were held by the Human Resource Development Division for employees across the company. In all more than 5,500 training turns took place and below are some highlights from the fourth quarter of 2013.

Excel Training

The two day Excel 2007 training course taught by Ho Thi Ngoc Ha, an Assistant Manager from IT, on the 17th and 18th October included engineers and office staff. The purpose was to teach them how to more effectively use the tools and features of the program. Most of the 40 participants were new employees from the five Shops and offices.



Ho Thi Ngoc Ha, IT helps Pham Ngoc Tai, Water

During the course the students attended lectures, were provided with training guides and given practical exercises so they could begin using the applications they were being introduced to.

Power Point Training

Another MicroSoft program that is used extensively at Doosan is Powerpoint and so a second course was held and taught by Tran Khac Tuyen of the OE Division. The 38 engineers and office staff who attended were divided into two groups so that everyone had personal attention and was able to maximize the study time.

The course was designed to help students improve their PowerPoint skills from basic to

advanced so their presentation would be more professional and interesting.



The course's students

Doosan Competency Model Training

Employee Evaluation is an important skill because it is the basis for compensation, salary increases and promotions, so training the



Nguyen Thi Huong Sen, is training for employees

evaluators is critical to both employee and company development. Seven hundred employees were trained on the new DCM evaluation process as well as taught how to use the PPIS system in December. The revised DCM was the result of a year of testing and the new DCM evaluation process is based on Doosan Way. It was officially launched on December 4th.

Project Management Course



Ahn Hee Jin, General Manager DVPM

Project management is an interesting course because it provides participants with opportunities to learn a new skill or upgrade existing ones.

The course was for 26 engineers and staff who have worked at the company for two years or less. Topics covered in the training center on: contract management, cost management, risk management, project progress management and many other issues related to project management.

During the the course actual cases were brought up and resolutions devised by the students and Ahn Hee Jin, Director of PM at Doosan Vina.

Training Never Stops

MHS Machine Safety Training



Dam Viet Khoa, Sm of MHS

To help improve skills and ensure safety while using drills the Material Handling Systems Division organized a specialized training course for 34 drill operators.

The course focused on the safe and proper operating procedures for these machines. After the classroom theoretical part of the training the participants were given practice projects so their skills and methods could be checked and supervised by Dam Viet Khoa, Section Manager of MHS.

Excel Visual Basic Training

The HRD Department implemented “VBA Application in Excel” training course for 38 employees to enhance data processing and calculation skill in Excel easily and quickly.

The course was taught by Nguyen Van Thanh, Assistant Manager of Design Division. It focused on code programming application and Visual Basic function on Excel to help participants maximize their productivity.

Mentoring review session



Mentees of 2nd Mentoring program

On the afternoon of 18th December, the HRD Department held a preliminary review of the first three months of the 2nd Mentoring program 2013 to summarize, report and evaluate the activities of 80 pairs of mentors and mentees from 15 Divisions and 5 Shops.

At the preliminary review meeting, five men-

tees presented details on the project over the last three months. This allowed mentees to see the results achieved, difficulties encountered and the limitations that the presenters faced during the prior three months. The review aimed to give the class a firsthand perspective on the mentoring program so they could better take advantage of it over the next quarter.

Future School I Closing & Future school II Review

After 19 months of training that began in May of 2012, Future School I was officially completed at the closing ceremony on the afternoon of December 25th.

This long-term training course involved 26 middle managers who attended 17 training modules related to leadership and management skills that are designed to provide a basic foundation for management and promotion to higher positions in the organization as localization is carried out across the company.

To ensure the quality of the training was the best available, trainers from Vietnam's Dale Carnegie School led the course and provided outside expertise.

A few months earlier, in May of 2013, Future School II (also for 26 middle managers) began and on December 20th a review of FS II was held. At the FS II review meeting representative of the class presented a summary to the BOM of the management and leadership skills that they had learned from the six programs that they have covered thus far.



Members of Future School I

DOOSAN VINA NEWS BRIEFS

Library Award



Nguyen Quy Nhon, Su Ngoc Thang, Park Seung Won, Director HDR(center), Truong Thi Tuong Vi, Le Van Quan

After an exciting year of operation, the Education Department of the Human Resource Development Division recognized employees who were the best readers and most supportive of the new library. The "I love books" program began on February 25th 2013 with a total of 266 books available for employees to borrow for reading. Until the end of 2013, 709 books were checked out and Su Ngoc Thang, lead designer in the Public Relations Department received the award as the most prolific reader, checking out 49 books in the eleven months the library operated.

In addition to providing books to read the library also actively encourages employees to loan their books to the library so others can read them and learn from a larger catalogue of subjects. Nguyen Quy Nhon, MM Division contributed 20 books to library and he was recognized for his generosity and willingness to share with his colleagues.

The Doosan Vina Library is located on the ground floor of the Main Office and is open from 15:00 to 16:30 on Monday's. For more informations, please contact to Le Van Quan in HRD, extension 1302.

ISO – OHSAS Audit

Det Norske Veritas (DNV) is an international agency that certifies the operational standards of companies worldwide and between October 22nd and



Kieu Van Ton(white shirt), DNV is evaluating

25th a team from DNV evaluated, tested and reviewed the ISO & OHSAS management systems at Doosan Vina. In 2009, Doosan Vina opened and received its first ISO 14001:2004 & OHSAS 18001:2007 standards certification from DNV. After three years DNV reevaluated and re-issued the certification of Doosan Vina on the above certificates. This recent audit was to review environment, health, safety systems that are on an annual cycle. The audit was conducted by Park Myung In, who led the DNV delegation and Mr Kieu Van Ton in conjunction with Moon Jong Gi, General Manager of Doosan Vina's EHS Department.

Q-Health program at Chung Ang, Korea and Quang Nam Hospital

Not many things are more important than Quality Health and the Q-Health program aims to provide that in central Vietnam through the cooperative efforts of Doosan Vina (DV), Chung Ang University (CAU) and Quang Nam

Central General Hospital (QNCGH). The five year program recently saw five nurses and two employees of DV go to Korea for a month long immersion into the latest health care practices. The group flew to



Kim Hyun Ho, CAU (black coat) is discussing with a doctor of QNCGH

Seoul and arrived at CAU on September 30th to begin their intense study on improving their medical skills and qualifications in relation to nursing and patient care.

While the QNCGH nurses were training in Korea a team of five CAU doctors boarded a plane and came to Vietnam to spend a week working with their Vietnamese counterparts at QNCGH to upgrade the skills and knowledge.

The five year program is a multimillion dollar commitment of Doosan and CAU and will greatly enhance the available health care in Quang Nam and surrounding areas.

Lean Transformation Kick off Ceremony

On the morning of 29th October, OE Division launched the "Lean Transformation" program for the Water and Boiler shops. They held workshops to explain the program and solve any problems that may arise anywhere in the manufacturing process between the receipt of materials to the delivery of goods.

Lean Transformation is a program that optimizes information and material flow, relying on BBHD activities and OE themes to reduce production time. It also applies to the supply chain, the manufacturing value stream, the supply chain, the customer and the market.

The diagnostic results include finding our strong points, as well as pointing to the development. The development orientation and goals were shared with all management levels personnel from Chief Workers to the Director of the two shops by the DHI LM Management team.



Hang Ha Ryu(Center sitting) & Water and Boiler employees

BBHD for drivers

The OE Division organized a Board Byol Hoal Dong (BBHD) training course for 43 Drivers from the Admin Department in November.

The course covered five key issues: The need for change, an Introduction of BBHD, explaining why we do BBHD, How to do BBHD, BBHD Processing & Brainstorming, Practice Brainstorming and finding themes.

▶ MOU signed with Quang Tri School



Hang Ha Ryu, CEO & GD Doosan Vina exchanges the contract to Principle Nguyen Dinh Tho

After a tour of Doosan Vina on November 4th, Quang Tri teachers and Doosan Vina met again at the school on December 3rd to sign a memorandum of Cooperation on training and human resource supply.

Joining the signing ceremony was Hang Ha Ryu CEO and General Director, Park Sang Won Director of HRD, members of HRD and Nguyen Dinh Tho, Rector of the School. The Memorandum of Cooperation details responsibilities and interests of the two sides in training, supplying and recruiting students.

▶ Family day for new recruits

To provide relatives of new recruits an opportunity to visit where their children live and work the Doosan Vina Family Day program was organized.

Seventy relatives registered for the event and were transported to the company complex in Binh Son. They were welcomed by the leaders of company and were introduced to the company through a series of short films and presentations. They were also given a special guided tour of the entire site.



Hang Ha Ryu presents gift to Huynh Thanh Lam (QC MHS) & his mother

The grand finale of the event was a sumptuous dinner at the central restaurant that features gifts and entertainment by the new recruits.

▶ Language Proficiency Award

On the morning of December 12th, the Human Resource Development Department held a ceremony to award the 22 employees who did the best in the recent English and Korean Proficiency tests.

This was the 2nd English Proficiency test of 2013 and was held on the 13th and 14th of 2013 with 612 staff, Engineers and 13 Koreans participating. And on November 7th a Korean Proficiency test was held for our 23 Korean language specialists.

Nguyen Thi Bich Tram of the LS Department had the highest TOEIC score, receiving a total of 925 and Le Thi Thu Ha, MHS shop had the highest TOPIK results with a score of 256.

In all the 22 top employees in English and Korean language were awarded prizes. There was one award for Excellence, five first place awards, six second place awards, six third place awards and four prizes for the four employees who had scores between the two exams that equaled the score of staff who set a record in the last TOEIC exam.



The best employees of language proficiency

▶ Taekwondo Belt Presentation Ceremony



Director of HRM & Management Division (center top) gives certificates to 15 member of security Dept

On the morning of 11th December, on behalf of Vietnam Taekwondo Federation Mr. Kim Gwang Ju, Director of Management Division gave certificates to 15 members of Security Department who had qualified

for a black belt in the exam held on 1st June. Receiving a Black Belt is a special event and is the result of a lot of hard work and continuous effort to develop and complete assigned tasks.

▶ 9th Technical Skill Competition

The 9th Doosan Vina Technical Skill Competition took place on December 26th, 2013 with the participation of 30 members from five shops. Each shop sent a representative team of six people that included three welders and three fabrication workers who have worked at the company for less than four years.

At the end of the competition MHS won with an overall score of 815, MHS was especially proud to be honored as champions because this their second consecutive championship. After the MHS Division came HRSB with an overall score of 799. And to encourage team spirit, the organizers also awarded prizes to the members of the three remaining teams.



A worker is welding

▶ OE, EHS, QAD Award and the Best Kesons of the 2nd half of 2013



Hang Ha Ryu gives certificate to Nguyen Quang Duy, CPE

An OE, EHS and QA awards ceremony was held on December 26th. A total of five Excellence Prizes and six good Prizes were presented to Divisions and Shops. Boiler Shop took the Excellence Award and won three Excellent prizes for OE, EHS and QA. Another two Excellent prizes went to the Water shop for OE and QA.

Also at this ceremony, representatives of the five shops who had the best Kesons gave presentations about their Keson so they could be considered for the global Competition at Doosan Heavy Industries. After due consideration, the judges selected the Keson of the Marking Production 1 Team of CPE to represent Doosan Vina in the worldwide BBHD Keson competition.

And earlier, on December 24th, the BOM visited and reviewed the best Kesons over the last six months of 2013. During this tour the BOM also awarded certificates to the six groups with outstanding achievements and good BBHD activities.

Doosan Vina kicks off with HRSG



To begin 2014 Doosan Vina's Heat Recovery Steam Generator (HRSG) business unit got the company's 2014 export schedule off to a grand start with a 1,418 ton shipment. The earth friendly HRSG components in the shipment were for the Intergent thermal Power Plant in San Luis Potosi, Mexico and they will soon be capturing wasted energy to improve efficiency at the plant.

"The first shipment of the year is a bit of a competition and with five factories and 2,500 employees everyone wants to be able to say they were first to put out some product, last year it was the Water shop and this year it was HRSG, congratulations to all the men and women in HRSG that

made this possible and I hope that the year of the 'Horse' is a successful one for Doosan Vina, Vietnam and the world," said Ryu Hang Ha, CEO and General Director at Doosan Vina.

Production for the 200 MW Intergent HRSG project began last July and after six months of fabrication and assembly the high tech cutting-edge equipment was loaded and shipped from Doosan Vina's dedicated and purpose built port facility. The equipment was designed, engineered and fabricated by the highly skilled professionals at the company's 110 hectare complex in the Dung Quat Economic Zone of Quang Ngai, Vietnam.



f New Year G shipment to Mexico



HRSG products wait to be loaded at our port

The shipment included nearly 6,000 fin-tubes, over 200 Headers, almost 100 Harps, ten Modules, approximately 70 tons of Links and more than 160 tons of framework.

A typical HRSG installation can increase the efficiency of a power plant by up to 30% which saves money, reduces emissions and saves the earth's resources.

Since commencing operations in 2009 the HRSG shop at Doosan Vina has completed and shipped ten "Made in Vietnam" HRSG units to customers in Vietnam and around the world.



A ship load of HRSG products is hoisted abroad

Visitors, visitors & more visitors!

As 2013 drew to a close and 2014 kicked off Doosan Vina welcomed wave-after-wave of high level VIP's to the company's Quang Ngai complex.

New Year's Greetings Conveyed by Many



CEO receives the gift from Mr. Pham Truong Tho, Vice chairman People's Committees Quang Ngai (left photo). Ms. Pham Thi Thuy Kieu, GM Vietcombank Quang Ngai presents gift for Doosan Vina (right photo)

To say goodbye to the year of the Snake and welcome the Year of the Horse the leaders of many government agencies and corporations visited Doosan Vina. The list included the leaders of the Quang Ngai Communist Party and Quang Ngai PPC, Vietcombank, Binh Son District People's Committee, the Provincial Police Quang Ngai and many others.

Korea's Investment bank and Hanabank

The working visit of four leaders from the Bank of Development and Hanabank led by Kim Kyung Jung was welcomed to the company by CEO and GD Hang Ha Ryu and Lee Byoung Hwee CFO and Finance Division Director along with Kim Tae Sung General Manager of Accounting Department.

This visit is the first Hana Bank's visit to Doosan Vina, while the leaders of the Development Bank have



Korea's Investment bank and Hanabank on a shop tour of the company

been here several times before. The purpose of these visits was to explore opportunities for cooperation in finance.

Vietnam Research Institute of Electronics, Informatics and Automation (VIELINA)

Six professors, PhD and masters of the universities and colleges from Da Nang's Central Research Center of Electronics, Informatics and Automation visited and discussed cooperation on the implementation of projects related to electronics, information technology and automation.

Also considered was preparation for the research of science and technology protocols and cooperation with the Federal Republic of Germany in the years to come.

On behalf of the delegation, Dr. Ngo Van Sy, Director of the Center expressed his appreciation regarding the potential collaboration. CEO Hang Ha Ryu thank the delegation for their consideration and taking the time to visit Doosan Vina.



Nguyen Ngoc Nhuoc introduces Boiler to a group of visitors



Vietnam Research Institute of Electronics, Informatics and Automation with Kim Gwang Ju (Fourth from left) Director, Management & HRM Divisions

HCM USSH

On a factfinding tour of the economic zones of the central region that included the Dung Quat Economic Zone of Quang Ngai Province, forty professors and students from HCM University of Social Sciences and Humanities (USSH) stopped at the Doosan Vina complex.

The field trip by the HCM USSH students and teachers to the central region was to personally visit, study and experience the economics, the regional culture as well as survey the need for highly qualified workers in the area.



DV's GM ER, Dam Van Ha (Center standing) & visitors from HCM USSH



CSS BG and Financial Consultants



Lee Kwan Soo, Director HRSG guides the guests while touring his shop

On the morning of November 21 Lee Byung Seo and Kwon Won Il from the CSS Business Group came to see CEO Hang Ha Ryu who personally welcomed them and introduced the company during a meeting which was followed by a personally guided tour of the complex.

A few days earlier, on November 18th, the Director of Management and HR Divisions, Kim Gwang Ju and Finance Director Lee Byoung Hee received financial expert Kim Joon Kan from Korea who was making a preliminary visit in reference to future financial cooperation.



Jeong Seong Tae CPE Director explains products



Students from Kyoung Gi Do province

As a part of their Vietnamese itinerary 26 high school students from Korea's Kyoung Gi Do Province, Korea visited Doosan Vina on January 21st. This elite group of students from several different high schools were welcomed at the main office



Kyoung Gi Do Province students tour the Boiler shop

and treated to a tour of the company that featured stops at the Boiler shop, the Port and many other places around the 110 hectare site.



Kim Gwang Ju with Students from Kyoung Gi Do province



Thanh Cong Group

Led by Nguyen Thanh Cong, Vice President, a group of the company's senior management came to meet the leaders and see the development of Doosan Vina. The January 21st visit aimed to establish relations between



CEO Hang Ha Ryu (right) Nguyen Thanh Cong, vice president (left)

so future cooperation could be developed. Thanh Cong Group is one of Vietnam's leading transportation firms, specializing in the manufacture and import of cars, trucks and buses.



DV's CEO Hang Ha Ryu (fourth from left) & visitors of Thanh Cong Group

At the Heart



Dieu Linh

Three hundred and fifty eight talented, skilled and professional men and women staff the Boiler shop at Doosan Vina. Boilers are the heart of modern power and the men and women of Doosan Vina's Boiler shop are the soul.

As a team the technicians, engineers, workers and managers work to design, engineer and manufacture the highest quality and most energy efficient technically advanced boilers the world has ever seen!



Producing a header

A boiler made by Doosan Vina follows the same principal as a tea pot that you use to make a cup of tea. For tea you put water in a pot, heat the water to the boiling point, and add tea. To create electricity you need to heat a pressurized fluid beyond boiling to create high pressure steam to drive a turbine that will spin at several thousand RPM's and is connected to a generator. The process will result in millions of kilowatts of electricity to



Boiler components being sent overseas

power your rice cooker at home, your computer at the office or the petro refinery nearby. Today's modern boilers are several stories tall and are used to efficiently convert fossil fuel into electricity all over the world.

The 92,000 m2 Boiler shop is staffed with the industries best technicians, engineers, workers and managers, it is equipped with the most up-to-date machinery and equipment.

Boiler four divisions are: Production Management, Manufacturing Engineering, Production and Environment, Health and Safety.

The Production Management Division manages whole process from raw materials to output payment, control budget and the income stage of the entire shop. Some the specific tasks of the division are: material management, production scheduling, production staging (such as painting, packing, and shipping) and delivery management to ensure that delivery meets contractual requirements and ensures customer satisfaction.

The Production Engineering Division is responsible for quality management, auditing, welder certification, welding material and error resolution, non-compliance reports and



Boiler shop over view

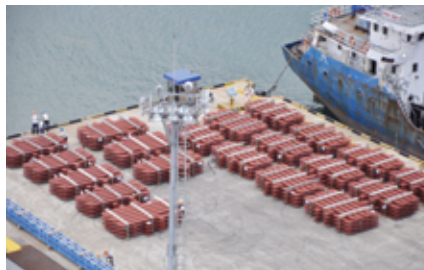
rt of Power

error analysis to find the root causes and devise plans to prevent repetition of errors.

The Production Division is divided into six Sections that include: Coil machining, Coil assembly, Panel machining, Panel assembly, Header and Support. This section is responsible for producing the three key elements of a boiler, Coils, Panels and Headers. The Support Section manages the transportation, heat treatment, pressure testing, quality management, BBHD activities and the 5S program.

The last Division in the Boiler shop is Environment, Health and Safety commonly known as EHS. This Division manages programs that relate to safety, health and environment, such as: occupational safety monitoring, fire fighting, safety training for new employees and weekly and monthly safety reports.

Since commencing operations in 2009 the Boiler shop has completed five projects with a total generating capacity of 8,530 MW that is now producing electricity for people around



Boiler's parts are ready to go

the world. Doosan Vina Boilers are hard at work in Brazil, Saudi Arabia, Egypt, and India and soon to be commissioned is the Mong Duong II power plant in Vietnam. Currently, the Boiler shop is manufacturing two boilers with the capacity of 800 MW for the Lara thermal power plant in India.

Over the years the Boiler shop has consistently led our production capacity and their BBHD creations have produced a total of 1,563 Kesons. And in 2012 they were the Global BBHD champions at the Doosan worldwide competition.



Boiler employees spell out their shop name

Doosan Vina Inno



Third Place and six honorable mention awards went to Doosan Vina



My Hanh

Doosan Vina received seven awards at the recent Quang Ngai Innovation and Technical Skills Competition. This was the eighth time that the Quang Ngai Science and Technology Department held the contest and the competition was intense.

Initially Doosan Vina submitted 20 entries, 10 of the original qualified for the final round and 70% were recognized for their excellence and creativity.

"The entries needed to qualify on several levels, firstly the entry had to improve safety, second it must demonstrate ways to save time and finally the entry had to reduce costs," said Do Thanh Tai, one of Doosan Vina's winners in the competition. Tai went on to say, "Innova-

tion will help the company become successful and that will be good for employees because a successful, profitable company can provide stable, long-term employment and wages that will increase as employees gain skill and expertise."

Kim Yong Soo, Doosan Vina's Vice President speaking at the ceremony said, "between January and November Doosan Vina employees have created nearly 5,000 technical innovations in our manufacturing processes, these innovations have helped save thousands of dollars on equipment procurement and labor costs while at the same time enhancing product quality and ensuring the safety of employees." Kim went on to say "Qualifying so many entries beyond the preliminary

ovators Honored

round demonstrates just how talented our employees are and I am so proud of what they've achieved here today."



Kim Yong Soo, Vice President Doosan Vina, receives a certificate at the award ceremony

Doosan Vina's top award was for an innovative solution to solve issues involving pipe chamfering on cutting machines and in 5G and 6G welding. Bui Cong Dung who led the group that entered the chamfering solution which took third place overall said, "The idea helped us save 1,995 man-hours and millions dong in production costs, the award makes me very proud!"

In addition to the Third Place overall win Doosan Vina received six honorable mention awards. In total 60 entries from local businesses competed in categories that included mechanical, information technology, electrical and electronics, agriculture and others.

Tran Chanh Hiep, Chief organizer of the

contest said, "The entries in this contest will help reduce labor and production costs while making manufacturing safer, easier and more efficient and that is the goal of the competition; to continuously raise the bar of technical abilities here in Quang Ngai."



Bui Cong Dung, the leader of the group that receives the Third Place award

KOREAN FILM FESTIVAL IN QUANG NGAI PROVINCE



Director of DSCC Ngo Huu Hoa gives flower to the Head of the Institute of Korean Culture Park Nak Jong



Quang Duc

Korean film, music and television are enjoyed by millions of people around the world and Vietnam is certainly one of the many Asian countries that have a passion for Korean entertainment.

To expand and introduce Korean Films and culture to new audiences the “Korean Film Festival” toured Vietnam. The tour was organized by the Embassy of Korea in Vietnam in cooperation with the Ministry of Culture, Sports and Tourism and the Vietnam Film Department who coordinated the tour which was sponsored by Lotte Cinema.

The Korean Film Festival Program in Vietnam toured six provinces and one of the stops was the Dung Quat Sport and Cultural Center in Quang Ngai Province on November 27th and 28th where “First Hello to Our Friends” was

presented along with screenings of “The Face Reader” and “The Miracle in Cell No.7.”

Attending the showings in Dung Quat were Park Nak Jong, Head of the Korea Culture Institute, Lee In Sik, the film’s director, members of the film crew and hundreds of local residents. Mr. Hang Ha Ryu, CEO of Doosan Vina and many employees represented the company.

In all nearly 2,800 local residents of Binh Son had an opportunity to experience some Korean culture as a result of the film festival.



The audience showed great interest in the films

Part I: This month's quiz:

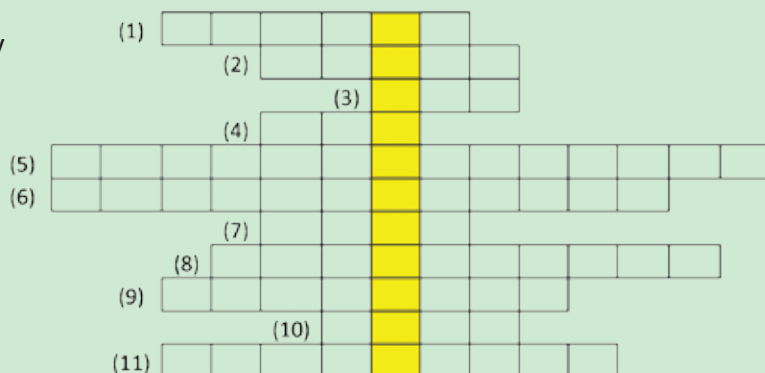
(Vertical - yellow): Doosan Vina is the first company in Vietnam with this certificate.

1. This project's products were sent to Turkey.
2. This word refers to the innovative ideas created by employees at Doosan Vina.
3. This factory retains the championship at the 9th Skill Competition.
4. The Keson of this factory will represent Doosan Vina to compete with global.
5. Name of a training course hosted by Painting Department.
6. Medicine was donated to this hospital in Quang Ngai.
7. This is the customer for the Yanbu 3 project.
8.is the club that received the second place for 2013 activities.
9. Name of a process in 5S (Japanese).
10. People in this village receive Tet gifts from Doosan Vina.
11. The shipment for this project was the first one for 2014.

GA

ME

S



Congratulation winners!

Congratulations to **Nguyen Tien** of LS. He is the only person who correctly answered the puzzle in the last issue and he wins 500,000 VND. Time to try again and good luck to all!

Part II: Answers for last issue:



No.	Name	ID Number	Dept.
1	Nguyen Tien	100436	LS

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 DTV. Good luck!



Bringing the good life to families around the globe

Whether it's computers for Copenhagen or tomatoes for Tokyo you'll find the mega cranes like the ones made by Doosan Vina's material Handling Systems loading & unloading the cargo that supply our daily needs



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