

Bản Tin **DOOSAN**

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MY COUNTRY - MY PRODUCTS - MY PRIDE



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Doosan Heavy Industries Vietnam

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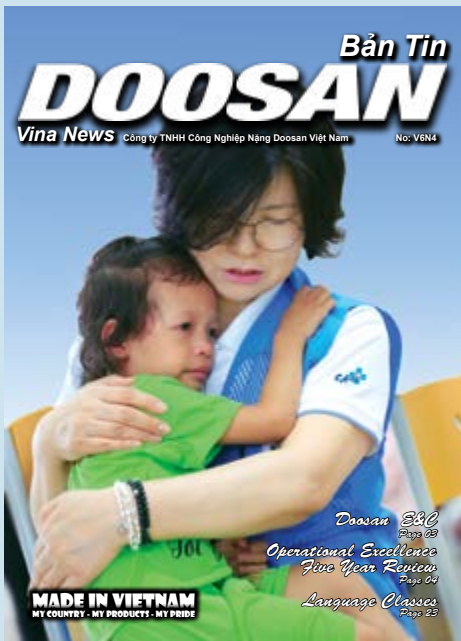
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One Mind, One Voice, One Action



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On the Cover

The cover photo shows Yu Ho Yeon holding and comforting one of the many children who received medical care as part of our recent Sixth Annual Corporate Social Responsibility (CSR) medical service. 2,500 local Vietnamese were treated by 20 doctors, nurses and staff from Chung Ang University Medical Center of Seoul South Korea, during the event.

For the complete story on the CSR program see the six page center spread on the Doosan Vina & CAU week long medical service.

We are Family

Like the title of the popular song of the seventies declares, “We are Family,” working at Doosan means you are more than just an employee who shows up at work in the morning and heads home at the end of the day.

I’ve written about this aspect of the Doosan Corporate Culture many times. Until recently it was as an observer and supporter.

Many times we’ve come together to help one another get through a tough situation. We have the employee funded charity foundation, that has built homes, supported employees during a medical emergency and much more. Recently my prospective changed when I had a chance to be on the receiving end and experience first-hand what it means to be a member of “the Doosan Family.”

Facing a health issue that required knowledge, technology and experts that Vietnamese doctors were hesitant to tackle I asked, Kim Gwang Ju my director and Kim Namoh GM of Administration if they could check with our sister company, Chung Ang University (CAU) Medical Center about my situation to see what they recommended. After a review and support of Ryu Hang Ha, Senior VP of DHI and CEO of Doosan Vina and Dr. Park Seung Won, neurosurgeon at CAU I was urged me to come to Seoul as soon as possible. Arrangements were made and I headed for Korea on an overnight flight from Vietnam.

I’ve met a many people from Doosan Korea and CAU due to work we’d done together and cooperation on many CSR projects, but I had never been to Korea. I arrived alone and quite frankly more than a little anxious about what lay ahead.

My apprehension was soon put to rest because the moment I walked out of Incheon Airport in Korea; members of the Doosan family took over. CAU’s Strategy & Planning Team leader Han Seung Hoon and Joon Chul Park, treated me like long lost brothers and did all they could to make me feel at home. Even Dr. Kim Seong Deok President of the University took time from his schedule to stop by and see how I was doing. And Park Soyeon Jen, RN and Jang Hee Cho of the International Healthcare Center were never far away during my entire time at CAU. They all said it was just their job, but I know it was more than that and it was a blessing and I am grateful.

Like any family there are challenges, but when it really counts we pull together to get the job done, because that is the “Family” way and the Doosan Way!

CAU has received many prestigious awards over the years. A few of the more recent ones are: Hospital of Outstanding Satisfaction-2014, the Korea Health and Welfare Minister’s award for Treatment of Foreign Patients-2014 and the Grand prize for Customer Centered Management in 2012.

I can say from personal experience that it’s easy to see why CAU is so highly regarded!

Dale Gerstenslager

Park Tae Won, Doosan E&C President Visits

As part of his duties as President of Doosan E&C, Park Tae Won came to Doosan Vina to review operations and check the production progress of the CPE and HRSG shops.

First on the agenda was a welcome by Doosan Vina CEO Ryu Hang Ha, Senior VP and CEO of Doosan Vina. The leaders went over progress since Park's last visit and discussed plans for the future. President Park also spent a great deal of time working with leaders from the CPE and HRSG shops, both in the office and through onsite inspection in the plant.

Park praised what CPE had achieved in the first half of 2014 on their way to reaching their 9,000 ton target for the year. He also commended HRSG on becoming the leaders in Radiographic (RT) and Ultrasound (UT) test ratios at the company. HRSG is now approaching 100% in both UT and RT.

To cap the visit a feast was organized to honor the 80 management personnel of the two shops. Speaking at the dinner, Park emphasized the power of teamwork and asked all to redouble their effort so they can become a standalone operation.



Lee Kwan Soo (left), HRSG Director assists Park Tae Won, Doosan E&C President around the HRSG shop

ahead of schedule. He also expressed absolute belief in Doosan Vina's management, staff and the technical skills of production employees.



Oh Sung An CPE Director, (3rd from right) explains CPE projects to Park Tae Won Doosan E&C President (4th from right).

Operational Excellence

By: khac Tuyen

Our mandate as employees of Doosan is to build a “Proud Doosan” and to achieve that, the work environment must be improved, staff capacity need to be enhanced and the processes must be set scientifically. Based on this criterion, the Operation Excellence Department or OE was established in April of 2009 and over the past five years they’ve produced some very encouraging results.

OE’s three main activities are: Ban Byol Hoal Dong, Production System Innovation and Capability Enhancement. We’ve set goals long and short and have gradually advanced the goals year by year.

Stabilizing production and improving production capacity has helped Dosan Vina catch up with the production levels of the company’s Korean operations.

After five years of operation, OE activities have motivated employees and led the company to some outstanding results. A few highlights of the last five years are:

- Production capacity has increased from 45% in 2009 to 107%.
- Quality Assurance RT ratio has increased from 89.2% to 98.4%.
- UT ratio increased from 95% to 99.5%
- The working environment has improved and the accident rate plummeted from 0.36% to 0.03%
- Staff competency has also improved substantially.
- Engineering knowledge has increased from 1.3 to

1.6 and worker skill has gone up from 2.76 to 2.83.

To achieve the above every employee has made exceptional efforts. Some of the specific results were the creation of 11.587 Kesons and 17.454 OPL, solving 7834 Themes and conducting thousands of Capacity Improvements.

In addition to the “Keson Forest” that we grew, we also brought home an international championship competition in 2012, a third place in 2011 and a third place and 10 honorable mentions in the Quang Ngai Technical Competitions in 2011 and 2013.

For video coverage of this event scan the QR Code with your Smart phone



Awards in the 2013 Quang Ngai Technical Competition.



ce Five Year Review



The OE Change Agents gathered at the "Doosan Way Change Agent Open Communication program"



Top team visits excellent Keson from the first half of 2014 at the Water shop



presentation ceremony for OE activities



CEO Hang Ha Ryu and the Top team inspects Boiler Kesons



international BBHD championship

Four distillation towers



Quang Duc

The hot weather in central Vietnam certainly adds to the level of difficulty for our employees, but in spite of the weather they have continued to churn out the massive infrastructure products Doosan Vina is known for.

Today employees are working on four projects: Lara 2, Vinh Tan 4, Mandatory Spares for Kudgi, Lara and Rabigh.

The HRSG shop is concentrating on Kirikle and Tali-magjan projects; The MHS shop has stepped up the pace on the work for the Corchrane and Da Nang Port's RTGC projects, while the men and women of the Water shop are completing the Desalination Evaporators for Yanbu Phase III. Over at the CPE shop, in addition to rushing to complete the remaining 37 dis-



A technician completes a weld



A shipment of CPE products is hoisted aboard



A distillation tower is being transported to the port for shipment

's sent to Saudi Arabia

tillation towers for Rabigh II, the 404 members of CPE have put their backs into four other projects: SADARA III, FGRU, Luberef Yanbu Refinery Expansion and Nghi Son Refinery.

CPE has also shipped four "Made in Vietnam" distillation towers to Rabigh II in Saudi Arabia.

The 18 - 36mm thick plate steel used in the high tech distillation towers will ensure their mission of liquid, gas distillation and oil refining is safe efficient and productive. The largest tower was 3.9m in diam-

eter and nearly 80m long. The four high tech distillation towers weighed a total of 746 tons.

"Rabigh II was signed with GS E&C Corporation of Korea in September of 2013 and includes 41 distillation towers that will weigh in at 1,532 tons when completed by the end of September." said CPE's Production Manager Phan Huong.



For video coverage of this event scan the QR Code with your Smart phone



Blossoming Relationships

Vinh University of Technology Education and Quang Nam Vocational College



A discussion between Doosan Vina's Recruitment Department and school leaders

Expanding relations with universities, colleges and vocational schools in Vietnam is a leading strategy in the recruitment of high quality individuals which is outlined in the Doosan Way. With this spirit, the Recruitment department has met and networked with the schools as well as hosted visits.

On June 20th, Nguyen Hong Minh, Principle of the Vinh University of Technology Education led a group of five on a visit to the company to promote the relationship between Doosan Vina and the University.

The visit ended with the signing of a memorandum

of cooperation for training and supply of personnel.

The Recruitment department also welcomed Quang Nam Vocational College which was led by Nguyen Minh Tu, Vice Principle who visited and reviewed Doosan Vina's assessments of 19 former students who are now working at Doosan Vina.

Doosan E & C

Senior Executive Vice President of Doosan E&C Shin Ho Seon and colleagues on a working visit to Doosan Vina's CPE shop met with managers of the shop, toured the complex and surveyed the shop's production.

Electricity Generating Authority of Thailand International



Lee In Tae, PID Director hosting an EGAT tour at TC

On July 10th, Mr. Kim Yong Soo, Deputy General Production Director and Mr. Lee In Tae, PID Director welcomed a group of ten leaders and experts from Electricity Generating Authority of Thailand International. After the shop tour, they commented that the design, fabrication and manufacturing of equipment, machines, and the safe working environment here at Doosan Vina is exceptional.

Japan International Cooperation Agency

Ryuichi Shibasaki led a group of three from the Japan International Cooperation Agency on a first visit to Doosan Vina on June 24th to discuss work related to the Da Nang port upgrading project.

Mr. Lee In Tae, PID Director and Mr. Kim Tae Ho, Sale & Marketing General Manager welcomed them and



Vo Hoang Thong, Recruitment General Manager with Vinh University of Education Technology leaders



Kim Tae Ho, Sale Marketing General Manager (white Doosan jacket) and leaders of the Japan International Cooperation Agency discussed the import and export activities through Da Nang port over the last few years. They also discussed import and export plans of the company for the future. The day concluded with a tour of the Doosan Vina complex.

KOICA and Korea's Youth



Lee In Tae, PID Director with twenty-five Korea's Youth and KOICA's leaders

While exploring Korean Businesses operating in Vietnam, twenty-five Korean Youth and the leaders of KOICA's Summer Training Program visited Doosan Vina on July 18th. They were welcomed by Kim Gwang Ju, Director of the Management and Human Resource Divisions.

The training program exposes the students to the traditions and customs of the host country and they are given a chance to visit Korean firms operating here. The delegation also toured our Technical Center, the Boiler and Water shops as well as our dedicated port before continuing on to other Korean companies across Vietnam.

DHI Finance Division and E&Y



Song Chi Wook (blue hard hat), Boiler Director guides a group through Boiler

Four leaders from the DHI's Finance Division, Ryu In Cheon, Deputy General Director, Park Jin Soo, Director and Kim Wuy Kyu, Deputy General Director, and Bae Sang Il, Deputy General Director from the E&Y audit firm visited the company. Lee Byoung Hwee, CFO and Director of FA welcomed the group and spoke of the company's achievements since opening in May 2009.

Beyond Summer Camp Students

Before going to Chung Ang University in Korea to attend "Beyond Summer Camp" from July 19th to August 10th, Doosan Vina brought the eight students and their parents from Quang Ngai and Da Nang to Doosan Vina to bond with the students. This is the third year of the program and total of 120 students across Vietnam have been sponsored and participated in the program.



Students of Beyond Summer Camp and ER's staff

The People of the



Thi Sen

Finance and accounting is an integral part of any organization and plays a critical role in maintaining the health of the business. Finance must not only manage the cash flow but provide vital information on the past, present and future of the company. At Doosan Vina, the Finance Division has 29 people to handling this critical function. The Finance Division has four departments that include: Financial Analysis; Accounting; Treasury and Tax.

Tax Department

The Tax Department has four members that are responsible for monitoring, declaring taxes, updating and disseminating new tax laws. They also host and work directly with tax inspectors or auditors. In addition, they are also in-charge of providing monthly reports to government agencies and stakeholders.

Treasury Department

The Treasury Department is responsible for setting up payment plans, making payments accurately and on schedule to suppliers; Preparing cash for company operations and to support employees in the issuance of bank cards.



Vo Thi Lai, Nguyen Vinh Ngoc Tran, Phan Thi Thuy, Luong Thi Hoai Thu, Huynh Mai Binh and Le Thi Hong Phan



The members of the Finance Division at Doosan Vina,

Finance Division

FA Department



Hong Quy checks vouchers

The FA Department has six members and two sections: Financial Analysis and Project Risk Management.

Financial Analysis is responsible for making our short and long-term financial plans; Tracking and evaluating business performance as well as analyzing and submitting regular reports. They also manage the Operational budget and the Assets and Equipment budget.

The second section in the FA Department is Project Risk Management which is a newly created section to manage risks arising from projects we are considering or currently involved in.

Accounting Department

The Accounting Department is staffed with 13 employees who manage invoices; Receive and review documents; File documents, contracts and other related papers. They also classify and analyze accounting statements; Make monthly and annually financial reports as required by the State. They are also responsible for the analysis of information so leaders have reliable information for decision making.



Finance staff review a report



led by Lee Byoung Hwee, CFO (sixth from right, standing)

“Heart” at Work” Doosan



Volunteer Le Thi Thu Ha, MHS distributes medicine to an elderly lady



Volunteer Nguyen Thi Diem Loc and Truong Anh Thu help an elderly woman



Doosan Vina volunteers & children



Volunteer Dang Thanh An, of Admin helps a patient



& Chung Ang University



Dr. Kim Myung Nam, Deputy Chief of CAU Medical Clinic & Ha Ryu, Senior VP of DHI & CEO of Doosan Vina greet patients



Volunteer Nguyen Cong works with the children



지원사업

강대학교병원 베트남 의료봉사

Binh Son, Son Tinh 지역

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Dr. Kim Myung Nam, Deputy Chief of CAUH Medical Clinic (4th from right) led the team of Doctors, Nurses and support staff from Chung Ang University Medical Center to Vietnam for the week of CSR

Doosan Heavy Industries Vietnam (Doosan Vina) in collaboration with Chung Ang University Hospital (CAUH) held their 6th annual Corporate Social Responsibility (CSR) medical service from July 7th to 12th and approximately 2,500 residents of six neighboring villages in Quang Ngai province received exams treatments and medicine.

This years' service included the above health care in Vietnam and heart surgery in Korea for three special children. The children and a family member were flown to Korea for specialize heart surgery at Chung Ang University Medical Center in Seoul, for treatment between July 13th and August 2nd 2014.

Nguyen Thi Van, mother of two year old Thoi Nguyen Xuan Dieu of Ba To district said, "When Dieu was just a few months old, her heart condition was discovered but we couldn't afford the surgery. If we saved for 20 years maybe then would we have enough money. It scares me to think that if Doosan Vina had located someplace else, my daughter would never have had a chance like this. I still think it's a dream, we are so grateful to Doosan Vina and CAUH".

This sixth annual medical service involved a group of fourteen doctors and nurses from CAUH plus one hundred twenty Doosan Vina volunteers. The team checked the health of 2,500 elderly and children at two temporary clinics. One was set up at the Van Tuong Apartment complex of Doosan Vina and the other was in nearby Tinh Giang village. The elderly were treated for: rheumatoid arthritis, high blood pres-



Dr. Kim Myung Nam,
Deputy Chief of CAU Medical Clinic



CSR Medical service at Van Tuong Apartment



Some of the 2,500 people who were treated during the week



People waiting to be examined

Many elderly were treated during the week long medical service

"Heart" at Work" Doosan

sure, anemia, sciatica, aches and bronchitis. The children received treatment for malnutrition and dental problems.

Deputy Chief of CAUH Medical Clinic, Kim Myung Nam who was also the group leader said: "The living conditions here are still difficult, so health doesn't get the needed attention. If the people had regular exams their health would improve, some diseases such as bronchitis, high blood pressure or dental problems would be detected and treated early before they become serious. We are very happy that so many people took advantage of the health check. In the first three days alone, we saw nearly 1,650



Doosan Vina volunteers



Registration of patients



A medical report is reviewed



Prescriptions are filled



The team from Chung Ang University Medical Center (blue vests)

& Chung Ang University



Dr. Kim Myung Nam, Deputy Chief of CAU Medical Clinic & Nguyen Minh, Secretary of the Provincial Party Committee (L-R)

patients; 150 patients over our plan.”

“The stinging pain tortured me all night and I could not get enough sleep. The Korean Doctors checked me over and gave me some medicine; I hope this will cure me so that I can get better sleep. My grandchild works at Doosan Vina and now my health problem is being taken care of; I want to thank Doosan Vina for all they’ve done for our community.” Said 73 year old Huynh Thi Sinh.

The total cost for this year charitable activities was over \$70.000 or 3.5 billion VND and was entirely sponsored by Doosan Vina and CAUH.

Since its grand opening in May 2009, Doo-

san Vina has held many charitable activities such as: awarding scholarship to students at nine Vietnamese Universities, renovating and donating equipment to schools, providing meals for patients, supplying expensive equipment to local hospitals, donating multivitamins to undernourished children and treating nearly 15,000 people in Quang Ngai. It also includes bringing a better life to five children with heart disease, 60 cleft palates surgeries and 19 cataracts operations. Total cost for the company’s CSR program exceeds \$2.2 million or over 46 billion VND.



For video coverage of this event scan the QR Code with your Smart phone



CAU staff & Doosan Vina volunteer



Children enjoy the day



CAU volunteer from Korea



Health check for a child



The Chung Ang University Medical Center team



Delivery medicine



Park Seung Won (center), Director of HRD assists a patient



All received a general examination to start



with some of the 120 Doosan Vina volunteers (green vests)



An injection is prepared for a lady



Checking a child's vital signs



A doctor comforts a distraught child



A volunteer assists a patient for her exam

Never Stop Learning

FSD Development Plan & Book Reports

Kim Hyung Do, FSD's Director initiated two activities recently. The first, sharing personal "Development Plans" by each team member and second sharing valuable lessons that FSD members have gained from their readings with other members.

Through the sharing "Development Plan", the participants hear good ideas and have an opportunity to find solutions that they may be able to adapt to their situation.

The members of the division often gather to share knowledge, experience and tips from the books they have read to help others with their problems.



Pham Van Hoc, MM shares his DP

Future School II Closing Ceremony

After 14 months of classes and training "Future School II" for twenty six middle manager ended with the closing ceremony on the afternoon of July 25th.

The training course began on May 2013 and included thirteen programs designed to "Enhance the capacity of leadership behavior, develop professional management skills based on the Doosan Way and set the foundation for continuing education and personal development" under the principals of the Dale Carnegie Training Center.

Speaking at the ceremony, Deputy General Production Director, Kim Yong Soo praised the progress of the students and urged them to apply the lessons they've learned and to put them into practice.



Experts of Dale Carnegie Training Center, Doosan Vina's leaders and employees after completing Future school II

DHI's Root Cause Analysis Course



Expert of DHI's Quality Improvement Department teach Root Cause Analysis skills to Doosan Vina employees

Seo Jong Man and Jeon Jin Tak from the Quality Improvement department of DHI came to Doosan Vina and gave a seminar on Root Cause Analysis skills or RAC for thirty managers and staff at the company on June 24th and 27th.

Experts and employees researched aspects of the basics and advanced theories of root cause analysis; the importance of accessing issues; how to effectively apply analytical tools and methods to solve issues and how to prevent problems.

The training was communicated through group activities to help the participants learn quickly. Exercises were given to groups for discuss and solution. They then presented solutions to the group.



Quality improvement students and teachers

3rd Mentorship Closing ceremony 2013 and 1st Mentorship Review Session 2014

The mentorship training began in December 2013 and twenty pairs spent six months working together.

The Mentor - Mentee pairs had the opportunity to review achievements during Closing Ceremony in a short video and heard Mentor-mentee Pham Phu Loc and Nguyen Thi Thanh Thuy of the Design Division share their experiences as Mentor- Mentee.

Three lucky teams were recognized for their results Pham Phu Loc (Mentor) and Nguyen Thi Thanh Thuy (Mentee), Design Division: "Special Pair", Le Tan Truc (Mentor) and Dang Tan Chuong (Mentee), Boiler: "Excellent Pair" and "Encouragement Pair" was awarded Huynh Van Phuong ((Mentor) and Tran Van Quang (Mentee), QAD Division.

Meanwhile, the first Mentoring program in 2014 spent a half term review session in the afternoon of July 10th.

After three months of operation, thirty three Mentor's guiding, thirty three mentees from 9 divisions

and shops were able to assimilate quickly into their new positions because of the program.



Tran Hoang Uyen, General Manager Education presents awards to the winners

Orientation for new recruits

Before beginning work in their assigned departments, 43 new employees that were recruited in the second quarter were given an orientation course that lasted from the 21st to 28th of July.

The course explained the organizational structure, vision, mission, cores value, corporate culture, achievements, regulations, personnel policies, quality management systems as well as other skills.

During the course, new employees participated in

exercises and activities so they could easily and confidently assimilate into their new roles.

A highlight of the program was an outdoor event at the Quang Ngai Provincial Social Protection Center where the employees had an opportunity help others. Orientation is considered basic training and over their career's, the new employees will have many opportunities to participate in other training courses.



Forty-three new employees participated in an orientation course from July 21st to 28th 2014

Viet Fortitude

The first “Viet Fortitude” program to honor & support poor children, the disabled and fishermen who have overcome hard situations was held on July 20th at the Quang Ngai Labor Culture Center by the Provincial Union & the Youth Union. The event attracted more than 800 Union members and young people who had the opportunity to exchange ideas leaders.

Ha Van Hung, General Manager of Organizational Culture Department represented Doosan Vina which has sponsored 40 million VND to help children and adolescents.



The “Viet Fortitude ” program

Language Proficiency Test & Awards



Doosan Vina leader present gifts for best employees

After three months of the online English course, the Education Department held the TOEIC test on June 24th and 25th. 615 employees took the exam which was handled by the HACIC Language Center. In addition, the TOPIK Korean language exam for 23 Korean interpreters took place on May 20th. Professor Nguyen Ngoc Tram Oanh from Korean Department of HCM University Social Sciences and Humanities composed the questions.

In total 638 employees participated in exams and 18 Outstanding individuals were recognized on July 30th. Eighteen were given prizes, two first place, six

second, six third and four for employees who have made the most improvement since the last test.

This exams that an average scores were much higher than the previous ones. The highest TOEIC point belonged to Lee Hyeon Suk, Design Division with 905/999 and Truong Thi Nhu Thuan of EHS with 264/300 was the highest in the TOPIK test.

Periodical Health Check

Da Nang Tam Tri Hospital was selected to conduct the periodic health check of 2014 and more than 2,200 employees were examined from June 16th to July 1st at Doosan Vina’s health center.

Employees had a general examination that included internal, external , ENT, eye, dental, dermatology and audiometric testing. They also had: blood tests, urine test and ECG measurements. Women were also given obstetrics advices.



A Doctor of Da Nang Tam Tri Hospital check health for employees

Promoting Energy Savings

The FM Department conducted several activities to promote energy saving recently. A few of which include: replacing lighting system with motion sensor lighting in places that are not frequently used; Installing temperature meters; Reminding departments and shop to keep all doors and windows closed when the air conditioner is operating; Encouraging employees to keep the temperature at 28 Celsius degree and turning off the air conditioner 15 minutes before going home.



Port Security

To raise awareness of employee safety as well as to check how they apply safety rules in their work, the Shipping Department held a safety examination for all of its employees and subcontractors.

In total, seventy people participated in the exam including 59 employees from two sub-contractors, Vinatrans and Thai Son. The participants had 90 minutes to complete 35 multiple choice questions related to safety issues in the workplace such as “5S”, using protection equipment, safety standards, using support lifting equipment such as cables, belts as well as many other safety related topics.



Staff attend exam

OE & EHS Award



Leaders & employees of Doosan Vina at award ceremony

Thirteen groups and individual were honored at the awards ceremony held on July 04th for their outstanding results in OE & EHS activities during the first half of 2014. There were six collective awards given to Boiler, Water, HRSG, FSD and PSD. In addition, three individual awards were also presented to three theme leaders: Pham Long Khanh of PSD, Pham Thanh Luan and Nguyen Hai Quang of Design. The Excellence award for OE activities went to Boiler and Water took the Good award.

For EHS activities, the First place award was given to PSD and second place went to CPE. These two shops have complied with all safety rules and carried out many programs to educate their employees about safety.

Music club performance

The Dung Quat Sport and Cultural Center held a cultural exchange program with the theme “Proud of Vietnam’s sea and islands sovereignty” on the 67th anniversary of Vietnam Wounded Soldier Day and the Doosan Vina Music Club took part in it and performed two acts.

The event attracted fourteen acts of seven organizations from across the Dung Quat EZ. Four club members of the Doosan Vina Music Club presented two songs including: “Tinh ca Tay Bac” by Phuc Phung - Ngoc Tram; and “Hat ve nhung nguoi me” by Music Club. This was the 6th time the Doosan Vina Music Club joined in events organized by the province in the last three years.



*Four members of Music Club perform
“Hat ve nhung nguoi me” song*

Building a solid foundation



Quang Duc

Family Day" is one of the programs for employees at Doosan Vina that has become a unique part of our corporate culture. The program is not only a chance for employees' relatives to visit the company and understand what their son, daughter, or spouse's role is at Doosan Vina, but also tightens the bond between the company, employees and their families.

"Doosan Vina Family Day 2014" ran for over a month between June 25th and August 6th. Family Day 2014 involved 430 employees.

The program starts for the family members at 7:00 AM and lasts until approximately 3:00 PM each Wednesday. Family members spend nearly nine hours on their trip to Doosan Vina Family.



Hoang Vinh Hung, OC welcomes his mother-in-law



Nguyen Huu Giap, Boiler introduces the Boiler Shop



Visiting the swimming pool at Van Tuong Apartment



Boiler employees and their relatives

On arrival, they are welcomed by company leaders and show a pre-recorded video welcome by their loved one. This is followed by a tour of the complex including a stop at their son, daughter or spouse's work place and they are joined with their loved one in a special lunch at the main restaurant. After a short rest, they continued the tour with a stop at the Van Tuong Apartment Complex and to conclude the day, they are all were presented with a gift before heading back home.

The Doosan Vina Family Day Program was launched in 2011 and has brought a total of 1,700 family members to the company so far.

For video coverage of this event scan the QR Code with your Smart phone



Luong Quoc Toan, MHS and his daughter



Lee Kwan Soo (right), Director of HRSG presents gifts to family members



Home of Love



Thi Sen

Doosan Vina carries out several programs to improve conditions and take care of employees'.

One of such program is Dream House. Recently, Le Tan Duc, a worker from Painting Department of PSD Division benefited from the Dream House initiative.

On June 23rd, 50 employees began the renovation of Le Tan Duc's house. Nearly a month work, the house was handed over to Duc's family on July 15th.

Le Tan Duc has worked in the Painting Department for almost 5 years. He is considered a hard, energetic and



Family members pull down a banner at the handover ceremony of their new home



Kim Young Gir, PGM of Boiler shop



Site survey



The house before innovation



During the renovation



Under construction



Final phase

enthusiastic worker by his supervisor and coworkers and he is the families sole bread winner. To be sure his four children are looked after, he always works hard. Because his house was badly damaged and he wasn't able to effort to afford the needed repairs, the "Union Shelter" program decided to contribute 50 million VND to help him upgrade and remodel his house to make it a safer home. The volunteers built a brand new living room to increase his families living space. and renovated the existing strutures.

At the time of the handover his home boasted a total of 50 square meters. The company and union leaders also donated some household equipment like a television, a table, an electric fan, kitchen cabinets, cookers and many other handy items.



Ryu Hang Ha, Senior VP DHI & CEO of Doosan Vina and Tran Quang, Dung Quat Trade Union Chairman present the "Union Shelter" to Le Tan Duc and his wife

All the money for this was supplied by the company Union and the Dung Quat Trade Union fund. Duc is the second person in the company who has received assistance from this fund, Pham Tan Dat, a worker in Boiler was the first.

For video coverage of this event scan the QR Code with your Smart phone



Doosan Vina volunteers support Le Tan Duc



Doosan Vina's leaders with Le Tan Duc and his family

Gift of life & Love



My Hanh

Following the success of the Noble Heart "Blood Donation" program of the previous year, thirty one volunteers from Doosan Vina participated in the second blood donation drive at Quang Ngai General Hospital. A total of 7,750 units of blood were donated.

At 07:00 AM, Doosan Vina's volunteers were already at the Department of Hematology, in the Quang Ngai General Hospital ready to donate blood needed for surgeries and accidents.

The blood donation included 3 steps (1) fill in the form, (2) test the blood, and (3) collect the blood. It takes about 8 - 10 minutes to collect 250 units of blood. The blood donors are advised not to take breakfast before donating.

Among the 31 volunteer donors this time, some have donated 3 - 4 times. "The first time I donated blood, I did it out of curiosity but after many times I can see the need and help it provides. There are many people who need blood to ensure a successful surgery, recover from an accident or improve their health. Donating blood doesn't affect our health, so I encourage all to contribute your red blood drops for life", Nguyen Quoc Viet, MHS shop who has donated blood nine times said.



Blood pressure test



Doosan Vina's volunteers donate blood



For video coverage of this event scan the QR Code with your Smart phone



Doosan Vina's volunteers take part in the 2014 blood drive

Communication is the Starting Point

Foundational to progress is communication, and to improve communication at Doosan Vina the company launched Vietnamese classes so expatriates at the company could better communicate with their Vietnamese colleagues.

Since beginning operations in 2009, Doosan Vina has organized four Vietnamese training courses. The most recent course began in March and ended in September. The recently completed class had twenty-nine students enrolled. "This is a part of our "Talent Cultivation Program," it allows staff to better understand each other and that is critical to our development and it follows the principals of the Doosan Credo," said Ryu Hang Ha, Senior Vice President and CEO of Doosan Vina.

During each three month long course, students and teachers met twice a week for an hour on Tuesdays and Thursdays. They studied grammar and pronunciation which are the two biggest obstacles for foreigners when communicating in Vietnamese. To monitor progress, an examination was held every 3 months and test results showed steady improvement.

"To start the classes we tested students and divided the 29 participants into three levels according to their ability. The course was led by teachers from the University of Quang Nam and Hoang Anh Foreign Language Center and the teachers had the support of five staff," explained Vu Hoang Uyen, General Manager of Education.

Talking about her classes, teacher Nguyen Thi Kim Phuong said, "It has been rewarding to teach here at Doosan Vina because the students are eager to learn

and they apply the lessons well and use their new skills to help them in practical ways. At this point, 70% of the students are able to communicate effectively and Its great that Doosan Vina cares enough to organize and maintain these Vietnamese classes. My hope is that every foreigner who comes to work at Doosan Vina has the opportunity to learn basic Vietnamese in classes like these."



Nguyen Thi Kim Phuong leads a Vietnamese class at Doosan Vina



Le Hoang Minh Hai helps Cheng Nari & Lim Hak Soo



Lee In Tae & Lee Jong Yeol (L-R front) were two of 29 students

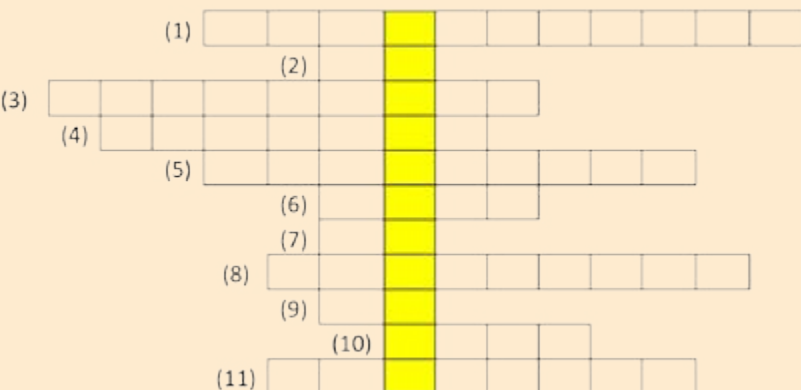


Ryu Hang Ha, Senior Vice President and CEO of Doosan Vina (far left) studies during a lesson

Games

Congratulation winners!

Part I: This month's quiz:



(Vertical - yellow): We all aim to become a.....

1. This project was delivered to General Electric in Libya.
2. You can view our DVTV by scanning this code.
3. You can get a lot of knowledge from this program
4. A unit to measure the temperature.
5. Doosan Vina's activities used to be aired on this channel.
6. This equipment is quite widely used at Doosan Vina.
7. This is one of the ten departments that was honored in the Office Keson award ceremony.
8. Co-management of CPE and HRSO shops.
9. 142 is the number of the projects that the.... department is managing.
10. A component that forms a boiler.
11. The 48th Korean national archery congress took place here.

Part II: Answers for last issue:





No.	Name	ID	Dept.
1	Tran Khac Tuyen	100748	OE
2	Truong Anh Tao	101954	PS
3	Lam Thi Huong Giang	101671	OC
4	Nguyen Ngoc Giang Chau	101577	Evaluation
5	Truong My Nhung	101385	Compensation
6	Nguyen Thi Luyen	100745	Tax
7	Nguyen Thi Dung	101311	Accounting
8	Ha Thi Le Thu	100074	Accounting
9	Nguyen Nhat Tien	101215	Tax
10	Vo Thi Lai	101504	Accounting

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!

How to Use a QR Code

Step 1: Install the app

Your mobile phone should be connected to 3G or Wifi to start the download

Go to App Store (iOS)  or CH Play (Andriod) 
Search "QR", you will see several Apps displayed on the screen. Select one of them then start the installation follows the app directions



Step 2: Scan the QR Code

Open the App

Use your phone camera to scan the QR Code. It will lead you to a link. Then click on the link to view the video.



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