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DV Radio
Page 03

Five Year Service Awards
Page 18

Year in Review
Page 22

MADE IN VIETNAM
MY COUNTRY - MY PRODUCTS - MY PRIDE



Conserving the Earth's Resources Heat Recovery Steam Generators



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



Building your tomorrow today



Building your tomorrow today

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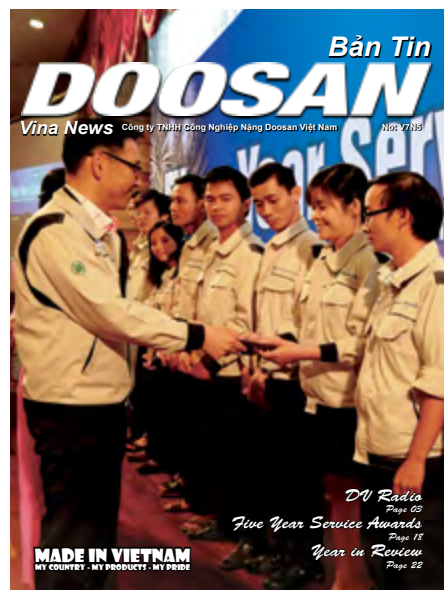
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Proud People, Proud Doosan



Contents

	Page
DV Radio	03
Quang Ngai's Technical Awards	04
Five Year Service Awards	05
Scholarships 2015	06
Shipments	08
3rd DDCCS	10
VIP visits	12
Club & Activities	14
Training & Development	16
Archery Training	18
Annual Toeic Test	19
Doosan Vina news brief	20
Year in Review	22
Sixty days accident free campaign	24



On the Cover

The cover of this issue of Doosan Vina News features our “five Year Service” awards ceremony held on November 19th. Pictured are Yeon In Jung, Chief Executive Officer and General Director of Doosan Vina presenting a five service plaque to Pham Thi Loan of the Logistics team. This year’s 176 inductees bring the total number of employees to reach this career milestone to 1,075, which is nearly 50% of our workforce. That is significant because the company only commenced operations a little over six years and had to recruit and gradually grow to the current near 2,500 employee level. Congratulations and a heartfelt thanks to all our long-term staff! For more details and photos of this event please turn to page five.

Another one bites the Dust

The end of the year is a good time to look back at the achievements of year coming to an end and to look ahead to the New Year that is just beginning.

During the past twelve months we had many important events and we’ll share those by category below and on the inside pages, but first we need to say we welcomed our New CEO Yeon In Jung, launched the Code of Conduct as a way to formalize the behavior of staff and we opened the Mother’s Rooms so our pre and post-natal mothers would have comfortable areas to see to their child rearing responsibilities and needs.

From a production standpoint we completed 37 projects this year and the list of countries around the world where “Made in Vietnam” products are now working reached 27. That number includes the 1,200 MW power plant called Mong Duong II, which was finished ahead of schedule and is Vietnam’s biggest private power plant. We also finished the boiler for Vinh Tan IV and shipped our first products to the United States.

On the safety front we had no major accidents and the EHS team is deeply committed to keeping everyone safe. Over in Quality Assurance they saw our UT testing improve by 99.6% and RT got 98.6%. In education and the cultivation of talent we had more than 50 thousand hours of employee training. Innovation and creativity blossomed all across the complex in 2015 as OE drove 1,766 Kessons and BBHD’s to completion. And our CSR activities grew with the Dream House and Clean House program. Regrettably our annual medical service that we do in cooperation with CAU Medical Center in Seoul had to be postponed due to the MERS outbreak in Korea. That medical service has been rescheduled and will happen in January 2016 as a catchup and the regular medical service will happen as normal in July.

2015 certainly flew by and based on all that was accomplished it’s easy to see why it went so quickly.

We always appreciate your comments and from the entire Doosan Vina News Team we want to wish you and yours a happy and healthy New Year.



DV RADIO LAUNCHED »

Doosan Vina Radio



Anh Trang goes on air with Doosan Vina Radio

How do you keep 2,500 employees up-to-date? And how do you communicate critical news quickly? That was the problem that the Public Relations and Communications Department was recently tasked with. After brainstorming the question they came up with DV Radio and presented a proposal to management. After consideration a test was agreed on and on November 13th a test broadcast was played in the Boiler and CPE shops. The daily five minute newscasts are purposefully short and carry news about the company as a whole, the shops and individuals. There is also an entertainment segment with music and news, plus items about clubs and sports. A key part is the ability for family members to be able to reach out and pass a birthday, apology or

other message to a son, wife or loved one.

DV Radio producer and on-air talent Ms. Trang said, “With the launch of DV Radio we hope to bring “Team Doosan” closer together and be able to supply important news and information to all corners of the 110 hectare complex every day, and more often if there is a need for urgent news or in an emergency.”

DV Radio is the newest and third leg of our communication channels. First was Doosan Vina News, the award winning magazine that began publishing seven years ago. DV News was followed by DVTV our biweekly internal video newscast that is shown to all employees and has been running for six years.

DV Radio promises to be an exciting opportunity for interaction between the company, employees and their families. Stay tuned and watch for an app so you can listen on you smart phone.



HRSG staff listen to a DV Radio broadcast during a break

Doosan Vina's Innovators Honored



Thi Sen

The Quang Ngai 9th innovation and technical skills competition was launched on September 2014. After which the organizers received 41 entries from groups and individuals who are working, studying in the province.

There were 18 entries in the mechanical and automation fields; 10 entries in the information technology, electronics and telecommunications fields; 7 entries for energy; 3 entries for chemistry; and 1 entry in environment category.



Kim Yong Soo, Deputy General Director receives award

Doosan Vina submitted nine entries, three of which made it to the final round and on November 7th, 2015, Quang Ngai Science and Technology Department held the review ceremony and awarded the prizes. One of DV's entrees received the Third place award two received Encouragement awards.

The Third place belonged to the group lead by Huynh Thanh Nhiem of the Boiler Shop with the Ke-

son "Clean Machine inside and out of stub pipes to enhance productivity and quality." This was based on UT testing of welding for the manufacture of Headers for the Vinh Tan 4 project.



Kim Yong Soo, Deputy General Director on a Keson review

Encouragements were given to the group led by Dinh Hien of the HRSG shop for a Jig to spin and flip Headers in the Kelar project" and "Machine bending of hydraulic tubes" led by Dam Viet Khoa of the MHS shop.

The entries are evaluated on their economic benefit related to cost savings in procurement and labor costs as well as their value for enhancing product quality and safety.



For video coverage of this event scan the QR Code



Management with members of team Keson

Five Year Service Awards

The Five Year Service Awards program was started in 2013 to recognize and honor employees who have completed five years of service to the company and it has become an anticipated and annual event ever since.

This year 176 employees received their Five Year Service Award on November 19th at the Duc Long Gia Lai Hotel. With these new inductees there are now 1,075 employees with the distinction of having worked at Doosan Vina for five years or more.

Speaking at the ceremony, Yeon In Jung, CEO and GD welcomed the 176 new members and thanked them for their dedication and service which he said



"Noi vong tay lon" by the Music Club

has been a stabilizing and important factor in the development of the company.

The Music Club performed and provided some



Yeon In Jung CEO with some of the long-term employees

lively entertainment which set a festive mood for the two and a half hour celebration that featured the awarding of the wooden plaque, speeches, videos, a magician, lucky draws, a sumptuous banquet and of course no party would be complete without a troop of dancing girls.



Managers present prizes in lucky draw.



For video coverage of this event scan the QR Code



PSD & FSD Division take group photo

Doosan's Vietnamese Scholarships Pass Quarter Million Dollar Mark



My Hanh

Doosan Vina Human Resource Personnel have visited universities across Vietnam again this October to award 105 scholarships and distribute grants to universities for needed teaching equipment. This year's total was 5.1B VND.

Since 2008 Doosan and the Yonkang Foundation have provided over \$254,000 to fund scholarships for higher education in Vietnam. A total of 982 students at eight universities have received scholarships to date.

During this, the eighth annual scholarship program for Doosan, Doosan Vina and the Yonkang Foundation, nearly \$30,000 in scholarship were awarded to 105 students during October at: HCM University of Technology, HCM University of Technical Education, HCM University of Social Science and Humanity, Da Nang University of Technology, Da Nang University of Foreign Language, Hue University of Foreign Lan-



Dr. Dao Thi Thanh Phuong, Vice-Principal of Da Nang University of Foreign Language presents flower to Park Chan Up, Director of HR Division

guage, Quang Nam University and Quang Ngai's Pham Van Dong University.

In addition to the scholarships, Doosan Vina also granted 50 M VND to Da Nang University of Technol-

ogy and Pham Van Dong University to purchase some needed teaching aids.

Also during this year's scholarship presentations, Doosan Vina has signed Memorandums of Understanding with: HCM University of Social Science & Humanities and HCM University of Technology regarding talent acquisition, internships, research and scholarships.

"With this year's scholarship awards and grants we will have crossed over the quarter million dollar mark in support of higher education in Vietnam," said Park Chan Up, Human Resource Director at Doosan Vina.

"Building Healthy Communities through Education, Health Care and Housing are the three pillars of our Corporate Social Responsibility programs. Education is one of those pillars because it is foundational to a person's life and that's why it is one of our core CSR focuses. Another aspect of our educational CSR work is to spend time and money on the renovation of local primary schools, and we've worked on several in



Park Chan Up, Director of HR Division presents Scholarship for student of Hue University of Foreign Language

our community." said Lee Sung Hoon, Former Deputy General Director.

In total Doosan Vina has invested \$5.5 million in CSR programs since 2008 related to Education, Health Care and Housing.



Park Chan Up, Director of HR Division with students of Da Nang University of Technology



For video coverage of this event scan the QR Code

Expediting Production for Year End



Quang Duc

The final weeks of the year are busy times for most people and businesses. Many things must be finalized, reports filed and orders completed. And Doosan Vina is no exception, at the company's dedicated and purpose built port shipments are being expedited and processed with great care so that orders reach customers far and near by year - end.

HRSB: Duba Green Combine Cycle Power Project in Saudi Arabia was signed in March 2015 to supply two Heat Recovery Steam Generators (HRSB) with total capacity of 300 MW. These units will increase power generation by minimizing energy loss which in turn reduces the impact on the environment.

Nearly 200 employees began manufacturing and production for the project in July 2015 and after four months the HRSB shop exported the first unit to the construction site in Southwest Saudi Arabia on November 13th.

The first shipment included 2,473 tons of Modules and Link Connectors. Each Module was 30m long, 6m high and 4.3 wide.

The Dubai Green Project is a thermal power project with 600 MW of

thermal power to maximize the output of electricity for the project.

"Duba Green will require two shipments and the final shipment is expected to be sent in December 2015. This brings the total generating capacity produced by the HRSB shops 13 projects to more than 4,000 MW," said Department Leader of the HRSB shop Nguyen Tan Hong.

MHS: After nine months of design, fabrication and assembly the 150 employees of the Material Handling Systems (MHS) shop have completed more than 94% of the ship-to-shore or Rail Mounted Quayside Crane (RMQC) order for the JGCS Consortium as part of the Nghi Son Refinery Project (NSRP). Because of the immense size of the cranes the project is being completed at Doosan Vina's port

designed to handle 50 ton containers safely, quickly and efficiently. Each of the RMQC's will weigh 840 tons with an outreach of 36 meters and a back reach of 15 meters.

The project is expected to be completed in December 2015 and will be handed over to Nghi Son port in the Tinh Gia district of Thanh Hoa Province in February 2016. They should be completely operational one month later.

Since Doosan Vina's grand opening on May 15th 2009, the

Material Handling Systems shop has completed 54 cranes including 45 RTGC and nine RMQC which are handling cargo in Singapore, Indonesia, India and several ports in Vietnam.



For video coverage of this event scan the QR Code



A production step of fintube for Biskra 4 project

so that when completed they can be easily loaded and shipped to the customer.

A ship-to-shore or RMQC is used to load and unload cargo container ships at ports all over the world. Doosan Vina also makes Rail Mounted and Rubber Tired Gantry cranes that are used to load the containers on to trucks for delivery to their final destination.

The NSRP RMQC project contract was signed with JGCS Consortium on March 19th 2014 which was followed by the design and fabrication. These Rail Mounted Quayside Cranes are

Two Rail Mounted Quayside or Ship-to-Shore Cranes are being completed for the Nghi Son Port Project

Third Doosan Day of Community Service



Anh Trang

"Doosan Day of Community Service" (DDCS) is the Doosan Group's companywide global initiative to help people in the communities where Doosan has operations. The third "Doosan Day of Community Service" (DDCS) was held on September 14th 2015 and involved more than 10,000 employees at 182 locations in 19 countries worldwide. In Vietnam more than 100 DDCS volunteers from Doosan Vina went to four locations in Quang Ngai Province.

One team helped an elderly woman, Ms. Phung Thi Mai, who lives in the Binh Son District of Quang Ngai. Here the team cleaned and painted her house, repaired the electrical circuits and the roof.

Standing in front of her house, Phung Thi Mai said, "My house was severely damaged and in need of urgent repair for a long, long time but because I am elderly in poor health, alone with no husband or children and with only enough money to meet my basic needs I was unable to repair it. When it rains, everything gets wet. Doosan Vina helped me and I'm very happy."

In addition the volunteers helped two others: Pham Thi The and Nguyen Thi Xu in Binh Thuan with much needed upgrades to their homes. To complete the service and further improve life for these people Doosan Vina also donated other things that will help make life more bearable such as shelves, cabinets, fans, blankets, mattresses and more.

Another team of DDCS volunteers went to the home of Nguyen Minh Ngoc, a worker from the Boiler shop who lives with his family in the Son Tinh District. For Ngoc DDCS was a special time because it was the final push to complete his family's "Dream House" which is a program by Doosan Vina to assist needy employees



Yeon In Jung, CEO & GD paints at the home of Nguyen Minh Ngoc



Doosan Vina volunteers repair the home of Pham Thi The



Volunteers of Doosan Vina at the home of Nguyen Thi Xu (Binh Thuan commune, Binh Son district)

build a home. "I've worked at Doosan Vina for over seven years and my wife and I have worked hard to save enough to build a home, but we were unable, the company understood my situation and came to my aid, helping me build this nice new home, I am very grateful!"

Here, the team completed the electrical systems did the final clean up after construction and presented him with: a television, a fan, shelves and more. This is the 4th "Dream house" supported by the company and the Union.

The total cost of the 3rd DDCS program in Vietnam was nearly 95 M VND.



Tran Ngoc Tuan, VP DQ Trade Union, Yeon In Jung CEO Doosan Vina, Pham Thi Kim Ngan and Nguyen Minh Ngoc (L-R)



Doosan Vina Volunteers on Doosan Day of Community Service

Exploring Potential and Development

Korean District Heating Corp

The leadership of Doosan Vina welcomed four guests on November 26th 2015 from the Korea District Heating Corporation to the company. The group included Kwon Young Chul, a member of the company's senior management who led the group on there visit to Vietnam.

Welcoming the delegation, Kim Yong Soo Deputy General Director introduced the production capacity, technical skills, the production and business situation as well as our CSR programs to the visitors.

Mr. Kwon Young Chul expressed his thanks for the hospitality and said they were seeking co-operative opportunities between his company and Doosan regarding future energy systems, cooling projects and renewable energy projects.



Chi Wook Song, Director of Boiler introduces a project

DHI Nuclear Power Plant BG Leaders

A three member delegation of the Nuclear Power Plant BG of DHIC led by Kim Ha Bang, Vice Executive President of Doosan Heavy Industries & Construction and director of BG nuclear power plants paid a short visit to Doosan Vina on November 15th. Jung Yeon In, CEO & General Director of Doosan Vina welcomed the delegation at the main office.

During the meeting, the group discussed the nuclear energy field that Doosan Vina is very interested in and Kim Ha Bang, Vice Executive President shared some of the issues and experiences he's had related to the production and operation of a nuclear power plants; he emphasized the importance of quality and safety because of the critical nature of these when it involves the operation of a nuclear power plant.



Doosan Vina management with DHI Nuclear Power Plant BG leaders

E-CL Company, Chile

After the first visit since January 8th 2015, representatives of E-CL company, Chile carried out a second visit to Doosan Vina on October 20th to check the progress and production schedule of the Red Dragon project being manufactureds in the MHS shop.

Led by Marthin Rodriguez, Deputy Director of the project was greeted by Yeon In Jung, CEO & GD of Doosan Vina at the main office. After the exchange of information, eight members of the E-CL company of Chile and DHI South Korea checked the progress and status of production of the Red Dragon project going on in the MHS shop.



The E-CL Group from Chile at Doosan Vina port

BSR Chairman Nguyen Hoai Giang

A three member delegation of the Nuclear Power PTO to promote cooperation between Binh Son Refining & Petrochemical Co. Ltd (BSR) and Doosan Vina, Chairman of the Board of BSR Nguyen Hoai Giang visited and worked with leaders on the morning of November 11th. The visit was a good opportunity to understand each others situation and have closer co-operation.

This was the second visit of Nguyen Hoai Giang, Chairman of the Board of BSR this year. His most recent visit to Doosan Vina was with Nguyen Quoc Khanh, General Director of Petro Vietnam on March 26th. Welcoming the delegation, Yeon In Jung, CEO and General Director welcomed him and his colleagues and discussed ways that the companies could become strategic partners with long-term cooperation.



Yeon In Jung, CEO & General Director of Doosan Vina with BSR Chairman Nguyen Hoang Giang

Korean Consulate General to Vietnam

Park Sang-shik, Korean Consulate General in Vietnam visited Doosan Vina while on a trip to the central provinces of Vietnam and the Dung Quat Economic Zone on October 20th.

Lee Sung Hoon, former Deputy General Director of Doosan Vina warmly welcomed H.E. The Korean Consulate General in Vietnam, Park Sang-shik, his wife and colleagues to Doosan Vina.

H.E. Korean Consulate General Park Sang-shik appreciated the bold pioneering spirit of Doosan for investing in Quang Ngai province and praised the achievements that the company has made. "With the encouraging results, Doosan Vina has shown, the company has become a good example for other Korean FDI's looking for opportunities in Vietnam," said H.E. Park Sang-shik.



H.E. Korean Consul General Park Sang-Skik (center) at Doosan Vina

Kyeongnam Export Association, Korea

In order to expand the overseas market and understand investment incentives for foreign enterprises in Dung Quat Economic Zone, 12 enterprises from the Keyongnam export association visited Doosan Vina.

During the visit there were discussions on things that may be of interest to both sides in market promotion and investment incentives.

Before the end of the visit, the delegation was given a tour of the five shops and port facility.



The deligation Kyeongnam Export Association visits Doosan Vina's port

Promoting the Club Movement

Chess Club Established

It's been a bit more than four years since our first clubs were established in October 2011 and today they are alive and thriving. Clubs play an important role in balancing life for employees' because they provide social opportunities with other employees with similar interests. Today there are 28 clubs with 686 members offering a full spectrum of activities. The newest is the Chess Club which was established on 21 October 2015 which launched with 20 members and is led by Chairman Nguyen Thi Phuong Nha of the OE Department. The chess club meets Tuesday on the ground floor of the Main Office and if you have an interest in chess please contact Ms. Phuong Nha at ext 1330. For a full list of clubs check with Nguyen Ngoc Tien at 1108.



Phuong Nha (right of Doosan Vina) & Van Hung (Dung Quat Ship yard) put their mind into chess board

volleys, but the Dung Quat Ship Yard's players proved to be able adversaries and won the tournament 6-5.

In Football, Water's team met the Dung Quat Ship Yard on their home pitch and both teams fought hard with many well executed attacks and counterattacks. With the strikers putting on a exhibition of how to shoot and score. Doosan Vina's players showed a bit more resolve and took the series 5-4 to the cheers and accolades of the audience.

Meanwhile the Chess club put their mind to work in an intense competition on the chess boards. Both the Standard Chess and Chinese Chess matches proved to be quite stressful. The atmosphere for the chess matches was one of solitude and quiet as the players pondered each move with great concentration. As the chess tournament results were posted Doosan



The friendly competitions

Vina's new chess club the Ship Yard team came out ahead. Individually, DV's Nguyen Thi Phuong Nha was defeated with the score 0-2. And DV's Vo Hoang An lost 2 sets and tied 1 set. Only DV's "Grandmaster" Nguyen Phuoc Huy won all his matches 3-0.



Chess club's members & Former DGD Lee Sung Hoon (center) at the Establishment Ceremony



Former DGD Lee Sung Hoon presented establishment decision to Chairman of Chess club Nguyen Thi Phuong Nha

Football, Tennis and Chess Friendly with Dung Quat Ship yard

To strengthen relationships with other companies in the area the Football, Tennis and Chess Clubs of Doosan Vina held a series of friendlies with the Dung Quat Ship Yard's teams on December 10th.

In Tennis Doosan Vina had a team of Korean and Vietnamese that performed well and had many good

Billiards Friendly

To mark Doosan Vina Clubs' week members of the Billiards club held a interclub challenge for its members at the Nguyen Hien Billiard Club in Quang Ngai City. Five players converged on the location with anticipation and visions of glory. And all had a great time of fellowship and fun.



For video coverage of this event scan the QR Code

Dinh Luan (QC-MHS) showed his skill

Volleyball friendly match with Binh Thuan Primary & Secondary School

On the morning of 13th December, there was a volleyball friendly match between Doosan Vina and Binh Thuan Primary & Secondary School at Doosan Vina's dormitory.

The first match was for the men's teams and both sides gave a good performance that was appreciated by the crowd. After three sets Doosan Vina's volleyball players came away victorious, beating the teachers of Binh Thuan 2-1.

Next it was the women's turn to show their skills, but the women of Binh Thuan School were a little more determined and defeated Doosan Vina's lady players 1-2.

For video coverage of this event scan the QR Code



Teamwork in action



Volleyball clubs pause for a group photo

Training Course Review for 2015

Many training programs that follow a couple of our core principals, the Doosan Way and the 2G development strategy were carried out by HRD in 2015. The 2G philosophy says that “The growth of our business is equal to the growth of our people” and one of the Doosan Way’s priorities is talent cultivation to improve competitiveness.

The 30 training courses carried out by the Human Resource Development (HRD) Division had 39,823 teaching hours and saw 4,285 individuals participate in a course.

One series of courses was to help Vietnamese managers improve their management skills: One was called STEPS or Strategic Thinking Enhancement through Problem Solving. Twenty One managers who are Department Leaders or above took this training, which in addition to the above, aimed to develop our internal training staff so that they could improve their skills and be more effective trainers.

Another was a Leadership Course for 314 managers

from Chief Workers and above. It was led by several well-known trainers in Vietnam. Through the course, students understood how to create trust among subordinates in order to lead and grow the team effectively.

Leadership Sharing was yet another course offered and here we saw 84 Section Managers at the com-



Dr. Le Tham Duong (standing) exchanges information with Nguyen Hong Nhan (Boiler)

pany attend. The course was led by Department Leaders at Doosan Vina who have many years’ experience with the company.

Along with the deployment and cultivation of our internal human resource, HRD also organized many



Group discussion during STEP course



For video coverage of this event scan the QR Code



Director of Management Division Park Seung Won shares experience training programs that were led by external trainers including: Orientation, Promotion, Problem Solving, Planning skill, Communication skills and many more. These training courses improved competency so that employees could better their performance and management.

In parallel to the above training all employees of Doosan Vina went through an overview of the Code of Conduct (CoC), Human Rights, Radiation Safety, First Aid and Culturally Accepted Behavior.

Finally, as part of a multinational company, Doosan Vina is expanding its use of English as the main language for communication. One of the initiatives for

language was English online which has been held annually to help employees improve their English skills. This was in conjunction with a test that was held after each course to determine the competence and progress of the students.

According to the aggregated results; courses in 2015 were highly effective with the participation rate reaching 97.4% and employees gave the courses an overall thumbs up rating for the year.



For video coverage of this event scan the QR Code

Vo Hoang Thong, HR Compliance and other Internal trainers led courses



Strategic Thinking Enhancement through Problem Solving

Director of Management Division Park Seung Won (eleventh from right) & members of STEPS course

Training Camp for Vietnamese National Archery Team

As a part of a 2013, six year commitment between Doosan and the General Department of Sport to help train the Vietnamese National Archery Team, Doosan brought six award winning Korean archers to Hanoi for a nine day training camp. The camp began on the 27th of November 2015.

The six year MOU is a cooperative agreement that provides for training in Vietnam and Korea for the archers and coaches as well as high tech equipment donations.

In this third round of training, Doosan's archery experts will focus on sharing competitive experiences with their Vietnam counterparts to increase confidence and in hopes of putting Vietnam into the medals in international archery tournaments.

Speaking at the welcoming reception for the Doosan sponsored archery team, Mr. Vuong Bich Thang, General Director of the General Department of Sports noted the valuable contributions that the Doosan archery team has made and benefits that the Vietnamese team have received from the training. Mr. Vuong Bich Thang hoped that the Vietnamese archery team will bring



Doosan archers coach Vietnamese archers use to the new high tech equipment



Doosan and Vietnamese archers try out the new bows

The Second English Proficiency Test of 2015

To be effective in a global company you need several things, not least among them is English proficiency. It gives those who can communicate in English an advantage because most global business is done in English and as a bridge language it is critically important for communication between Vietnamese and Koreans.

Understanding the importance of English the company has always sought ways to help employees improve their English skills. Some of the things the company has done to support and encourage employees to better their English are an online course that everyone can access, an English club and periodic test-



For video coverage of this event scan the QR Code

The test gets underway

ing to measure their progress with a free and professional proficiency test.

This year 628 employees sat for the 2nd English Proficiency Tests of 2015 on November 24th and 25th. To maintain international standards the 614 Vietnamese and 14 Koreans tested were segregated and observed by independent testers from HACIC International Language Center in Quy Nhon.



Nguyen Tan Hong, Department Leader of HRSG works on the test

Each participant underwent a standard 120 minutes TOEIC test that had 200 questions, 100 listening questions and 100 reading questions. To do well on the test, candidates had to have a broad vocabulary, good comprehension as well as the ability to be deductive and think logically.

In this year's exam, Le Thi Thuy Quynh, Total Procurement Department got the high score of 920, second was Dinh Hong Ha, Sales & Marketing with 910 and third with a score of 885 was Lim Hak Soo, Compensation & Fringe Benefits. The average score for the year have improved over the prior year.

Based on the results of the exam, the company can assess the language skills of staff and develop training programs that will improve English skills in the future.



The English test

Building Bridges of Love

“Love Bridge” is a program which Doosan Vina initiated and held for first time on July 31st 2014. Its purpose is to give single employees an opportunity to meet, get acquainted with and learn about other singles at the company. After the initial success the program was expanded and an event was arranged with Foster, a company located in Quang Ngai City. At the March 28 2015 event with Foster, Hoang Tien Hung, who works in the Boiler shop of Doosan Vina



For video coverage of this event scan the QR Code



Husband and wife, Truong Thi Hong Tram of Foster & Hoang Tien Hung of Doosan Vina (L-R) met at a “Love Bridge” event and later married met Truong Thi Hong Tram from Foster.

Since their initial meeting, eight months ago, they’ve maintained contact, became engaged and were married on November 15th 2015. Many of the couples from Doosan Vina and Foster attended the wedding party to support the newlyweds and wish them a long and happy life together.

So far Love Bridge has seen 88 new couples formed and has proven to be a great way for busy singles to find a kindred spirit and possible lifelong partner. The plan is to hold at least one event per year and anyone interested in participating is encouraged to contact Hoang Tien Hung, in the Organization Culture Department to register.

Ninth Anniversary

To celebrate nine years since Doosan Vina’s establishment on November 20 2015, the company prepared a special lunch for all employees and organized extra cakes and drinks for the afternoon snack.

November 20th is a special day of Doosan Vina because just nine years ago Doosan Vina was granted an

investment license by the Dung Quat Economic Zone authorities and became the first FDI of Quang Ngai Province in the field of heavy industry. The initial investment was \$300 million and the license covers a period of 70 years.



Employees are served lunch at one of our four cafeterias

Wi-Fi for Dormitory

On November 4th, the Information Technology department opened Wi-Fi service at Dormitories A & B so employees who stay in the dorms have more opportunities to reach out to friends and family, learn and be entertained without incurring charges on their 3G networks.

The new service not only brings practical benefits to employees but also gives visitors and subcontractors easy access to the internet. The addition of dorms A & B means all three dormitories now have Wi-Fi coverage.



Accessing the internet and searching for information with wifi

Firefighting Training

The Environment Health Safety Team held a Fire Fighting Training course between the 21st & 29th of October for 187 Main office employees. The course aimed to raise awareness, emergency situation roles and their responsibilities during fire emergencies.

At the training, all employees were given basic knowledge about firefighting, shown the cause of fires, presented with measures to prevent fires and exit procedures should a fire breakout. In addition, participants practiced how to use firefighting equipment such as fire extinguishers, fire hydrants and had a chance to practice firefighting skills on real fires so they know what to do in an actual emergency.



Tran Minh Luong, EHS team led the hose practice

General Training Program



First Aid training

The Human Resource Management, Human Resource Development, Environment Health Safety, and Quality Assurance came together to hold a training program for 2,279 Vietnamese employees at Doosan Vina. The training program was held between the 9th & 18th of November 2015.

The content of the training program including: Code of Conduct (CoC), Human Rights, and Radioactive Safety, First Aid and Cultural issues. Each employee spent almost eight hours learning the above procedures which were taught by a team of internal trainers.

Through the training program, the company wants all employee at Doosan Vina understand and adhere to all the principles taught in the training program so that Doosan Vina is not only a strong business but also has a strong and sustainable culture.

Mentoring Commitment

Twenty five new Doosan Vina employees began a Mentorship course on the afternoon of October 15, 2015. Mentoring is an ongoing training program that pairs a new employee with a seasoned member that is designed to guide and help new employees assimilate quickly and efficiently.

Before launching the six month training course, the Education department held a training session for all Mentors and Mentees to provide them the necessary information, tools and skills that will help them complete their training.

After the training, all Mentors and Mentees moved to main auditorium and swore an oath before their Department Leaders/Directors who they report to. The six month mentoring program will last until 15 April 2016.



Twenty five Mentors and Mentees at Mentoring ceremony

Year in Review



Ba Lam

2015 has passed and with it we've marked many accomplishments at Doosan Vina. First among those is the continued localization and training of our nearly 2,500 employees, including our 642 engineers and managers. Through these efforts the company is supporting the nation's goal of developing an industrial sector. That is one of our long-term objectives; but in the near term the company continues to be a positive factor in the development of Quang Ngai through export turnover and by providing steady stable employment for nearly 2,500 Vietnamese. To chronicle 2015 we've put together some of our more memorable events of the year.

Production: In 2015, we completed 37 projects and have 26 ongoing projects. The major project completed was the 1,200 MW, \$ 2.1 billion Mong Duong II Power Plant project for AES-VCM. It is our largest domestic project to date and the largest private BOT thermal power plants in Viet Nam. Doosan Vina was the lead EPC contractor under Vietnam's Build, Operation and Transfer (BOT) and it will be transferred to Vietnam after twenty five years of operation. The skills and technologies that Doosan Vina brought to

this project have helped grow Vietnam's heavy industry sector not only domestically but also internationally.

Another production milestone was the first shipment of "Made in Vietnam" products to the USA. The Salem Harbor Project was for two Heat Recovery Steam Generators for the Combined-Cycle Gas Turbine Power Plant in the US state of Massachusetts that weighed in at 4,200 tons. Overall productivity hit 104% for the year.



Mong Duong II



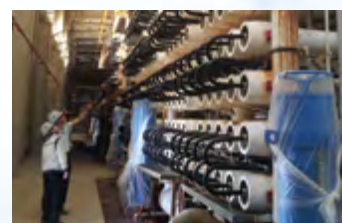
Two Heat Recovery Steam Generators for the CCPP in Salem Harbour, Massachusetts, USA



Coal hoppers for Vinh Tan 4



VT4 Boiler support beams are lifted



At the SWRO site in Saudi Arabia



Nghi Son Refinery Pressure vessels

Corporate Social Responsibility (CSR): In addition to making world famous mechanical products that have been exported to 27 countries around the world, Doosan Vina is also known as a leader in CSR. Doosan Vina's CSR programs are designed to support a healthy community and we focus on healthcare, education and housing. These are foundational to improving life so they are the basis for our CSR projects.

Healthcare: Since we began operations in 2009 we've provided more than 15,000 medical exams and provided medicine and vitamins for people in Quang Ngai and Quang Nam provinces. This year the medical exams were postponed due to the MERS outbreak in Korea, but it is now schedule to take place in early January when a team of Korean doctors will arrive.



Q Health at Quang Nam Central General Hospital

Education: The 8th Annual Scholarship Donation program 2015 awarded over 600 million VND to eight universities across the country. In addition to the 105 scholarships awarded to students, Doosan Vina also awarded 50 million VND to the Da Nang University of Technology and Pham Van Dong University to purchase equipment. During this year's scholarship

program, the company also signed memorandum of cooperation with Ho Chi Minh City University of Technology and Ho Chi Minh City University of Social Sciences and Humanities involves supplying of human resources, internships, scientific research and scholarship. In total the company has provided more than \$250,000 in scholarships.



12 student interns with mentors



Doosan Vina at Da Nang University of Technology for a signing ceremony.



Faculty and students of USSH HCMC with ER



Dream house



Volunteers paint a new wall

Housing: In 2015 the "Dream House" program constructed and completed two houses for employees costing nearly 137 million dong, bringing the total number of homes that have completed to four since 2014. In conjunction with the Dream House program, the Clean House program was also started with the renovation and upgrade for 11 families suffering difficult circumstances.



For video coverage of this event scan the QR Code



The 1,200 MW Mong Duong II power plant is completed ahead of schedule

Doosan Vina Emphasizes Safety at Year End

To refocus attention on safety before, during and after the holiday season Doosan Vina's EHS Team launched "Accident Free for 60 Days." The program is designed to help people remember that staying safe is "first" no matter what else is happening in their lives.

With holiday celebrations going on all the time it is easy to forget normal safety practices that are usually followed and a matter of habit, thinking it'll be OK just this once and that is when accidents happen. To overcome this year end lapse Doosan Vina's EHS team created the "Accident Free for 60 Days" program to remind everyone to avoid distractions because accidents don't take holidays and they are waiting to occur whenever you let safety procedures take second place in your life.



Checking safety at a work station

The campaign officially began on December 21st 2015 and will last until February 18th 2016 which will cover the Tet holiday period on the lunar calendar



Checking the safety of electrical hand tools

from November 11th to January 10th.

As part of this campaign, each employee is given a specially designed ribbon to pin on their uniform as a symbol of their participation and to serve as a constant reminder. Seventeen special nine point five by one meter banners have also been placed around the 110 hectare complex and most importantly safety patrols have been stepped up and EHS's 52 staff is on a heightened alert status to look for any violations of safety practices.

"Started in 2013, the accident free campaign is really an important program that helps us focus everyone's attention on safety so we can minimize violations and keep everyone safe through the holiday period, we also push some of our other EHS programs such as playing of traffic safety video as often as possible on our in-house broadcast network called DVTN", said Tran Xuan Hoang, Safety Section Manager.



Checking the safety of a cutting machine in the Water shop



For video coverage of this event scan the QR Code

Game

Answers for last issue

1. 17.06.2015
2. Clean House
3. Code of Conduct
4. OE Theme
5. 12.2013
6. 13
7. 3
8. FSD
9. Charity Flea Market
10. Building your tomorrow today

Congratulation winners!

Who will share the 500.000 VND gift certificate

No	Full name	ID	Dept
1	Diep Cong Ly	102164	EHS
2	Nguyen Thi Cuc	100907	EHS
3	Nguyen Anh Ngoc	102250	EHS
4	Mai Thi Xuan Hao	100701	ADM

Chúc mừng năm mới

