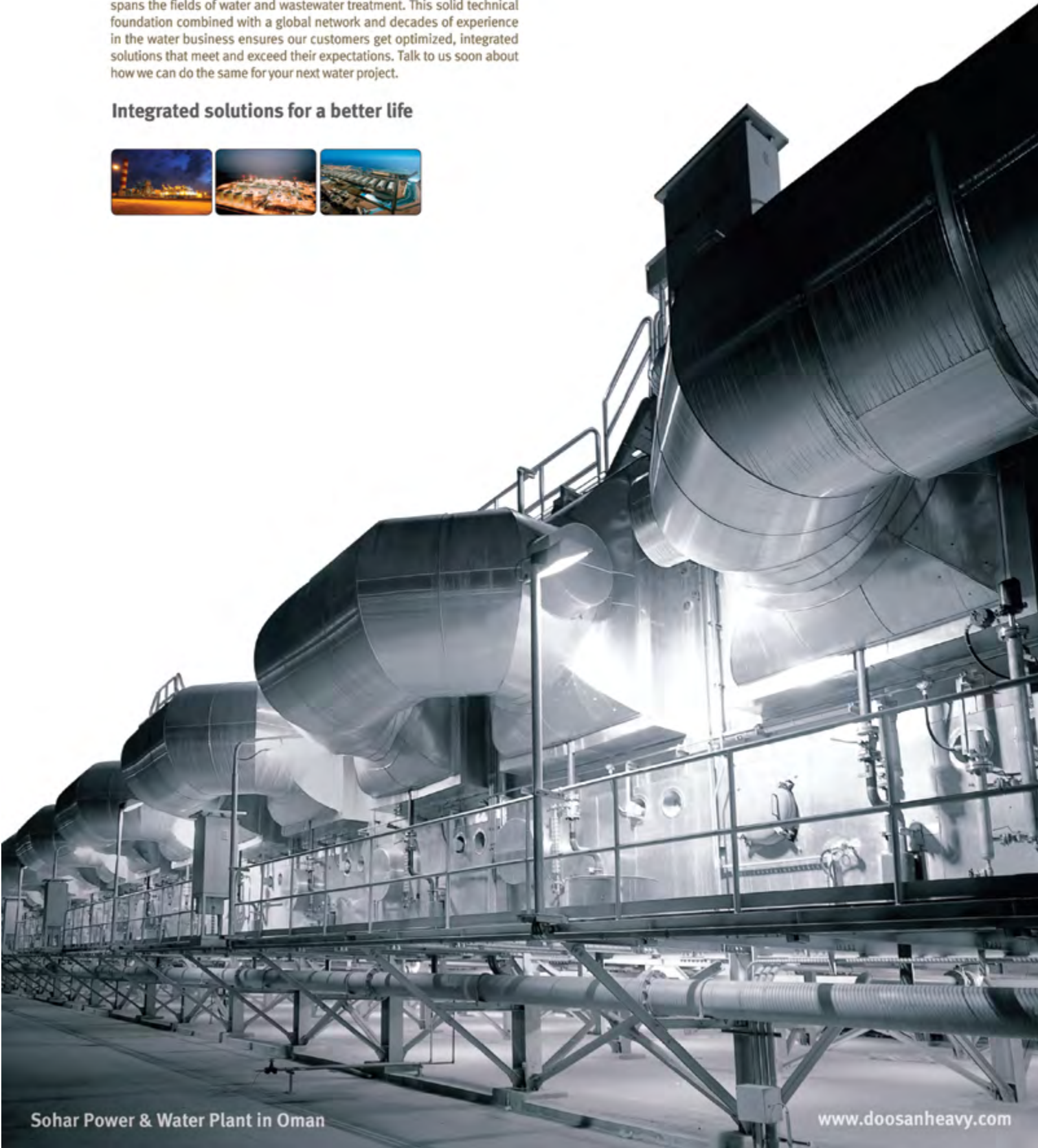




In water, Doosan brings it all together

At Doosan, we have built some of the world's largest and most-innovative seawater desalination plants. Backed by cutting-edge desalination technologies including multi-stage flash (MSF), multi-effect distillation (MED), and reverse osmosis (RO), our comprehensive technical expertise also spans the fields of water and wastewater treatment. This solid technical foundation combined with a global network and decades of experience in the water business ensures our customers get optimized, integrated solutions that meet and exceed their expectations. Talk to us soon about how we can do the same for your next water project.

Integrated solutions for a better life



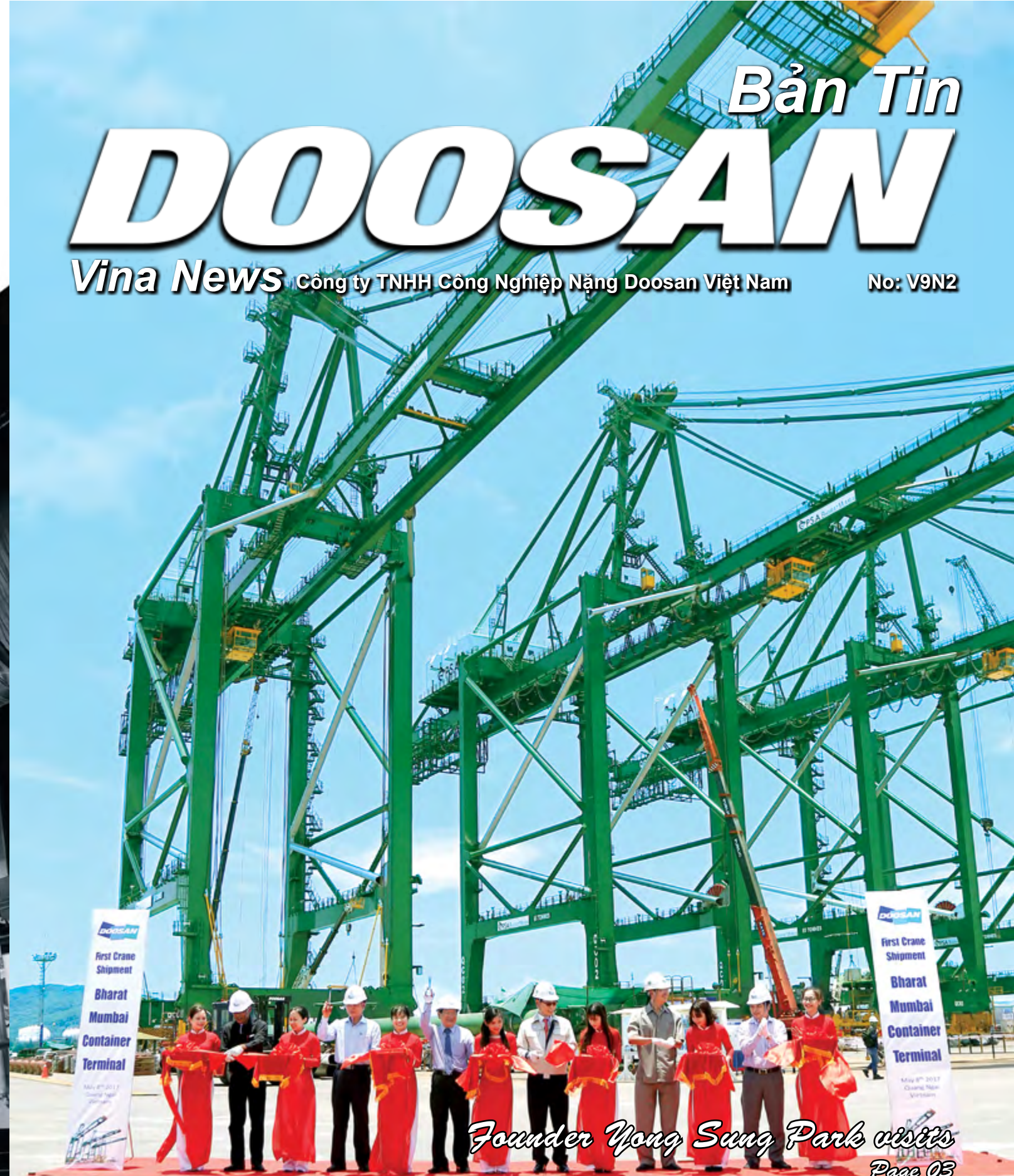
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DOOSAN
First Crane
Shipment
Bharat
Mumbai
Container
Terminal
May 8th 2017
Chennai, India

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Founder Yong Sung Park visits
Page 03

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Boiler's Keson takes Silver
Page 6

MADE IN VIETNAM
MY COUNTRY - MY PRODUCTS - MY PRIDE

STRUCTURAL STEEL

A Structural Steel Building is one of the safest and most cost effective available today. And a structural steel building by Doosan Vina will stand the test of time and be a solid investment that will grow with your company or organization for decades to come.

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Building your tomorrow today



The near 100 strong Design Division at Doosan Vina



Building your tomorrow today

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Proud People, Proud Doosan



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On the Cover

On the cover of this issue we feature the dignitaries who attended a ceremony to celebrate the shipment to Bharat Mumbai Container Terminal in India of the largest ever “Made in Vietnam” cargo container cranes. These mega Rail Mounted Quayside Cranes or, ship-to-shore cranes as they are also known, are a testimony to the skill and expertise of the Vietnamese designers, engineers and technicians who created them. For the complete story on the cranes and their shipment turn to page 4-5.



(1) - Cao Thi Ngoc Uyen, ADM Dep't; (2) - Hans Raj, Head of Engineering of PSA and the representative of BMCTPL; (3) - Nguyen Thi Hieu, ADM Dep't; (4) - Dang Ngoc Dung, Vice Chairman of Quang Ngai Provincial People's Committee; (5) - Nguyen Thi Huong Giang, ADM Dep't; (6) - Nguyen Thanh Quang, Deputy Secretary of the Quang Ngai Provincial Party's Committee; (7) - Le Thi Nhu Thu, PI Dep't; (8) - Yeon In Jung, Doosan Vina's CEO and General Director; (9) - Phan Thi Nhu Y, MHS Shop; (10) - Nguyen Van Thu, Chairman of VAMI, (11) - Le Ho Xuan Thinh, MHS Shop; (12) - Nguyen Minh Tai, Head of the Dung Quat Economic Zone and Provincial Industrial Zones; (13) - To Thi Ngoc Chau, S&M Dep't.

Making History & Localization

If there were an Olympic event for making mega cranes Doosan Vina would have just won the Gold Medal. Back in January of 2016 Bharat Mumbai Container Terminals ordered twelve monstrous ship-to-shore cargo container cranes and on 08 May the skilled engineers, designers and technicians at Doosan Vina completed and shipped the first three in the order off to India. At the ceremony to commemorated the completion of these largest ever “Made in Vietnam” cranes Doosan Vina's CEO commented on this historic moment and thanked everyone for their dedication and attention to safety and quality during the manufacture of the cranes. This brings the total number of cargo container cranes made by Doosan Vina since commencing operations in 2009 to 68. For the complete story please turn to page 4-5.

Localization and quality are two things that are always top-of-mind at Doosan Vina and at the three Power plants that we are currently working on in Vietnam the passing of skills to Vietnamese is a priority as is our commitment to quality products. In relation to localization we have 642 Vietnamese engineers and nearly 2,000 employees who are being trained and taught new skills on a daily basis. In quality we can proudly report that our Non-destructive Examination testing for the boilers at the 1,200 MW Vinh Tan IV, 1,200 MW Song Hau I and 600 MW Vinh Tan IV Extension power plants has reached a pass level of 99.3%

Safety in an industrial setting is not just a passing fad, but an integral part of the operation and something that the Environment, Health and Safety (EHS) Division lives and breathes around the clock, 24/7. To be sure everyone internalizes the need for safety they launched a new initiative in line with the goal of zero accidents. To see the details of the new program you can go to the story on page 12-13.

In 2012(year) Doosan Vina and the greater Doosan Group came together under their CSR programs to donate a \$1 million dollar desalination plant to the people of An Binh Island. The small island is home to about 400 people and some 30 kilometers off the coast of Quang Ngai Province in central Vietnam where Doosan Vina is located. The equipment was very high tech and all new to the Islanders. So, in addition to donating the equipment Doosan Vina also provided a five year maintenance and training program so that eventually the operation of the desalination plant and the generators that power it could be passed to the islanders. On page 24 you can catch all the details of that program.

We hope you enjoy this issue and look forward to your ideas, suggestions or comments.



VIP VISITS

Founder Yong Sung Park Visits

Yong Sung Park, Former Chairman of Doosan Heavy Industries and Construction visited Doosan Vina on March 3rd while on a tour of Vietnam. As one of the visionaries who drove the development of Doosan Vina, Park has always had a keen interest in the progress being made here.

Park gave the management team a workout during his visit, touring much of the 100 hectare complex on foot. He visited the Boiler, Water, MHS Shops and the dedicated port facilities to check operations, meet the staff and see first-hand how the facilities and products were being managed.



Yong Sung Park (center) and Yeon In Jung (left), Doosan Vina's CEO & General Director greets Doosan Vina's employees at the port

He was particularly interested in safety, the environmental situation, process improvements, product quality and the spirit of Doosan Vina's employees.

After the field inspection he met with Doosan Vina's leaders to offer advice and consult with the managers.

Yong Sung Park's litany of achievements are considerable and includes a Master of Business Administration from New York University; Former Chairman of the Doosan Group; Member of the International Olympic Committee and Former Chairman of Chung Ang University which has played a major role in the improvements in health and medical care in Quang Ngai and Quang Nam Provinces.

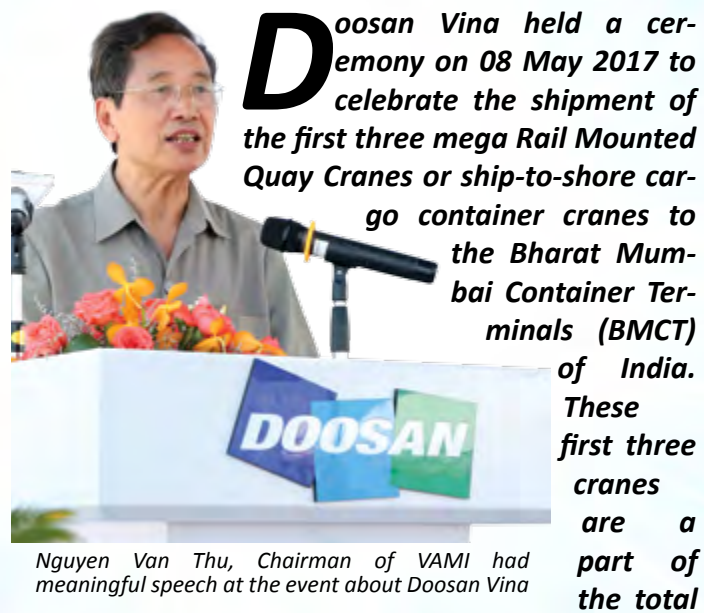


Visiting the Boiler shop



Founder Yong Sung Park (6th from left) and Doosan Vina's leaders

Doosan Vina ships Cranes to Bharat Mumbai Container Terminal in India



Nguyen Van Thu, Chairman of VAMI had meaningful speech at the event about Doosan Vina

Doosan Vina held a ceremony on 08 May 2017 to celebrate the shipment of the first three mega Rail Mounted Quay Cranes or ship-to-shore cargo container cranes to the Bharat Mumbai Container Terminals (BMCT) of India. These first three cranes are a part of the total order for twelve ordered by BMCT that will be produced and shipped by Doosan Vina over the coming months.

The ceremony included VIP guests from the Vietnam Association of Mechanical Industry (VAMI), Quang Ngai Provincial People Committee, Representatives of BMCT, the Media and Doosan Vina's management and staff.

Yeon In Jung, CEO and GD for Doosan Vina, speaking

at the event said, this is another historic achievement for Vietnam and Doosan Vina because these are the largest among the 68 'Made in Vietnam' cranes that we've produced here in Vietnam and they are also some of the largest such cranes made anywhere in the world today. These giant cranes, which are as tall as a 20 story building, will soon be adding to India's economic growth by safely, efficiently and economically loading and unloading cargo at BMCT. I am very proud of our engineers, designers and technicians that have once again shown that Vietnamese are exceptional craftsmen and the products they produce are world class and top quality."

Nguyen Van Thu, Chairman of VAMI said, "10 years ago, here in Quang Ngai Province, a very big project was warmly welcomed by the Vietnamese Government and the Mechanical Sector also rejoiced when it was announced that Doosan Vina would be coming here.

Since commencing operations in 2009, Doosan Vina has been a supplier of Power Plant Boilers for big projects such as Mong Duong 2, Vinh Tan 4, Song Hau 1, Vinh Tan 4 Extension and it has played a very important role in localizing the mechanical industry in Vietnam.

The attention the company has given to Quality Control is also something that has helped Vietnam and Vietnamese workers develop.

Today, we are celebrating the export of three record setting size Rail Mounted Quayside Cranes, this is a big achievement for Doosan Vina and Vietnam.

On behalf of VAMI, I want to once again send our congratulations and best wishes to Doosan Vina on reaching another production milestone."

Dang Ngoc Dung, Vice Chairman of the Quang Ngai Provincial People's Committee said, "We have supported Doosan Vina in its endeavors to grow and develop and today we are proud to stand with the customer and Doosan Vina to celebrate the completion and shipment of these three monstrous cranes, Quang Ngai and its people are very proud of you. We wish you continued success and growth, congratulations!"

The three massive 1,400 ton, 84 meter high, 144 meter long, 26 meter wide cranes will be loaded and shipped from Doosan Vina's purpose built and dedicated port in Vietnam's Central Province of Quang Ngai.

After two weeks in transit they will arrive at the BMCT facility at the Jawaharlal Nehru Port in Mumbai, India fully assembled and ready to begin loading and unloading 65 tons cargo containers.

Since commencing operations in 2009 Doosan Vina has manufactured 68 of the massive cargo container cranes that are used to load and unload the 30,000 cargo container ships that ply the world oceans and deliver goods to ports around the world.

In addition to this order for BMCTPL Doosan Vina has supplied cranes to Da Nang Port, Sai Gon New Port, Nghi Son Port and some of the world's largest ports such as PSA Port in Singapore, JNPT Port in India and others.



The dignitaries at the First Crane Shipment to Bharat Mumbai Container Terminal



Hans Raj, Head of Engineering of PSA and the representative of BMCTPL, Dang Ngoc Dung, Vice Chairman of Quang Ngai Provincial People's Committee, Nguyen Thanh Quang, Deputy Secretary of the Quang Ngai Provincial Party's Committee, Yeon In Jung, Doosan Vina's CEO and General Director, Nguyen Van Thu, Chairman of VAMI, Nguyen Minh Tai, Head of the Dung Quat Economic Zone and Provincial Industrial Zones cutting the ribbon with Doosan Vina ladies (L-R)



Yeon In Jung, CEO & GD (Center standing with white hard hat); Deog Won Seo, Material Handling Equipment Shop Director (Yellow hard hat to the left of the CEO) and staff bid farewell to the cranes for the actual shipment to BMCT of India on May 19th, 2017

Doosan Vina Takes the Silver in International Keson Competition



Kim Myung Woo, President of Doosan Heavy Industries and Construction (right) presents Second Place Award to Ho Duy Linh, team member of Doosan Vina's Header Fabrication Team 3

On March 28th Doosan Vina's Boiler Shop received the second place in the 12th Annual Doosan Heavy Industries & Construction (DHIC) International Keson Competition in Changwon, South Korea. A Keson is an innovation or process that can be implemented to improve safety, save time, improve quality or reduce costs.

Doosan Vina's Header Fabrication Team 3's Keson was selected as the best from 686 Kesons produced by the company's employees in 2016. As a result of their outstanding performance at the local level they were chosen to represent Doosan Vina and Vietnam in this annual competition in Korea. They joined teams from eight of Doosan's global subsidiaries who also brought their Kesons to DHIC's headquarter in Changwon, South Korea where a panel of engineers and experts judged the entries.

Doosan Vina's Keson theme at this

year's competition was "Fabrication Standardization" which was responsible for raising production quality for specialized boiler equipment to an ultrasonic testing rate of 99.6%. Their Keson was also credited with saving 30 days in the fabrication process and for creating a safer working environment.

Ho Duy Linh, Chief Worker of Boiler and as one of team members attending the competition in Korea said: "It's a real honor for me, Doosan Vina and Viet-

nam to receive the Second Place award in this World-wide Competition, all the entries were fantastic and the competition was very tough, this award shows that Vietnamese skills are world class and the employees at Doosan Vina are among the world's best."

This was the second time Doosan Vina was been among the best at the annual Keson contest; in 2013 Doosan Vina was declared the World Champions at the competition and awarded the First Place award.



Ho Duy Linh, team member of Doosan Vina's Header Fabrication Team 3 and Nguyen Thuy Duyen, Doosan Vina's Korean Translator make their Keson theme presentation at the in Korea competition (L-R)



Judges and the audience follow the Keson presentations



Kim Myung Woo, President of Doosan Heavy Industries and Construction and the eight Keson finalists from Doosan's global subsidiaries

Basic Engineering Course Aids Understanding

Heavy Industry of the scale and scope of Doosan Vina is a relatively new concept in Vietnam, and as such it means we had to start with the best and brightest employees and then immerse them in intense and ongoing training.

Doosan Vina received its FDI license ten years ago and held its Grand Opening on May 15th 2009, only eight full years ago. The first focus was the engineering and production staff and now we are moving into the second phase of the process by cross training and offering office staff courses that will help them better understand the projects. This follows our “2G Philosophy” that believes that as employees grow so shall the company; every bit of knowledge they absorb helps them respond more completely to customers’ needs and they in turn become more valuable to the



Nguyen Tan Suu, Section Manager of Development & Training presents basic engineering course

company.

Between March 28th and 31th, the Learning & Development Department held a Basic Engineering Course for 134 office staff who work in the shops and support divisions, but are not engineers.

The course presented an overview of mechanical engineering and heavy industry; covering the basics of engineering, production, welding, material specifications, the role of machinery and equipment commonly used at Doosan Vina.

A survey of the students after the course said they were impressed with the training format that made the course both fun and informative. They said that the course would allow them to be more effective and they looked forward to the next round of Basic Engineering.



Truong Van Thanh, Admin studies one of tools used at Doosan Vina



Basic Engineering class

Doosan Vina celebrates International Women's Day



Yeon In Jung, Doosan Vina's CEO and GD opens the 7th Annual International Women's Day celebration

Doosan Vina's 7th annual International Women's Day (IWD) was a celebration of all that is special about women. Speaking at the ceremony Yeon In Jung, CEO and General Director, spoke for the company and all the men employees to express his deep appreciation for all that the women of the company do for their families, the nation and the company. He also told the ladies that the company will continue to work on improving working conditions for the women of Doosan Vina.

As this was the 7th IWD celebration, which is a traxim of heartfelt thanks, a special cake, gifts, games and entertainment. The event is one of the highlights the year and a part of the company culture that never fails to make the ladies laugh and cheer.

The men performed a series of songs, some poetry and a special comedy skit that had the ladies laughing and swooning. Organizers also prepared a video of the previous year's events that seemed to touch many of the ladies hearts. After a time of fun and games the General Director and his team presented flowers and gifts to ladies and poised with them for souvenir photos.

The IWD event was sponsored and organized by Doosan Vina in cooperation with the Trade Union and honored the company's 224 female employees.



Ladies enjoying the performances



Comedy performance to entertain the ladies



Ladies were presented with gifts after playing a game



Games are always a highlight



Doosan Vina's Music Club performs



Doosan Vina's General Director cuts a special cake with female employees



Yeon In Jung, Doosan Vina's CEO and General Director with females of ADM Dep't



Yeon In Jung, Doosan Vina's CEO & General Director and Directors with female employees

Safety that talks to the Head as well as the Heart!

Nelson Mandela said, *“If you talk to a man in a language he ‘understands’, that goes to his head. If you talk to him in ‘his’ language, that goes to his heart!”*

To bridge that gap between safety messages that speak only to the “head” and those that speak to the “heart” EHS is working to construct safety programs and messages that will reach both the head and the heart. This means the training, the methods and the monitoring need to be deeper and speak to heads as well as hearts.

A poster isn’t enough, a lecture won’t do it and penalties won’t either, but a fully integrated program that looks at all these and more can touch the heart and truly make a difference because once it is heart-felt it will be lived from the perspective of a believer rather than simply some academic knowledge. We all know that safety is “first,” but knowing it is not necessarily the same as believing it and living it each and every day.

The first step is to educate and raise the awareness of safety issues, next is to connect the “what’s in it for me” value to safety. That may seem obvious, but taking a short-cut only has to be wrong once to have devastating consequences that can affect you, your

family and your coworkers forever.

The “2017 Zero Accident” campaign of the Boiler Shop will run between March and August and is such an integrated program. This initiative has six main themes and is planned to improve awareness of safety and create a safe working area where accidents not only don’t happen, but cannot happen because the people believe and accept that the ideals of safety are there to protect them and are there for their benefit.

The six areas targeted for “Zero Accident” in the program are: Stamping and Crushing; Shot Blasting; Falling; Fire; Electrical and Crash or Collision.

Speaking about the “Zero Accident Campaign” Bui Van Toan of Boiler Shop said: *“We created this program based on the CEO’s 2017 opening address, where he said that safety is always to be strongly considered in all we do here at Doosan Vina and it also plays a very important role in our goal to improve product quality.”*

The Water Shop has also been busy, designing and holding activities to focus on the safety of laborers. Recognizing that workers break safety regulations more often than others they rolled out “The Safe Day for You and I” to improve awareness for workers. The Water program will run between March 13th

and June 20th 2017 and consists of having a daily test to check the knowledge of workers about safety. The quiz is followed by a visit to the worksite to survey and inspect the compliance. If any breaches are uncovered a discussion is held, a plan is developed and

then agreed on between the workers and EHS. The situation will be monitored and reviewed regularly to be sure improvements are made and maintained.



Yeon In Jung, Doosan Vina's CEO checks safety in a shop



Dinh Cao Huan (Left) an EHS employee instructs Water Shop workers Nguyen Huu Su (Right) for an upcoming safety test



Dinh Cao Huan (Right) an EHS employee guides Nguyen Tan Ba (Left), a workers from the Water Shop on how to use cables safely



Discuss and disseminate safety information before entering the Water Shop



Dinh Cao Huan (L) of EHS instructs Nguyen Hong Huong (R) for a safety test



Dinh Cao Huan (R) of EHS instructs Nguyen Hong Huong (L) on the 12 principles of safety



(L-R) Dinh Cao Huan of EHS instructs Nguyen Tan Ba of the Water shop on Safety Principles



Dinh Cao Huan (R) of EHS points out the right and answers to Nguyen Tan Ba of the Water shop



A safety patrol rallies before a tour



Dang Van Khanh, Fire safety SM EHS (L) checks electrical connections



Dang Van Khanh, Fire safety SM EHS (kneeling) checks gas and gas pipes at the Boiler shop



Checking the welds equipment before lift



Applying safety stickers at the Boiler shop



Dang Van Khanh (R) SM of Boiler EHS inspects the safety of the welding machine with CW Trinh Huu Hoa at the Boiler shop



Dinh Cao Huan (R) of EHS instructs Nguyen Hong Huong of the Water shop on Using Fire Extinguishers



Dinh Cao Huan (R) of EHS guides Nguyen Hong Huong on the use of wire ropes for crane transportation



Dinh Cao Huan (R) of EHS instructs Nguyen Tan Ba of the Water shop on using safety ladders



Instructing workers Nguyen Hong Huong about safety when using ladders at the factory



Practical guide at mobile manufacturers for workers Nguyen Hong Huong



Safety instructions on the use of cables in the crane



Manual mower safety



Dang Van Khanh (R) SM of Boiler EHS inspects the safety of welding equipment with CW Trinh Huu Hoa at the Boiler shop



Dinh Cao Huan (R) of EHS guides Nguyen Hong Huong of the Water shop and welding workers on safety procedures



Dinh Cao Huan (R) of EHS instructs Nguyen Hong Huong of the Water shop on working in a narrow space



Instruct the MSDS information (chemical information) on the spray bottle for staff



Dang Van Khanh, Fire safety SM EHS (right) guides workers on welding procedures



Checking the crane equipment and guiding workers on the safe usage

Safety that talks to the Head as well as the Heart!

DHI Boiler Business Group

On the morning of February 28th, Yeon In Jung Doosan Vina's CEO and Directors welcomed four of visitors from Boiler Business Group (BBG) of Doosan Heavy Industries and Construction (DHIC).

During the visit, Doosan Vina's leaders and BBG discussed the boiler market, projects, technology, innovation, manufacturing capacity, product quality, purchasing, orders and other matters relevant to production and supply of boilers for thermal power

plants. Doosan Vina also shared the challenges and opportunities of the market with BBG.

After the meeting the visitors had shop tour to survey status of production, design, fabrication, installation and innovation what we have done to improve production and product quality and safety. BBG also looked at Doosan Vina's achievements in thermal power plant equipment production for Mong Duong 2, Vinh Tan 4, Song Hau 1 and Vinh Tan 4 Extension.



Boiler Business Group surveys the status of the Boiler shop's products



Goseong Green Power and SK E&C

A five member group from Goseong Green Power and SK E&C, Korea led by CEO & Chairman Jung Seok-bu visited Doosan Vina on the afternoon of March

09th. During the visit, the parties held conversations about business issues that each faces and their experience in the power sector.



Goseong Green Power and SK E&C on a shop tour at the company port

The guests also visited and reviewed the procedures for Boiler fabrication and installation at the Boiler Shop and discussed other things related to the sector.

Goseong Green Power is the current owner of the Goseong Hai Thermal Plant with total invested capital of \$3.2 billion. SK E&C is the EPC Contractor. The supercritical power plant has two units with a total generating capacity of 2,080 MW using advanced technology to use less coal and improve efficiency by 15% while reducing emissions. Doosan Heavy Industries and Construction of Korea was selected as the supplier of the Boiler for this private investment project.



Goseong Green Power and SK E&C Group visit at the Boiler shop

Korea South-East Power Co.

While on a trip to survey the possible construction of a thermal power plant in Binh Dinh Province, that is scheduled to begin in March, 2018, leaders of Korea South-East Power Co. visited Doosan Vina to review our production capacity in relation to thermal power plant boilers.

In a meeting at the Main Office the visitors were introduced to the company as well given specific information regarding our project experience especially as it is related to power plant boilers and Structural Steel for industrial needs. The guests then toured the Boiler shop to survey the fabrication processes underway for Song Hau 1 Thermal Power Plant boilers and our purpose built and dedicated port so they could have an idea of our total scope and scale.

Korea South-East Power Co. or KOEN was established in April, 2001 as a power producer for South

Korea and the international market. KOEN is specialist on the development of wind, water, thermal and solar power. In addition, KOEN also provides maintenance service for power plants and operates as a subsidiary of the Korea Electric Power Corporation.



Korea South-East Power Co. survey Doosan Vina's production capacity for possible future needs



Korea South-East Power Co. and Doosan Vina's representatives

The 2nd Billiard Championship

On the morning of March 04th, at the Queen's Billiards Club in Quang Ngai City, seven members of Doosan Vina's Billiards Club competed in the second Billiards Championship.

The seven played on two tables in a round-robin elimination tournament. After seven heated sets and



Le Ngoc Viet (EHS) focusing on shot

more than three hours of competition, Tran Le Phan (FM) and Nguyen Thai Binh (FM) conquered their respective table and met in the final match of the championship. Nguyen Xuan Anh (FM) and Dinh Luan (QC) met for third & fourth place.

The final results saw Nguyen Thai Binh take First Place while Tran Le Phan took Second and Dinh Luan took Third and Nguyen Xuan Anh received Fourth.



The winners of the tournament

The 1st Water's Football Championship

To promote sports, a spirit of unity and to create recreation for employees, Water's Football Club organized the 1st Water Football Championship on February 19th at Doc Soi Stadium.

The championship brought all Water Shop staff together and to accommodate everyone they were divided into six teams: Pro1, Pro2 and Pro3 in Group A and Process, PC/ME, Pro/EHS in Group B. Teams competed in a round-robin elimination tournament to find the top two teams who would square off in the final match.

After five hours of competition, the tournament

ended with Pro.1 team winning the Championship. Second place went to Pro.3 and Third was taken by Pro/EHS Team and the Process team and two Encouragement awards were given to Pro2 and the PC/ME Teams.



The teams listen to a speech before the tournament begins



A Souvenir photo for the winning team

Badminton Friendly

In response to the 86th founding anniversary of the Ho Chi Minh Communist Youth and to create an atmosphere of cooperation and competition for staff Doosan Vina's Badminton Club held an internal friendly on the morning of March 26th for eight members of the club. The event was held on the Bad-



Pham Thi Nguyen (IM) at Badminton Friendly

minton court of Multipurpose Gymnasium of Binh Son Education Department (Quang Ngai province).

More than ten matches that included: men's doubles, women's doubles, men's singles, women's singles, men & women doubles took place over two hours of competition. At the end of the match, Ung Ngoc Quy and Nguyen Trung Du were once again the players who came out on top.



Doosan Vina's Badminton Club

MHS Football League 2017

To create a healthy environment for the employees, the MHS shop held the first MHS's Football League. The tournament began on March 14th and ended on April 22nd at Duc Long Football Stadium. Ten teams including: ME, Machine, Electric, Fab 1, Pro 2, Pro 3, Fab 2, Fab 3, DE and PC played a total of 24 matches divided into two groups.

Each match took 30 minutes according to Futsal Football format. The top teams in each group met in the Second and Third rounds. There are total of five awards including Champion, Second, Third, Top Goal Scorer, and Excellent Goalie. Winners were Pro.2

(Champion), PC (Second), ME and DE (Third), Pham Le Nhu Thien player of Pro.2 (Top Goal Scorer), Nguyen Van Long player of Pro.2 (Excellent Goalie).



Players square off on the ball



The winners give a smile

Doosan Vina renovates homes on the 5th Doosan Day of Community Service



Ba Lam

Following the tradition of service to our neighbors, Doosan Vina joined in the 5th Doosan Day of Community Service (DDCS) and spent April 19th 2017 helping people in the community. This DDCS involved 70 employee volunteers who renovated, upgraded and cleaned the homes of four families in the Binh Thuan Commune, Binh Son District in Quang Ngai Province. Doosan Vina's employees were part of a global initiative that saw thousands Doosan employee's worldwide work to help their neighbors.

Doosan Vina's employees renovated four houses which were old and in dire need of repair. The elderly owners were physically and financially unable to make the urgently needed improvements so the DDCS effort was well timed.

One eighty-three year old widow Nguyen Thi Loi said through tears, "My income is too low and my sons and daughters work very far from home, I am not physically able to do the repairs myself so the condition has just continued to get worse. Doosan Vina's help has come at a very good time and the upgrade will allow me to stay dry when the rains come, which will be good for my health. My children worry about me, but they can only do so much, this will ease the burden on me and my family, thank you so much."

The Doosan Vina volunteers renovated the roof, doors and windows, fixed electrical system, painted the walls and cleaned each of the four homes.



Park Chan Up, Director of Human Resources Division paints a window



Ha Van Hung, Department Leader of Organizational Culture Department paints a wall at Nguyen Diem's house

In addition, the owners of each home were also presented with household goods with supplies valued at around 20 million VND. The total amount of money spent for the renovations was nearly 100 million VND, which does not count the donated labor and materials.

Nguyen Tan Thuan, a worker in the MHS shop said, "This is the 4th time I've joined in DDCS, the day is really an encouragement because I can see the good we are doing and have a chance to meet the people we are helping. These elderly members of our community deserve to be looked after and it warms my heart to be able to help, and to work for a company that supports this type of service."

Since the first DDCS on October 24th 2014, thousands of Doosan's employees around the world have joined the program.

Yeon In Jung, Doosan Vina's CEO speaking at the event said, "I am so proud of our employees when I see them working so hard and with such enthusiasm to help their fellow citizens, we believe programs like this will make life better in the community and we will continue to coordinate with local leaders to find ways to improve life for the residents in our community."



Kim Ji Hyun, Team Leader of Planning preps a wall for painting



Park Chan Up, Director of Human Resources Division presents gifts and shares a touching moment with one of the home owners



Volunteers with home owners after completing the renovations to their home



Park Chan Up, Director of the Human Resources Division hangs a DDCS plaque with Nguyen Diem, one of four home owners



STEPS Training Course

The longest journey begins with one step and with that in mind the Learning & Development Department rolled out the STEPS training program in March. Short for “Strategic Thinking Enhancement Through Problem Solving” the STEPS pilot course ran from March 1st to 22nd, 2017 and involved 12 employees from QAD, Design, Compliance, Water, Boiler, MHS, PS, LS and TP who were specially chosen by their director.

Under the supervision of DHIC lecturers Mr. Ha Chang Hoon and Mr. Kim Jong Pil; Nguyen Xuan Tuyen, Department Leader of Total Procurement and Nguyen Trong Khoi, Section Manager of the Learning & Development Department led the first round of STEPS at Doosan Vina.

The course was divided into theory and practical and in the theory section the participants worked on seven problem-solving steps that included: 1) Define the problem, 2) Structure the problem, 3) Prioritize the issues, 4) Develop an issue analysis and working plan, 5) Conduct an analysis, 6) Synthesize the outcome and 7) Develop a conclusion.

For the practical side of the course the participants took on a mini project which involving solving real problems in their department using the lessons learned in the classroom.

To wrap up the course, the students presented the results of their project, made a report and planned how to apply STEPS in other situations.



The STEPS training course

HRIS System using training

In order to help employees fully understand how to access and use the new Human Resource Information System, which was applied across Doosan Vina in March, the Human Resource Division held a training course for 555 Korean and Vietnamese employees.

The HR policy has been revised so that we are in-line with global standards which will minimize confu-



Park Chan Up, Director of Human Resources introduces the new HRIS System

sion by simplifying and standardizing procedures. The training course focused on the need for the changes, what the changes were and live demos on the new system.

With implementation of the new system all Doosan Group employees can use the Doosan Competency Management (DCM) system, the MBO evaluation process and review: the salary policy, learning and development opportunities and much more.



Employees focus on the HRIS training course

“Stylish English” course for Planning Team’s Staff

With the goal of improving English communication skills for employees, the Planning Team began an English training program for employees with a TOEIC score under 400.

The six month program is to be held from February to July 2017 with a total of 48 sessions which will be held twice a week on Tuesday’s and Friday’s. Teachers for the course are eleven members from the Planning team and the Learning and Development team who have good English skills.

The lessons are structured so the teachers can share knowledge and experiences so the students can easily improve their English and help each other develop their listening, speaking, reading and writing skills. Other concerns are pronunciation, vocabulary and listening, as are grammar, sentence structure and TOEIC skills, so these are areas that the teachers focus heavily on and work hard to get results from the class.



Le Thi Nhu Thu, Production Innovation Department shares English skills with her colleagues



The exercise time at English Training program for Planning Team



Jung Yeon In, General Director of Doosan Vina (1st, right) and Park Chan Up, Director of Human Resource (1st, left) give the STEPS Training completion certificated for Do Quoc Vuong (2nd, left), Department Leader of Water shop, Ngo Thanh Ca (3rd, left), Department Leader & Nguyen Trong Khoi (center), Section Manager of Learning & Development Department, Tran Hoang Uyen (3rd, right), Department Leader of Talent Management Department & Nguyen Cong Thuan (2nd, right), Section Manager of Production Innovation Department

Fire Drill at Binh Son Refinery Involves hundreds of firefighters

Doosan Vina's Fire fighters along with those from the Binh Son Refinery, VSIP, Quang Ngai and other area Fire Departments recently practiced as a unified force so in the event of a major fire they could come together to control any emergency.

Binh Son Refinery hosted the February 24th event that was sanctioned and organized by the Ministry of Public Security, the Quang Ngai Provincial People's Committee and the Petrovietnam Gas Corporation.

The practice was staged around a simulated explosion at the Liquefied Petroleum Gas storage facility in the Dung Quat Economic Zone of Quang Ngai Province in Vietnam.

The drill attracted 280 firefighters and 35 fire trucks that came together under a central command. The two main objectives of the practice were to test the central command structure and give the teams an opportunity to work together in a situation of extreme urgency and danger.

Nguyen Vu An, Section Manager of the Doosan Vina's EHS Team who attended the practice said, "This is our second time to participate in the drill and each

time we learn a bit about firefighting and ourselves. These practices allow us to gain experience as an individual firefighting unit and they also give us a chance to understand how to work as a team within a larger force that has come together to tackle a major disaster."



Tran Minh Luong, Doosan Vina fire brigade officer at the practice



Certificates of merit to the participating units

Kesons First Half Review

A report by the Production Innovation Department (PID) says there were a total of 399 registered themes from the shops, divisions and departments at Doosan Vina for the period between January and June. It included 13 major themes from the shops and divisions; 154 OE Themes created by Section Managers and 232 BBHD Themes by teams in the shops.

This year's themes focus on three areas: "No Failure," "Perfect Work Flow," and "Perfect Safety" which are all in line with the "Perfect Factory" objective of the company for the year.

Progress and results of themes will be managed visually and reported periodically by leaders of the divisions, shops or teams. Problems are to be resolved as efficiently as possible to help us hit the above noted target.



Roll foam cutters in use at the Boiler factory

Interns at Doosan Vina

On March 03th, Doosan Vina received three Korean Language interns from the Foreign Language University of Danang. The interns spent eight weeks at Doosan Vina, beginning on March 06th and ending on April 04th. The internship is a great opportunity for them to apply the knowledge they've absorbed in class to an actual work environment, which helps them see the practical side of their studies.

To orient the interns the Human Resource Division held a training program to introduce them to the company, its policies, regulations as well as safety issues. They were given a shop tour so they could see where everything is and understand the scope and scale of the operation. During their internship the students were provided with transportation, meals, accommodation and other benefits.



Three students of Danang Foreign Language University practice at Doosan Vina

Good Neighbor Policy in Action



My Hanh

To end centuries of depending on rain water for the 400 people on An Binh Island and open a new chapter of independence for the Islanders; Doosan donated a desalination plant and generators worth nearly \$1 million or almost VND 23 billion.

The equipment was switched on during a ceremony on August 31st 2012 and is a part of the company's CSR program in Vietnam. To see that the equipment wouldn't sit idle Doosan Vina agreed to carry out a maintenance schedule and provide training for the local operators that would one day allow them to assume complete responsibility for the operation of the plant.

After almost five years of maintenance and training the time had come and on March 10th, 2017 the final service was completed and the plant was passed to the Islanders.

At the handover Le Xuan Tham, Vice Chairman of the An Binh Island People's Committee, said: *"Since 2015 Doosan Vina has invested \$1 M to provide us with a secure and reliable source of fresh water, the equipment runs well and has proven to be depend-*

able, producing enough water for the island's needs". Tham also said, *"The operators did encounter some technical difficulties and had some issues with parts but with Doosan Vina's help we were able to minimize down time and keep the water flowing!"*

Nguyen Thai Binh, Department Leader of Machine Maintenance Department said *"Although this is the last scheduled maintenance by Doosan Vina, we believe in being a good neighbor and if there are problems that exceed the ability of the operators, we are ready to do all we can to support the people and the equipment that has become so important to life on An Binh Island."*



The desalination equipment donated by Doosan Vina



Checking the pump



Doosan Vina's maintenance group meets with An Binh Commune's leaders and the operators group



Doosan Vina meeting with Ly Son People's Committee of Ly Son Island

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