



# HEMARAJ

## Newsletter

The World Class Developer  
in Thailand

www.hemaraj.com

### Thai PM: Measures to Boost Investment

“BOI agreed to extend the investment promotion period for new investment projects in BOI promoted industrial estates in Rayong province for five more years up till December 31, 2014.”



Government Update

Thai Prime Minister Abhisit Vejjajiva said that the meeting agreed to launch new measures to stimulate investment amidst the global economic slowdown—including the measures on investment stimulus, investor confidence enhancement and competitiveness enhancement.

Investment stimulus measures:

In order to boost investment to the kingdom, the board agreed to enhance the incentive privileges for additional activities, under the six key industries in the Thailand Investment Year,

related to high-technology, mega projects and high-tech agricultural materials; to grant zone 3-equivalent incentives package to new investment projects in BOI promoted industrial estates in zone 2, in Laem Chabang industrial estate and those in Rayong province for five more years; and to improve the promotional policies to promote Thailand as a top international distribution center.

*(continue on page 6)*

### ELYO-H — Helping Companies Reduce Facility Management and Energy Costs

*Energy Benefits and Reliability guarantees*



Highlights

For most manufacturing companies, energy is something they take for granted. Flip the switch, the power starts, and your production process kicks into gear. Whatever it costs, it costs. There’s nothing anyone can do about wildly fluctuating energy costs, right?

However, these days, managers are being challenged to reduce costs wherever they can, and the cost of energy is an area that offers

the potential for cost savings. However, most companies don’t have energy experts on staff to help them identify inefficiencies as well as solutions that improve the way you use energy without impacting production?

*(continue on page 3)*

### PTT Phenol Holds Foundation Stone Laying Ceremony for Bisphenol-A Project at Hemaraj Eastern Industrial Estate (Map Ta Phut)



*In the picture: Mr. Prasert Bunsumpun (middle), President & CEO of PTT Public Company Limited., Dr. Prajya Phinyawat (left), Chief Operating Officer, Downstream Petroleum Business Group and Senior Executive Vice President, Oil Business Unit of PTT Public Company Limited, and Dr. Vites Visanuvimol (right), President of PTT Phenol Co., Ltd. pose during the foundation stone laying ceremony. (continue on page 3)*

### In this Issue

Highlights	1
CEO Talk	2
Government Update	6
Customer Showcase	7
Hemaraj News	9
What’s New with Our Customers	10
From the Clubs	12
Management Update	13
Social Contribution	13
Training Program	14



## World Class Development by Hemaraj

- Hemaraj Chonburi Industrial Estate
- Hemaraj Eastern Industrial Estate (Map Ta Phut)
- Eastern Seaboard Industrial Estate (Rayong)
- Hemaraj Eastern Seaboard Industrial Estate
- S I L Industrial Land (Saraburi)
- Rayong Industrial Land
- The Park Chidlom, high-end residential condominium

**Inquiries on Hemaraj's products and comments on our services and newsletter can be addressed to:**

Corporate Marketing Department  
Hemaraj Land And Development Plc.  
18<sup>th</sup> Floor, UM Tower, 9 Ramkhamhaeng Road,  
Suanluang, Bangkok 10250, Thailand  
Tel : (622) 719-9555, 719-9559  
Fax : 719-9546-7  
email : [marketing@hemaraj.com](mailto:marketing@hemaraj.com)  
Website : [www.hemaraj.com](http://www.hemaraj.com)

# CEO Talk “Investment Climate and Competitiveness for Industry”



Now, in mid 2009, there is a return to some level of normalcy in global financial markets. Massive programs undertaken by most developed countries have restored the financial markets' ability to lend, if not actually increasing lending, particularly to small enterprises, while risk premium spreads have widened.

In Thailand, in April this year we saw the rule of law enforced with the government taking measured response against a limited number of protestors who disrupted the ASEAN conference, and more importantly, the safety of individuals and foreign investors' confidence in law and order. Despite fractured politics, there seems to be some calm in Thailand and the opportunity for both the public and private sector to move forward.

In our experience at Hemaraj, with 400 industrial customers (both Thai and Foreign and both new and old) comprising 600 factories with some \$16 billion invested, it seems clear that investors are looking for a level of fairness, predictability, and consistency in setting up, operating, and developing their business in Thailand. We have seen this consistency from the Board of Investment and the IEAT for years in Thailand.

However, investors have had to deal with numerous other threats to their business and with various unexpected and typically more restrictive and burdensome changes in the rules and landscapes of various government agencies. This includes changes in laws and new regulations or damaging interpretations, often without any stakeholder consultation or participation. We have seen negative implications of changes in labor laws, as well as unfair fines and punitive penalties administered by Customs.

Investors in Map Ta Phut, Rayong, who have secured their BOI investment privileges or IEAT right to own land, all necessary permits to conduct their business, EIA environmental approvals (if required) from ONEP, construction permits, and financing, are looking to operate their business smoothly, particularly with trillions not just billions of baht invested. Yet, a declaration of a Pollution Control Zone initiated by a few dozen persons with no real rules in place and, remarkably, no government objection, has put these investments at heightened risk.

Continued investment in petrochemicals will be very limited until the rules are clear on how to invest and there are assurances regarding the protection afforded to investors. Recent petitions to the Administration Court from limited NGO protestors have created further uncertainty in an area even beyond Map Ta Phut, Rayong.

The Petrochemical cluster is one success story of Thailand's few strategic industries. Thai and foreign investors complying with the rules of law and international standards of environmental protection are rightfully demanding the government resolve to protect their capital investments and continuity of business.

The Automotive industry cluster also needs government stimulus, similar to what has been done in other leading auto producing countries, in order to restore a higher level of demand to the Thai market. With the auto industry investing in broader model choices, including higher end vehicles, it should be easier to sell them in Thailand through a lower tax duty and excise assessment. This would broaden the Thai production volume capability and reduce the dependence on one-ton pickups and eco cars with more mainstream and globally sellable products. Isn't this the objective of a vibrant Thailand auto industry ... achieving a healthy balance between the local market and the growing strategic export markets?

And it is also time to make some sense of Thai energy policy. Increasing taxes on various fuel sources and setting predictable, desired spreads between diesel, E20, CNG, and gasoline while fuel prices are still low has real strategic and revenue raising benefits. In particular, it is time to end distortions caused by subsidies forced upon listed enterprises for LPG, thus distorting the economics of the energy usage value (of E85 and CNG also) as well as the production plans of auto producers and energy providers alike. There are lower electric charges in place for small household users.

Reducing taxes on corporate or personal income taxes, as well as duty excise and taxes on capital goods, would strengthen Thailand's competitiveness. This may take time to implement due to real short-term Thai government budget pressures and unsustainable deficit spending while seeking to fairly broaden revenue sources. However, a roadmap for tax duty and excise reductions could be implemented with stepped reduction plans, thus conveying confidence, and put in place for all stakeholders. Equally, reducing government stakes in quasi-state enterprises or engaging in further privatization could provide needed funding sources and debt relief, but this will require some resolve to implement in this environment of vocal unions and NGO's playing off frequently-changing government administrations.

Improvements to the investment climate and other areas that will improve competitiveness must be vigilantly pursued as Thailand faces intense competition for investment dollars and the confidence of both foreign and Thai investors. The Thai government and various ministries have been engaging the chambers of commerce, associations, industry clubs and other stakeholders directly and through various meetings and forums. In this challenging environment, all of us should be seeking improvements in the investment climate through the various channels available to us. This will ensure collectively that our business will be stronger over the coming years, thus contributing to the competitiveness of Thailand.

Sincerely,

**David R. Nardone**  
President and CEO  
Hemaraj Land And Development Plc.

# From The Cover

## PTT Phenol Holds Foundation Stone Laying Ceremony for Bisphenol-A Project at Hemaraj Eastern Industrial Estate (Map Ta Phut)

PTT Phenol Co., Ltd. recently held a foundation stone laying ceremony for its Bisphenol-A project at Hemaraj Eastern Industrial Estate (Map Ta Phut). Developed from a PTT Phenol Project, the Bisphenol-A project will produce "Polycarbonate" or PC - a high quality engineering plastic predominantly used in the production of medical equipment and automotive and construction materials.

The Bisphenol-A project will feature the world's biggest single-train unit, having a production capacity of 150,000 tons per year. The project will help reduce the amount of raw materials that need to be imported while at the same time expanding exports and creating jobs in Rayong.

# Highlights

## ELYO-H — Helping Companies Reduce Facility Management and Energy Costs

*(continued from page 1)*

So, how can a manager find out if he can save on energy costs? The answer, just like in many other arenas, is to seek out recognized experts in their field and invite them to take a look at your operations.

ELYO-H, a joint venture between ELYO Southeast Asia, THS and Hemaraj, is just such an expert, as ELYO Southeast Asia is a 100% subsidiary of GDF Suez Energy Services, Europe's leading energy services company.

ELYO-H works with companies to design tailor-made solutions to facilities

and utilities management and provides a comprehensive range of services to reduce utility operating and maintenance costs.



The first step in determining how a company can save on energy costs is to conduct an energy audit. ELYO-H General Manager, Mr. Sawat Macmyrxa, said "Most companies do not know their maintenance costs, average consumption, or average efficiency of their utilities generation plant. The audit will determine if energy supply is efficient, if machines being used are appropriate for manufacturing needs and if they are operating efficiently to achieve optimum results."

Only after the energy audit has been conducted, can ELYO-H determine where problems exist. The company will analyze utilities plant operations to determine how energy is consumed, so that they can then provide a customized solution that saves the customer money. On the basis of the preliminary audit, ELYO-H provides recommendations and progress plans for repair/replacement of parts in order to maintain/improve the running conditions of the systems as part of its progress plan.



What sets ELYO-H apart from the competition is the range of energy management services it offers. By performing both operation and maintenance of utilities, ELYO-H is able to guarantee performance throughout

the duration of its Energy Performance Contracts, which can range from 5 to 25 years. In addition, ELYO-H provides customers with an option to finance the proposed solutions through the energy savings actually achieved.

The contracts, which guarantee the amount of energy savings, will typically involve ELYO-H fully managing the utilities in terms of upgrading, modification of plants, etc. In addition to fixing energy costs at a pre-agreed rate for the duration of the contract, with performance guaranteed through penalty clauses, the contracts provide technical guarantees relating to the efficiency, reliability, availability and quality of the utilities. Essentially, all risks related to utilities are transferred to ELYO-H, and managers do not have to worry about efficiency, consumables, spare parts, repairs, etc., all of which are covered in the energy performance contracts.

"By outsourcing operations and maintenance to us, customers are free to focus on production, with the peace of mind that we will take care of all operating and maintenance issues," Mr. Sawat noted.

To find out how ELYO-H can help you reduce your energy costs, please visit [www.elyo-hfm.com](http://www.elyo-hfm.com). ELYO-H General Manager Sawat Macmyrxa can be reached by email at [sawatm@elyo-hfm.com](mailto:sawatm@elyo-hfm.com) or by phone at 081 448 9673.

## Hemaraj Website Now Available in 5 Languages



Hemaraj Land And Development Plc., Thailand's leading developer of industrial estates, utilities, and property, has now made its website available in Thai in order to better serve its Thai customers and stakeholders. The website, which is also available in English, Chinese, Japanese and Korean, offers comprehensive information on all of Hemaraj's industrial estates and provides updated information on new Hemaraj services and activities. To check out the website, just visit [www.hemaraj.com](http://www.hemaraj.com).

# Highlights

## Downsizing : Socio– Cultural Concerns and Legal Constraints

By Supachai Manusphaibool  
MR & TS Company Limited: Labor  
Laws and Labor Relations Consultancy  
Company

In challenging economic times, many companies are forced to explore their options regarding downsizing. When it becomes necessary to engage in staff reduction, there are two basic options ... layoffs and mutual separation programs. Mr. Supachai Manusphaibool of MR & TS Co., Ltd. looks at the implications of the two courses of action and how employers might reduce staffing costs without resorting to downsizing.

With less investment, less production and trading activities, more people become redundant. Downsizing of the operation is the inevitable outcome. There are many ways to downsize the work force starting with the gradual processes of recruitment freeze, cutting shift work, temporary closure, forced vacation, voluntary early retirement, mutual separation program. But layoff with immediate effect has been used the most

among labor intensive industries. Cost saving measures such as wage freeze, shortening work week, non payment of bonus, could face with opposition from the trade unions on the ground of “*unilateral changes in employment conditions specified in the registered collective bargaining agreement*”.

The Differences between a layoff and a mutual separation program are

1. A layoff is a termination outright involving not only severance payment, but also litigation on unfair dismissal, and unfair practice at a later date.
2. A mutual separation program is an arrangement mutually agreed upon by employer and employee, thus freeing employer from litigation at the Labor Court.
3. A layoff entitles the unemployed worker to a better benefit from the Social Security, and some personal income tax privileges if terminated after 5 years of service.
4. Layoff is a sudden use of employer's arbitrary power affecting the company's public image, while mutual separation program is a soft and gradual approach, often giving time for employees to seek other employment.

While considering actions on layoff or mutual separation program, communication to staff should be stepped up. They need to understand the situation they and the company are facing and that employment security is the most important, even at the cost

of reducing compensation and fringe benefits. Ask the employees what they are willing to sacrifice in order to keep their job, ranking their priorities on,

- reducing bonus payment by 50%
- reducing various fringe benefits by 20%
- reducing wage by 10%
- reducing work hours and work days with corresponding reduction in the pay
- voluntary leave without pay 4 weeks in a year
- support employment termination of poor performers
- join the mutual separation program
- willing to perform other work

Ask employees also what occupation training they would like the company to provide. It is the matter of showing that employers are caring, and really want to keep them on the job (if they cooperate).

To assist investors with retraining and retaining staff, Hemaraj offers Re-skill programs that use our Skill Training facilities (workshop and computer room). Tailor made course for 7-20 staff are also possible. The contact person for Re-skill programs is Khun Natthakarn Kanwisit, who can be reached at 038 955 282-3 or [natthakarnk@hemaraj.com](mailto:natthakarnk@hemaraj.com)

In case you need mutual separation program or outplacement expert, you can contact Khun Patthaya at the above phone number.

We may compare the two downsizing approaches as follow.

Option	Employees targeted separation program	Socio-cultural concerns	Legal concerns	Legal compensation	Actions to be taken first
Layoff	1. Redundant 2. Misfits 3. Under probation	Spare staff with local influence, pregnant staff, single parent, workers in distress. Attention to corporate image and social responsibility.	<b>LPA 2541</b> S.17 advance notice S.43 pregnant staff not to be dismissed S.64 untaken days off S.118 severance payment  <b>Labor Court Act</b> S.49 unfair dismissal  <b>LRA 2518</b> S.52 Employee Committee  <b>S.121-123</b> Unfair practice	Wage in lieu  Wage in lieu  30-300 days wage according to service years  Compensation for damage  Need approval of the Labor Court  Beware of anti union complaint at the Labor Relation Com. Imprisonment term	Recruitment freeze. Cut OT/ shift work. Shortening work days, week. Wage freeze Wage reduction for management. Temporary closure Career transition and outplacement advice
Mutual Separation Program	After approving MSP applicants, redundancy termination will be on workers with advance age, poor health, low skills, no meaningful work, uncooperative behaviors.	Must be seen as a win-win arrangement, with employer caring for staff's well being. Approve those who want to leave, follow by convincing the misfit to leave, or face the termination.	Application to join MSP and approval must be in the form of “ <b>Resignation</b> ” to avoid constructive dismissal litigation	As proposed by the employer and agreed by employee. Normally higher than the severance payment	In addition to activities specified as premeasures for layoff, discuss the compensation package, announce details of the program and assistance to be provided.

## How to Resolve Labor Disputes Before They Get Out of Hand

Over the holiday season, there were a series of labor disputes that escalated into conflicts that caused disruption to normal operations and resulted in a deterioration of normally harmonious workplace relationships. To find out what to do in the event of future issues involving labor disputes, we talked with Police Major General Tanitsak Teerasawat, Commander of Rayong Provincial Police.

The question we posed was fairly straightforward, "In the event of a prospective labor dispute, how should the company proceed to ensure the law is enforced?"

Pol. Maj. Gen. Tanitsak Teerasawat

said that basically there are two ways to go.

"The preferred method is to involve the police as soon as there is any sign of pending labor problems that might lead to a conflict. By letting us know in advance, we can come out to the factory and meet with workers to explain the penalties for violating the law. We prefer to be involved at the start, when employers negotiate with employees, so that we can try to prevent employees from taking illegal actions, which are in nobody's best interest."

"If employees block access to factories, then management should either go to the district police station or, in the event a crowd is blocking a road or factory entrance, the police who have been made

aware in advance of potential labor disharmony, can be on scene within an hour ... not to use force, but to negotiate, to open the road."

The second option, Pol. Maj. Gen. Tanisak said was, "Go to the courts, which can order police to protect the private property. However, this might take 2-3 days for the court order (same day is possible in urgent cases), and there may be a need for the provincial governor to be involved to marshal resources from other provinces, as the police need to have a minimum of one policeman per three employees."

"In the event of labor issues that require the intervention of the Rayong police, you can reach Police Major General Tanisak at 038-616-750."

## Hemaraj Sponsors Vocational Skill Training for Secondary School Students



As part of its ongoing efforts to enhance the quality of the Thai workforce, Hemaraj sponsors basic vocational skill training for secondary or high school level students at Bann Hub Born School and Bann Surasak School in Rayong.

Once a week, for half a day each, two groups of students are transported to the Skill Training and Development Centre at Eastern Seaboard Industrial Estate where they receive basic vocational skill training by instructors from Rayong Technical College in subjects such as basic electronics and computers.

Response from the students has been quite positive.

Miss. Sornsawan Mangtoon, who went through the program as a Mathayom 3 student, said, "The program provided us with useful knowledge, which we are able to apply to everyday life. I studied



basic repair of rice cookers, irons, and diagnostic equipment, as well as basic computer training in Microsoft Excel." She added that she plans to continue her studies at Chonburi Institute of Technology.



## Hemaraj Business Center Up and Running

As part of the vast array of value-added services available to its customers,

Hemaraj offers the Hemaraj Business Center. The Business Center features business-ready offices to companies in need of temporary space.



All of the offices come furnished and fully equipped with technical equipment, including wireless internet and a telephone line. Additionally, companies using the Business Center will have the support of Hemaraj's well-trained staff. Both 20 and 40 square meter sized rooms are available, with prices starting at 1,000 baht per day.



For more information about the Hemaraj Business Center, you can contact Khun Wanna at 038 955 282-3.

# Highlights

## Hemaraj Annual School Contribution

For more than 13 years, Hemaraj has been supporting education in the areas

around its industrial estates. Through the Annual School Contribution program, the company coordinates the contributions from its industrial estate customers and suppliers and donates education kits and school supplies to more than 13,000 pupils at 48 schools in Rayong and Chonburi Provinces. The programs covers all ages, providing items such as stationery and sports equipment to high schools, primary schools, and even child care centers.



*We are very grateful for your continual contribution*



# Government Update

## Thai PM: Measures to Boost Investment

*(continued from page 1)*

According to Mr. Chanchai Chairungruang, the Industry Minister, under the investment stimulus measures, the BOI shall enhance the scope of the six key industries to include broadcasting and telecommunications equipments, rail and electric rail, steel pipe, infrastructure concrete, medical food and vehicle tires, for instance.

Thailand Investment Year's maximum incentives, launched in November 2008 to boost investment amidst the global slowdown, offers 8-year exemption of

corporate income tax, 50% reduction of corporate income tax for five years, double deduction of transportation, electricity and water supply costs, and 25% deduction from net profit for facility installation and construction costs in addition to normal capital depreciation.

In order to promote the continual long-term investment in targeted industries, the board agreed to extend the investment promotion period for new investment projects in BOI promoted industrial estates in zone 2, in Laem Chabang industrial estate and those in Rayong province for five more years up till December 31, 2014. The board also agreed to promote international distribution center (IDC) businesses by offering 8-year exemption of corporate income tax.

Investor confidence enhancement measures:

Mr. Chanchai Chairungruang, the Industry Minister, said that the meeting agreed to push forward a business continuity plan (BCP) in order to prevent or minimize impact from business disruption during

any emergencies and natural disaster affecting national logistics. The Ministry of Transport will proceed to study in further details and complete the plan in the near future.

Competitiveness enhancement measures:

Dr. Atchaka Sibunruang Brimble, BOI Secretary-General said that the meeting agreed to offer new incentives to encourage manufacturers to improve manufacturing efficiency, to invest more in advanced technologies that will increase production efficiency, reduce energy consumption or increase the use of alternative energy, reduce impact on the environment and pollutions.

The incentives offer an exemption of machinery import duties, up-to-three-year corporate income tax exemption which accounts for 70% of the investment value.

According to Dr. Atchaka, the BOI is also closely monitoring investors' problems and difficulties in order to provide immediate assistance and supports.

Source: [www.boi.go.th](http://www.boi.go.th)

# Customer Showcase

## Siam Mitsui PTA



Siam Mitsui PTA, Co., Ltd., a joint venture company between SCG Chemical Company (Thailand) and Mitsui Chemical Inc. (Japan), is an established supplier of the highest quality PTA (purified terephthalic acid). Siam Mitsui manufactures and distributes PTA, a raw material that is mainly used in the production of polyester products, including such essential daily items as apparel, fabrics, films, and plastic bottles.

Siam Matsui PTA was established in 1996 at Hemaraj Eastern Industrial Estate (Map Ta Phut) and began operations in 1999. Since then it has become a top supplier of PTA to both the domestic and overseas markets. Their PTA then goes on to be used in the manufacture of apparel and fabrics (80%), plastic bottles (17%), and films and tapes (3%).

Mr. Akio Misonoh, the former President of Siam Mitsui PTA, proudly described why his company's product surpasses the world quality standard for PTA.

"First of all, our PTA is very safe. Not only is it harmless to both humans and animals, it is also recyclable and flame resistant. Moreover, the PTA we manufacture is ideal for a wide range of applications. It displays an affinity for dye and is easily workable, all while being manufactured at a relatively low cost."

The polyester manufactured using PTA used to hold the same market share as other materials such as acrylonitrile and nylon. Yet in the past several years the market share held by polyester has increased significantly. Its numerous comparative advantages make it somewhat of a "dream come true material", Mr. Misonoh said.

The reasons for Siam Mitsui PTA's success are threefold, explained Mr. Misonoh. First is the company's commitment to producing only the highest quality PTA. That alone makes them competitive with every other company in the market. Secondly, Siam Mitsui uses only the most state-of-the-art technology in its operations. They make certain to use the same level of technology as is used in Japan, and they often even surpass that standard. Lastly, Siam Mitsui PTA is devoted to productive human resource development practices, which guarantees the quality of their products while greatly benefiting Thailand at the same time.

"We believe that enhancing the skills of our staff can only lead to the improvement of Thailand's global competitiveness."

**Contact Details:**  
Siam Mitsui PTA, Co., Ltd.  
Tel: 038-685100

## TEZ Manufacturing



TEZ Manufacturing Co., Ltd. was established in January of 2004 at Eastern Seaboard Industrial Estate (ESIE) as a joint venture between Thai and Singaporean investors. Their primary activity is to serve as a distributor of Garware Polyester Film, which they slit and stamp polyester film to meet their customers' wide ranging specifications.

Since 2004, TEZ Manufacturing has shown steady growth as they gradually increase their share of the market. Just March this year they were able to upgrade their operations, moving from one of Hemaraj's "attached" rental factories to their own impressive facility within ESIE. TEZ Manufacturing employs 45 people in this factory, and they anticipate that number to reach 70 by the end of the year as they incorporate other products into their company.

Explained Mr. Ken Lim, Director of TEZ Manufacturing, "We are currently looking to expand our operations. Just like everyone else, we are being affected by the down economy, but the affects have not been too bad for us. One reason for this is that our customers know they can depend on the best service from us."

One example of this first-class service is the rapidity with which TEZ Manufacturing can fill an emergency order from one of their customers. The size of their new factory allows TEZ Manufacturing to maintain a large amount of inventory in stock; therefore, when they receive a rush order, they can complete it within 4 hours, included transportation time. Considering that so many of their customers are located nearby, either within ESIE or another surrounding industrial estate, TEZ Manufacturing can provide service few others can match.

"The fact that it is easy to find customers nearby is a major reason we decided to set up operations at ESIE. Many of our biggest customers are nearby, including LG and Emerson; also, we are located near Laem Chabang Seaport, so we can get our exports to port easily," said Mr. Nawin Vorapipatana, the company's Managing Director.

In spite of being a fairly young company, TEZ Manufacturing has been active in contributing to local social and environmental activities. As part of their New Year's celebration, employees visit a local school to donate sports equipment. Furthermore, in addition to maintaining nearly waste-free operations, TEZ Manufacturing participates in many of their customers' "green" activities.

**Contact Details:**  
Mr. Ken Lim and Mr. Nawin Vorapipatana  
TEZ Manufacturing  
Tel: 038 955 875-7  
E-mail: kenlim@tezasia.com and nawin@tezcorporate.com

## DaikyoNishikawa Thailand

DaikyoNishikawa Thailand, a 100% subsidiary of the Japanese plastics manufacturer DaikyoNishikawa, recently celebrated the opening of their new plant at Hemaraj Eastern Seaboard Industrial Estate (Rayong). The plant, which will produce plastics for Thailand's automobile industry, is scheduled to begin operations in September 2009.



## Lungka Products Asia Co., Ltd.

*“A future leader in Thailand’s roofing products industry”*

Lungka Products Asia Co., Ltd., a subsidiary of Australia-based K & T Metal Fabrications Pty. Ltd., has taken little time to position itself as a future leader in Thailand’s roofing products industry. Lungka has only been in Thailand for three years, and they are now taking their primary product line to the market, but what they have to offer is certain to differentiate them from the competition.

While there are currently several players in the Thai roofing products market, almost all of them are producing and selling the same standardized products, making them incapable of fully meeting the wide-ranging needs of their customer base and distinguishing themselves from their competitors. However, according to Mr. Frank Kaiser, Lungka’s Director, his company is prepared to challenge that.

When they first opened in Thailand, Lungka primarily sold products they imported from their parent company in Australia. During this time they studied the needs of the Thai market and found that the rainy Thai climate and the lack of standardization within the Thai building construction industry made it necessary to develop a special product line specifically for the Thai market.

That product line is now known as TG-1, a series of gutter components made of a thicker and more durable material that can withstand Thailand’s rainy season. Another special feature

of the TG-1 gutter series is that it can be cut to length. This feature will eliminate unsightly joints which are currently every 2.4 meters also the reduced number of brackets which looks better lessens the labor for local installers, saving money for everyone. The major feature is that the gutter can be produced in over 30 different colors (subject to volume) which eliminates the need to paint.

“What further distinguishes Lungka from the competition is that we will make all of our products to order, introducing a higher standard of service and quality to the Thai market,” explained Mr. Kaiser.

According to Mr. Kaiser, Lungka is now ready to realize their potential and rise to the top of the Thai roofing products market. Lungka officially launched the TG-1 series at the 23rd ASEAN Building Technology Exposition at IMPACT Arena recently, and the initial results have been very positive. Moreover, Lungka is actively building a distribution network at hardware stores all over Thailand, meaning that Lungka products will soon be available throughout the country.

Given Lungka’s steady commitment to providing the best quality and service available in Thailand, as well as the obvious market need they are filling, it seems likely that their factory at Hemaraj Chonburi Industrial Estate will soon be buzzing with orders.

**Contact Details:**  
Mr. Frank Kaiser  
Director  
Lungka Products Asia  
Tel: 038 345-908-9

Once operating, the DaikyoNishikawa Thailand plant will integrate the production processes of molding, painting, and assembling automotive interior components (dashboards, door trims), exterior components (bumpers, side step moldings), and functional components (bolsters, door module carrier plates).

Many of DaikyoNishikawa Thailand’s employees have undergone extensive training in preparation for the plant’s opening. Their Thai supervisors spent six months in Japan for undergoing training focused on technology usage and language acquisition. Meanwhile Thai staff leaders also had three years experience in Japan.

“Those 20 trained staff members will help ensure that the production process at our new factory will meet the standards set in Japan, matching them in quality, delivery, and customer request,” explained Mr. Shigeharu Shinoda, the president of DaikyoNishikawa Thailand.

Planning to eventually make the site its Southeast Asian hub, Mr. Shinoda described why DaikyoNishikawa chose Hemaraj Eastern Seaboard Industrial Estate for its Thai location.

“Compared to other industrial estates in Thailand, the proximity to our customers and Laem Chabang port and the firm ground offered by Hemaraj Eastern Seaboard Industrial Estate were the decisive factors.”

“What’s more, the Hemaraj staff, particularly the support team for Japanese firms, was very attentive to our demands and was very detailed in their explanations when we were surveying different sites.”

DaikyoNishikawa Thailand will create high quality products and try to take one step ahead of their customers’ needs.

**Contact Details:**  
DaikyoNishikawa Thailand  
Tel: 037 650 312-3



## Hemaraj Selected for “Beautiful Gardens in Industrial Estate” Book



The garden at Eastern Seaboard Industrial Estate (ESIE) was selected to be among the 40 beautiful gardens featured in Beautiful Gardens in Factories and Industrial Estates. The book project was initiated by the Thai Industrial Estate Foundation (TIEF) and the Industrial Estate Authority of Thailand (IEAT) under the concept of “Clean and Green”. The objective is to raise awareness among factories and industrial estate developers towards the importance and value of green areas in environmental conservation. A portion of the proceeds from the book was presented to His Majesty the King on the auspicious occasion of His Majesty the King’s 80th Birthday Anniversary.

*In the picture: Mr. Sunthorn Kongsunthornkitkul (right), Vice President of Hemaraj receiving a certificate from Mrs. Anchalee Chavanich, Advisor (Level 12) of the IEAT and Chairperson of TIEF, at the IEAT’s 36th Anniversary celebration.*

## Hemaraj Skill Training and Development Center Provides Basic Skill Course for Students in Rayong

The Hemaraj Skill Training and Development Centre, located in Hemaraj’s

Eastern Seaboard Industrial Estate (Rayong), organizes basic vocational skill training for students in secondary level 3. The objectives are to introduce industrial environment to the youth and provide them with some practical and technical knowledge. Participating schools include Bann Hub Born School and Bann Surasak School. Conducted by teachers from Rayong Technical College, the training includes practical work courses on basic knowledge of electrical measurement equipment, basic repair of rice cooker, iron, table-electric fan and kettle including how to use Microsoft office.

In cooperation with the Vocational Education Commission and the Department of Skill Development, the Skill Training and Development Centre was established as part of Hemaraj’s efforts to support the country’s strategic industrial development by boosting skills and knowledge of those already in employment and those about to enter the manufacturing sector.



*In the picture: Ms. Chantana Hinkaew (far left), Director of Corporate Marketing for Hemaraj and Mr. Theekhayu Dhitsutham of Rayong Technical College pose with students.*

## Labour Minister Visits Hemaraj Skill Training Center

Minister of Labour Phaitoon Kaothong recently paid a visit to the Hemaraj Skill Training Center at the Eastern Seaboard



Industrial Estate (Rayong) to listen to the comments of manufacturers on labour issues and exchange views on future cooperation.

*In the picture: Minister of Labour Phaitoon Kaothong (right) was accompanied by Mr. Chavalit Sethameteekul (left), Chairman of the Board of Hemaraj.*

## BOI Representatives Visit Hemaraj Industrial Estates



A group of BOI representatives led by Senior Promotion Officer Ms. Ratanawimon Naree Sukreekhet recently visited Eastern Seaboard Industrial Estate (Rayong) (ESIE) and Hemaraj Eastern Seaboard Industrial Estate to get an update on Hemaraj’s latest developments and newest services for industrial investors. Welcoming the group was Ms. Chantana Hinkaew (middle), the Director of Corporate Marketing for Hemaraj.

# What's New with Our Customers

## Maungmaichromium Stone Laying Ceremony at Eastern Seaboard Industrial Estate (Rayong)



Maungmaichromium Co., Ltd. recently held a stone laying ceremony for its plant at the Eastern Seaboard Industrial Estate (Rayong). The factory will manufacture electro zinc plating and provide electro zinc-tin plating services. The plant will have a per day capacity of 300,000 pieces of Line Rack Auto, 30 tons of Line Barrel Auto, and 100,000 pieces of Electro Deposition Plating (EDP). With the aim of supporting Thailand's automotive industry, the plant will have an investment of 250 million baht and will commence operations in 2009.

*In the picture: Mr. Vivat Jiratikarnsakul (3rd from left), Executive Vice President of Hemaraj, congratulates Mr. Preecha Boonweing (2nd from right), President of Maungmaichromium Co., Ltd., at the ceremony.*

## NSSWT Stone Laying Ceremony at Eastern Seaboard Industrial Estate (Rayong)

Nippon Steel & Sumikin Welding (Thailand) Co., Ltd. (NSSWT), a leading Japanese manufacturer of welding materials and machines, recently held a stone laying ceremony for its factory at the Eastern Seaboard Industrial Estate (Rayong). The factory will produce 570 tons of welding solid wire per month.



*In the picture: Mr. Yuichi Imai (3rd from right, front row), President of Nippon Steel & Sumikin Welding (Thailand) Co., Ltd., poses with several guests, including Mr. David Nardone (5th from left), President & CEO of Hemaraj.*

## Summit Fujikiko Kurata's Grand Opening at Hemaraj's Industrial Estate



Summit Fujikiko Kurata Manufacturing Co., Ltd., a Thai-Japanese joint venture, recently celebrated the grand opening of its factory at the Eastern Seaboard Industrial Estate (Rayong). The company manufactures steering columns for use in the automotive industry. The production capacity of the plant is 900,000 sets per year.

Seen at the ceremony (from left) are: Mr. Jesada Sornsuk, BOI Director of Regional Investment and Economic Center 4, Mr. Katsuyuki Nishizuka, President of Fujikiko Co. Ltd., Mr. Apichart Jurangkool, Vice President of Summit Corporation, Mr. Nagayoshi Kurata, President of Kurata Sangyo Co., Ltd., and Mr. Yoshinori Yamamoto, President of Summit Fujikiko Kurata Manufacturing Co., Ltd.

## Logistic Alliance (Thailand) Celebrates Grand Opening at Eastern Seaboard Industrial Estate (Rayong)



Logistic Alliance (Thailand) Co., Ltd. (LAT), a leading Japanese company specializing in packing design and logistics for the automotive industry, recently celebrated the Grand Opening of its distribution center at Eastern Seaboard Industrial Estate (Rayong). The distribution center, which has a registered capital of Bt. 150 million, will create jobs for 700 workers and provide AutoAlliance (Thailand) Co., Ltd. and Ford Operation (Thailand) Co., Ltd. with a full range of logistics services, including Completely Knocked Down (CKD) operations, picking and packing services, and container yard operations (CYO).

*In the picture: The executives presiding over the Grand Opening were (from left) Mr. Koichi Harada, President Director of Sankyu Laem Chabang (Thailand) Co., Ltd., Mr. Mitsuru Iba, General Manager of Sumitomo Corporation, Mr. Kenji Endo, President of MALOX Co., Ltd., Mr. Toshifumi Murata, President Director of Logistics Alliance (Thailand) Co., Ltd., Mr. Kiyotaka Shobuda, President of Auto Alliance (Thailand) Co., Ltd., Mr. Taizo Akabane, President Director of NYK Logistics (Thailand) Co., Ltd., and Mr. Masahiro Mishiro, President Director of MAPS Co., Ltd.*

# What's New with Our Customers

## Toyo Filling International Grand Opening at Hemaraj Eastern Seaboard Industrial Estate



Toyo Filling International Co., Ltd., a subsidiary of Toyo Aerosol Industry Co., Ltd., Japan's leading manufacturer of aerosol products, recently celebrated the grand opening of its new factory at Hemaraj Eastern Seaboard Industrial Estate. The factory will produce hair and body aerosol products at a capacity of 60 million cans per year, most of which will be exported to ASEAN countries and other countries around the world.

*In the picture: (from left) Mr. Osamu Murakami, President of Toyo Aerosol Industry Co., Ltd. (Japan), Mr. Hirofumi Miki, President of Toyo Seikan Kaisha Ltd. (Japan), and Mr. Yuichi Takayanagi, Managing Director of Toyo Filling International Co., Ltd.*

## DaikyoNishikawa (Thailand) Grand Opening at Hemaraj Eastern Seaboard Industrial Estate

DaikyoNishikawa (Thailand) Co., Ltd., one of the largest plastics manufacturers in Japan, recently celebrated the grand opening of its new factory located on a 25 rai piece of land in Hemaraj Eastern Seaboard Industrial Estate. The factory will produce automotive plastic parts (including bumpers) for AutoAlliance (Thailand) Co., Ltd. at a capacity of 70,000 sets per year.



*In the picture: (from left) Mr. Kiyotaka Shobuda, President of AutoAlliance (Thailand) Co., Ltd., Mr. Toshiro Shohara, Senior Managing Director of Daikyo Nishikawa Corporation, Mr. Shigeharu Shinoda, President of DaikyoNishikawa (Thailand) Co., Ltd., Mr. Akira Kitabayashi, Chairman of the Board of Daikyo Nishikawa Corporation, and Mr. Ko Suetsugu, Manager of The Hiroshima Bank Ltd.*

## Acushnet Titleist (Thailand) Purchases Land at Hemaraj Eastern Seaboard Industrial Estate



*In the picture: Mr. David Nardone (2nd from left), President & CEO of Hemaraj, is seen exchanging the contract with Mr. William J. Frye (2nd from right), Vice President of Acushnet Titleist (Thailand) Co., Ltd., while Mr. Vivat Jiratikarnsakul (far left), Hemaraj's Executive Vice President, and Mr. Roland A. Giroux (far right), Assistant General Counsel of Acushnet Titleist (Thailand) Co., Ltd., look on.*

Acushnet Titleist (Thailand) Co., Ltd., a leading manufacturer of golf balls, recently signed a contract with Hemaraj to purchase 26 rai of land at Hemaraj Eastern Seaboard Industrial Estate. The plant will primarily produce Titleist golf balls and export them to the active South East Asia golf market. Acushnet will break ground in June of 2009 and begin production by the third quarter of 2010.

## TGMT Organizes Consecration Ceremony at Hemaraj Eastern Seaboard Industrial Estate



Toyo Glass Mold (Thailand) Co., Ltd. (TGMT), a leading Japanese manufacturer of molding equipment for glass containers recently celebrated the completion and consecration of its new factory located on an 11.5 rai piece of land in the free zone area at Hemaraj Eastern Seaboard Industrial Estate. The factory will have the capacity to produce 7,000 glass container molds and 40,000 mold parts per year while repairing 300 molds per year.

*In the picture (from left): Mr. Shin-Etsu Suzuki, Board Director of Toyo Glass Mold (Thailand) Co., Ltd., Mr. Yutaka Tazawa, Board Director of Toyo Glass Mold (Thailand) Co., Ltd., Mr. Hirofumi Miki, President of Toyo Seikan Kaisha, Mr. Tadao Ikeda, President of Toyo Glass Mold (Thailand) Co., Ltd., Mr. Yoshitsugu Maruhashi, Chairman of Toyo Glass Mold (Thailand) Co., Ltd. and Mr. Shoji Ishimi, Board Director of Toyo Glass Mold (Thailand) Co., Ltd.*

# What's New with Our Customers

## Ground Breaking Ceremony for PTT Asahi Chemical Co., Ltd. at Hemaraj Eastern Industrial Estate (Map Ta Phut)



PTT Asahi Chemical Co., Ltd. recently broke ground for its new factory at Hemaraj Eastern Industrial Estate (Map Ta Phut). The factory will produce acrylonitrile (AN) and methyl methacrylate (MMA) at a capacity of 200,000 tons and 70,000 tons per year, respectively.

AN is mainly used in the production of acrylic fiber – a base material used in the production of textiles, carbon fiber, and ABS plastic for use in automobile parts, electronic appliances, and IT equipment. MMA is used in the

production of PMMA plastic and can be found in automobile parts and electronic appliances, as well as LCD backlight units, cast sheeting, paints, and coatings.

*In the picture: (from left) Mr. Pailin Chuchottaworn, President of PTT Asahi Chemical Co., Ltd., Mr. Shiro Hiruta, President of Asahi Kasei Corporation, Mr. Prasert Bunsumpun, CEO & President of PTT Public Company Limited (PTT), and Mr. Prajya Phinyawat, Chairman of PTT Asahi Chemical Co., Ltd.*

## “Nahm” Purchases Land for Expansion at S I L Industrial Land (Saraburi)

Nahm Sanitaryware Co., Ltd., a producer and distributor of modern sanitary ware, recently signed a contract to purchase 44 rai of land at S I L Industrial Land (Saraburi).

The land purchase is in line with Nahm's plan to expand production and increase sales following its recent merger with Villeroy & Boch, an elite European manufacturer of bath and wellness and tableware products.

According to Mr. Sumet Indamra, Vice President of Marketing & Exports for Nahm Sanitaryware Co., Ltd., “The reason Nahm selected S I L Industrial Land for its new plant is because of the strategic location on the main highway, which will allow for the efficient transportation of Nahm products to every region of Thailand and provide ideal access to Don Muang and Suvarnabhumi airports for our exports. In addition, Saraburi is known for its wealth of human and natural resources. The industrial land is also well equipped with all of the infrastructure, communications capabilities, and facilities needed for worry free operation.”

Enlarging and developing the production capacity of Nahm is of high importance to the strategic goals of Villeroy & Boch group. Once opened, the manufacturing facility at S I L Industrial Land will enable Nahm to increase its production capacity from 500,000 pieces a year to more than 1,000,000 pieces within two years.

“The fifth ranking sanitary ware producer in the world, Villeroy & Boch is seen as a symbol of innovation, creativity, and quality. Our products have been acknowledged from customers in 125 countries,” said Burkhard Schmidt, International Sales Director Sanitary and Furniture Bathroom & Wellness Division of Villeroy & Boch AG.

## From the Clubs

### Hemaraj Investors Club Seminar “Industrial Relations: Prevention and Settlement of Labour Disputes in Organization”

The Hemaraj Investors Club recently held a seminar entitled “Industrial Relations: Prevention and Settlement of Labour Disputes in Organization”.  
*(continue on page 13)*



*In the picture: Mr. Vivat Jiratikarnsakul (front row, 4th from left), Executive Vice President of Hemaraj, poses with Ms. Arin Chuchote (2nd from right), Director of Rayong Center for Skill Development, Mr. Wisanu Panaworn (4th from right), Senior Expert from the Department of Skill Development, Dr. Jamnean Joungrakul (3rd from right), President & CEO of Business Law Center International Co., Ltd. (BLCI), and other participants of the seminar.*

# From the Clubs

*(continued from page 12)*

The discussion was led by Dr. Jamnean Joungtrakul and Ajarn Chamnan Bhimolratana from Business Law Center International Co., Ltd. (BLCI). Held at the Hemaraj Training Center, ESIE Plaza 1, Eastern Seaboard Industrial Estate (Rayong), the seminar is aimed at providing the participants, especially foreign companies, with information about Thai labour law and tips on how to prevent and settle labour disputes using positive problem solving techniques.

## Hemaraj Organizes Blood Drive at Map Ta Phut



Hemaraj recently held a blood drive at Hemaraj Eastern Industrial Estate (Map Ta Phut). Hemaraj employees and customers donated blood at the camp, which was organized by the Eastern Safety and Environmental Club in association with the Thai Red Cross Society.

## Blood Donation at Eastern Seaboard Industrial Estate (Rayong)



ESIE HR Club, in association with the Industrial Estate Authority of Thailand (IEAT), Pluak Daeng District, and the Rayong Red Cross, recently organized a blood drive at Eastern Seaboard Industrial Estate (Rayong). As many as 150 Hemaraj employees and customers donated blood.

# Management Update

## Mr. Fumio Sonobe Appointed Managing Director of Thai PET Resin

Thai PET Resin Co., Ltd., a manufacturer of the PET resin used in the manufacture of drinking water bottles, recently announced that Mr. Fumio Sonobe has been named their new Managing Director, replacing Mr. Yutaka Abe.

## Kanemitsu Pulley Names New President

Mr. Hideki Yamada has been named the President of Kanemitsu Pulley Co., Ltd., a subsidiary of Kanemitsu Corporation that manufactures sheet metal pulleys. He will be replacing Mr. Megumi Yamanaka, who will remain on as to the company's advisor.

# Social Contribution

## Hemaraj & AMCHAM Initiate Adopt-A-School "Teacher Fellowship Submission Day Program"



Hemaraj Land And Development Plc., in cooperation with the AMCHAM Thailand Charitable Foundation and tenants of Hemaraj Eastern Industrial Estate (Map Ta Phut), has funded the Adopt-A-School Program to employ extra teachers in an effort to alleviate the teacher shortage in Map Ta Phut. Specially recruited under this program, three more qualified teachers have been relocated to rural schools, including one computer teacher for Wat Map-Chalood School, one Thai teacher for Ban-Nong-Fab School, and

one kindergarten teacher for Nikom-2 School.

*In the picture: Mr. David Nardone (middle), President & CEO of Hemaraj, pose with Mr. Nattaseth Posrithong, Director of the Office of The Basic Education Commission, Rayong 1, representatives of customers from Hemaraj Eastern Industrial Estate (Map Ta Phut), and students from Nikom-2 School.*

# Social Contribution

## Hemaraj Drawing and Essay Contests



As part of its 20th anniversary celebration, Hemaraj Land And Development Plc. held a drawing contest entitled “Hemaraj, Community, and Environment” for students in level 4-6 primary schools and an essay contest entitled “Hemaraj and Community” for students in level 1-3 secondary schools. The aim was to foster the creative talents of students around the Eastern Seaboard. Over 400 paintings and essays from 22 schools were entered into the contests.

*In the picture, Ms. Chantana Hinkaew (3rd from left), Director of Corporate Marketing, and Mr. Sunya Baopoonthong (2nd from right), Community Affairs Manager for Hemaraj, pose with the award winning students.*

## Free Optical Check-Up Service by Hemaraj



Hemaraj in cooperation with Tasith Sub district Municipality, Nhong Kangkaow and Nhong Bon public health center, recently organized a mobile service to provide free optical check-ups and eyeglasses for community members of Tasith Subdistrict, Pluak Daeng District, Rayong province.

## Free Mobile Medical Service by Hemaraj

Hemaraj in cooperation with Samitivej Sriracha Hospital, recently provided free

medical service for the local community in Jompoljaopraya Subdistrict Municipality, Rayong Province. The mobile medical service is part of Hemaraj’s annual Corporate Social Responsibility (CSR) activities.



*In the picture: Ms. Chantana Hinkaew (3rd from left), Director of Corporate Marketing for Hemaraj posing with Mr. Pattarakorn Hatayawat (2nd from right), Deputy Mayor, Mr. Paitoon Winyan (right), Chief of the Public Health & Environmental Division, Jompoljaopraya Subdistrict Municipality, and doctors and nurses from Samitivej Sriracha Hospital along with some local community members.*

## Hemaraj Supports Sweet Pineapple Fair 2009 in Pluakdaeng, Rayong

Hemaraj recently participated in Sweet Pineapple Fair 2009 at Pluakdaeng District Municipality, Rayong Province by arranging an exhibition booth and organizing games for children. The company also provided gifts for game winners at the fair.

Sweet Pineapple Fair is held annually

by the Rayong Provincial Administrative Organization (PAO) in cooperation with the Tourism Authority of Thailand (TAT), the Pluakdaeng District Municipality, and the industrial sector in Pluakdaeng with the objective of reducing the surplus of pineapples while at the same time supporting agriculturists in creating value for agricultural produce via fruit preservation. This festival also features a variety of activities such as the Agricultural Produce Contest, an Agriculture Exhibition, traditional recreation and performances, a health market, an OTOP sale, and a Singing and Beauty Contest.



*In the picture: Mr. Sunya Baopoonthong (2nd from left), Hemaraj’s Community Affairs Manager, presents gifts for contest winners to representatives of the Sweet Pineapple Festival committee.*

# Training Program

## Hemaraj Training Center, Eastern Seaboard Industrial Estate (Rayong)

### July-December 2009

\* New training courses by Technology Promotion Association (Thai-Japan) are available.

No.	Course	Institute	Date	Time	Course/person (Baht)
1	Operation Technique of Forklift Truck การขับรถ Forklift อย่างถูกวิธีและปลอดภัย	IQS, www.iqs-training.com	16 Oct 09	9:00-16:30	1,700.00
2	Operation Technique of Forklift Truck การขับรถ Forklift อย่างถูกวิธีและปลอดภัย	Siam Inspection & Engineering	21 Oct 09, 18 Dec 09	9:00-16:30	1,700.00
3	Shop Floor Management by 5 Gen การแก้ปัญหาหน้างานด้วย 5G	IQS, www.iqs-training.com	7 Aug 09	9:00-16:30	1,800.00
4	Leadership for Supervisors (Beginner) ภาวะผู้นำสำหรับหัวหน้างาน ระดับต้น-กลาง	Faibukkol, www.faibukkol.com	20 Jul 09	9:00-16:30	1,800.00
5	E.Q. for Great Supervisor เป็นนายอย่างไรให้ได้ใจคน	Faibukkol, www.faibukkol.com	20 Nov 09	9:00-16:30	1,800.00
6	Excellent Arts of Supervisory Skill สุดยอดศิลปะการบังคับบัญชาระดับ 5 ดาว	Faibukkol, www.faibukkol.com	19 Oct 09	9:00-16:30	1,800.00
7	7 Skills for New Supervisors 7 ทักษะสำหรับหัวหน้างาน สำหรับหัวหน้างานใหม่ และหัวหน้างานในระดับต้น	Faibukkol, www.faibukkol.com	21 Sep 09	9:00-16:30	1,800.00
8	Excellent Supervisor (Intermediate & Upper level) สุดยอดหัวหน้างาน สำหรับหัวหน้างานตั้งแต่ระดับกลางขึ้นไป	Faibukkol, www.faibukkol.com	3 Aug 09	9:00-16:30	1,800.00
9	Excellent HR Y2009 สุดยอดฝ่ายบุคคล ในยุค 2009	Faibukkol, www.faibukkol.com	4 Sep 09	9:00-16:30	1,800.00
10	First Aid Course การปฐมพยาบาลเบื้องต้น	Hospital	11 Sep 09	9:00-16:30	1,200.00
11	Managing HR and IR During Financial Crisis การบริหารแรงงานในท้วงวิกฤต	BLCI	9 Nov 09	9:00-16:30	1,800.00
12	Microsoft Excel2003: Basic	ACC	17 Jul 09	8:30-16:30	1,200.00
13	Microsoft Excel2003: Intermediate	ACC	21 Aug 09	8:30-16:30	1,500.00
14	Microsoft Excel2003: Advanced	ACC	18 Sep 09	8:30-16:30	1,700.00
15	Microsoft Powerpoint2003: Basic-Intermediate	ACC	20 Jul 09	8:30-16:30	1,500.00
16	Microsoft Powerpoint2003: Advanced	ACC	17 Aug 09	8:30-16:30	1,700.00
17	Microsoft Powerpoint2003: Basic-Advanced	ACC	1-2 Oct 09	8:30-16:30	3,200.00
18	Microsoft Word2003: Basic	ACC	14 Sep 09	8:30-16:30	1,200.00
19	Microsoft Word2003: Intermediate	ACC	9 Oct 09	8:30-16:30	1,500.00
20	Microsoft Word2003: Advanced	ACC	16 Nov 09	8:30-16:30	1,700.00
21	Microsoft Access2003: Basic	ACC	4 Sep 09	8:30-16:30	1,200.00
22	Microsoft Access2003: Intermediate	ACC	5 Oct 09	8:30-16:30	1,500.00
23	Microsoft Access2003: Advanced	ACC	6 Nov 09	8:30-16:30	1,700.00
24	Excel สำหรับงานบุคคล (Excel for HR)	ACC	1 Dec 09	8:30-16:30	1,700.00
25	Kaizen for Kaizen	Technology Promotion Association (Thai-Japan)	3 Sep 09	9:30-16:30	2,500.00
26	9 Golden Keys of Supervisor	Technology Promotion Association (Thai-Japan)	7 Sep 09	9:30-16:30	2,500.00
27	TPM : Office Improvement	Technology Promotion Association (Thai-Japan)	2 Oct 09	9:30-16:30	2,500.00
28	Lean Manufacturing System	Technology Promotion Association (Thai-Japan)	5 Oct 09	9:30-16:30	2,500.00
29	5Q for Motivation and Work Conscious	Technology Promotion Association (Thai-Japan)	2 Nov 09	9:30-16:30	2,500.00

#### Remarks

- Discount 10% for Hemaraj's Customer
- Prices include hand out, coffee break and/or lunch and excluded of VAT
- Date and time is subject to change, please call to confirm.
- Please send in the reservation at least 2 weeks before the starting date.

**For more information and course details, please call Khun Wanna at (038) 955 263, 955 282-3,  
Fax (038) 955 281 or e-mail wannaw@hemaraj.com.**



Hemaraj Organized

# "Art Camp...in Hometown" for children in Eastern Seaboard Area



Art is an effective tool in improving children's imagination and creativity, and helps to develop their emotions. Art is, therefore, a productive way to spend time as it plays an important role in children's education at a young age.

with learning directly from art teachers.

However, full-time teachers in many subjects, including the arts, are in short supply in the provinces. Schools around Hemaraj Industrial Estates in Rayong and Chonburi provinces have teachers of other subjects cover art class as well. No matter how well-prepared they are for the art class, it can't compare

Hemaraj Land and Development PCL understands the importance of art. Therefore, "Art Camp... in Hometown" has been organized for schools in the Eastern Seaboard area, inviting art expert and teachers from Inspire Sight Art & Culture Center, leading by Khun Sawan Tangtrongsittikul. They teach the basic theories of art through fun activities and by relating art to the environment and local culture, they enhance the children's love and pride of their hometown.



## "Art Camp...in Hometown"

warmly welcomes children from the following 16 schools around the Eastern Seaboard Industrial Estate area. Students from Pratom 4-6 and Matayom 1-3 who are interested in the arts are assigned to join the art camp for one day per school.

- |                             |  |
|-----------------------------|--|
| 1. Sugar Mill School        | 9. Bann Nong Fab School                |
| 2. Bann Pluakdaeng School   | 10. Bann Khlongkram School             |
| 3. Bann Saphan Si School    | 11. Wat Chalermjarb School             |
| 4. Bann Maptoei School      | 12. Wat Map Chalood School             |
| 5. Bann Nong Bon School     | 13. Nikom-2 School                     |
| 6. Bann Surasak School      | 14. Rayong Wittayakom Utsahakum School |
| 7. Bann Nongsuechang School | 15. Bann Khao Hin School               |
| 8. Bann Punsadetnai School  | 16. Pluakdaeng Pittayakom School       |

The camp began in June and will end in August 2009. Once the camp is over, the art skills and knowledge, including the smiles, impressions, and pride in their hand-made works, that children learn during the camp will always be with them. The most important thing is that children will have learned how to spend their free time in creative activities that serve as an outlet for their emotions and feelings.





# Focus on Your Core Business

Let Hemaraj Help Desk and  
Our Service Partners Serve You



*Facility  
Management Solutions*



*IT Outsourcing and  
Telecom Infrastructure*



*Human Resource  
and Labor Relations  
Consultancy*



*Career Transition  
Services / Outplacement*



*Industrial Office  
Fitout Services*



*Temporary Office /  
Conference Room /  
Business Center*



*Waste  
Management*



*Transportation &  
Logistics*

*And many more....*



Call

**Hemaraj Value Added  
Services Center** at

**038 955 282-3**

Visit [www.hemaraj.com/vas.asp](http://www.hemaraj.com/vas.asp)





# How can SME entrepreneurs survive and prosper ?



**SME Factories with the flexibility you need in business**



**EXTERIOR**



**OFFICE**



**INTERIOR**



HEMARAJ offers flexible SME factories of 500 to 7,500 square meters with no column layouts and expansion possibilities. Entrepreneurs will now have a chance to grow their business in the best locations amidst strong industry clusters, be it automotive, electronics or consumer products. Duty free zones are also available. Act quickly to maximize your return on investment. Visit the SME Factories for Rent and Sale at Hemaraj's multiple industrial estate locations today.

**Tel. (662) 719-9555, [marketing@hemaraj.com](mailto:marketing@hemaraj.com), [www.hemaraj.com](http://www.hemaraj.com)**

# SME Factories

**for Rent & Sale**  
Rayong Chonburi Saraburi

ASIA PACIFIC  
PROPERTY  
AWARDS

IN ASSOCIATION WITH



BEST HIGH-RISE  
DEVELOPMENT  
THAILAND  
The Park Chidlom  
by Hemaraj Land and  
Development Plc  
2008



# Private.

Located in the heart of bustling Bangkok, The Park Chidlom offers an oasis of privacy and tranquility in a serene natural setting. Situated on almost five and a half rai (8,737 square meters) of beautifully landscaped property, The Park Chidlom provides residents with the peace and quiet that they deserve.

## The Design.

From concept, The Park Chidlom was designed to ensure that each residence is a private home. Key features include two double passenger lift cores in each building and personal private lift lobbies for all three bedroom and penthouse units. All windows are insulated glass panels and provide maximum protection from the heat and noise of the city.

## The Location.

The Park Chidlom is in the most prestigious area in Bangkok between Soi Chidlom and Soi Somkid, off Ploenchit Road.

**The Park Chidlom** Show Unit is open for visit by appointment only. For more information, please contact +662 255-6596 or log on to:

[www.theparkresidence.co.th](http://www.theparkresidence.co.th)

*A Symphony in Living*



**PARK**  
*The*  
CHIDLOM

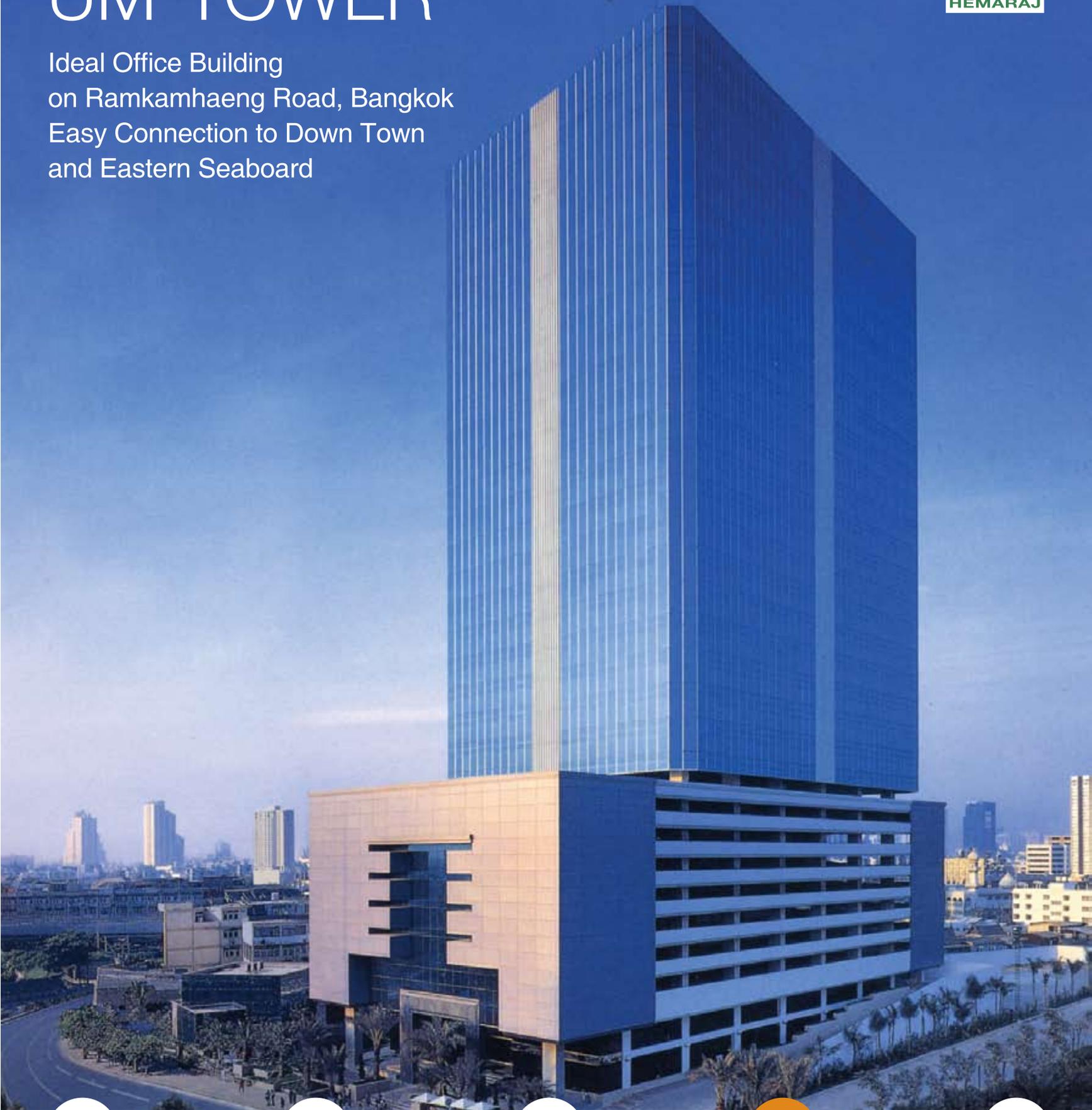


Project: The Park Chidlom, residential condominium with 2 towers of 28 storeys with 116 units and 35 storeys with 102 units, in total of 218 units.  
Project Location: The Park Chidlom, No. 1 Chidlom Road, Pathumwan, Bangkok 10330, Thailand. Total Project Area: 5,461 Rai Land Title Deed: No. 247 and 248 Project Developers and Owner: Hemaraj Land And Development Public Company Limited. Office Location: 18th Floor, UM Tower, 9 Ramkhamhaeng Road, Suanluang, Bangkok 10250 Thailand. President & CEO: David Nardone. Registered Capital: 6,000 MB (Paid up 3,753 MB)  
Construction: Completed. Building Permit: 515/46 EIA Permit Number: 1009/1295. Misc: Juristic Person is registered. Common area fees will be paid by buyers to the project's Juristic person.

# UM TOWER



Ideal Office Building  
on Ramkamhaeng Road, Bangkok  
Easy Connection to Down Town  
and Eastern Seaboard



## Main Features

Ramkhamhaeng Station

- Office available from 165-1,600 square meters
- Minutes to expressway Rama IX, Pattanakarn, Motorway, Bangna and Eastern Seaboard connection, close to downtown and airport
- Steps to the coming Airport Link (Ramkhamhaeng Station)

**For leasing enquiries, please contact :**

**Tel : 02 719 9555**

**Fax : 02 719 9546-7**

**E-mail : [info@um-tower.com](mailto:info@um-tower.com)**

**Website : [www.hemaraj.com/commercial.asp](http://www.hemaraj.com/commercial.asp)**

UM Tower  
Hemaraj Land And Development Plc.  
9 Ramkhamhaeng Road, Suanluang, Bangkok 10250

The information contained herein is subjected to change and cannot form part of an offer or contract