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Iskorak EJB u oblasti zelene energije

"KOVAČICA" WIND FARM IS A STEP FORWARD IN THE FIELD OF "GREEN" ENERGY



INTERVJU/INTERVIEW: DRAGOLJUB ZBILJIĆ

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Znanje u službi kvaliteta.

EJB je lider u izgradnji kogenerativnih postrojenja u Srbiji

“EJB” is the leader in the construction of cogeneration plants in Serbia



Energotehnika Južna Bačka“ ima bogato iskušto izgradnje znatnog broja kogenerativnih postrojenja, koje datira od 2013. godine kada je za potrebe Naftne industrije Srbije izgrađena kogeneneracija „Kikinda gornje“. To je bio jedan od prvih projekata tog tipa ne samo u naftnoj industriji.

Reč je o kombinaciji velikog gasnog motora sa unutrašnjim sagorevanjem i generatora električne energije. „Kikinda Gornje“ je postrojenje snage jednog megavata za kombinovanu proizvodnju toplotne i električne energije iz kaptičnog gasa, koji se odvaja od nafte na bušotini, a zahteva prilagođenje i filtraciju kako bi odgovarao propisanim standardima korišćenja u domaćinstvu i industriji. „Nakon tog posla, za NIS smo uradili još tri projekta sa partnerima iz Češke, odnosno „Boku“, „Bradarac“ i „Turiju“, različitih snaga dva puta po megavatu i jedan od 350 kilovata“, kaže Marko Milić, direktor sektora za upravljanje projektima EJB.

Šta su kogenerativna postrojenja i koje su njihove tehnološke prednosti?

Reč je o tehnologiji koja je u velikoj upotrebi u svetu. Koriste se za kombinovanu proizvodnju toplotne i električne energije od jednog energenta. Njihova prednost je veće iskorišćenje uloženog energenta, jer se koristi i toplotna energija koja inače nastaje kao nusproizvod u toku proizvodnje električne energije.

Gde se najviše koriste?

Primenu nalaze u gradskim toplanskim postrojenjima, svim objektima privrednog karaktera koji imaju permanentnu potrebu za toplotom, pa i kod onih koji periodično to iziskuju - za „peglanje“ takozvanih pikova u toploti ili za kontinualni rad u minimalnom režimu. Konkretno, to mogu biti bolnice, hoteli, i naravno toplane koje konzumu isporučuju toplo potrošnu vodu. Kogenerativna postrojenja

Energotehnika Južna Backa“ has a rich experience in the construction of a significant number of cogeneration plants, which dates back to 2013 when the “Kikinda Gornje” co-generation plant was built for the needs of “Naftna Industrija Srbije”. It was one of the first projects of this type in the oil industry.

This is a combination of a large gas engine with internal combustion and an electric generator. “Kikinda Gornje” is a one-megawatt plant for combined heat and electricity production from captive fuel, which is separated from oil on a well, and needs to be adjusted and filtered so as to meet the prescribed standards of household and industry use. “After this project we have done three more projects for “NIS” with partners from the Czech Republic, i.e. “Boka”, “Bradarac” and “Turija”, with different powers- two of 1 megawatt and one of 350 kilowatts,” says Marko Milić, “EJB” Project Management Department Director.

What are cogeneration plants and what are their technological advantages?

This is a technology that is widely used in the world. These plants are used for combined heat and electricity production from one energy source. Their advantage is greater utilization of the invested energy, because heat energy, which is otherwise generated as a by-product during the production of electricity, is also used.

Where are they applied most?

They are used in city heating plants, in all commercial buildings that have a constant heat demand, and in those who require it periodically - for “leveling” the so-called heat peaks or for continuous operation in the minimum regime. In particular, these plants can be used in hospitals, hotels, and, of course, heating plants that supply consumers with hot water. Coge-

se primenjuju i u naftnoj industriji, gde se kaptažni gas koji nastaje prilikom eksploatacije na naftnim bušotinama, koristi za dobijanje toplotne energije neophodne za zagrevanje nafte (kako bi se ona lakše transportovala). Kogeneracija se kod nas za sada još veoma mali koristi u biogasnim postrojenjima, gde se kao gorivo, u procesu razgradnje ili fermentacije organskih materija, izdvaja biogas.

Kakva je finansijska isplativost kogeneracija budući da je reč o „zelenoj“ tehnologiji?

Najrentabilnija su toplanska postrojenja zbog izuzetnog stepena ukupne efikasnosti, odnosno plasmana i toplotne i električne energije. Republika Srbija je u skladu sa evropskim regulatornim normama, odobrila po kvotama za određene proizvode, fid-in tarife (feed - in tariff), odnosno podsticajne otkupne cene po proizvedenom kilovatu iz obnovljivih izvora energije. Kogenerativna postrojenja koje kao energetski koriste prirodni gas, smatraju se obnovljivim izvorom energije, jer je reč o ekološkom proizvodu budući da sagorevanjem tog goriva ne nastaju štetne materije, kao što je to slučaj sa ugljem ili drugim energentima. Ugljen dioksid koji nastaje eksploatacijom gasa kao goriva nije toksičan, a postoje i jednostavna tehnička rešenja kojim se njegova emisija smanjuje. Kogenerativna postrojenja su se sporadič-

nation plants are also used in the oil industry, in which captive fuel generated by the exploitation of oil wells is used to obtain the heat needed to heat the oil (to make it easier to transport). Cogeneration is still very underused in our country in biogas plants, in which biogas is separated as a fuel in the process of decomposition or fermentation of organic matter.

What is the financial cost-effectiveness of cogeneration since it is a “green” technology?

Heating plants are most cost-effective due to the exceptional degree of total efficiency, that is, investment and heat and electricity. In accordance with European regulatory standards, the Republic of Serbia approved feed-in tariffs for certain products by quotas, i.e. it approved incentive purchase prices per kilowatt produced from renewable energy sources. Cogeneration plants that use natural gas as an energy source are considered renewable energy sources, because it is an organic product and combustion does not produce harmful substances, as coal or other fuels do. Carbon dioxide produced by the exploitation of gas as fuel is not toxic, and there are simple technical solutions that reduce its emissions. Cogeneration plants were sporadically installed before, but due to earlier technology, i.e.

Along with core business, thermal power is increasingly important

Uz kor biznis, termoenergetika sve važnija

i Iako je elektroenergetika osnovna delatnost EJB, termoenergetika je podjednako važna, a poslednjih godina sve više smo angažovani u oblasti obnovljivih izvora energije. To znači da u potpunosti pratimo sve ono što država čini u pogledu preuzetih obaveza sa Evropskom unijom, koje propisuju sve veći udeo „zelene“ energije u proizvodnji struje i toplotne energije. Obnovljivi energetski izvori postaju rastući biznis, a EJB je sasvim uhvatila korak u toj delatnosti. U tom smislu radimo na vetroparkovima, malim hidroelektranama, odnosno električnim instalacijama, a tu su i kogenerativna postrojenja - na šta smo vrlo ponosni budući da prednjačimo u njihovoј izgradnji i po broju i po instalisanoj snazi, naglašava Milić.

a Although power engineering is the main activity of “EJB”, thermal power is equally important, and in recent years we have been increasingly dealing with the field of renewable energy sources. This means that we fully monitor what the state does in terms of commitments towards the European Union, which prescribe an increasing share of the “green” energy in the production of electricity and heat. Renewable energy sources are becoming a growing business, and “EJB” has quite taken a step in that business. In this sense, we work on wind farms, small hydro-power plants, i.e. electrical installations, and there are also cogeneration plants - which we are very proud of, since when it comes to the number of constructed cogeneration plants and their power, we are the leaders, Milić emphasizes.



Izrada novog pepelovoda od termoelektrane Kostolac do deponije pepela u PK Čirkovac

no ugrađivala i pre, ali zbog ranije tehnologije, odnosno niskog stepena efikasnosti, kao i nepostojanja fid-in tarifa - njihova isplativost je bila skromnija.

Koje projekte kogenerativnih postrojenja je do sada realizovala EJB?

Nakon postrojenja „Kikinda Gornje“, usledila je izgradnja objekta „Novosadske toplane“ na Novom Naselju koji toplotnom energijom i energijom za zagrevanje tople potrošne vode snabdeva ceo zapadni deo Grada uključujući i Limane, budući da preko Bulleva Evrope postoji veza sa Toplanom „Jug“. Kogeneraciono postrojenje „Zapad“ radi već dve godine u punom obimu od 8.000 radnih sati godišnje. Toplana je prošle godine u medijima saopštila da su zahvaljujući radu upravo postrojenja „Zapad“, ostvarene ozbiljne uštede u funkcionisanju tog javno komunalnog preduzeća. Vrednost ugovora zaključenog po modelu „Projektuju i izgradi“ je bezmalo sedam miliona evra. On je urađen po FIDIC procedurama koje podrazumevaju jasno definisane odnose izvođača i investitora, odnosno transparentnost svih postupaka, troškova i dinamiku radova. EJB je uz pomoć partnera uradila kompletno projektno rešenje, i ishodovala sve neophodne dozvole. Ta vrsta ugovora je vrlo zahtevna jer je izvođač u obavezi ne samo da izgradi

low efficiency, as well as the lack of feed-in tariffs - their profitability was lower.

Which cogeneration plants projects have been implemented by “EJB” so far?

After “Kikinda Gornje” plant, “Novosadske toplane” heating plant was constructed in Novo Naselje. This heating plant supplies the entire western part of the City, including Limani, with heat and energy for heating hot water, as there is a connection with “Jug” heating plant through Bulevar Evrope St. “West” co-generation plant has been operating at full capacity of 8,000 hours per year for the last two years. The heating plant announced in the media last year that thanks to the operation of the “West” plant this public utility company made considerable savings. The value of the agreement concluded under the “Design and Build” model is almost seven million Euros. It is done according to FIDIC procedures that include clearly defined relations between contractors and investors, i.e. the transparency of all procedures, costs and works schedule. With the help of the partners, “EJB” made a complete project solution and obtained all the necessary permits. This type of agreement is very demanding because the contractor is obliged not only to build but also to obtain all nece-

već i pribavi svu potrebnu dokumentaciju koja prethodi realizaciji.

Energotehnika je angažovana i na izgradnji postrojenja za Beogradske elektrane koje je od velike važnosti za glavni grad?

Nakon Novog Sada pobedili smo i u Beogradu na međunarodnom tenderu nemačke razvojne banke KFW, u okviru Programa 4 povećanja energetske efikasnosti u Srbiji. Postrojenje snage 10 megavata koje radimo za Beogradske elektrane odnosno Toplanu „Voždovac“, obezbeđuje snabdevanje konzuma topлом sanitarnom vodom u letnjim mesecima i tako obezbediti znatne uštede, jer neće biti potrebe da se uključuju veliki robusni sistemi. Ono je u fazi izgradnje, a rok završetka radova je kraj godine. Oprema je pristigla, pozicionirana je na temelje. U toku je proizvodnja čelične konstrukcije. Stepen realizacije projekta je na nivou od oko 55 procenata. Kogenerativna postrojenja u Novom Sadu i Beogradu su dva najznačajnija koje je EJB do sada radila, a da su povezana na sisteme daljinskog grejanja. Kako je ta tehnologija, ne

IZVESNO JE DA U BEOGRADU POSTOJI POTREBA ZA IZGRADNJOM JOŠ NEKOLIKO KOGENERATIVNIH POSTROJENJA, KAO I DA NAŠE ISKUSTVO STRUČNO I KVALITETNO IZVEDENIH POSLOVA, U NAJBOLJEM PREPORUČUJU ENERGOTEHNIKU JUŽNU BAČKU.

BELGRADE DEFINITELY NEEDS SEVERAL MORE COGENERATION PLANTS, AND “ENERGOTEHNIKA JUŽNA BAČKA” IS RECOMMENDED FOR THESE FUTURE PROJECTS DUE TO OUR EXPERIENCE AND PROFESSIONALLY CARRIED OUT PROJECTS.

ssary documentation prior to realizing the project.

“Energotehnika” is also building a plant for “Beogradske Elektrane” which is of great importance for the capital city?

After we won in Novi Sad tender, we also won in Belgrade international tender of the German Development Bank KFW, within the Program 4 for increasing energy efficiency in Serbia. The 10-megawatt plant for “Beogradske Elektrane” i.e. “Voždovac” heating plant, will provide the supply of hot sanitary water in the summer months and thus provide significant savings, as there will be no need to include large robust systems. It is in the construction phase, and the deadline for completion is the end of the year. The equipment has arrived and is positioned on the foundations. The steel construction is being made. The realization rate of the project is at around 55 percent. Cogeneration plants in Novi Sad and Belgrade are two most important plants that “EJB” has done so far, and they are connected to district heating systems. Since this technology is not only reliable,





Rekonstrukcija cirkulacionih pumpi za daljinsko grejanje u kotarnici "Istok" JKP Novosadska Toplana

samo pouzdana, ekološki odgovarajuća, i pre svega finansijski isplativa - sve je više investitora koji pokazuju interesovanje.

Koliko je ta vrsta projekata zahtevna u tehničkom smislu?

Oni zahtevaju potpunu inženjersku interdisciplinarnost, jer je neophodna simbioza građevinske, arhitektonske, elektro i mašinske struke. Kada kažem građevinske mislim i na njenu kostruktivnu oblast, visokogradnju i niskogradnju. Složenost radova i opreme, podrazumeva i brigu o zapaljivim materijama, eksplozivnim zonama, opremi pod pritiskom... Elektro struka je angažovana na radovima koji se tiču visokog, srednjeg i niskog napona. Tu su i automatika, odnosno sistemi upravljanja i nadzora postrojenja, dojave požara.

but also environmentally suitable, and above all financially profitable - more and more investors have been showing interest.

How challenging is this type of project in technical terms?

They demand full engineering interdisciplinarity, because the symbiosis of construction, architectural, electrical and mechanical professions is necessary. When I say construction I have its building structure, building construction and civil engineering in mind. The complexity of the work and equipment also includes taking care of inflammable materials, explosive zones, pressure equipment ... The electrical engineers are hired in high, medium and low voltage works. There are also automatics, that is, the plant management and control systems, fire warning.

Dženeral elektrik Jenbacher – ključni partner Energotehnike

General Electric Jenbacher - the key partner of "Energotehnika"

n Na poslovima izgradnje kogenerativnih postrojenja, jedan od najvažnijih partnera EJB je američka kompanija Dženeral elektrik. Mi koristimo njihove motore koji se proizvode u austrijskom Tirolu, odnosno fabrici u Jenbachu. Na poslovima izgradnje postrojenja u vetroparkovima sarađujemo sa Siemensom, ABB, Šnajder, ističe Milić.

t The American company "General Electric" is one of the most important "EJB" partners in the construction of cogeneration plants. We use their engines produced in the Austrian Tyrol, that is, the plant in Jenbach. We are working with "Siemens", "ABB", "Schneider" on the construction of wind farms, Milić says.

Elektroenergetiku kao našu kor delatnost unapređujemo i dalje

We continue to improve power engineering as our core business

Reference Energotehnike, odnosno na stotine izgrađenih trafo stanica, pri čemu je, konkretno u Vojvodini, kompanija izgradila sve instalacije te vrste, pokazuju da je EJB više nego pozvana da uradi svaki povereni joj posao.

To pokazuju projekti, od rekonstrukcije trafo stanice Novi Sad 3 (400/220/110 kV) na Rimskim Šančevima, posla koji je EJB uradila pre desetak godina, do novijih stanica naponoskog nivoa 110/20 kV u Čelarevu, Pećincima i Rimskim Šančevima.

Jedan od zahtevnijih poslova koje smo izveli bio je prelaz Dunava kod Neština, gde je bilo potrebno, u tehničkom smislu, savladati rastojanje od hiljadu metara i visinsku razliku od 40 metara između stubova dve obale. Skoro smo završili trafostanicu kod Kotor Varoši u Srpskoj, koju smo iz „prizemlja“ podizali na veću visinu. Energotehnika Južna Bačka je sposobna da odgovori svakom izazovu, jer se možemo pohvaliti izuzetno obučenim i opremljenim kadrom, ističe Dragan Kojić, rukovodilac Sektora za elektroenergetiku EJB.

Angažovani ste na na rekonstrukciji trafo stanice u Ubu, jednom od značajnijih poslova u vašem sektoru?

Radovi u Ubu uveliko traju, a oni će po završetku podrazumevati postrojenje naponskog nivoa 110/35/10 kV. Reč je o rekonstrukciji, proširenju i unapređenju sa svim elementima, postojećih in-

Refferences of “Energotehnika”, i.e. hundreds of power substations constructed in Vojvodina, show that “EJB” is more than welcome to do any job it is entrusted with.

Numerous projects including the reconstruction of the Novi Sad 3 (400/220/110 kV) power substation in Rimski Šančevi, which “EJB” finished a decade ago and 110/20 kV substations in Čelarevo, Pećinci and Rimski Šančevi of a newer date demonstrate this.

The construction of the overpass over the Danube River near Neštin was one of the more demanding projects we have carried out. We had to cover a distance of one thousand meters and a 40-meter height difference between the pillars of the two banks. We recently finished a substation near Kotor Varoš in Srpska, which we raised from the “ground level” to a higher level. “Energetika Južna Bačka” is capable of facing every challenge because we can boast exceptionally trained and equipped personnel, Dragan Kojić, Head of the “EJB” Power Engineering Sector, said.

You are hired to reconstruct the substation in Ub, one of the most important jobs in your sector?

The works in Ub have already started, and they will ultimately include the installation of a 110/35/10 kV plant. This project includes reconstruction, expansion and improvement of the existing 35/10 kV installations. The agreement with EPS distribution stipulates the production of project technical documentation for the expansion and upgrade of the 110 / 35/10 kV



stalacija naponski normi 35/10 kV. Ugovorom sa EPS distribucijom predvidena je izdrada projektne tehničke dokumentacije za proširenje i dogradnju trafostanice 110/35/10 kV instalisane snage 31,5 megavolt ampera. Građevinska dozvola i prateća dokumentacija su ishodovani. Urađeni su izvođački projekti i građevinski radovi su u toku. Trafostanica Ub ima po dva dalekovodna i trafo, odnosno jedno zajedničko polje. Tu su i novi energetski transformator kao i potpuno rekonstruisano i dograđeno srednjenačinsko postrojenje sa novim zaštitama, što će praktično značiti novu i moćnu instalaciju. Vrednost posla je 244 miliona dinara. Sva elektroenergetska oprema je poručena i ona sucesivno pristiže. Ugovoren rok završetka investicije je 24 meseca, ali očekujemo da ćemo posao završiti znatno kraće - do maja ili juna naredne godine. To je za Ub, odnosno Kolubarski okrug značajno zbog novih industrijskih kapaciteta i većeg konzuma.

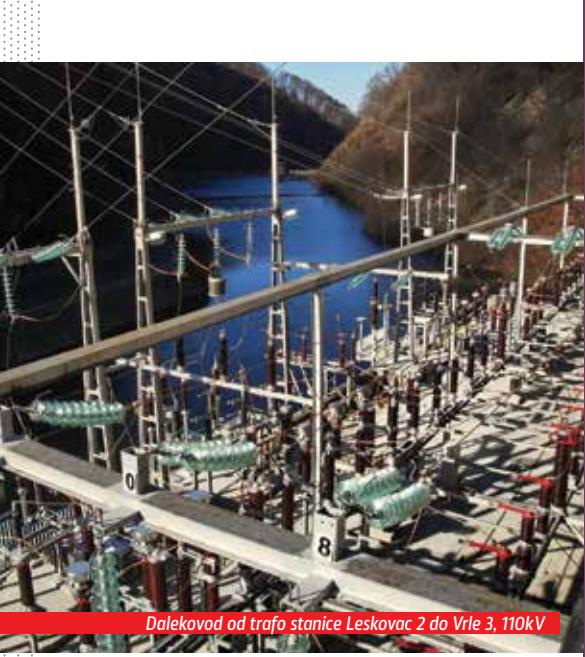
Koji su to aktuelni projekti na kojima radite?

EJB je uspešno okončao i posao oko dvostrukog dalekovoda Novi Sad 7, na srednjem naponskom nivou, do kompleksa tržnog centra „Nepi“. Parter-

transformer substation with installed power of 31.5 megavolt amps. The building permit and accompanying documentation have been obtained. The executive design has been completed and construction works are in progress. The Ub substation has two long-distance transmission lines and a transformer, i.e. one mutual field. There are also new energy transformers, as well as a completely reconstructed and upgraded medium voltage installation with new protection, which will, in practice, mean a new and powerful installation. The value of the transaction is 244 million dinars. All power supplies have been ordered and they are arriving successively. The agreed deadline for the investment is 24 months, but we expect that the works will be completed much earlier - by May or June next year. This is significant for Ub or Kolubara district due to new industrial capacities and higher consumption.

What projects are you currently working on?

“EJB” successfully completed the Novi Sad 7 two-stage long-distance transmission line, at the medium voltage level, to the “Nepi” shopping center complex. Hard landscaping was completed within the stipulated



Dalekovod od trafo stanice Leskovac 2 do Vrle 3, 110kV

no uređenje je završeno u predviđenom roku, krajem septembra. Završena je rekonstrukcija dalekovoda napona 110 kV od trafo-stanice Leskovac 2 do Vrle 3. Ta ekipa je početkom septembra započela rekonstrukciju dalekovoda istog napona Topola 1, Topola 2 i Subotica 3. Uporedno radimo na izgradnji trafostanice vetroparka Kovačica naponskog nivoa 220/35 kV i jedan privredni dvostruki dalekovod 2 x 220 kV za napajanje tog postrojenja. U pripremi imamo projekte trafostanice Zvornik u Republici Srpskoj, odnosno Šabac 5 i Loznica – istog naponskog nivoa.

Šta je ono što EJB izdvaja od ostalih u oblasti elektroenergetike?

Energotehnika Južna Bačka je jedna od retkih domaćih kompanija koja se bavi projektima svih naponskih nivoa, praktično od 0,4 do 400 (kV) kilovolti - što znači od poslova ugradnje brojila pa do najzahtevnijih. Preduslov za to su uz tehničku opremljenost - i izuzetno stručna, odnosno visokokvalifikovana radna snaga, od inženjerske do monterske.

**“EJB GOTOVO SVE
ŠTO UGRAĐUJE
SAMA I PROIZVODI,
A AKREDITOVANA
LABORATORIJA U
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NAJBOLJI JE
GARANT KVALITETA
PROIZVEDENOG.”**

“EJB” MANUFACTURES ALMOST EVERYTHING THAT IT INSTALLS, AND THE ACCREDITED LABORATORY WITHIN THE COMPANY IS THE BEST GUARANTEE OF HIGH-QUALITY PRODUCTS.



Trafo stanica Ub



ed deadline, at the end of September. The reconstruction of the 110 kV long-distance transmission line from the Leskovac 2 substation has been completed. At the beginning of September, the company started reconstruction of the same-voltage long-distance transmission lines Topola 1, Topola 2 and Subotica 3. We are working on the construction of the Kovačica wind farm 220/35 kV substation and 2 x 220 kV feeding two-stage transmission line for supplying this plant. We are currently preparing projects for the Zvornik substation in Republika Srpska, that is, Šabac 5 and Loznica - which will have the same voltage level.

What sets “EJB” apart from other power engineering companies?

“Energotehnika Južna Bačka” is one of the few domestic companies dealing with all voltage levels projects, practically from 0.4 to 400 (kV) kilovolts - which means that it can do both simple tasks such as installing meters as well as the demanding ones. The precondition includes the technical equipment and highly qualified professionals, i.e. highly qualified workforce including engineers and installers.

intervju interview

DRAŽEN PFERANOVIĆ

Zamenik direktora / Deputy Director



VETROPARK „KOVAČICA“ iskorak u oblasti „zelene“ energije

“Kovačica” wind farm is a step forward in the field of “green” energy

Vlada Srbije je 2013. godine donela Akcioni plan o udelu obnovljivih izvora energije u potrošnji električne energije sledeći direktive Evropske unije, prema kome je zacrtan cilj da do 2020. godine taj ideo „zelene“ energije bude 27 odsto u ukupnoj potrošnji.

Taj cilj još nije dostignut, ali je prethodnih nekoliko godina učinjen znatan pomak u tom pravcu. Pre svega u administrativnom, odnosno zakonodavnom delu. Doneta su odgovarajuća regulativna akta, omogućeno je i stranim investitorima da učestvuju u tom vidu proizvodnje električne energije. Vetroparkovi su najbolji primer. Trenutno se u Srbiji grade četiri, a jedan od njih je i vetropark „Kovačica“. Kada bude izgrađen, biće treći po veličini u zemlji, kaže Dražen Pjeranović, zamenik direktora „Energotehnike Južna Bačka“

Vetropark „Kovačica“ je jedan od najvažnijih projekata u kome učestvuje „Energotehnika Južna Bačka“. Možete li nam reći na čemu je konkretno angažovana vaša kompanija?

Za „Energotehniku Južna Bačka“ učešće u tom projektu ima značaj pionirskog iskoraka. Angažovani smo prvenstveno na izgradnji infrastrukture priključka, od kablovskih vodova, trafostanice do dalekovoda 220 kilovolti kojim se vetropark priključuje na prenosnu mrežu elektroenergetskog sistema Srbije. Mi smo rečju, zaduženi za projektovanje, izgradnju, puštanje u rad i sve završne testove koje je potrebno izvesti kako bi se ustanovilo koliko su vetroturbine spremne da se priključe na mrežu. U prvoj fazi izgradnje, predviđeno je da bude instalisane snage 104,5 megavata. Reč je o postrojenju koje će imati 38 turbina vetrogeneratora. Vetropark se prostire na 3.700 hektara i lociran je između Kovačice, Debeljače, Crepaje i Padine.

Koliki je finansijski značaj investicije u Kovačici i da li je EJB spremna da učestvuje i u drugim projektima obnovljivih izvora energije?

Ukupna vrednost investicije izraelskog investitora „Enlight Renewable Energies“ je oko 150 miliona evra. Kada bude pušten u rad vetropark „Kovačica“ će znatno doprineti ispunjenju agende dogovorene sa EU. Obezbediće se energija za 65 hiljada domaćinstava, a tu je i neposredna korist ekonomskog razvoja u toj oblasti, uključujući i otvaranje novih radnih mesta. Stečena iskustva EJB će zasigurno iskoristiti u nastupajućem periodu u Srbiji i regionu. Ne smemo zanemariti i druge obnovljive izvore energije od

In 2013, the Government of Serbia adopted the Action Plan on the share of renewable energy sources in the consumption of electricity following EU directives, according to which by 2020 this share of “green” energy should be 27 percent of total consumption.

This goal has not been achieved yet, but in the past few years a significant shift has been made in that direction. First of all, in the administrative or legislative field. Appropriate regulatory bylaws have been adopted, and foreign investors may participate in this type of electricity generation. Wind farms are the best example. At present, there are four in Serbia, and one of them “Kovačica” wind farm. Once built, it will be the third largest in the country, says Dražen Pjeranović, Deputy Director of “Energotehnika of Južna Bačka”

“Kovačica” wind farm is one of the most important projects of “Energotehnika Južna Bačka”. Can you tell us what your company is working on?

The participation in this project has the significance of pioneering steps for “Energotehnika Južna Bačka”. We are primarily working on the construction of the connection infrastructure, from cable lines and substation to 220 kV long-distance transmission line by which the wind farm is connected to the transmission network of the Serbian power engineering system. We are in charge of the design, construction, commissioning and all final tests that need to be carried out to determine if wind turbines are ready to be connected to the network. In the first phase of the construction, it is envisaged that the installed capacity be 104.5 megawatts. This plant will have 38 wind turbines. The wind farm extends over 3,700 hectares and is surrounded by Kovačica, Debeljača, Crepaja and Padina.

What is the financial significance of the investment in Kovačica and is “EJB” ready to participate in other renewable energy projects?

Israeli investor, “Enlight Renewable Energies” invests about 150 million Euros. Once “Kovačica” wind farm is put into operation, it will significantly contribute to meeting the agenda agreed with the EU. Electricity will be provided for 65 thousand households, and it will directly contribute to the economic development of this area, including the creation of new jobs. “EJB” shall definitely use acquired experience in the coming period in Serbia and the region. We should not neglect other renewable energy sources from small hydropower plants, solar and biomass energy. We are present in



I projekat -Vetropark Kovačica

“

**ZADATAK EJB –
INFRASTRUKTURA
PRIKLJUČKA OD
KABLOVSKIH
VODOVA,
TRAFOSTANICE DO
DALEKOVODA KOJIM
SE VETROPARK
PRIKLJUČUJE NA
ELEKTROENERGETSKU
MREŽU**

**TASK OF “EJB”
- CONNECTION
INFRASTRUCTURE
FROM CABLE LINES,
SUBSTATIONS TO
THE TRANSMISSION
LINES CONNECTING
THE WIND FARM TO
THE ELECTRICITY
NETWORK.**

malih hidroelektrana, solarnu i energiju biomase. Mi smo na svim tim tržištima prisutni, a svakako smo i kao kompanija opredeljeni da učestvujemo u tim poslovima.

Koliko su obnovljivi izvori energije isplativi na kratak rok, budući da oni iziskuju znatna ulaganja?

Globalni cilj je smanjenje efekata staklene bašte, odnosno emisije ugljendioksida u atmosferu. To je budućnost, i strateški gledano čitav razvijeni svet se kreće u tom pravcu. Srbija je kao i sve druge evropske zemlje preuzela tu obavezu. Naravno da svaka investicija košta, ali tehnološke studije koje se rade uoči svakog projekta, pokazuju opravdanost rešenja. Zato postoji institucija privilegovanih proizvođača, koji zahvaljujući principu „fid – in“ tarifa imaju priliku da grade i investiraju u sektor „zelene“ energije.

Srbija ima znatne vodne potencijale, te je sa Republikom Srpskom dogovorena izgradnja dve hidroelektrane na Drini?

Ulaganja u hidroelektrane su ispočetka zamašnija, od onih u termoelektrane. Međutim ako se ima u vidu, period održavanja i energetici koji se koriste, hidroelektrane su isplativije. Manja hidropostrojenja bi se u Srbiji mogla izgraditi na više od 700 lokacija, što je delom uslovljeno i pravnim domenom, odnosno katastrom i drugi. Država je i slučaju vetroparkova, prethodno uskladila propise, od Zakona o energetici do Zakona o planiranju i izgradnji.

Šta je EJB preporučilo za velik broj zahtevnih projekata na kojima je vaša kompanija angažovana duži niz godina?

EJB je kompanija kojoj je korisnički interes, odnosno osnovna delatnost - izgradnja, održavanje i rekonstrukcija elektroenergetskih objekata i to od napona 0,4 kV koji se koristi u domaćinstvima do najvišeg 400 kilovoltнog napona. To znači sve od transformatora, dalekovoda, i kablovske vodova svih naponskih nivoa. Visoki napon podrazumeva sve od 35 kV pa na više, odnosno 220 i 400

all these markets, and of course, we are committed to participating in these businesses.

To what extent are renewable sources of energy cost-effective in the short term, since they require significant investments?

The global goal is to reduce the greenhouse effect, i.e. carbon dioxide emissions into the atmosphere. This is the future, and strategically, the entire developed world is moving in that direction. Like all other European countries, Serbia has taken on this obligation. Of course, every investment costs, but scoping studies that are done before each project show that this solution is justifiable. That is why there are privileged producers, which thanks to the “feed-in” tariffs principle have the opportunity to build and invest in the sector of “green” energy.

Srbija has significant water potential, and it agreed to build two hydropower plants on the Drina River with the Republic of Srpska?

Investments in hydroelectric power plants are initially greater than those in thermal power plants. However, if we keep in mind, the maintenance period and the energy used, the hydroelectric power plants are more profitable. Small hydropower plants could be built in more than 700 locations in Serbia, which is partly conditioned by the legal domain, that is, the cadastral and other issues. In case of wind farms, the state previously harmonized regulations, from the Energy Law to the Law on Planning and Construction.

What has recommended “EJB” for a number of challenging projects your company has been working on for many years?

“EJB” is a company whose core business, that is, the main activity, is the construction, maintenance and reconstruction of electric power facilities of voltage ranging from 0.4 kV used in households up to a maximum 400 kV. This means that we work on substations, long-distance transmission lines, and cable lines of all voltage levels. High voltage implies everything of 35 kV and higher, that is 220 and 400 kV. You are the leader in power engineering if you



kV. U elektroenergetici ste lider ako sve to obuhvata-te, a „Energotehnika Južna Bačka“ je jedna od retkih kompanija u Srbiji, sposobna da se angažuje u tom opsegu. Upravo te reference, da možemo na svim poljima da odgovorimo traženom i pogotovo velik broj stručno i kvalitetno izvedenih projekata, učinili su da mnogi prepoznaju kao kredibilnog partnera.

include all this, and “Energotehnika Južna Bačka” is one of the few companies in Serbia, capable of working in this area. Owing to these references proving that we can satisfy our clients' needs and thanks to a large number of professionally carried out quality projects in all fields, many have recognized us a credible partner.



Inovacije, nove tehnologije i referentni poslovi – najveće preimuntstvo EJB

Innovations, new technologies and reference jobs - the biggest advantage of “EJB”



Mi svakodnevno pridajemo pažnju usavršavanju, od primene posebnih materijala, softvera koji se koriste prilikom planiranja i projektovanja do unapređenja tehnologije izvođenja poslova. Na sve to, naše preimuntstvo se ogleda i u kadrovskoj stručnosti i osposobljenosti inženjera, montera i svih drugih. Budući da se bavimo širokim spektrom poslova – nema šablon-ske rutine, a kako je radno okruženje inspirativno, svima je izazov da što više doprinesu i usvoje nova znanja.



Every day we pay attention to the improvement, from special materials we use, software used in planning and designing to the improvement of the technology of doing business. On top of this, our advantage is reflected in the personnel skills and capabilities of engineers, installers and all others. Since we are dealing with a wide range of jobs - there is no routine work, and as the working environment is inspiring, everyone is challenged to contribute more and adopt new knowledge.



ЕЈБ
Енерготехника
Јужна Бачка



Opravdano do titule lidera konkurentnosti i održivog razvoja

*Deservingly to the title of leader in
competitiveness and sustainable development*

Energotehniku Južna Bačka“ je pre šest decenija osnovala Elektrovojvodina kao preduzeće za izgradnju i održavanje elektroenergetskih objekata: trafostanica i dalekovoda, ali ekonomski uspon u punom smislu počinje od privatizacije 2010. godine. Navršavajući 60. godišnjicu postojanja, EJB najavljuje ambiciozne planove razvoja i širenja na druga tržišta.

Šezdeset godina postojanja i uspešnog rada Kompanije je zaista uspeh na ovim prostorima, naročito imajući u vidu turbulentnu istoriju, koja nije mogla da zaobiđe ni poslovanje u energetskom sektoru. To je veliki jubilej za nas, i sigurno je da nas bogata istorija i tradicija naše Kompanije dodatno obavezuju. Kada je reč o inostranom poslovanju, trenutno smo sa našim poslovnim aktivnostima aktivno prisutni u zemljama u okruženju, odnosno u bivšim jugoslovenskim republikama (Bosna i Hercegovina, Crna Gora i Makedonija). Istovremeno, predthodnih nekoliko godina smo intezivno radili na pripremi kompanije za ozbiljniji izlazak na tržište Evropske Unije. Mi, koji danas vodimo „Energotehniku-Južna Bačka“, smatramo da je naš glavni zadatak, nastavak razvoja kompanije koji naročito podrazumeva dalju internacionalizaciju poslovanja.

Šta bi za EJB bio izazov u daljoj ekspanziji?

Kao prvo, kao što sam prethodno istakao, dalja ekspanzija se odnosi na geografsko širenje i osvajanje novih tržišta. Kao drugo, smatramo da nam kao društvu predstoji kompletne transformacije, koja će podrazumevati bržu komunikaciju, drugačiji ekološki pristup, modernizaciju poslovanja, itd. Generalno, potrebe savremenog čoveka će u budućnosti biti itetako drugačije u odnosu na današnji period. Neminovno je da ovaj trend globalizacije donosi i nova projektna rešenja, odnosno potuno nove projekte koji će imati zajednički imenilac u jednoj reči - «digitalizacija». Upravo smo naše razvojne kapacitete usmerili na osvajanje novih znanja i sticanja praktičnih iskustava, koja će biti potrebna za realizaciju ovakvih projekata u energetici, komunikacijama, itd.

Energotehnika Južna Bačka“ (hereafter referred to as EJB) was founded six decades ago by “Elektrovojvodina” as a company for construction and maintenance of electric power objects: substations and transmission lines, but the economic success in full meaning starts from the privatization in 2010. While celebrating its 60th anniversary, EJB announces ambitious development and market extension plans.

Sixty years of existence and successful work of the Company is a big achievement in this region, especially having in mind a turbulent history, that influenced doing business in the energetics. It's a big anniversary for us, and certainly that our rich history and the Company's tradition bind us additionally. Speaking of international business operations, we are actively present in the region (Bosnia & Herzegovina, Montenegro and Macedonia). At the same time, in the past few years, we've worked intensively in preparing the Company for more serious entry into the European Union market. We, the current management of EJB, consider as our main objective a continuation of Company's development especially in terms of further internationalization of our business activities.

What would present a challenge in further expansion of EJB?

Firstly, as I've already stated, our further development will focus on geographic expansion and conquering new markets. Secondly, we think that a complete transformation is what lies ahead to our society, especially in terms of faster communication, different approach to ecology, modernization of business etc. Broadly speaking, needs of contemporary man will be significantly different compared to the present moment. This trend of globalizing inevitably brings new project solutions, and completely new projects with one word common denominator - «digitalization». That's exactly why we directed our development capacities to acquiring new knowledge and gaining practical experiences which will be much needed in realization of these projects in energetics, communication etc.

Drugim rečima, ovi dolazeći trendovi i konkretni projekti koji proizilaze iz njih, jesu za nas najveći izazov, u smislu da uzmemo što veće učešće i budemo prvi koji će kreirati promene i implementirati ovakve projekte.

Šta je bila prekretница u poslovanju EJB?

Uzimajući u obzir celokupnu istoriju kompanije, sa sigurnošću mogu da kažem da je prekretница u poslovanju EJB, momenat privatizacije 2010.godine. Kompanija je do tada bila pod državnim okriljem, što svakako predstavlja ograničavajući faktor za današnji način poslovanja. EJB je do tada poslovala sa godišnjim prihodom od desetak miliona evra, što je bilo savim dovoljno za održavanje sistema. Velike promene takođe nastupaju sa dolaskom sadašnjeg vlasnika g. Dragoljuba Zbiljića na čelo Kompanije. Kao već dokazan i uspešan poslovan čovek, uneo je posebnu energiju koja se oseti svakog dana među nama zaposlenima. Istovremeno, proširujemo polja poslovanja i počinje sve značanije angažovanje u rудarstvu, naftnoj industriji i gotovo svim većim privatnim investicijama koje su vezane za energetiku.

Koji domeni poslovanja su unapređeni?

Ono što lično smatram najvažnijim, jeste da smo napravili jednu modernu kompaniju sa jasnom organizacionom strukturom koja je spremna da odgovori na najizazovnije i najkompleksnije projekte današnjice. Naše dosasašnje iskustvo u radu sa međunarodnim kompanijama i najzahtevnijim stranim investitorima, zaista ima jednu specifičnu težinu i sigurni smo da nam je to velika komplementarna prednost u odnosu na konkurenčiju. Sve ove godine smo se istinski trudili da iz dana u dan budemo sve bolji, i kada se taj napor prosti sabere, on predstavlja ogromnu silu koja je doprinela tome da smo danas nedvosmisleno jedan od regionalnih lidera u oblasti energetike. Istovremeno, sledeći trendove na tržištu, posebno one u poslednje dve decenije u Evropskoj Uniji, razvili smo poslove i projektne timove u oblasti termoenergetike, nafte i gasa, kao i obnovljivih izvora energije. Posebno bih istakao projekte kogenerativnih postrojenja, izgradnje solarnih elektrana i vetroparkova. Takozvana „zelena energija“ počinje da zauzima sve značajniji deo u poslovanju naše kompanije, što smatramo izuzetno pozitivnim.

Finansijski parametri poslovanja pokazuju da EJB ima dosta razloga za zadovoljstvo?

Nekadašnji godišnji prihodi od desetak miliona

In other words, these upcoming trends and resulting concrete projects are the biggest challenge for us, in terms of taking as significant part in them as possible, with our ambition to be the icebreakers, the ones who will create changes and implement these kind of projects.

What would be the turning point in business activities of EJB?

Taking into account the complete Company's history,

Dugogodišnja uspešna saradnja sa Gradom

Sadašnja gradska administracija na čelu sa gradonačelnikom Vučevićem je zaista uradila mnogo na stvaranju jednog kvalitetnog mikro-ambijenta, koji pogoduje pozitivnoj poslovnoj klimi za nas privrednike. Grad Novi Sad je danas jedno veliko gradilište i mi smo posledično angažovani na mnogim projektima koji predstavljaju direktne ili indirekne investicije Grada. Za nas su posebno interesantni projekti koji se tiču energetske efikasnosti i gradske infrastrukture. Sigurni smo da kao izvođači ili partneri možemo mnogo da pomognemo na realizaciji ovakvih aktivnosti i stojimo na raspolaganju da sa svojim znanjem i logistikom doprinesemo unapređenju ove oblasti na obostrano zadovoljstvo, koje istovremeno znači i uštede i boljšak za građane.



Javno osvetljenje Detelinara, Novi Sad



Град Нови Сад
City of Novi Sad

Years of successful cooperation with the City

Current local administration lead by the mayor Vučević has done a lot in creating a quality micro-ambience which encourages positive business climate for the companies. City of Novi Sad is today one big construction site and we are, consequently, involved in a number of projects that are financed directly or indirectly by the City. Projects that are concerned with the questions of energy efficiency and urban infrastructure are especially interesting for us. We are certain that we can help this activities be realized, whether as partners or contractors, and we stand available to contribute with our know-how and our logistics, to make an improvement in this area, to the mutual pleasure, and also economic benefit and well-being improvement for the citizens.



I could say with certainty that the breaking point in EJB's business activities was the moment of privatization in 2010. Until that moment, Company was owned by the State, which is without any doubt a limiting factor for the present way of doing business. Up until then, the Company had been operating with annual revenues of around 10 million euros, which was enough for the system maintenance. Significant changes happened with the arrival of current owner Mr. Dragoljub Zbiljić, to the Company's head. As already proven and successful businessman he injected special kind of energy which is felt on a daily basis among the employees. At the same time we expanded our fields of activities and started more significant engagement in mining, oil industry and took part in almost every bigger private investment concerning the energetics sector.

Which business domains are being improved?

Most important thing, in my personal opinion, is that we have created a modern company with clear organizational structure that is ready to respond to the most challenging and most complex projects of nowadays. Our prior experience in working with the international companies and the most demanding foreign investors has a specific weight and most certainly gives us a competitive advantage in the market. Throughout all these years we have truly worked hard to constantly improve ourselves, and when all that effort sums up, it presents a giant force which helped us to undoubtedly become one of regional leaders in energetics. At the same time, by following market trends, especially the ones in last two decades in European Union, we have developed operations and project teams in the fields of thermal energetics, oil and gas, and renewable energy sources. I would like to emphasize projects of cogeneration power plants, building solar power plants and wind power plants. So called "green energy" begins to take a significant part in our Company's operations, which we find as extremely positive thing.

Financial indicators of EJB show that there are reasons to be satisfied?

Former annual revenues of around 10 million euros have been increased in the last couple of years to a continuous level of 50 to 60 million euros. Current business indicators show an additional increase of business revenues for the current year, so we expect to achieve record business results for 2018. All mentioned should be followed by an increase in the profit rate and accumulated profits, which is mostly being

evra, uvećani su poslednjih godina na kontinuirаниh 50 do 60 miliona evra. Dosadašnji parametri poslovanja pokazuju i dodatni rast poslovnih prihoda za tekuću godinu, te očekujemo rekordan poslovni rezultat za 2018.godinu. Sve ovo bi trebalo da prati i povećanje profitne stope i profita u kumulativu, koji je većinom namenjen za razvoj. Ove cifre zaista predstavljaju isključivo rezultat jednog mukotrpног rada, konstantog učenja, usvajanja novih znanja i novih tehnologija i pravilnog vođenja kompanije. Struktura prihoda pokazuje da se osnovni posao sa EPS-om i distributivni deo blago uvećao, a da su poslovne rezultate popravila proširenja naše delatnosti, odnosno saradnja sa rudarskim baza-nima, Kolubarom, termoelektrana-ma, kopovima, angažman u oblasti obnovljivih izvora energije, poslovi u regionu, privatne investicije.

Koliko su očigledno dobro pripremanje i konzistentna poslovna strategija uticali na dobre rezultate u poslovanju?

Izuzetnu pažnju posvećujemo analiziranju tržišta, na osnovu čega donosimo zaključke i vršimo predviđanja, koji su kasnije implementirani u naše kratkoročne i dugoročne planove poslovanja. Naše iskustvo govori da nijedan uspeh nije došao preko noći, već je nastao kao plod dugotrajnog planiranja, pažljivog promišljanja i na kraju postepenog rasta i razvoja. Oblast obnovljivih izvora energije je najbolji primer. EJB je od samog početka pažljivo i studiozno pri stupila ovom značajnom segmen-tu u današnjoj energetici i rezultati jednog takvog pristupa su vidljivi u svakom smislu. To je proces koji traje već šest godina. Isti je slučaj sa projektima u rudarstvu, gde smo na tekućim poslovima angažo-vani kao podgovarači najeminentnijih evropskih kompanija, koje praktično jedine imaju kapacitet da rade na zahtevnim rekonstrukcijama specifičnih mašina i bagera.

Vaša kompanija je stekla reputaciju pouzdanog partnera sposobnog da odgovori i na najzahtevnije investicione izazove?

Naš, već duboko implementiran način rada jeste da nema razlike u pristupu u realizaciji projekata, uzi-

allocated for development. These figures really present the result of a hard work, constant learning, adopting new knowledge and correct and effective management of the company. Revenue structure reveals that basic business with EPS (State electric utility company) and power distribution business part have increased modestly, while our business results are improved thanks to our extended activities, i.e. cooperation with mining basins, "Kolubara", thermal plants, open-pit mines, engagement in the field of renewable energy sources, operations in the region, private investments.

How did obviously good planning and consistent business strategy affect company's good business results?

A lot of attention is given to the market research, which is basis for bringing conclusions and making forecasts that are later implemented in the short-term and long-term business plans. Our experience tells us that no success came overnight, it is rather a result of long-term planning, careful reflection and gradual rise and development. Renewable sources of energy field is the best example. From the very start EJB approached diligently and carefully to this important segment in today's energetics and the results of such an approach are visible in every sense. It's a process that's been going for 6 years. The same goes for the mining projects, where we are currently engaged as subcontractors to the most eminent European companies, those with rare capacity for doing complex reconstruction of specific machines

and excavators.

Your company gained reputation as a reliable partner capable of conducting the most complex investment challenges?

Our deeply implemented business philosophy is that there is no difference in approach to the projects realization, regardless of their value. We have the same approach for the project with the least financial value and for the one that worth millions. We are obliged to this approach by the corporate policies and internal acts that we daily apply. Only this kind of business philosophy that puts professionalism and quality to the first place guarantees confidence of partners and

„
**EJB ĆE U NAREDNIH
NEKOLIKO GODINA
BITI U POTPUNOSTI
SPREMNA ZA
UTAKMICE I NA
ZAHTEVNIM
INOSTRANIM
TRŽIŠTIMA**

**EJB WILL BE, IN THE
FOLLOWING PERIOD,
COMPLETELY
PREPARE FOR THE
CHALLENGES IN
THE EVEN MOST
DEMANDING
MARKETS**

majući u obzir njihovu vrednost. I najmanje finansijski vrednom projektu pristupamo na isti način kao i onom koji je milionski vredan. Na ovo nas obavezuju usvojena koorporativna politika i interni akti koje u svakodnevnom radu primenjujemo. Samo ovakva poslovna filozofija, koja na prvo mesto stavlja kvalitet i profesionalizam, garantuje poverenje naših partnera i klijenata, što je i naš permanentni imperativ. Zahvaljujući takvom pristupu i slobodno mogu da kažem jednom transparentnom radu, razvili smo mrežu domaćih i stranih partnera sa kojima može-

clients, which is our permanent imperative. Thanks to this approach and, I could say that freely – transparent work – we have developed a network of domestic and foreign partners with whom we can conduct the most complex projects in the energetics and infrastructure area.

What are the biggest projects that you participate in at the moment?

The most important projects that we're involved



Vetropark Čibuk

mo da realizujemo najkompleksnije projekte u sferi energetike i infrastrukture.

Koji su aktuelno najveći projekti u kojima učestvujete?

Najznačajniji projekti na kojima sada radimo su izgradnja vetroparka u Kovačici, kao i izgradnja vetroparka «Čibuk» u blizini Dolova. Ovo su trenutno najveći projekti te vrste na Balkanu. Za Beogradske Elektrane, u okviru programa saradnje sa nemačkom KFW bankom, gradimo kogenerativno postrojenje snage 10MW, po sistemu «ključ u ruke». Ista-

in at the moment are the construction of wind power plant in Kovačica, as well as the construction of «Čibuk» wind power plant near Dolovo. These are the biggest projects of that sort in the Balkans at the moment. For "Beogradske Elektrane" (Belgrade Heating Company), as part of the cooperation program with the German KFW bank, we are building a cogeneration power factory of 10MW capacity, based on the «key in hand» principle. I'd like to point out that we participate as contractors in the ash cleaning project in TENT (Thermal Power Plant "Nikola Tesla"), which Serbian Government agreed with Japanese corporation "Mitsubishi Hitachi".



Kolegijum

kao bih još da smo kao izvođači prisutni na projektu otpepeljavanje u TENT-u, koji je republička Vlada ugovorila sa japanskom korporacijom "Mitshubishi Hitachi".

EJB ne odustaje od razvoja elektroenergetskog sektora?

Potpuno ste u pravu, mišljenja smo da nikako ne smemo da zanemarimo našu izvornu delatnost. Trenutno gradimo, odnosno rekonstruišemo trafo-stanicu „Beograd 6“, koja napaja centar Glavnog grada. Reč o 110 kilovoltnoj instalaciji koja snabdeva niz veoma važnih javnih i privrednih potrošača. U Priboru smo angažovani na projektovanju i izgradnji nekoliko trafostanica istog naponskog nivoa. Takođe, izvodimo radove na rekonstrukciji više dalekovodnih sistema na visokom naponu, koji su nam povereni od Elektromreža Srbije. Što se tiče elektromontažnih radova, prisutni smo na sva tri tržišna segmenta elektroprivrede, i to od domaćeg u Novom Sadu, dela Beograda do Šapca, Loznice, Valjeva i Lazarevca, gde gotovo svakodnevno izvodimo rekonstrukcije, nove investicione radove, izgradnju i rekonstrukciju mernih mesta.

Poslovna klima u Srbiji prema oceni mnogih,

EJB doesn't give up on the electrical energetics sector development?

You are completely right, we think that our core business activity mustn't be neglected. At the moment, we are building, or more precisely, reconstructing the electrical substation "Beograd 6", which supplies the capital's city center. It is a 110kV installation which will provide power for a number of important public and business consumers. We are also involved in projecting and constructing a several electrical substations of the same power capacity in Pribor. We are also involved in reconstructing several high-voltage transmission lines, delegated to us from "Elektromreže Srbija"(State electric utility company). Speaking of power distribution system servicing, we are active in all three market segments of electrical energetics, starting from the local one in Novi Sad, then from part of Belgrade to Šabac, and from Valjevo to Lazarevac, where we are conducting reconstructions, new investment works, construction and reconstruction of measurement points on a daily basis.

Business climate in Serbia is being, according to many factors, even international ones, significantly improved in the last years, which

pa i međunarodnih činilaca, poslednjih godina znatno unapređena, što pokazuje i visok nivo stranih investicija?

Želimo da pozdravimo aktivnosti Republičke Vlade na vidnom unapređenju poslovnog ambijenta u Srbiji. Imamo utisak da su procedure vezane za gradnju i investicije ubrzane i pojednostavljene. Takođe, mnogo je urađeno na zakonodavnom okviru vezano za energetski sektor iposebno javno-privatno partnerstvo, koje posmatramo kao veliku razvojnu šansu. Sve ovo je izuzetno doprinelo pokretanju jednog ovakvog investicionog ciklusa čiji smo svedoci danas, i koji je primetan u svakoj sferi društvenog života u Srbiji.

Odgovaraju nam reforme i reorganizacija energetskog sektora

Uzimajući u obzir činjenično stanje, najavljenе transformacije su neophodnost, što u isto vreme predstavlja pozitivnu stvar. EPS je uveliko započeo proces suštinske reorganizacije, i to se već sada oseća na tržištu. Sve procesi započeti u smislu modernizovanja tog javnog preduzeća, racionalizacije poslovanja, smanjenja gubitaka i drugog, mogu biti samo doprinos boljem i efikasnijem poslovanju što treba da predstavlja osnovni cilj. Mi smo već sada uključeni u mnogim projektima koji će doprineti da EPS radi efikasnije. Prvenstveno mislim na projekte koji su vezani za smanjenje gubitaka na niskonaponskim mrežama, zamenu mernih mesta i brojila, daljinsko očitavanje i dr. Iskustvo u regionu nam govori da kompaniji profila EJB, odgovara uređen ambijentu svakom smislu, kada govorimo o elektro-energetskom sistemu jedne države. Svi veliki sistemi, naročitoovi elektro-energetski, bez obzira na karakter vlasništva, imaju potrebe za novim investicijama i svakodnevnim održavanjima. Njihov cilj nije da razvijaju selektro-energetske kompanije zadužene za montažu i održavanje, već da to „autorsuju“. To je uostalom Elektroprivreda uradila kada je izdvojila EJB, a potom i privatizovala 2010. godine.

results in high level of foreign investments?

We would like to congratulate the Serbian Government for their constant activities in improving the business ambience. We have the impression that investment and constructing procedures have been simplified. A lot has been done with the legislative framework for energetics, as well as for the public-private partnerships, which we consider a great development opportunity. All of this have resulted in launching the investment cycle that we're witnessing today, which is visible in every segment of Serbian social life.

Reforms and reorganization of energetics sector please us

Taking facts into the account, announced transformations are necessity, which is a positive thing. EPS (State electric utility company) has already started the process of fundamental reorganization, and the effects have already been felt in the market. All the processes that are launched with the aim of modernizing that public company, business rationalization, cutting costs etc. can only lead to a better and more efficient operating, which should be the ultimate goal. We've been already involved in a lot of projects that will contribute to the more efficient functioning of EPS. Primarily I think about the projects that are linked to reducing losses in the low-voltage network, replacement of measurement points and electric meters, long-distance measuring etc. Speaking of the electrical energetics sector, regional experience tells us that companies of EJB's profile are better off when working in a well-ordered ambience, in every sense of the word. All the big systems, especially these in electrical energetics, regardless of the ownership model, have the need for investments and everyday

maintenance. Their goal is not to develop electrical energetics companies that deal with servicing and maintenance but to outsource. That's exactly what EPS had done when made EJB independent, which lead to privatization in 2010.

**EJB JE DO SADA
URADILA VIŠE
OD 60 ODSTO
REKONSTRUKCIJA
JAVNE RASVETE
NA PODRUČJU
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TAKOĐE, NAŠA
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I REPUBLIČKOG
ZNAČAJA U GRADU.**

**EJB HAS DONE SO
FAR OVER 60% OF
PUBLIC LIGHTENING
RECONSTRUCTIONS
IN NOVI SAD. ALSO,
OUR DECORATIVE
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EMBELLISHES
ALMOST EVERY
OBJECT OF
SIGNIFICANCE FOR
THE PROVINCE OR
THE REPUBLIC IN
THE CITY.**

intervju interview

DRAGOLJUB ZBILJIĆ

Predsednik kompanije „Energotehnika Južna Bačka” / President of company “Energotehnika Južna Bačka”



„Srpska pamet i srpski proizvod moraju biti osnova nacionalne ekonomije“



SERBIAN WISDOM AND SERBIAN PRODUCT MUST BECOME THE FOUNDATIONS OF NATIONAL ECONOMY

ENERGOTEHNIKA Južna Bačka postala je sinonim ne samo za najuspešniju kompaniju srpske energetike i ponos domaće privrede već i nekog ko u razvojnom, organizacionom i inovacionom smislu diktira tempo unapređenja privrednog poslovanja.

ENERGOTEHNIKA Južna Bačka has become a synonym not only for the most successful company of Serbian energetics and pride of domestic economy, but also for someone who in developmental, organizational and innovational sense, sets the tempo for the improvement of economic activities.

Njenu naročitu vrednost predstavlja posvećenost razvoju srpskih privrednih potencijala i svega što do-prinosi osnaživanju nacionalne ekonomije - od domaćeg proizvoda do što većeg angažmana i afirmacije naših stručnjaka i radnika, kao prvog preduslova obnove na svim poljima. EJB je posebno motivisana da se u društvenom životu što više potvrdi princip uzajamnosti i obaveze prema zajednici i to delatno pokazuje pomažući znatnom broju sportskih, prosvetnih i drugih ustanova. Uspon kompanije i njen dinamični razvoj kao plod nove poslovne filozofije, korespondira sa promenom vlasničke strukture i dolaskom Dragoljuba Zbiljića, uspešnog poslovnog čoveka velike radne energije.

Živimo u vremenu velikih promena. Kako ste zadovoljni privrednim ambijentom i poslovnom klimom?

Država je postavila jasne okvire i doneta je veoma dobra zakonska regulativa koja sasvim izvesno ima razvojnu funkciju. Veoma me raduje kao privrednika koji veruje u privredne potencijale Srbije i srpskih proizvoda, što je kreiran prostor da se privredna saradnja i povezivanje intenziviraju, tako da se omogući stvaranje piramide razvoja nacionalne privrede. Ukupno posmatrano, trasiran je put koji u punom smislu vodi povećanju dinamičnosti, efikasnosti i kompetitivnosti srpske privrede. Sve to mi daje mnogo razloga ne samo za optimizam već i zadovoljstvo. Kao neko ko je počeo u poslovima sa preradom metala, dovoljno mi je da se prisetim početka dve hiljaditih i tržišta zasutog uvoznom robom - polovina go-tovih proizvoda od bakra se uvozila, a sekundarna sirovina bila izvožena. Sada se i poljoprivreda i metalna industrija kao dve vodeće preradivačke grane u Srbiji, oslanjaju na sopstvene kapacitete. Sve više je ulaganja. Izgrađena je nova topionica i rafinacija bakra u Boru, te se kompletna prerada radi u Srbiji, a poluproizvodi idu na dalju doradu u Sevojno i tako se uglavnom plasira domaći proizvod. Razvojna klima je dobra, i Srbija je veoma dobro privredno pozicionirana, što pokazuju statistički podaci, ali i poređenje sa bivšim jugoslovenskim republikama.

Koliko je vaše ranije iskustvo uspešnog privrednika u oblasti prerade metala povezano

Its specific value represents dedication to development of Serbian economic potentials and anything that contributes the strengthening of national economy – from domestic product to the more significant engagement and affirmation of our experts and workers as a first prerequisite for renaissance in every field. EJB is highly motivated to confirm in social life the principle of mutuality and responsibility towards the community and it's been actively showing that by helping to a number of sports, educational and other kind of institutions. Rise of the company and its dynamic development as a result of new business philosophy, correspond to the change in ownership structure and arrival of Dragoljub Zbiljić, a successful businessman of great working energy.

We live in an era of big changes. Are you satisfied with the economic ambience and business climate?

The State has set clear framework and adopted a very good legislation which clearly has a developmental function. I'm very much pleased, as a businessman who believes in economic potentials of Serbia and Serbian products, that a space for intensified cooperation and networking has been created, so that making a national economic development pyramid becomes possible. Broadly speaking, a path that leads to more dynamism, efficiency and competitiveness in Serbian economy has been established. All that gives me a lot of material, not only for optimism, but also for satisfaction. As someone who started career in metal industry, it's enough to remember the beginning of 21st century and market that was saturated with imported goods - half of copper products was imported and secondary raw materials

were exported. Nowadays, both agriculture and metal industry as leading processing industries in Serbia are relying on their own capacities. There's more and more investments. New copper smelter and refinery has been built, so complete process is now done in Serbia, and semi-finished goods are being sent to Sevojno for a further treatment, which presents the manner of placing a domestic product. Development climate is good, and Serbia is economically well-positioned, which is proven by statistical data, but also in comparison with the former Yugoslav republics.

How much is your previous experience as a successful entrepreneur in metalworking industry

**„STVORITI STRUČAN
I POSVEĆEN TIM,
OD INŽENJERSKOG
DO MONTERSKOG
KADRA NAJPREĆI
JE ZADATAK
„ENERGOTEHNIKE
JUŽNA BAČKA“**

**CREATE A
PROFESSIONAL AND
DEDICATED TEAM,
FROM ENGINEERS TO
ASSEMBLERS, IS THE
MOST IMPORTANT
TASK OF EJB**



Srbija ima veliku šansu, uz trud i bez samoporicanja

Udelu naše javnosti provejava bezvoljnost koja se gotovo graniči sa mrzovljom. Šta god da se dobro uradi, bilo da je reč o opštini, gradu, pokrajini ili republičkom nivou dočekuje se sa podsmehom i apriori obezvređuje. Nije tačno da Srbija nema perspektivu i da već nisu učinjeni značajni koraci. Naš najveći potencijal su mladi, vredni i obrazovani ljudi koji po znanju, umešnosti i radnoj etici ni po čemu ne zaostaju za vršnjacima u razvijenim zemljama. Zato ja lično, ali i Energotehnika Južna Bačka želimo i nastojimo da učestvujemo u pokretanju svih domaćih potencijala. Zaboravljamo da naša država ima to iskustvo. Srbija je početkom 20.veka bila zemlja useljenika i velikih prilika. Imala je znatan demografski rast, a pritom je kao magnet privlačila mnoge koji su, sasvim ekonomski merljivo, videli šansu da u njoj pokrenu posao i žive dobro.

Serbia has a great opportunity, only with efforts and without self-denial

In part of our public opinion there is a flowing lethargy which borders almost with grumpiness. Whatever good is done, whether it is about a municipality, city, province or the republic, it is always checked with ridicule or is a priory devalued. It is not true that Serbia doesn't have perspective or that important steps haven't already been made. Our biggest potential are the young, educated, hard-working people who aren't lagging behind their peers in developed countries. That is why EJB and myself wish and tend to participate in mobilizing all domestic potentials. We forget that our country has that kind of experience. Serbia was at the beginning of 20th century a country of immigrants and great opportunities. It had a significant demographic rise and, at the same time, attracted those who saw the tangible economic opportunity, to start a business and live well in Serbia.

Odbojkaški klub „Vojvodina“ je najjači adut novosadskog sporta

Volleyball club “Vojvodina” is the biggest hope of Novi Sad’s sport

e EJB je jedan od vodećih sponzora Odbojkaškog kluba „Vojvodina“, aktuelnog šampiona države i želimo da nastavimo sa saradnjom kako bi se realizovale sve ambicije koje klub renomea OK „Vojvodina“ s pravom najavljuje. Ove godine želimo da uđemo u Ligu šampiona, i ja sam potpuno uveren da to možemo. Imamo tri kola pretkvalifikacija, žreb nam se lepo otvorio. U prvom kolu se susrećemo sa ekipom „Mladosti“ iz Zagreba, potom verovatno bugarskim „Burgasom“, a zatim i najverovatnije francuskim „Šomonom“. To naravno nisu ekipe za potcenjivanje, ali verujem da su naša očekivanja sasvim opravdana. Učinićemo sve da veliki evropski timovi ponovo zagraju u Novom Sadu pred punim SPENS-om i siguran sam da će Vojvodina godinama biti redovan učešnik LŠ. Čitava generacija mlađih igrača potpisala je višegodišnje ugovore, doveli smo nekoliko reprezentativaca Srbije i sa poslednjim pojačanjem Kubancem Lazarom Traviezom, verujem da smo spremni za sve izazove. Kao predsednik Upravnog odbora Kluba veoma sam ponosan na učešće u timu u kome su još i „Matijević“, „Karin komerc“, „Put - invest“, „Bulevar kompani“ i drugi. Zajedno predstavljamo ne samo veliku privrednu snagu Grada, već i nekog ko učešćem u velikom broju akcija, primerom pokazuje obavezu i privrženost zajednici. Velika mi je želja da u narednom periodu Gradu i Novosađanima, kao Poslovni klub Novog Sada, podarimo veliko igralište ili vrtić i tako ostavimo trajan doprinos. Sport je izvanredna prilika mlađim ljudima da očvrsnu, steknu zdrave navike i nauče da stiču prijateljstva. Novosadski sport ima dobro postavljene osnove u kolektivnim disciplinama, od fudbala, odbojke do rukometa i po tome smo postali prepoznatljivi poslednjih godina. Zahvaljujući Gradu, ali i našoj kompaniji iduće godine će se igrati odbojkaška Liga Nacija u Novom Sadu, što je još jedan znak da živimo u gradu sporta i da se odbojka vratila kući.

e EJB is one of the biggest sponsors of Volleyball club “Vojvodina”, the current state champion, and we would like to continue with the cooperation in order to achieve all the ambitions that such a renowned club like VC “Vojvodina” set to achieve. This year we would like to enter the Champions League, and I am completely certain that we can do it. We have three rounds of pre-qualifying and the draw opened up to us quite nicely. In the first round we are playing against “Mladost” from Zagreb, then most likely against the Bulgarian team “Burgas”, after which we will most probably face the French team “Chaumont”. These are not the teams to be underestimated but our expectations are completely well-founded. We will do anything to bring big European teams to play in Novi Sad in front of the full SPENS (Novi Sad Sports Center) and I am sure that “Vojvodina” will be regular participant of the Champions League. Whole generation of younger players have signed long-term contracts, we brought couple of players, members of Serbian national team and with our last acquisition, player from Cuba, Lazar Traviez, I believe that we are ready for any challenge. As a Chairman of the Board of directors I am very proud that a number of companies took part in our team, just to mention “Matijević”, “Karin Komerc”, “Put-invest”, “Bulevar kompani” among others. Together we represent not only the economic force of the City, but also a group that participate in a large number of actions, and set an example of attachment to the community.



Šampionska titula OK Vojvodina



Obilasci gradilišta

sa energetikom, budući da je EJB pod vašim vođstvom postala respektabilan činilac u toj zahtevnoj privrednoj grani?

Energetika kao veoma široka oblast koja pruža niz mogućnosti unapređenja poslovanja i tržišta, definitivno je izazov svima koji se njom bave. Prerađivačka metalna industrija se naslanja na tržište energetike. Pređašnje iskustvo u preradi bakra, odnosno proizvodnji polufabrikata katode i bakarne žice fi osam koja se preraduje u bakarne kablove, a potom nalazi primenu u energetici, svakako je bilo dragoceno u tom smislu. EJB je ranije bila jedan od mojih većih kupaca, a za mene kao privrednika je uvek bio izazov da nadogradim preradni posao, odnosno i ugrađujem ono što proizvodim. S moje tačke gledišta, taj zaokruženi proseč proizvodnje i ugradnje je jedna celina. Ispočetka sam bio manjinski akcionar u EJB, da bi to na kraju preraslo u puno vlasništvo. Zaista sam na to ponosan.

Jedna od hroničnih boljki domaće privrede je činjenica da je još uvek malo kompanija koje kao EJB stvaraju, kako ekonomisti to nazivaju - „novu vrednost“.

Moram da vas unekoliko, demantujem. Zapravo, nas je sve više, jer se vratio poverenje u srpsku privredu. „Siemens“ koji ima veliku proizvodnju vetrogeneratora, do sada je ceo repromaterijal uvozio iz Nemačke i evropskih zemalja, a u Subotici, gde imaju fabriku, upošljavali su samo našu radnu snagu. To se sada uvelikо menjа, te je Siemens počeo da kupuje srpske proizvode za vetrogeneratore. Veoma me

connected with energetics, given that EJB has become, under your leadership, respectable company in a very demanding economic branch?

Energetics is a broad area that provides possibilities for business and market improvements and definitely presents a challenge for everyone involved. Metalworking industry is leaning on the energetics market. Former experience in copper treatment, i.e. manufacturing of semi-finished cathode and copper wire fi 8, which is further processed into copper cables that afterwards find application in energetics, was absolutely useful in that sense. EJB was at the time one of my bigger buyers, and to me as a businessman it has always been a challenge to upgrade the refinement work, that is to implement the products I make. In my opinion that encircled process of production and implementation is one entity. At the beginning I was a minor shareholder in EJB which resulted eventually in full ownership of the company. I am really proud on that fact.

One chronic malaise of domestic economy lies in a fact that very few companies, like EJB, actually create “added value”, as economist like to say.

I will have to contradict you, in a way. In fact, there are more and more companies, because Serbian economy has regained trust. “Siemens”, company with a big production of wind turbines, has so far imported semi-finished goods from Germany and other European countries, while in the factory Subotica they've been only employing local workforce. That is changing now, and “Siemens” is buying Serbian products for wind turbines. I am so pleased that several smaller local companies are now

raduje što nekoliko manjih domaćih kompanija, od čeličnih elemenata i drugog - opskrbljuje Siemens. To je pravi put, jer privredni razvoj odnosno rast društvenog proizvoda generišu zajedno: domaća proizvodnja i kvalifikovana i produktivna radna snaga. To nadalje vodi jačanju srpske privrede, unapređenju i stabilnosti javnih finansija i napretku države.



EJB je od privatizacije višestruko uvećala prihode. Šta je najviše doprinelo tolikom rastu?

Prihodi nisu jedino merilo uspešnosti neke kompanije. Ko god je bio pre šest godina u našem preduzeću, sada može da vidi da u EJB rade znatno mlađi ljudi. Prosек nam je nešto malo preko 40 godina starosti. U prethodne dve godine smo zaposlili veliki broj učenika, po osnovu dualnog obrazovanja. Oni se kod nas školuju i praktično im garantujemo radna mesta. Cilj su nam mladi, stručni, zadovoljni i privrženi radnici. Planiramo da u narednih nekoliko godina zaposlimo još montera. U EJB radi velik broj mlađih inženjera, a imamo i inženjere stipendiste. Raspolažemo potpuno novom opremom i voznim parkom od 210 jedinica, od većih kamiona do „putara“. Znatan broj velikih i bitnih referentnih poslova jasno ukazuje na razvojni put kojim smo krenuli. Proširili smo i delatnost u više pravaca. Naposletku, sve to je moralo da rezultira i uvećanjem prihoda. Sledеći korak je teritorijalna ekspanzija. Velika mi je želja da uz nemačko tržište

Since the privatization EJB has multifold increased its revenues. What contributed mostly to that kind of increase?

Revenues are not the only indicator of company's success. Anyone who was in our company 6 years ago, can now see that in EJB much younger people are working. The average is slightly over 40 years old. In the last two years we've employed large number of high-school students, as part of dual education system. They've been educated in our company and we practically guarantee workplaces to them. Our aim are young, qualified, satisfied and loyal employees. We plan to hire more assemblers in the next couple of years. Large number of young engineers works in EJB, and we also have engineers working as interns. We have completely new equipment and a vehicle fleet comprising 210 units, from bigger trucks to vans. Significant number of big and important jobs clearly indicates the road of development that we've taken. We have also extended our core business in multiple directions. Eventually, everything previously mentioned had to result in the revenue increase. Next step is a territorial expansion. My big wish is to, along with the German market where we are already present, enter the Russian market which is really big in terms of



gde smo već prisutni, uđemo i na tržište Rusije koje je zaista veliko po pitanju mogućnosti u energetici. Po svim kriterijumima, od prihoda, znanju, stručnosti i kadrovske oспособljenosti zaslužujemo mesto na tom tržištu.

„Energotehnika Južna Bačka“ slovi kao društveno odgovorna kompanija koja često pomaže one kojima je pomoć potrebna, ali sudeći po medijskim objavama - to ne ističe previše?

Na žalost, izraz „društveno odgovoran“ je prečesto zloupotrebljavan tako da je sada u javnosti bezmalo pa obesmišljen. EJB svojim činjenjem želi da se toj vrsti angažmana povrati značaj i smisao. Verujem da nije u redu pomoći, a potom udarati o tome na sva zvona. Pomažemo sve srednje škole u Novom Sadu, posebno ETŠ „Mihajlo Pupin“ zbog velikog broja đaka koji će po završetku biti u prilici da postanu deo našeg kolektiva. Pomažemo im u takmičenjima, stipendiramo znatan broj učenika. U okviru Škole radi iodeljenje dualnog obrazovanja koje pohađa praksi u EJB, i praktično se spremi za budući posao. Niz godina unazad pomažemo i Specijalnu školu, odnosno ŠOSO „Milan Petrović“. Često odlazim tamo, i veliko mi je zadovoljstvo što imam privilegiju da osetim divnu energiju dece koja su toliko neposredna, iskrena i radosna u najednostavnijim stvarima. Ona nam svima pružaju veliku lekciju o životu i ljubavi.

Naša kompanija je između ostalog, generalni sponzor Stonotenskog kluba „Spin“ čiji članovi su sportisti koji delom, zalaganjem i uspesima pokazuju svima i ne samo sportistima, da se verom u sebe i voljom, može savladati svaka prepreka. Teško je ne ostati zadriven pred njihovim postignućima i kako Srbiju predstavljaju u reprezentativnim takmičenjima. Jedna od prvih stvari koje smo realizovali prilikom renoviranja Hotela „Fontana“ u Vrnjačkoj Banji, bila nam je da kao što smo i najavili, potpuno prilagođavanje prvog sprata potrebnama osoba sa invaliditetom. Izgrađeni su svi sadržaji uključujući i pristupne rampe, što u Vrnjačkoj Banji ima samo Fontana.

possibilities in energetics. By all the indicators, from revenues and know-how, to professional and human resource capabilities we deserve a place in that market.

“Energotehnika Južna Bačka“ stands as a social responsible company who often helps those in need, but judging by the press clippings, it doesn't emphasize those activities?

Unfortunately, term “socially responsible” has been abused too often so it's basically become senseless in the public opinion. EJB is trying to bring back the purpose and significance to those activities by setting an example. I believe that it is not alright to help and then brag about that everywhere. We are helping every high school in Novi Sad, especially High School of Electrical Engineering “Mihajlo Pupin” given the number of students that will have the opportunity to, upon graduation, become part of our company. We help them in contests, we finance a number of students through scholarships. Within the School there is a dual-education section which conduct internship in our company and is basically preparing for future work in EJB. For years we've been helping the Special school, that is the School for Elementary and Higher Education “Milan Petrović“. I go there often and it's a great pleasure for me to have that kind of privilege to feel the lovely energy of children who are natural, sincere and joyful in the simplest things. They give to all of us a great lesson about life and love.

Our company is, among other things, general sponsor of the Ping-pong club “Spin” whose members are sportsmen who show to all of us, not only to sportsman and sportswomen, that with efforts and commitment, self-belief and willingness, we can overcome any obstacle. It's hard to remain unimpressed by their achievements and the

way they represent Serbia in national team competitions. One of the first things that we realized during the reconstruction of the hotel “Fontana” in Vrnjačka Banja was, as we had previously announced, complete adaptation of the first floor for the people with disabilities. All the contents had been built including the access ramps, and it's a unique feature in entire Vrnjačka Banja.

“
**VEOMA SAM
PONOSAN ŠTO
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*I AM VERY PROUD
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intervju interview

PETAR RADIŠIĆ

Komercijalni direktor / Commercial Director

Učešće u radu Privrednog saveta Grada - na dobrobit svih Novosađana

*Participation in the work of the
City Commercial Council - to the
benefit of all Novi Sad people*



Energotehnika Južna Bačka“ kao jedna od najznačajnih kompanija u privredi Grada, prihvatajući obavezu da učestvuje u svemu što donosi korist lokalnoj zajednici i unapređuje razvoj Novog Sada u komunalnom, privrednom i socijalnom smislu, uzela je učešće u radu Privrednog saveta Grada kojim predsedava gradonačelnik Miloš Vučević.

Uz Energotehniku - Južna Bačka, Privredni savet čine predstavnici još dvadeset kompanija, među kojima su Šnajder Elektrik DMS NS, Lafarž BFC, IM Matijević, Galens, Erste i Vojvođanska banka, NIS, Delfi pakard, Lir Korporejšn i drugi. U njemu su zastupljeni još i Univerzitet u Novom Sadu, Nacionalna služba za zapošljavanje, Novosadski sajam, odnosno Regionalna privredna komora Južnobačkog upravnog okruга. Energotehniku u tom važnom gradskom telu, predstavlja komercijalni direktor Petar Radišić.

Predsednik vaše kompanije, Dragoljub Zbiljić je u više navrata naglašavao važnost i odgovornost privrednih činilaca prema lokalnoj zajednici. Energotehnika to konkretnim delovanjem pokazuje u nizu društveno anagažovanih sadržaja. Šta je Savet čiji ste član do sada uradio?

Na inicijativu Saveta, Grad je doneo olakšice za investiranje u proizvodni i IT sektor, kroz značajno umanjenje naknade za uređivanje građevinskog zemljišta ukoliko je reč o projektima od ekonomskog značaja za razvoj Novog Sada. Članovi Saveza učestvuju u projektima Grada koji se tiču ekonomskog razvoja, ali i društveno odgovornog poslovanja. Primer je projekat Ekoprofit čiji je cilj profesionalno upravljanje životnom sredinom odnosno uštede, energije, smanjenje svih vidova otpada, reciklaža i smanjenje negativnog uticaja na životnu sredinu - implementacijom konkretnih mera u poslovnom procesu preduzeća. Pridružujemo se i humanitarnim akcijama u organizaciji Grada kao što je bila pomoć opštini Trgovište nakon poplava 2010. godine.

Savet je dao svoj doprinos i u izradi sistemskih dokumenata?

Učestvovali smo u izradi Strategije privrednog razvoja Grada Novog Sada (2010-2015), kao i Strategije održivog razvoja Grada Novog Sada (2016-2020), za koje je uvid u mišljenje privatnog sektora je bio dragocen, naročito u delu poboljšanja poslovnog

Energotehnika Južna Bačka” as one of the most important companies in the economy of the City, having accepted the obligation to participate in everything that benefits the local community and improves the public, economic and social development of Novi Sad, has taken part in the work of the City Commercial Council of chaired by Mayor Miloš Vučević.

Besides “Energotehnika - Južna Bačka, representatives of twenty companies, including: “Schneider Electric DMS NS”, “Lafarge BFC”, “IM Matijević”, “Galens”, “Erste Bank” and “Vojvođanska Bank”, “NIS”, “Delphi Packard”, “Lear Corporation” and others, are members of the Commercial Council. It also includes the University of Novi Sad, the National Employment Service, Novi Sad Fair, and the Regional Chamber of Commerce of Južna Bačka Administrative District. Power engineering in this important city body is represented by Commercial Director Petar Radišić.

The President of your company, Dragoljub Zbiljić has repeatedly emphasized the importance and responsibility of economic factors towards the local community. “Energotehnika” has been showing this with its socially oriented activities. What has the Council you are a member of have done so far?

At the initiative of the Council, the City has introduced reliefs for investing in the production and IT sector, and it significantly reduced the fees for construction land development for projects of economic importance for the development of Novi Sad. The Council members participate in the City's projects dealing with economic development and socially responsible business. An example is the project “Ekoprofit”, whose goal is professional management of the environment, i.e. savings, energy, reduction of all types of waste, recycling and reduction of negative impact on the environment - implementation of measures in the business process of the company. We are also involved in humanitarian actions organized by the City, for example, we helped Trgovište municipality after the floods in 2010.

“EJB” IS ALWAYS READY TO HELP THE LOCAL COMMUNITY

The Council also contributed to the development of system documents?

We participated in the development of the Strategy for Economic Development of the City of Novi Sad (2010-2015), as well as the Strategy for Sustainable Development of the City of Novi Sad (2016-2020), for which the insight into the private sector's opinion was valuable, especially



ambijenta ali, i u daljem razvoju privrednih grana. Pri tome se predlozi projekata odnose na opštu dobrobit, a Savet prati realizaciju i daje saglasnost na godišnje izveštaje i planove implementacije za narednu godinu.

Šta su konkretni zadaci i obaveze privrednog foruma u čijem radu učestvujete?

Uloga članova Saveta je da svojim idejama i iskustvima utiču na stvaranje uspešne strategije privrednog razvoja i stvaranje pozitivnog poslovnog ambijenta u Gradu. Njegovi zadaci su da gradonačelniku daje mišljenja o pitanjima koja se odnose na privredni razvoj Grada. Pored toga, iniciramo razmatranje pitanja i preduzimanje odgovarajućih mera za unapređenje privrednog razvoja Grada. Učestvujemo i u izradi strateških dokumenata Grada u vezi sa privrednim razvojem, godišnjih planova i programa i njihovoj implementaciji. Naposletku, predlažemo odgovarajuće oblike saradnje između organa Grada, službi, javnih preduzeća i ustanova i drugih organizacija - takođe u cilju unapređenja privrednog i ekonomskog razvoja Novog Sada.

Kako ocenjujete saradnju sa gradskim instanicama?

Kao veoma dobru i zaista angažovanu. Grad Novi Sad uključuje predstavnike Saveta u susrete privrednika i predstavnika stranih organizacija i institucija kad god je to moguće. U cilju povećanja izvoza, Grad nastoji da reši probleme sa kojima se privrednici susreću ukoliko su u njegovoj nadležnosti, ili ih upućuje na nadležne institucije. Takođe, informiše ih o konkursima i programima za dodelu sredstava i pomoći, kao i ostatak privrednog sektora.

in the part of improving the business environment, and in the further development of different industries. Project proposals are focused on general well-being, and the Council monitors the implementation and approves annual reports and implementation plans for the next year.

What are the specific tasks and obligations of the business forum you are participating in?

The role of the Council members is to influence the creation of a successful strategy for economic development and the creation of a positive business environment in the City with their ideas and experiences. Its task is to give the Mayor its opinions on issues related to the economic development of the City. In addition, we initiate consideration of issues and take appropriate measures to improve the economic development of the City. We also participate in the development of strategic documents of the City regarding economic development, annual plans and programs and their implementation. Finally, we propose appropriate forms of cooperation between the bodies of the City, services, public companies and institutions and other organizations - also in order to improve the economic development of Novi Sad.

How do you assess cooperation with city bodies?

As very good and really productive. The City of Novi Sad includes representatives of the Council in meetings of businessmen and representatives of foreign organizations and institutions whenever possible. In order to increase exports, the City seeks to solve the problems that businessmen face if they are in its jurisdiction, or forward them to the competent institutions. It also informs them about competitions and programs for the allocation of funds and assistance, as well as the rest of the business sector.



Među prvima u Srbiji po angažmanu u dualnom obrazovanju

Among the best in Serbia in involvement in dual education



Vođena poslovnom filozofijom predsednika kompanije Dragoljuba Zbiljića, koji od početka insistira na stvaranju domaćih kadrova, od inženjera do montera, i njihovom razvoju unutar Energotehnike, kompanija je zajedno sa novosadskom Elektrotehničkom školom „Mihajlo Pupin“ pokrenula program školovanja koji je već rezultirao upošljavanjem četvorice mladih električara.

Marko Kasper, rukovodilac proizvodnje „Energotehnika Južna Bačka“ ističe da su se oni veoma dobro pokazali, o čemu svedoče komentari i utisci starijih kolega sa kojima sarađuju na poslovima za koje su se usko stručno obučavali tokom školovanja.

VAŽNO JE ZADRŽATI ŠTO VIŠE STRUČNOG DOMAĆEG KADRA

Dualno obrazovanje smanjuje nezaposlenost i podstiče privredni rast, a za Srbiju je to posebno važno zbog industrije na kojoj zasniva razvoj. Upravo je hronični nedostatak radne snage, od IT sektora, do varilaca, stolara i mašinbravara bio razlog uvođenja tog obrazovnog programa.

„Na tržištu rada sve je veća potreba za stručnim radnicima iz oblasti elektrotehnike, ali na žalost prisutan je negativan trend odlaska ovog kadra u inostranstvo. Upravo učešće u dualnom obrazovanju, koje zahteva veliku odgovornost poslodavca kao i značajna materijalna sredstva, jedan je od načina da se mlađim ljudi ohrabre da žive i rade u svojoj zemlji. Stipendiranjem kandidata tokom školovanja i omo-

Led by the business philosophy of the president of the company Dragoljub Zbiljić, who, from the very beginning, has insisted on creation of local professionals, from engineers to fitters, and on their development within “Energotehnika”, the company, together with “Mihajlo Pupin” secondary school of electrical engineering in Novi Sad, launched an educational programme which has already resulted in recruitment of four young electricians.

Marko Kasper, production manager in “Energotehnika Južna Bačka” points out that they acquitted themselves well, which is confirmed by comments and impressions of their older colleagues with whom they worked closely on tasks for which they received specialised professional training during the course of their studies.

IT IS IMPORTANT TO KEEP AS MANY LOCAL PROFESSIONALS AS POSSIBLE

Dual education system helps reduce unemployment and boost economic growth, and this is especially important for Serbia because of the industry on which the development is based. It was exactly the chronic lack of workforce, from the IT sector to welders, carpenters, and machinists why this educational programme was introduced.

“There is a growing need at the labour market for professional workers in the fields of electrical engineering, but unfortunately, there is a negative trend of these professionals leaving the country. Taking part in dual education system, which demands great responsibility on the part of the employer, as well as important material resources, is precisely one

gućavanjem zaposlenja u struci, kompanija zadržava i motiviše kadrive", ističe Kasper.

U ETŠ „MIHAJLO PUPIN“ ISTIČU ZADOVOLJSTVO USPEŠNOM SARADNJOM

Milan Vukobrat, direktor ETŠ „Mihajlo Pupin“ kaže da je mnogo razloga za zadovoljstvo uspešnom saradnjom sa Energotehnikom Južna Bačka. Prema njegovim rečima, program dualnog obrazovanja započet je uz podršku GIZ-a, Nemačke organizacije za međunarodnu saradnju, kako bi se osnažilo zanatsko obrazovanje koje je nažalost, gotovo zamrlo poslednjih decenija u Srbiji. Sve to je, kako dodaje, dovelo do slabijih rezultata na planu stvaranja kvalitetnijeg majstorskog kadra.

„U trenutku kada je projekat započeo, dogovor je bio da se ispitaju mogućnosti za uvođenje dualnog obrazovanja u Srbiji i da se zatim napravi neki model koji je prihvatljiv za naše tržište. Nismo mogli samo da „mehanički“ preuzmemos nemački model dualnog obrazovanja, već smo morali da ga prilagodimo tako da u saglasnosti sa našim mogućnostima. Za nas je veoma značajno što smo na razvoju modela prilagođenog potrebama Sr-



**Milan Vukobrat - direktor
elektrotehničke škole "Mihajlo Pupin"**

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**ETŠ „MIHAJLO
PUPIN“ I EJB
UNAPREĐUJU
SARADNU
UVODENJEM NOVOG
OBRAZOVNOG
PROFILA**

“**MIHAJLO PUPIN“
SECONDARY SCHOOL
OF ELECTRICAL
ENGINEERING AND
“EJB” ENHANCE THEIR
COLLABORATION BY
INTRODUCING A NEW
EDUCATIONAL PROFILE**

of the ways to encourage young people to live and work in their own country. The company keeps and motivates the professionals by granting scholarships throughout studies and enabling employment in the field for which they received education", Kasper points out.

“MIHAJLO PUPIN” SECONDARY SCHOOL OF ELECTRICAL ENGINEERING EXPRESS THEIR SATISFACTION WITH SUCCESSFUL COOPERATION

Milan Vukobrat, the head teacher of “Mihajlo Pupin” secondary school of electrical engineering states that there are many reasons to be satisfied with successful cooperation with “Energotehnika Južna Bačka”. According to him, the dual education programme was launched with the support of the GIZ, German organisation for international cooperation, in order to strengthen artisanal education which has, unfortunately, almost died out in Serbia in the past few decades. As he further states, all this led to weaker results in creating artisan manpower of higher quality.

“At the moment when the project was launched, it was agreed to consider the possibilities of introducing dual education in Serbia and then create a new model which would be acceptable for our market. We could not just adopt the German model of dual education automatically, but we had to make some adjustments

Education in electrical fitting starting from this year

Od ove godine školuju se i elektromonteri

e ETŠ „Mihajlo Pupin“ je u novu školsku godinu zakorčila uvodeći još jednu novinu na polju dualnog obrazovanja. Budući da su elektromonteri potrebni i „Energotehnici Južna Bačka“ i Elektroprivredi, ta obrazovna ustanova počela je sa školovanjem i tog stručnog profila radnika. „Sada ćemo imati dva dualna zanimanja u sistemu, a sve to smo započeli po završetku istraživanja, kada smo ustanovili da su potrebe privrede u Novom Sadu u bilo dva, do tri puta veće nego što smo mi tada upisivali dece – kaže Vukobrat.

“Mihajlo Pupin” secondary school of electrical engineering started the new academic year by introducing one more novelty with respect to dual education. Since both “Elektrotehnika Južna Bačka” and “Elektroprivreda” are in need of electrical fitters, this educational institution has started providing education for this professional profile as well. “We are now going to have two dual occupations in the system, and we started all this after conducting research, once we concluded that the needs of economy in Novi Sad were twice to three times greater than the number of students enrolled at the time”, Vukobrat says.

Završni ispit je zahtevan i iziskuje ozbiljan trud

Final exam is demanding and requires serious effort

Samo onaj ko je savladao gradivo predviđeno planom i program može da položi, a potom i dobije zaposlenje, ističe Vukobrat. „Ceo završni ispit se odvija istog dana u isto vreme u svim školama koje imaju dualno obrazovanje u Srbiji. Pitanja za teorijski i praktični rad koncipira Zavod za unapređenje obrazovanja i vaspitanja, što znači da je vrednovanje njihovog rada i veština, nezavisno od škole i okruženja. Moram da kažem da nažalost, i učenici i njihovi roditelji katkad, olako shvataju taj izazov. Nemamo veliku prolaznost na završnom ispitnu i to je nešto na čemu ćemo poraditi, kako bismo to kvalitetetno unapredili“, zaključuje Vukobrat.

bije, sve ove godine radili zajedno sa „Energotehnikom Južna Bačka“, naglašava Vukobrat.

Prema njegovim rečima, tri generacije su do sada prošle takav model dualnog obrazovanja i za to vreme je stečeno dragoceno iskuštvo. - Mi smo napravili model, koji zovemo „jedan, plus dva, plus tri“, što znači da deca u prvoj godini nastave imaju jedan dan, u drugoj godini dva, a u trećoj godini tri dana prakse kod poslodavca. To je relativno dovoljno da poslodavac upozna učenika, vidi njegove navike i proceni njegovu motivaciju“, kaže Vukobrat.

NOVI ZAKON O DUALNOM OBRAZOVANJU SISTEMATIZUJE KRITERIJUME

Primanjem polaznika obrazovnog profila „elektromonter“ koji je po sistemu dualnog obrazovanja od ove godine uveden u ETŠ „Mihailo Pupin“, saradnja jedne od najvećih novosadskih kompanija i te stručne škole se intenzivira.

„Zakon o dualnom obrazovanju stupa na snagu školske 2019/20. godine, tako da su kompanija Energotehnika Južna Bačka i ETŠ Mihailo Pupin u program dualnog obrazovanja ušle primenjujući nemački model. Ovaj način se pokazao kao veoma uspešan. Zakon donosi odgovore na mnoga pitanja koja su se

Only those who mastered the material taught as prescribed by syllabus may pass exams and then be employed, Vukobrat points out. “The entire final exam will take place on the same day at the same time in all schools in Serbia which are part of dual education. The questions in the theoretical and practical part will be formulated by the Institute for the Improvement of Education, which means that the evaluation of their work and skills is independent of the school and environment. I have to say that, unfortunately, students, but their parents as well, sometimes take this challenge lightly. The pass rate for the final exam is low and this is something which we will work on in order to make actual improvement”, Vukobrat concludes.



Učenici na praksi

according to our capacities. For us, it is very important that, during all these years of development of the model adjusted to current needs in Serbia, we have collaborated with “Energotehnika Južna Bačka”, Vukobrat emphasises.

According to him, three generations have so far been through such model of dual education and they have acquired precious experience during this time. “We developed the so-called “one plus two plus three” model, meaning that in the first year, the students have one day of practical training with the employer, two such days in the second year, and three in the second year. This is relatively enough time for the employer to get to know students, observe their habits, and evaluate their motivation”, Vukobrat says.

NEW LAW ON DUAL EDUCATION LAYS DOWN CRITERIA

The cooperation between one of the biggest companies in Novi Sad and “Mihailo Pupin” secondary school of electrical engineering has got stronger by accepting trainees of “Electrical Fitter” educational profile, which has been introduced into this vocational school since this year.

“The Law on Dual Education will enter into force in the academic year 2019/20, which means that “Energotehnika Južna Bačka” company and “Mihailo Pupin” secondary school of electrical engineering implemented German model when they became part of dual education programme. Their method proved very



nametala tokom prethodnog perioda, u kojem smo, u saradnji sa školom pokušavali da uspostavimo što kvalitetniji sistem koji bi doneo benefit svim stranama: đacima, školi i poslodavcu. Takođe zakon uređuje i postavlja kriterijume kao što su npr. obaveza poslodavca da ima licenciranog mentora, da mora materijalno da obezbedi učenika u pogledu sredstava za bezbednost i zdravlje na radu, ishrane, prevoza kao i finansijske nadoknade za ostvareni rad.“, kaže Kasper.

On dodaje da je poglavlje dualnog obrazovanja tek otvoreno kao i da velik posao tek predstoji. Zajedničkim radom sa Ministarstvom prosvete i Privrednom komorom potrebno je uskladiti plan i program, sistem bodovanja, utvrditi određene olakšice koje će motivisati kako poslodavce, tako i škole da bi se stvorio funkcionalan sistem.

**“
DOGовором
о олакшицама
послодавцима
до оптималнијег
програма „Учења
кроз рад“ и
његове примене**

**OPTIMISING THE
“WORK-BASED
LEARNING”
PROGRAMME AND
ITS APPLICATION
BY AGREEING ON
PROVIDING THE
EMPLOYERS WITH
ADVANTAGES**

successful. The Law answers numerous questions which arose during the past period, during which we, in cooperation with the school, strived to establish a system of the highest quality possible, a system which would bring benefit to everyone involved: students, school, and the employer. The law also governs and sets criteria concerning matters such as employer's obligation to provide a licensed mentor, to provide students with material resources with respect to occupational safety and health, food, transport, and the financial remuneration for the work provided”, Kasper says.

He adds that the dual education chapter has just been opened and that hard work is yet to come.. The syllabus and the scoring system must be adjusted in collaboration with the Ministry of Education and the Chamber of Commerce, while certain

advantages that would motivate both employers and schools should be established in order to create a functional system.



Stipendiramo najbolje i stvaramo svoj inženjerski tim

Đorđe Radovanović, stipendista Energotehnike Južna Bačka nedavno je na završnom ispitu, zavidnim nivoom samopouzdanja, poznavanjem problema i terminologije iz praktične oblasti, pokazao u najboljem svetu svrshishodnost i značaj ugovora o stipendiranju. Njegova odbrana završnog rada na Fakultetu tehničkih nauka evidentno se razlikovala onog što su pokazali drugi studenti koji nisu prošli program stipendiranja.

We award scholarships to the best students and we create our own team of engineers

Đorđe Radovanović, an „Energotehnika Južna Bačka“ scholar has recently on his final exam, thanks to his remarkable level of self-confidence, knowledge of the matter, and practical terminology, given the best evidence of usefulness and importance of the scholarship agreement. His thesis defence at the Faculty of Technical Sciences was markedly different from what other students who have not attended the scholarship programme demonstrated.

Razlog tome je, što je Radovanović zahvaljujući ugovoru sa „Energotehnikom Južna Bačka“ godinu dana radio na konkretnim stvarima i ste-kao izvanredno praktično znanje ističe Boris Dumnić, direktor Departmana za energetiku, elektroniku i telekomunikacije Fakulteta tehničkih nauka u Novom Sadu.

Predsednik kompanije „Energotehnika Južna Bačka“ Dragoljub Zbiljić je u više navrata isticao važnost razvoja i profilacije inženjerskog kadra u Srbiji, jer je prema njegovim rečima, upravo to najvažniji predu-slov privrednog razvijanja i unapređenja srpske ekonomije. Njegov plan je, kako je rekao, da u narednih nekoliko godina kroz program stipendiranja najdarovitijih izgradi snažan i izuzetno kvalitetan tim od 20 do 25 mlađih inženjera.

FTN: UGOVOR SA ENERGOTEHNIKOM UZOR SARADNJE SA PRIVREDOM

„Mnogo je razloga za zadovoljstvo, što smo sa Energotehnikom Južna Bačka uspeli da zaključimo takav ugovor. Ta kompanija se bavi konkretnim i izazovnim stvarima, u domenu elektroenergetike, a uključujući naše studente u projekte, Energotehnika im pruža mogućnost sticanja velikog znanja i iskustva. To je izuzetno važno, jer tokom studiranja oni moraju da savladaju mnoge oblasti, i zbog toga nemaju mogućnost i priliku da nauče kako izgleda raditi u jednom dinamičnom i izazovnom okruženju. U Energotehnici Južna Bačka mogu upravo to, da učestvuju u zahtevnim projektima u oblasti elektroenergetike i nauče šta znači priprema i realizacija koja iziskuje i znanja iz drugih oblasti. Kroz ovu saradnju, kandidatima koji uđu u program stipendiranja to se nudi, a oni zahvaljujući tome stiču izuzetno radno i životno iskustvo, ali i samopouzdanje i to se vidi na njima. Nama je kao nastavnicima, veoma značajan ugovor sa tom uglednom novosadskom kompanijom i kako smo zainteresovani za nastavak takvog vida saradnje i uključivanje što većeg broja studenata“, ističe Dumnić.

PRAKTIČNA ZNANJA STEĆENA U KOMPANIJI NEMAJU CENU

Prema Dumnićevim rečima, saradnja privrede i visokog obrazovanja posebno je dragocena zbog strukture studenata, jer je danas sve više

This is because, owing to the agreement with “Energotehnika Južna Bačka”, Radovanović spent a year dealing with concrete matters and acquired remarkable practical knowledge, as was pointed out by Boris Dumnić, the head of the Department of Power, Electronic and Telecommunication Engineering at the Faculty of Technical Sciences in Novi Sad.

The president of “Energotehnika Južna Bačka” company Dragoljub Zbiljić has emphasised on multiple occasions the importance of development and specialisation of engineering professionals in Serbia, since, according to him, this is precisely the most important precondition for economic development and enhancement of Serbian economy. As he explained, his plan is to build a strong team of remarkable quality, comprising 20 to 26 young engineers over several following years through the scholarship programme of the most gifted students.

FTN: AGREEMENT WITH “ENERGOTEHNIKA” A MODEL OF COLLABORATION WITH ECONOMY

“There are many reasons to be satisfied with concluding such an agreement with “Energotehnika Južna Bačka”. This company deals with concrete and challenging issues in the electric power industry, and by including our students in the projects, “Energotehnika” offers them a chance to acquire great knowledge and experience. This is extremely important, because during their studies they must master many areas of knowledge and this is why they don't have the chance and opportunity to learn what it is like to work in a dynamic and challenging environment. Being in “Energotehnika Južna Bačka” allows them to do this: take part in demanding projects in the electric power field and learn the meaning of preparation and execution which requires knowledge in other areas. This is what is offered to the candidates who enter the scholarship programme through this cooperation, and thanks to this, they acquire remarkable work and life experience but also self-confidence which shows. This agreement with this renowned company from Novi Sad is of utmost importance for us as teachers and we are very interested to continue this type of collaboration and include as many student as we can”, Dumnić emphasises.

PRACTICAL KNOWLEDGE GAINED IN THIS COMPANY IS PRICELESS

According to Dumnić, collaboration between economy and higher education is particularly valuable because of the structure of students since today students increasingly come from grammar schools

„
**ŽELIMO DA
NAJDAROVITIJI
BUDU OKOSNICA
ENERGOTEHNIKE
U BUDUĆNOSTI, A
TO ZNAČI SNAŽAN
I KVALITETAN
TIM OD 20 DO
25 INŽENJERA
(Dragoljub Zbiljić)**

**WE WANT THE MOST
GIFTED STUDENTS
TO BE THE BASIS OF
“ENERGOTEHNIKA”
IN THE FUTURE,
WHICH WILL RESULT
I A STRONG TEAM
OF HIGH QUALITY,
COMPRISING 20
TO 25 ENGINEERS
(Dragoljub Zbiljić)**

Važna i materijalna podrška

Important and material support

S „Sam kandidat kroz proces stipendiranja dobija materijalnu podršku za nastavak uspešnog studiranja, što mnogo znači velikoj većini studenata tehničke struke. Ništa manje važno je što studenti imaju priliku da se upoznaju sa radom u kompaniji. Oni jednom rečju, određeni period tokom nedelje provode radeći u preduzeću, navikavajući se na rad u tom okruženju i kroz taj proces uče o konkretnim stvarima. Kandidati koji prođu program stipendiranja su zato u znatno boljoj poziciji da po završetku studija budu integrисани u taj kolektiv i kvalitetnije odgovore na postavljene radne zadatke. Tako su po završetku studija u položaju da mnogo brže prođu kroz period prilagođavanja u novom okruženju, odnosno nove ljudi, načine funkcionisanja, konkretne probleme i zadatke. Samim tim je učinak takvog kandidata, mnogo veći od početka, nego onog koji nije prošao proces stipendiranja“, kaže Dumnić.

t “Throughout the scholarship process, students receive material support in order to successfully continue with their studies, which means a lot to a vast majority of students in the technical field. It is equally important that the students have a chance to familiarise themselves with working in a company. They spend certain time during the week working in the enterprise, getting accustomed to working in this environment and learn about concrete matters through this process. Candidates who go through the scholarship programme are therefore more likely to become part of the staff after finishing their studies and to show more quality when performing their work tasks. So, after finishing their studies, they are more likely to get through the period of adjustment to new environment and new people, functioning methods, specific problems and tasks more quickly. This results in the performance of such candidate being much higher from the very beginning than that of a student who did not go through the scholarship process”, Dumnić says.



studenata koji dolaze iz srednjih škola opšteg obrazovanja, koji zbog toga ne raspolažu ranijim praktičnim predznanjima.

„Studenti tokom školovanja na Fakultetu moraju da savladaju određen korpus teorijskih znanja, ali i rad u laboratorijama. U anketama koje sproveli studenti kažu da bi voleli više praktičnog rada. Nastava podrazumeva, utvrđeni broj časova i vežbi, te je program stipendiranja najbolji način da im se to i ponudi. Pogotovo, što su radeći u nekoj kompaniji isključivo orijentisani ka praktičnim stvarima.“ – kaže Dumnić.

POSAO U EJB NUDI IZAZOVE I PRILIKU ZA NAPREDOVANJE

Đorđe Radovanović, budući inženjer Energotehnike Južna Bačka kaže da je nakon završenih osnovnih stu-

and therefore they lack practical prior knowledge.

“During their studies at the Faculty, students must master a specific body of theoretical knowledge, but also the laboratory work. According to surveys conducted, students would like to have more practical work. The programme entails a specified number of lectures and practice classes, so the scholarship programme is the best way to offer this. Especially since they are oriented towards practical aspects while working in a company”, Dumnić says.

WORKING IN “EJB” CREATES CHALLENGES AND CHANCE TO MAKE PROGRESS

Đorđe Radovanović, a future engineer in “Energotehnika Južna Bačka” says that after bachelor studies, he enrolled master studies and that he has been a “Južna Bačka” scholar for a year now.

Želim da ispunim očekivanja Južne Bačke

Radovanović kaže da mu je na početku, po dolasku u kompaniju, mentor bio Simo Brstina, a da mu je posebno pomogao Goran Krstić. Podršku i izuzetnu komunikaciju je, kako kaže, ostvario i sa ostalima koji su bez zadrške pokazali želju da mu pomognu i da ga nauče. „U toku studija stekao sam dosta prijatelja u Novom Sadu i mogu svoj život da zamislim ovde, nadam se da ću ispuniti očekivanja Južne Bačke, kao i da će ona ispuniti moja očekivanja.“, ističe Radovanović.

dija upisao master i da je već godinu dana stipendista Južne Bačke.

„Pre tога kompanija je održala prezentaciju na našem Fakultetu где nam je predstavljeno čime se bave, od prirode posla do traženog znanja. U smislu, da li je to samo neka vrsta kancelarijskog posla, programiranja, projektovanja ili ipak nešto malo dinamičnije gde inženjer ima priliku da se susretne sa konkretnom problematikom, i da isprati projekat od početka do kraja - što sam ja želeo da čujem. Zainteresovalo me je što je reč o dinamičnom poslu koji zahteva i prisustvo na terenu, rad sa ljudima, i posebno što je inženjer koji učestvuje na jednom projektu u priliци da dosta nauči, srazmerno svom interesovanju.“, kaže Đorđe Radovanović, student na smeru Energetika, elektronika i telekomunikacije, podsmer Energetska elektronika i električne mašine.

RADOVANOVIC: SVI SU ME PRIHVATILI KAO ČLANA TIMA

Praktičan rad u kompaniji posebno je interesantan mladom inženjeru. Posebno ističe rad u Odeljenju za trafo stanice gde je našao na izuzetnu podršku zaposlenih koji se, kako kaže, trude da ga što više nauče i zainteresuju.

„Jedan od projekata sa kojim sam se možda malo detaljnije upoznao, koji je bio i tema mog diplomskog rada je elektrofiltersko postrojenje u Ugljeviku. Nešto specifično, ne tako uobičajeno. Imao sam prilike da sa Aleksandrom Kernom odem tamo, sve to vidim, pitam šta mi nije jasno, i sve to pretočim diplomski rad.“

I want to fulfil the expectations of "Južna Bačka"



Radovanović says that in the beginning, when he just arrived to the company, his mentor was Simo Brstina, and that Goran Krstić helped him the most.

As he says, he also received support and established remarkable communication with the others, who didn't hesitate to show him their wish to help and teach him.

“During my studies I made friends with a lot of people in Novi Sad and I can see myself living here, I hope I'll live up to the expectations of “Južna Bačka” and that it will live up to mine”, Radovanović emphasises.

“Before this, the company gave a presentation at our Faculty where we presented with what they did, from the nature of their business to the knowledge they were looking for. More specifically, they explained whether they offered just office work, programming, designing, or something more dynamic where an engineer would get to face the concrete issues and observe the project from the very beginning to the very end, which is what I wanted to hear.

I was intrigued by the fact that this was a dynamic job which required both on-site work and working with people, and particularly by the fact that an engineer taking part in one project had the opportunity to learn a lot according to their interest”, says Đorđe Radovanović, a student at the Department of Power, Electronic and Telecommunication Engineering, sub-department of Power Electronics and Electric Machines.

RADOVANOVIC: EVERYBODY ACCEPTED ME AS A TEAM MEMBER

Practical work in a company is especially interesting for young engineers. He particularly highlights the work in the Substation Department where he was welcomed with incredible support by the employees who, according to him, strived to teach him and arouse his interest as much as they could.

“One of the projects which I got to familiarise with in more detail, which was the subject of my thesis, was the electrostatic precipitator Ugljevik. Something quite specific, not so general. I had an opportunity to go there with Alexander Kern, to see everything, ask questions when I didn't understand something, and finally write my thesis based on all this”

“**STIPENDISTA
EJBIMA PRILIKU
DA NAUČI ŠTA
ZNAČI PRIPREMA
I REALIZACIJA
PROJEKTA U
DINAMIČNOM
I IZAZOVNOM
OKRUŽENJU
(Boris Dumnić)**

**AN “EJB”
SCHOLAR HAS THE
OPPORTUNITY
TO LEARN
WHAT PROJECT
PREPARATION AND
EXECUTION ARE IN
A DYNAMIC AND
CHALLENGING
ENVIRONMENT
(Boris Dumnić)**

EJB smanjila povrede na radu za trećinu

**“EJB” reduced
work-related
injuries by a third**





Radnik u HTZ opremi

Bezbednost na radu je jedna od najvažnijih oblasti kojoj menadžment „Energotehnike Južna Bačka“ posvećuje posebnu pažnju. Jasnno postavljena pravila i sistemski pristup u najboljem unapređuju zaštitu zaposlenih.

Učestalost povreda na radu u „Energotehnici - Južna Bačka“ na trogodišnjem nivou, zahvaljujući kontinuiranom sprovođenju mera smanjena je za više od trećine, a taj procenat u pojedinim segmentima doстиже i 50 odsto, ističe Marta Milošević - samostalni referent za bezbednost na radu.

Budući da se vaša kompanija bavi bezbednosno visokorizičnim poslovima u oblasti elektroenergetike i termoenergetike šta EJB čini na tom planu?

U „Južnoj Bačkoj“ postoji precizan i vrlo jasno uspostavljen sistem visokog stepena zaštite zdravlja i bezbednosti na radu. On predstavlja ne samo preduслов kako bi naša kompanija bila uspešna i odgovorna, već pre svega prioritet. Misija „Energotehnike - Južna Bačka“ je da zajedničkim delovanjem i zalaganjem omogući svakom zaposlenom i pojedinačno, uslove

Safety at work is one of the most important areas the Management of “Energetika Južna Bačka” pays special attention to. Clearly set rules and systematic approach improve the protection of employees in the best possible way.

Owing to the continuous implementation of measures the frequency of injuries at work in “Energetika Južna Bačka” has been reduced by more than a third on a three-year level, and this percentage reaches 50 percent in some segments, says Marta Milošević - an Independent Occupational Safety Officer.

Since your company is dealing with high-risk jobs in the field of power engineering and thermal power, what does “EJB” do in this regard?

There is a precise and very clearly established system of high-level protection of occupational health and safety at work in “Južna Bačka”. It is not only a precondition for our company to be successful and responsible, but, above all, it is a priority. The mission of “Energetika - Južna Bačka” is to, through acting together and supporting, enable each employee to feel satisfied when working. This

rada koji u potpunosti podrazumevaju osećaj zadovoljstva pri radnim aktivnostima. Za to je potreban sistematski pristup pri preventivnom delovanju - što uza sve mere podrazumeva i podizanje svesti zaposlenih i menadžmenta o značaju bezbednosti i zdravlja na radu. To postižemo osnovnim edukacijama, ali i specijalističkim obukama saobraznim radnim mestima zaposlenih, odnosno specifičnostima i složenostima njihovog posla. Rečju, sredstvima i opremi koju zaposleni koriste u aktivnostima u toku radnog vremena.

Iz godine u godinu nastojimo da uspostavljeni nivo kvaliteta zaštite i bezbednosti podignemo na viši nivo. Smanjenje prepoznatljivih rizika kojem težimo kako bi se broj povreda na radu umanjio na najmanju moguću meru, navelo nas je kontinuirano unapređenje tehničkih mera kako bi se sistem bezbednosti neprestano poboljšavao.

Šta odlikuje brigu EJB o zaposlenima i njihovoj zaštiti na radu?

Odeljenje bezbednosti i zaštite na radu čini tim troje stručnih i kvalifikovanih inženjera koji svakodnevno terenski kontroliše primenu svih mera i propisa. Radnike „Južne Bačke“ vrlo lako možete prepoznati na terenu gde su često angažovani na zajedničkim poslovima sa zaposlenima drugih kompanija. Čak i laik u oblasti zaštite na radu, vidi naše radnike koji su jednoobrazno uniformisani i u punoj opremi uz jasan i prepoznatljiv kompanijski logo - od odela, obuće zaštitnih šлемova do svih drugih sredstava. To često nije slučaj kada je reč o zaposlenim u drugim preduzećima, jer mnogi nažalost i ne nose svu neophodnu opremu. Radnici EJB su ne samo disciplinovani već i veoma odgovorni u nošenju, korišćenju i primeni svih sredstava zaštite zdravlja i bezbednosti.

Šta su najveći izazovi i gde vidite mogućnosti usavršavanja na planu bezbednosti na radu?

Naš najpreči interes je zadovoljan radnik i zato smo uvek u konsultacijama sa njima oko potreba. Posvećujemo se svakom radniku ponaosob. Upravo radimo na tome da im po timovima u kojima su angažovani, obezbedimo u najboljoj mogućoj meri prilagođena radna odela i cipele. Naši radnici su, upravo zbog visokorizične prirode posla koji rade, u obavezi da nose u celosti propisanu radnu opremu. Zato je od posebnog značaja da ona bude što kvalitetnija i udobnija.



requires a systematic approach to precautionary measures - which implies raising awareness of employees and management about the importance of occupational health and safety. We achieve this by organizing both basic trainings and specialized trainings tailored for employees' workplaces, that is, trainings about the special characteristics and complexities of their work. That is to say, trainings about means and equipment used by employees in activities during their working hours.

Every year, we strive to raise protection and safety quality to a higher level. By reducing identifiable risks we are trying to minimize the number of injuries at work, and this has led us to continuously upgrade technical measures to keep the security system constantly improving.

What are the features of the care “EJB” takes for its employees and their protection at work?

The Occupational Health and Safety Department has three professional and qualified engineers who daily control the application of all measures and regulations in the field. Workers of “Južna Bačka” can easily be identified in the field where they are often working with employees of other companies. Even a layman in the field of occupational safety can notice our workers who wear same uniforms and carry full equipment with a clear and recognizable company logo - they wear suits, footwear protective helmets, etc. This is often not the case with the employees in other companies, because many, unfortunately, do not have all the necessary equipment. “EJB” workers are not only disciplined but also very responsible when it comes to carrying, using and applying health and safety protection equipment.

What are the greatest challenges and where do you see improvement opportunities in the field of occupational safety?

Our priority is satisfied workers and therefore we are always asking them about their needs. We have dedicated ourselves to each worker individually. We are currently striving to provide them with tailor-made work clothes and shoes which suit the teams they work in. Our workers, precisely because of the high-risk work they do, are obliged to be fully-equipped. It is therefore of particular importance that the equipment is as good and comfortable as possible.

Akvizicijom „Fontane“ u Vrnjačkoj Banji preuzeli ulogu pokretača srpskog turizma



*Assuming
the role of the
promoter of Serbian
tourism through the acquisition
of “Fontana” in Vrnjačka Banja*

Energotehnika Južna Bačka“ je u partnerstvu sa Specijalnom bolnicom „Vita“ dala više nego dragocen doprinos budućem razvoju, kupivši prošle godine renomirani Hotel „Fontana“, a potom i uloživši 10 miliona evra u njegovu rekonstrukciju i dogradnju. O veličini te investicije, najsliskovitije govori podatak da je u ostala četiri hotela ukupno uloženo 14 miliona evra. Iako sija novim sjajem, Fontana je zadržala stare tradicionalne vrednosti: kvalitetnu uslugu, višegodišnju tradiciju i fantastičnu lokaciju.

Vrnjačka Banja najstarije i najpoznatije banjsko lečilište u Srbiji, zabeležila je rekordnu posetu domaćih i inostranih turista - u godini jubileja 150. godišnjice organizovanog turizma u tom mestu. Velike investicije, među kojima je najznačajnije, ulaganje od 10 miliona evra u decenijama najpopularniji ugostiteljski objekat Hotel „Fontana“, otvorile su put povratku staroj slavi jedinoj banji u Srbiji, koja ima status turističkog mesta Prve kategorije, pored Beograda, Novog Sada, Kopaonika i Zlatibora. Šta je nekada Vrnjačka Banja bila i šta može da postane - najbolje ilustruje podatak da je uoči Drugog svetskog rata, „kontinentalna kraljica turizma“ zabeležila posetu od bezmalo milion noćenja, što je u to vreme bilo više nego što su zajedno imali Beograd, Bled i Dubrovnik.

In partnership with “Vita” specialised hospital, “Energotehnika Južna Bačka” made a very generous contribution to the future development by buying the renowned “Fontana” hotel last year and then by investing 10 million euro in its reconstruction and additions. The information that a total of 14 million euro is the amount of money invested in the other four hotels is the best illustration of the extent of this investment. Despite its new glow, “Fontana” kept its well-known, traditional values: quality service, long-lasting tradition, and the fantastic location.

Vrnjačka Banja, the oldest and the most famous spa sanatorium in Serbia, attracted a record number of visits by national and foreign tourists in its jubilee year – 150th anniversary of organised tourism in this place. High investments, one of the most important being that of 10 million euro, in “Fontana” hotel, the most popular tourist facility for decades, paved the way for the return of former glory of the only spa in Serbia that has the status of the first-class tourist resort, along with Belgrade, Novi Sad, Kopaonik, and Zlatibor. What Vrnjačka Banja used to be and what it can become is best illustrated by the fact that, shortly before World War 2 started, “the continental queen of tourism” had almost one million overnight stays, which, at the time, was more than Belgrade, Bled, and Dubrovnik had, combined.



Nadmorska visina od 400 metara, položaj na 200 kilometara južno od Beograda, mineralni izvori, brojni sportski tereni ; simboli po kojima je prepoznatljiva: Rimski izvor, Zamak kulture i Most ljubavi – teško je i pobrojati bogatstvo potencijala kojima Vrњačka Banja raspolaze. Ako se tome pridoda kulturna ponuda, odnosno manifestacije od Dana Danila Bata Stojkovića, Festivala filmskog scenarija, Međunarodnog vrnjačkog karnevala, Moto-rok festa, Festivala klasične muzike, Lovefesta i drugog, postaje jasno zašto omiljeno mesto nobelovca Ive Andrića i velikana srpskog glumišta Bata Stojkovića izvesno očekuje fantastičan uzlet.

POTPUNO PREUREĐENJE „FONTANE“

Nakon privatizacije za samo godinu dana renovirani su smeštajni kapaciteti, restorani, kuhinje, barovi.. Kompletno je obnovljena stolarija, fasada, vodovodne i električne instalacije. Uveden je sistem grejanja, hlađenja i ventilacije, a od novih sadržaja u ponudi hotela su multifunkcionalna konferencijska sala, zatvoren bazen, fitnes centar, rekreativna sala, dečja igraonica, odnosno velnes i spa sadržaji.

Poslovodstvo namerava da obogati ponudu kroz povećanje učešća kongresnog, poslovnog i sportskog turizma, uz istovremeno unapređenje postojećih usluga namenjenih individualnim gostima.

Za porodice i goste koji žele odmor i relaksaciju u ponudi će biti paketi sa korišćenjem velnes i spa centra, uz ture obilaska značajnih kulturno-istorijskih spomenika u okolini Vrњačke Banje.

U neposrednoj blizini hotela Fontana se nalaze mi-

Location at an altitude of 400 m, 200 km south of Belgrade, possession of mineral springs, numerous sport fields, the symbols it is famous for, such as: "Rimski Izvor" (Roman Spring), Zamak Kulture (the Castle of Culture), and Most Ljubavi (the Bridge of Love) – it is hard to include everything that makes Vrњačka Banja rich in potential. If we add its cultural offer to this, i.e. the numerous events, starting from Danilo Bata Stojković's Days, Screenplay Festival, International Vrњačka Banja Carnival, Moto Rock Fest, Classical Music Festival, Lovefest, etc. it becomes clear why the things are looking up for the favourite place of the Nobel Prize winner Ivo Andrić and the giant in the Serbian world of acting Bata Stojković.

COMPLETE RECONSTRUCTION OF “FONTANA”

Only a year after the privatisation, the accommodation capacity, restaurants, kitchens, bars, etc. were improved. Doors, windows, façade, water and electric fittings were completely renovated. The heating, cooling, and air systems were installed, and when it comes to new facilities, the hotel now offers a new multifunctional conference hall, an indoor swimming pool, a fitness centre, recreation hall, kids' playroom, wellness and spa facilities.

The management plans on enriching the offer by including more congress, business, and sports tourism, while at the same time improving the existing services intended for individual guests.

For families and guests wishing to get some rest and relaxation, the offer will include the package deal featuring the use of wellness and spa centres and sightseeing tours of important cultural and historical monuments in the surrounding area.

Zbiljić: Banjski turizam velika prilika za Srbiju

Zbiljić: Spa tourism – a grand chance for Serbia

p Predsednik kompanije „Energotehnika Južna Bačka“ Dragoljub Zbiljić ističe je banjski turizam velika razvojna šansa za Srbiju kao i za sve kompanije koje se prihvate izazova ulaganja u toj oblasti.“ Moramo postati svesni važnosti značaja investiranja u domaće, srpske potencijale. Naš rad, naši stručnjaci, naš proizvod širom otvaraju vrata ekonomskoj obnovi i to je jedini način ukupnog napretka Srbije, a tu mislim i države i građana.“, ističe Zbiljić.

t The president of “Energotehnika Južna Bačka” company Dragoljub Zbiljić emphasises the spa tourism as being a great chance for the development of Serbia and for all companies who accept the challenge of investing in this field. “We have to become aware of how important it is to invest in national, Serbian potentials. Our work, our experts, our products make the economic revival possible throughout the world and this is the only way to achieve overall progress of Serbia and by this I mean both the country and its citizens”, Zbiljić points out.



“
UNUTRAŠNjom
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OWING TO INSIDE
AND OUTSIDE
ADAPTATIONS, THE
HOTEL GAINED A NEW
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CLASS HOTEL IN THE
COUNTRY.

neralni izvori za goste koji u Vrnjačku Banju dolaze na rehabilitaciju ili kako bi koristili medicinske usluge i specijalističke preglede. Hotel će u svojoj ponudi imati i „zdravstveni“ ideo - stalno dostupnog lekara specijalistu, odnosno nutricionistu koji će nakon anamneze specijaliste, gostima određivati dijetu kao i predlog aktivnosti kako bi se unapredilo ili povratilo njihovo zdravstveno stanje.

HOTELSKI KOMFORT KOJI DIKTIRA STANDARDE

Gostima hotela Fontana na raspolaganju je ukupno 186 moderno uređenih smeštajnih jedinica, odnosno soba i apartmana, među kojima su i kapaciteti prilagođeni osobama sa invaliditetom. Preostali deo od 62 smeštajne jedinice biće u funkciji do početka naredne godine. Hotel u ponudi ima fitnes centar i zatvoren bazen, odnosno velnes i spa centar.

Renovirana konferencijska sala, veličine 480 kvadratna metra, opremljena je kompletnom audio-vizuelnom opremom i profesionalnom rasvetom i tako u potpunosti odgovara potrebama organizacije različitih poslovnih susreta, konferencija, seminara i prezentacija.

Koncepcija hotelske ponude podrazumeva ne

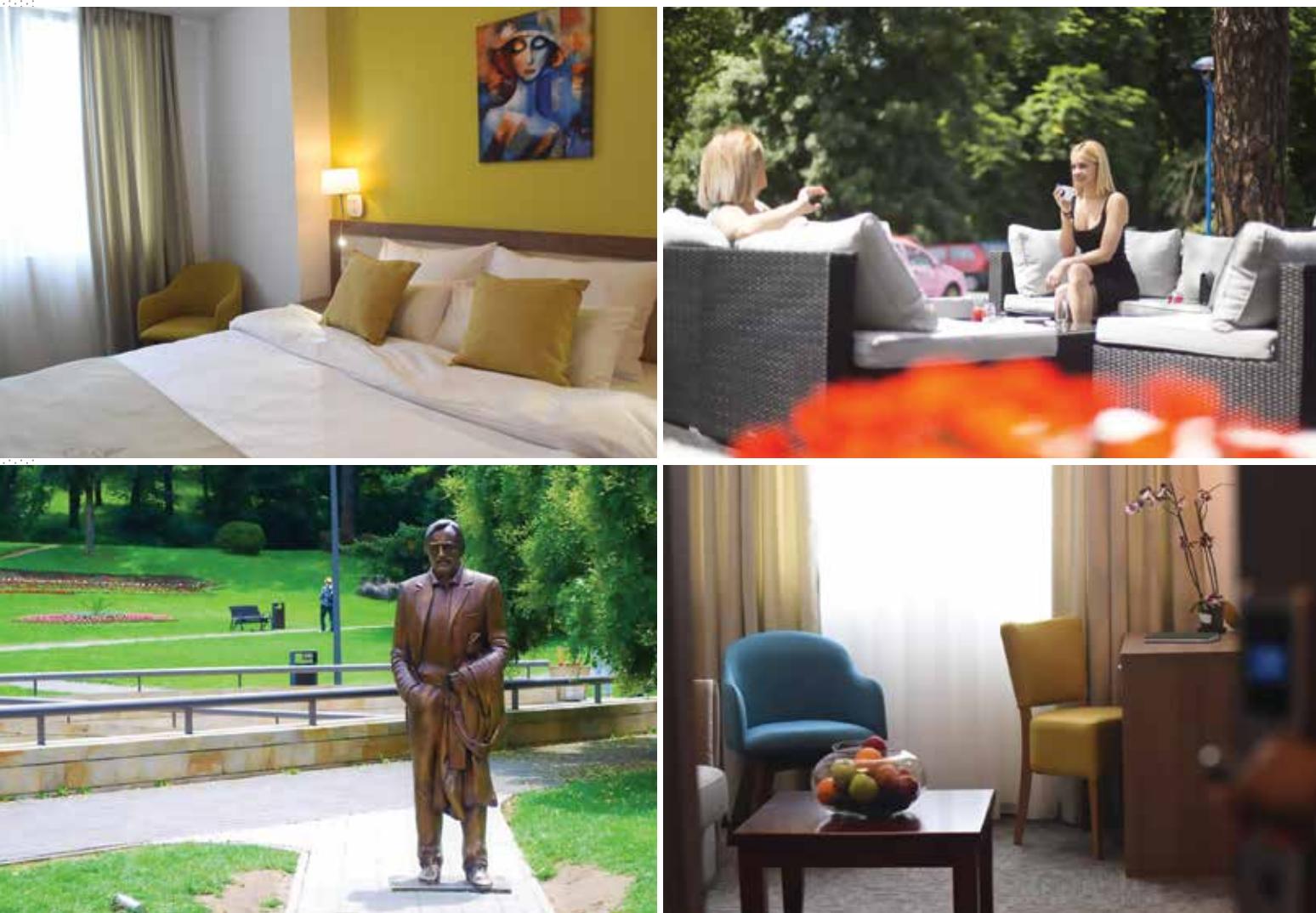
In the immediate vicinity of “Fontana” hotel, there is a mineral spring available for guests who come to Vrnjačka Banja to seek rehabilitation or medical services and get examined by specialists. The hotel will also have a medical share in its offer – a medical specialist available 24/7 and a nutritionist who will, after the specialist establishes the case history, prescribe a diet plan to guests and propose activities for the improvement and recovery of their health condition.

HOTEL COMFORT THAT SETS STANDARDS

The guests of “Fontana” hotel have a total of 186 modernly designed accommodation units, namely rooms and suites available, including disabled-friendly facilities. The remaining part that comprises 62 accommodation units will be available for use by the beginning of the next year. The hotel offer includes a fitness centre and an indoor swimming pool, and the wellness and spa centre.

The redecorated conference hall of 480 square meters in size is fully equipped with audio-visual equipment and professional lighting so that it completely fits the needs of organising different business meetings, conferences, seminars, and presentations.

The concept of hotel offer doesn't only entail meeting



samo izlaženje u susret i najprobranijim potrebama savremenog turiste, već i potvrdu renomea Fontane kao prvog izbora svih koji su u potrazi za opuštanjem, rekreacijom i aktivnim odmorom.

IZUZETNA GASTRONOMSKA PONUDA PROBRANE DOMAĆE I INTERNACIONALNE KUHINJE

Restoran hotela Fontana, u veoma prijatnom ambijentu, ima pansionsku i „a la carte“ ponudu domaće i internacionalne kuhinje, alkoholnih i bezalkoholnih pića. U skladu sa savremenom ugostiteljskom filozofijom održivog turističkog razvoja, hrana u restoraniма se priprema od najkvalitetnijih lokalnih namirnica. Između ostalog, ponuda sadrži čuvenu „Vrnjačku zakusku“ i papriku punjenu domaćim kraljevačkim kajmakom. Izbor pića je prilagođen i najistačanjem protevu, a obogaćen je etiketama lokalnih proizvođača, vinarije „Grabak“ kao i rakijama „Dana“.

Ukusi internacionalnih gurmana takođe će biti za-

the most sophisticated needs of a modern tourist, but also re-establishment of the reputation of "Fontana" as the first choice of all those looking for relaxation, recreation, and active vacation.

EXQUISITE GASTRONOMIC OFFER OF THE BEST OF NATIONAL AND INTERNATIONAL CUISINE

The restaurant in "Fontana" hotel, in its remarkably pleasant atmosphere, offers both board and à la carte national and international meals, alcoholic beverages, and soft drinks. In the spirit of modern catering philosophy of sustainable tourist development, the meals prepared in the restaurant are made of the local food of the top quality. Among other things, the offer includes the famous "Vrnjačka zakuska" and a bell pepper stuffed with home-made cream (kajmak) from Kraljevo. The drink selection is adjusted to the most sophisticated tastes, and it is enriched with labels of local producers, "Grabak" winery and "Dana" brandies (rakija).

dovoljeni u restoranu Fontane. Pored ostalih jela, u „a la carte“ meniju su dimljeni „karpačo od lososa“, kao i „ćuleton“ sa aromatičnim krompirom i grilovanim mediteranskim povrćem.

Gostima se nudi i mogućnost organizovanja različitih vidova svečanosti prema njihovim potrebama.

FONTANA BUDI USPOMENE VELIKOM BROJU GENERACIJA IZ CELE SRBIJE NA MATURE, VENČANJA, EKSURZIJE...

Jedan od najstarijih hotela i decenijama najpopularniji u Vrnjačkoj Banji, svoju lidersku poziciju na turističkoj mapi Banje i Srbije gradi još od 1965. godine kada je počeo sa radom kao prvi moderni hotel visoke kategorije u Vrnjačkoj Banji. Dograden je i adaptiran 1975. godine, da bi, kako je tada najavljivano, "pružio potreban komfor savremenom gostu". Stil gradnje je bio svojstven šezdesetim i sedamdesetim godinama prošlog veka. Hotel je tada raspolažeao kapacitetom od 500 ležajeva.

U planu je da hotel ove sezone ugosti i veliki broj sportista, imajući u vidu činjenicu da Vrnjačka Banja posede izuzetno povoljnu klimu, a pored toga i veliki broj obnovljenih sportskih terena.

Posebnu atrakciju predstavlja blizina planine Goč koju očekuju ozbiljne investicije u infrastrukturu i razvoj, kao i brojni manastiri od kojih se izdvajaju Žiča, Ljubostinja i Studenica. Poslednjih godina, turistička

The restaurant in "Fontana" will also appeal to tastes of international epicures. Apart from other meals, the à la carte menu includes smoked salmon carpaccio, as well as chuleton aromatic potatoes and grilled Mediterranean vegetables. The guests are also offered the possibility of organising various types of celebrations according to their needs.

"FONTANA" BRINGS BACK MEMORIES OF PROMS, WEDDINGS, SCHOOL TRIPS, ETC. TO NUMEROUS GENERATIONS COMING FROM ALL PARTS OF SERBIA

One of the oldest hotels, which has been the most popular hotel in Vrnjačka Banja for decades, has been developing its leading position on the tourist map of Vrnjačka Banja and Serbia since 1965 when it was opened as the first modern high-class hotel in Vrnjačka Banja. It was enlarged and adapted in 1975 in order to, as it was announced at the time, provide "special comfort for a modern guest". The architectural style was typical of 1960s and 1970s. At the time, the hotel could accommodate 500 guests. For this season, it is planned for the hotel to accommodate a large number of sportspeople, given the outstandingly favourable climate in Vrnjačka Banja and a large number of renovated sports fields. The special attraction is the vicinity of the Goč mountain, whose infrastructure and development will receive major investments, as well as numerous monasteries, the most important being Žiča, Ljubostinja, and Studenica. The tourist offer of Vrnjačka Banja has changed in the past few years, changing its

Republička Vlada preduzela najvažniji korak

Svada Republike Srbije je u prethodnom periodu investirala u izgradnju više kapitalnih objekata i komunalnu infrastrukturu. Uloženo je više od 800 miliona dinara. Ove godine završena je rekonstrukcija Promenade. Gostima Vrnjačke Banje sada su na raspolaganju novi sadržaji, mobilijar, novi vodopad, kao i nova mesta za odmaranje i uživanje. Pored Hotela „Fontana“, i u preostala četiri hotela investitori su uložili oko 14 miliona evra. Time je Vrnjačka Banja za kratko vreme dobila nekoliko hotelskih objekata za 4 ili 5 zvezdica. Lokalna samouprava u saradnji sa turističkom organizacijom, neguje odličnu saradnju sa privatizovanim hotelima, ulažući zajedničke napore kako bi se što bolje promovisala ponuda Vrnjačke Banje i poboljšao plasman njenog turističkog proizvoda na najraznovrsnija tržišta.

Most important step taken by the State Government

OIn the previous period, the Government of the Republic of Serbia invested in construction of a number of capital buildings and public infrastructure. More than 800 million dinars were invested. The reconstruction of "Promenada" hotel was finished this year. The visitors of Vrnjačka Banja now have new facilities, street furniture, new waterfall, and new places of rest and enjoyment at their disposal. Apart from "Fontana" hotel, the investors also invested around 14 million euro in other four hotels. This resulted in Vrnjačka Banja getting several four-star or five-star hotels over a short time span. Local self-government in cooperation with the tourist organisation and privatised hotels makes all-out efforts to promote the offer of Vrnjačka Banja in the best possible way.

ponuda Vrnjačke Banje se preobrazila promenivši pređašnju sliku o destinaciji koja je slovila kao isključivo lečilišno turistička.

Tako je, između ostalog, i adrenalinski turizam, kao još jedan potencijal Vrnjačke Banje, dobio svoje mesto, a čine ga sadržaji kao što su stena za penjanje i „zip lajn“.

KINESKI TURISTI SVE ZAINTERESOVANIJI ZA VRNJAČKU BANJU

Najveći broj gostiju „Fontane“ čine domaći turisti, oni iz bivših jugoslovenskih republika, ali i cele Evrope. Među stranim gostima najbrojniji su Bugari, Austrijanci, Nemci i Norvežani, sada već tradicionalno zainteresovani za turistička odredišta u Srbiji, pri čemu velik broj bira Vrnjačku Banju kao krajnju destinaciju. Zahvaljujući tome što je Srbija prva zemlja Centralne i Istočne Evrope koja je uspostavila bezvizni režim za kineske turiste, to izazvalo veliko interesovanje građana te prijateljske zemlje, između ostalog, i za dolaskom u Vrnjačku Banju. Najviše se interesuju za naše mineralne i lekovite izvore, te spa i velnes sadržaje. Pozitivni utisci gostiju „Fontane“ predstavljaju najbolji poziv potencijalnim posetiocima da posete ne samo Vrnjačku Banju, već i destinacije koje je okružuju.

“

PRVI GOSTI HOTELA „FONTANA“ U NOVOM RUHU BILI SU ODBOJKAŠI VOJVODINE KOJI SU TAMO BORAVILI U OKVIRU PRIPREMA ZA PREDSTOJEĆU SEZONU. TAJ REPREZENTATIVNI OBJEKAT UGOSTIĆE I NAŠE PROSLAVLJENE PARAOLIMPIJE.

THE FIRST GUESTS OF THE REGENERATED “FONATNA” HOTEL WERE THE PLAYERS OF THE “VOJVODINA” VOLLEYBALL CLUB WHICH STAYED THERE DURING THEIR PREPARATIONS FOR THE UPCOMING SEASON. THIS PRESTIGIOUS BUILDING WILL ALSO HAVE SERBIAN REKNOWNED PARALYMPIC ATHLETES AS GUESTS.

former image of an exclusively medical tourism destination.

This is how extreme tourism, among others, found its way, as one more potential of Vrnjačka Banja, and it features facilities such as climbing wall and zip line.

GROWING INTEREST FOR VRNJAČKA BANJA AMONG CHINESE TOURISTS

The majority of guests of “Fontana” come from Serbia, former Yugoslav republics, and the entire Europe.

Among foreign guests, the majority come from Bulgaria, Austria, Germany, and Norway, for whom it has become a tradition to show interest for tourist destinations in Serbia, while the vast majority chooses Vrnjačka Banja as their final destination. The fact that Serbia is the first country in Central and Eastern Europe to introduce the visa-free regime for Chinese tourists, aroused great interest among the citizens of this friendly country in visiting Vrnjačka Banja as well. They are predominantly interested in our mineral and medical springs and spa and wellness facilities. Positive impressions which “Fontana” made on its guests are the best invitation for prospective visitors to visit not only Vrnjačka Banja, but also the surrounding destinations.



sport sport

SLOBODAN BOŠKAN

Sportski direktor „OK Vojvodina” / Director of sports at “OK Vojvodina”

OK Vojvodina stvara ekipu za vrhunske domete u Evropi i na domaćoj sceni



*“Vojvodina” volleyball
club is creating a team
for top achievements
in Europe and at the
national scene too*



Proslavljeni srpski odbojkaš Slobodan Boškan, koji je ponikao u novosadskoj Vojvodini, polovinom decembra prošle godine postao je sportski direktor kluba koji mu je doneo sportsku afirmaciju. Istaže da je za njega bilo mnogo stvari s kojima se prvi put susreo, a ekipa se već uveliko takmičila i u Evropi i na domaćem terenu.

- Trebalo je da u što kraćem roku uđem u dinamiku svih događaja u klubu u toku jedne sezone. Verujem da sam se dobro snašao i prilagodio. Kada sam postao sportski direktor Vojvodina je igrala u CEV kupu, a iz ovog takmičenja je eliminisana posle poraza od odličnog poljskog tima Rešovije. I pored poraza mislim da je Vojvodina dostoјno predstavila našu odbojku u Evropi. Neuspehom smatram poraz u polufinalu Kupa Srbije od Novog Pazara, pogotovo što smo imali odličnu ekipu s kojom smo kasnije osvojili titulu. Verovao sam da ćemo se boriti za pehar. Pokazali smo kvalitet u plej-ofu prvenstva, kako u polufinalu protiv Crvene zvezde, tako i u finalu protiv Novog Pazara. Dobro je što smo sezonu završili osvajanjem titule, ali je sigurno bilo stvari koje smo mogli i bolje da uradimo – naglašava Boškan.

Vojvodina je takmičenje u Evropi počela u kvalifikacijama za Ligu šampiona i imala je šansu da se plasira u grupnu fazu, ali je eliminisana od francuskog Tuluza.

- Odlično smo odigrali prvi susret u Novom Sadu pobedivši sa 3:0. Tu utakmicu sam pratio kao gledalac s tribina. I u revanšu je malo nedostajalo da se savladaju Francuzi, ali je neiskustvo u odnosu na Tuluz možda bilo i presudno. Stvarno je šteta što ta prilika nije iskorisćena. Bili smo na korak, a kada dođete u takvu situaciju onda najčešće nijanse odlučuju.

Zadržali ste kostur ekipe, a angažovali ste i nove igrače. Ambicije su dakle, u ovoj sezoni visoke, kako u Evropi, tako i u domaćim takmičenjima?

- Naravno. Produženi su ugovori sa svim mladim igračima, koji su ponikli u Vojvodini, kao što su David Mehić, Boža Vučićević, Miran Kujundžić, Pavle Perić, Vuk Todorović, Stevan Simić. To nam je bilo bitno, kako bismo na duži period dobili sigurnost i stabilnost. Kao pojačanja su došli Ivan Kostić, drugi dizač naše reprezentacije, libero Goran Škundrić, neka dašnji igrač Vojvodine, koji se nalazi na širem spisku reprezentacije, kao i srednji blokeri Mirko Radević i



In mid-December of last year, a celebrated Serbian volleyball player Slobodan Boškan, who has its roots in "Vojvodina" from Novi Sad, became the sporting director of the club which helped him gain recognition in the world of sport. He points out that there were many things he faced for the first time when the team was already involved in European and national competitions.

"The idea was for me to catch up on all events in the club during one season as soon as possible. I believe I coped and adjusted well. When I became the sporting director, "Vojvodina" was playing in the CEV Cup, and it was eliminated from the competition after being defeated by the excellent "Resovia" from Poland. Despite the defeat, I think "Vojvodina" was an eligible representative of Serbian volleyball in Europe. What I do see as failure is the defeat from "Novi Pazar" in the Serbia Cup semi-final, especially because we had a great team who later won the title. I really thought that we would get to fight for the cup. We proved our quality in championship play-off, both in the semi-final against "Crvena Zvezda" and in the final against "Novi Pazar". It's a good thing we finished the season by winning the title, but there were surely things that we could've done better", Boškan emphasised.

"Vojvodina" started competing in Europe with qualifiers for Champions League and it had a chance to enter the group stage, but it was eliminated by French "Toulouse".



Stefan Kovačević. Radević je nekoliko proteklih sezona igrao u inostranstvu u Francuskoj i Rumuniji, a Kovačević je već igrao u Vojvodini i odličnim igrama prošle sezone u Spartaku pokazao je da ima kvalitet da se vrati u klub. Došao je i mladi libero Stefan Negić iz Partizana, koji treba da se dokazuje uz Škundrića, te mladi i perspektivni Ukrajinac, pojačanje iz Lokomotive, Dmitro Vietski, ko-rektor/primač koji je sa Ukrajinom je bio vicešampion na Evropskom juniorskom prvenstvu. Naše redove pojačao je i Kubanac Lazaro Fundora Travieso, koji igra na poziciji primača; polusezonu je igrao u turskoj ekipi Malatja, a onda je trenirao u kampu u Beogradu.

Pored novih igrača angažovali ste i novog trenera, pa je Nedžada Osmankača zamenio Duško Nikolić?

- Dule Nikolić je dugi niz godina radio u inostranstvu. Bio je trener Crvene zvezde, pa je zatim otišao u Francusku, zatim u Grčku, a uveo je i Partizan u Superligu. Tako da

"We put up a great fight in the first game in Novi Sad, by winning 3:0. I watched the game as a spectator from the stand. In the rematch as well, we needed just a little more to defeat the French, but maybe the lack of experience compared with Toulouse was the deciding factor. It's really a pity that we missed this chance. We were just a step away, and in situations like those, every detail counts."

You kept the base of the team and recruited new players, too. This means that ambitions are high in this season, both for European and national competitions?

- Of course. We renewed contracts with all young players who started in "Vojvodina", such as David Mehić, Boža Vučićević, Miran Kujundžić, Pavle Perić, Vuk Todorović, Stevan Simić. This was important for us in order to ensure security and stability in the long term. The reinforcements sent in are Ivan Kostić, the second setter in our national team, Goran Škundrić, libero, former "Vojvodina" player, who's included in the wider national team list, as well as middle blockers Mirko Radević and Stefan Kovačević. For past few seasons, Radević played abroad, in France and Romania, while Kovačević has already played for "Vojvodina" and proved he has enough quality to return to the club through his excellent games for "Spartak" during the last season. A young libero from "Partizan" Stefan Negić also joined our team and he is yet to show his skills along with Škundrić, and an up-and-coming young Ukrainian, the reinforcement coming from "Lokomotiv", Dmytro Vietskyi, the right side hitter/serve receiver, who took the second place with Ukrainian national team in the Junior European Championship. Cuban player Lázaro Fundora Travieso is also reinforcement to our team. He plays at the serve receiver position; he played half season in Turkish "Malatya" and then attended a training camp in Belgrade.

Apart from new players, you also hired a new coach, so that Duško Nikolić took over Nedžad Osmankač's position.

- Dule Nikolić had a career abroad for many years. He coached "Crvena Zvezda", and then he left for France, then Greece, and he also led "Partizan" to Serbian Superliga. So, he can help improve the quality of work in our club by his wide experience that he gained through his work in country and abroad. He's got knowledge in volleyball and he's really hard-working. He always manages

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**NOV TRENER OK
VOJVODINA DUŠKO
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I POSTIŽE VRHUNSKE
REZULTATE**

**THE NEW COACH
OF “VOJVODINA”
VOLLEYBALL CLUB
DUŠKO NIKOLIĆ IS
A PERSON WHO
CAN BUILD A TEAM
AND ACHIEVE TOP
RESULTS THANKS TO
HIS KNOWLEDGE AND
HARD WORK**

Sve manje dečaka trenira odbojku

d Dečaci sve manje odlučuju da treniraju odbojku i to traje već duže vreme, kako kod nas, tako i u Evropi i svetu. Devojčice preuzimaju primat što i nije loše, naprotiv. Zato je Vojvodina želela da se uključi u rad s najmlađim kategorijama. Želimo da pojačamo konkurenčiju u gradu, ali i da ostale škole odbojke u Novom Sadu nastave da rade kao što su radile i do sada. Vojvodina je uvek imala dobru selekciju u kadetskom i juniorskom uzrastu, ali je proteklih godina mnogo dece dolazilo iz drugih gradova Vojvodine i Srbije. Jedna od ideja Akademije odbojke Vojvodina je da se opet vratimo bazi u Novom Sadu i da prikupljamo većim delom decu iz našeg grada. Naravno da ako bude trebalo da se dovede talentovano dete to ćemo i da uradimo, ali naša ideja je da većina dece u tim uzrasnim kategorijama bude iz Novog Sada - rekao je Boškan.

on velikim iskustvom koje je stekao radom u zemlji i inostranstvu, može da uveća kvalitet rada u našem klubu. Ima odbojkaško znanje i veliki je radnik. On uvek sa svojom ekipom uspeva da pokaže kvalitet, nekada ranije, a nekada malo kasnije, zavisno od igrača sa kojima radi. Ozbiljan rad podići će kvalitet onih naših igrača koji su na pragu ulaska na uži spisak reprezentacije, kao što su Mehić, Simić, Kujundžić, Vučićević... Dobro je što Duško Nikolić, kao pomoćnik selektora Nika Grbića, već poznaje neke naše igrače s reprezentativnih priprema.

Vojvodinu uskoro u Evropi očekuju utakmice u kvalifikacijama za Ligu šampiona. Tu su naravno i izazovi na domaćoj sceni?

- U prvom kolu rival je hrvatska Mladost, mlada ekipa, ali s iskušnim trenerom Radetom Malevićem. Ako ih prođemo, u drugom

Number of boys who practice volleyball is dropping

t

There are less and less boys who decide to take up volleyball and this has been going on for quite some time both in Serbia and in Europe and the world. Girls are taking the leading role, which is not a bad thing, quite the opposite. This is why "Vojvodina" wanted to start working with the youngest categories. We want to increase the competition in the town, but we also want other volleyball schools in Novi Sad to keep up the work. "Vojvodina" has always had a good selection both in U-16 and junior age, but in past few years a lot of children came from other parts of Vojvodina and the rest of Serbia. One of the ideas of the Vojvodina Volleyball Academy is to return to our base in Novi Sad and gather children who are predominantly from our town. If we need to bring a young talent to the team, of course we'll do it, but our idea is that the majority of children in these age categories come from Novi Sad - Boškan said.

to demonstrate the quality with his team sooner or later depending on the players who he works with. The quality of those players who are a step away from entering the national team shortlist, such as Mehić, Simić, Kujundžić, Bučićević, etc. will be improved through tough work. It's a good thing that Duško Nikolić, as the assistant of the selector Nikola Grbić already got to know some players during preparations of the national team.

"Vojvodina" is soon to start Champions League qualifiers in Europe. There are of course some challenges at the national ground as well?

- In the first round we're up against Croatian "Mladost", a young team, but led by an experienced coach Rade Malević. If we beat them, in the second round we'll meet the winner of the Mladost Brčko - Burgas match, where Bulgarians are the favourites. We're one more round away from the Champions League group stage and in case we don't get to the group

**“SAMO
SISTEMATIČNOST
I ZALAGANJE
MOGU DOPRINETI
REALIZACIJI
KLUPSKIH AMBICIJA
I OPRAVDATI
ULOŽENO”**

**IT IS ONLY SYSTEMATIC
APPROACH AND
EFFORT THAT CAN
MAKE CLUB'S
AMBITIONS A REALITY
AND MAKE THE**

kolu nas očekuje pobednik duela Mladost Brčko i Burgas, gde su Bugari favoriti. Do grupne faze Lige šampiona je još jedno kolo, a ukoliko ne uspemo da se domognemo grupne faze - čeka nas borba u CEV kupu, gde su takođe jaki rivali. Moramo ići korak po korak. Tako ćemo nastupati i na domaćoj sceni. Takmaci će nam biti Crvena Zvezda, Partizan, Novi Pazar, Radnički, subotički Spartak. Kako u Evropi, tako i u domaćim nadmetanjima moramo da pokažemo kvalitet, jer se od ove ekipe očekuje da u narednom periodu osvaja trofeje.

Vojvodina je najtrofejniji domaći kolektiv, a poznata je i po radu sa mlađim kategorijama, koje takođe postižu odlične rezultate. Sada ste odlučili da radite i sa najmlađim uzrastom - pokretanjem Akademije odbojke Vojvodina.

- Cilj nam je da decu koja se nikada nisu bavila odbojkom naučimo ovom sportu na pravi način i da pojačamo bazu. Želimo da se se priključimo trendu koji već dugo postoji u Novom Sadu i u Srbiji, a to je da radimo sa decom mlađeg uzrasta, od 10 do 14 godina i da Akademija bude mesto gde će deca učiti i usvajati elementarnu tehniku. Akademija odbojke radi u OŠ "Prva vojvođanska brigada" na Novom naselju, a termini su sredom, petkom, deljom- Upis cele godine.

Ko će u odbojke raditi sa decom?

- Glavni trener će biti Spasoje Milićević. On je 20 godina odbojkaški trener. Karijeru je počeo u Kleku i Zrenjaninu, a mladićem i sa starijima, trenirao i muške ekipе. Želeli smo da sa decom radi iskusni trener. Kao asistenti, biće uključeni i studenti novosadskog Fakulteta sporta i fizičkog vaspitanja. Dogovor sa profesoricom Sunčicom Poček s Katedre za odbojku je da njeni studenti dolaze u Akademiju i pomažu našem treneru, kako bi imali dobru edukaciju i da se što bolje obuče za buduće trenere – zaključuje Boškan.

G. M.

stage, we're in for a fight in the CEV Cup, where the opponents are also tough. We need to go step by step. And that's exactly how we're going to act in national competitions. Are opponents will be: "Crvena Zvezda", "Partizan", "Novi Pazar", "Radnički", "Spartak" from Subotica. We must prove our quality both in Europe and in national competitions because this team is expected to win trophies in the period to come.

"Vojvodina" holds the most trophies of all Serbian clubs, and is also famous for its work with lower-level categories who also achieve great results. Now you've decided to work with the youngest by launching the Vojvodina Volleyball Academy.

- Our goal is to teach the kids who have never played volleyball before about this sport in the right way and to strengthen their base. We want to become part of the trend that has existed for a long time in Novi Sad and in Serbia, the trend of working with children of young age, from 10 to 14 years of age and we want the Academy to be the place where the children will get to learn and acquire basic techniques. The Volleyball Academy is held in "Prva Vojvođanska Brigada" primary school in Novo Naselje, practice days are Wednesday, Friday, Saturday, and Sunday. Admission is available throughout the year.

Who is going to work with children in the Vojvodina Volleyball Academy?

- Spasoje Milićević will be the head coach. He's been a volleyball coach for 20 years now. He started his career in "Klek" and Zrenjanin and he worked with both junior and senior categories and coached male and female teams. We wanted an experienced coach to work with the children. Students at the Faculty of Sport and Physical Education in Novi Sad will also participate as assistants. We agreed with professor Sunčica Poček from the Volleyball Department that her students come to the Academy and help our coach so that they can get good education and the best possible training for future coaches – Boškan concludes.

G.M.



Reprezentativci i stonoteniseri SPIN-a sa „Energotehnikom Južna Bačka“ streme novim uspesima



**National team players
and SPIN table tennis players
strive for new successes with
“Energotehnika Južna Bačka”**



Stonotenski klub osoba sa invaliditetom „Spin“ iz Novog Sada najuspešniji je u državi već godinama, a njegovi takmičari čine veći deo reprezentacije, koja, takođe, godinama osvaja odličja na najznačajnijim takmičenjima.

Jedan od osnivača kluba i prvi osvajača odličja sa evropskih i svetskih takmičenja, kao i Paraolimpijskih igara je sadašnji selektor Zlatko Kesler.

- Reprezentacija Srbije se nalazi u vrhu svetskog stonog tenisa osoba s invaliditetom, a tako je bilo još za vreme eks Jugoslavije, kada smo među ostalim igračima nastupali Ilija Đurašinović i ja i osvajali medalje sa evropskih i svetskih prvenstava i paraolimpijskih igara. Devedesetih godina prošlog veka reprezentacija se proširila, priključivali su se Borislava Perić Ranković, Nada Matić, Zoran Matić, zatim Sanja Mitrović i Budimir Malešić iz Beograda, kasnije i Zorica Popadić. Krenuli su sa dobrim radom i Zrenjaninci sa Goranom Perlićem, kasnije se priključio i Boris Stoiljković. Iz Šapca je kod nas u „Spin“ stigao Mitar Palikuća. Počelo je dobro da se radi u Nišu, Kragujevcu, Čačku. Tako smo došli do toga da danas naša reprezentacija ima petnaestak članova koji se nalaze na svetskim rang-listama i osvajaju odličja, neki na svetskim kupovima, a neki i na evropskim i svetskim prvenstvima i paraolimpijskim igrama – kaže Zlatko Kesler.

Svi ovi uspesi, kako članova „Spina“, tako i reprezentacije nisu ostali nezapaženo, te tako drugu godinu zaredom naš najbolji klub u državi ima generalnog sponzora, a to je „Energotehnika Južna Bačka“.

- Predsednik kompanije „Energotehnika Južna Bačka“ Dragoljub Zbiljić prepoznao je naš rad i podržao nas kao klub, ali i reprezentaciju, jer mi imamo najviše takmičara koji čine nacionalni tim. Uz njegovu pomoć smo nastavili da osvajamo odličja. Prošle godine smo tako sa Evropskog prvenstva doneli pet medalja, a sa Svetskog ekipnog

Table tennis club for people with disabilities “Spin” from Novi Sad has been the most successful in the country for years, and the national team mostly consists of its players and it has been winning in the most important competitions for years.

One of the founders of the club and the first winners of the medals from European and world competitions, and the Paralympic Games is the current coach Zlatko Kesler.

The Serbian national team is at the top of the world table tennis for people with disabilities, and this was the case during Yugoslavia, when Ilija Đurašinović and I, among other players, won medals in European and world championships and the Paralympic games. In the 1990s, the national team expanded, with Borislava Perić Ranković, Nada Matić, Zoran Matić, Sanja Mitrović and Budimir Malešić from Belgrade, later Zorica Popadić. People from Zrenjanin started playing well with Goran Perlić, and Boris Stoiljković joined later. Mitar Palikuća from Šabac joined “Spin”. Players started training well in Niš, Kragujevac, Čačak. Thus, we have come to the fact that today our team has fifteen members who are on the world rankings and win medals, some at world cups, and some at European and world championships and the Paralympic games - Zlatko Kesler says.

„DUGUJEMO VELIKU ZAHVALNOST NAŠEM SPONZORU KOJI JE UZ FINANSIJSKU PODRŠKU KLUBU, IGRAČIMA OMOGUĆIO I PRIPREME U VRNJAČKOJ BANJI. POTRUDIĆEMO SE DA ODGOVORIMO MEDALJAMA NA NAJVAŽNIJIM TAKMIČENJIMA.“

WE OWE A GREAT GRATITUDE TO OUR SPONSOR WHO, WITH ITS FINANCIAL SUPPORT TO THE CLUB, ENABLED PLAYERS TO HAVE PREPARATIONS IN VRNJAČKA BANJA. WE WILL TRY TO BRING MEDALS AT THE MOST IMPORTANT COMPETITIONS.

All these successes of both the members of “Spin” and the members of the national team have not remained unnoticed, and for the second consecutive year the best club in the country has a general sponsor, which is “Energotehnika Južna Bačka”.

- President of the company “Energotehnika Južna Bačka” Dragoljub Zbiljić recognized our work and supported us as a club, but also our national team, because most national team competitors are from our club. With his help we continued to win medals. Last year we won five medals from the European Championship,



šampionata dva odličja. Devojke su bile zlatne, a muškarci bronzani. Nadamo se da ćemo u saradnji sa generalnim sponzorom, nastaviti i dalje da osvajamo odličja na najvažnijim takmičenjima. Takođe, gospodin Dragoljub Zbiljić nam je omogućio i da jedan deo priprema održimo u njegovom hotelu „Fontana“ u Vrnjačkoj Banji. Naime, jedan sprat u ovom hotelu koji je on kupio i renovirao je prilagođen i za osobe s invaliditetom. Tako ćemo uskoro prvi put jedan deo priprema odraditi i u Vrnjačkoj Banji. Bićemo smešteni u „Fontani“, a treniraćemo u hali „Vlade Divac“, koja se nalazi u Banji. Zbog svega ovoga dugujemo veliku zahvalnost Dragoljubu Zbiljiću i njegovo kompaniji „Energotehnika Južna Bačka“. Na velikoj pomoći mi ćemo se odužiti tako što ćemo i dalje sa najvažnijih evropskih i svetskih takmičenja, te paraolimijskih igara donositi odličja.

Po vašem sudu, kao nekoga ko je je već dugo godina u našem sportu, koliko finansijska stabilnost znači za klub i sportistu?

- Vi sa sponzorom dobijate sigurnost, jer više ne morate neprestano da razmišljate o finansijama, već možete da se usredsredite na treninge i takmičenja,

and two medals from the World Team Championship. The girls were golden, and men were bronze. We hope that in cooperation with the general sponsor we will continue to win medals at the most important competitions. Also, Mr. Dragoljub Zbiljić allowed us to have a part of our preparations at his hotel “Fontana” in Vrnjačka Banja. Namely, one floor in this hotel, which he bought and renovated, is also adapted for people with disabilities. So for the first time we will prepare in Vrnjačka Banja. We will be in “Fontana”, and we will practice in “Vlade Divac” hall, which is located in Banja. Due to all this, we owe a great gratitude to Dragoljub Zbiljić and his company “Energotehnika Južna Bačka”. We will be able to repay for all his kindness with our achievements at most important European and world competitions and the Paralympic Games.

According to your opinion as someone who has been in our sport for many years, how much does financial stability mean to a club and sportsmen?

- You get the security with the sponsor, because you no longer need to think about finance, but you can focus on training and competitions, and therefore you do better and win more medals. Now with the

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VRHUNSKI REPREZENTATIVNI REZULTATI TRAJU JOŠ OD VREMENA BIVŠE JUGOSLAVIJE KADA SU ZA TADAŠNJU REPREZENTACIJU NASTUPALI ĐURAŠINOVĆ I KESLER

OUR NATIONAL TEAM HAS BEEN
ACHIEVING GREAT RESULTS SINCE THE
TIME OF FORMER YUGOSLAVIA WHEN
ĐURAŠINOVĆ AND KESLER PLAYED
FOR THE THEN NATIONAL TEAM



a samim tim i da radite bolje i osvajate više medalja. Sada sa novcem koji dobijamo od generalnog sponzora i iz budžeta Grada Novog Sada možemo mirno da radimo. Veliku zahvalnost dugujemo i gradonačelniku Milošu Vučeviću koji je pomogao da u Gradu budemo tretirano ravnopravno sa ostalim klubovima i sportistima koji su visoko kotirani na evropskom i svetskom nivou. Mi sada u decembru, praktično pravimo plan rada za narednu godinu i bez problema ga sprovodimo, jer sa sredstvima koja dobijamo od Energotehnike i Grada ispunjavamo sve što smo zacrtali. To ranije nije bio slučaj, jer nismo znali koliko ćemo novca dobiti, pa se dešavalo da nismo mogli da održimo neke pripreme ili da odemo na zajednički rad s nekom drugom reprezentacijom. Tada smo morali sami da treniramo. A to nije isto.

Bolje klupske finansije znače i veći broj takmičara, koji bi trebalo da naslede naše vedete kao što su Borislava Perić Ranković, Nada Matić, Mitar Palikuća i ostali?

- U decembru prošle godine osnovan je još jedan stonoteniski klub osoba s invaliditetom u Novom Sadu – „Tvrđava 021“, koji je osnovao Ilija Đurašinović. Tako sada u dva kluba „Spin“ i „Tvrđavi 021“ imate tridesetak osoba s invaliditetom koji treniraju i nastupaju na domaćim prvenstvima. Veći deo reprezentacije Srbije čine članovi ova dva kluba i nadam se da će naša dva kluba privući i ostale u Srbiji da rade još bolje. Sada u Savezu imamo 12 klubova iz 11 gradova i oko stotinak igrača i igračica koji nastupaju na takmičenjima, što je imponzatna brojka i mislim da je stoni tenis sport broj jedan među osobama s invaliditetom u Srbiji – zaključio je Kesler. G. M.

money that we receive from the general sponsor and from the budget of the City of Novi Sad, we can work without any worries. We also owe a great gratitude to the Mayor Milos Vučević, who helped us to be treated by the City as equal to other clubs and athletes who are highly ranked on the European and world level. We are now making plans in December; we are practically making a plan for the next year and we are implementing it without any problems, because with the money we get from "Energotehnik" and the City we fulfill everything that we have planned. This was not the case before, because we did not know how much money we would get, so it happened that we could not have some preparations or go to work together with some other team. Then we had to train ourselves. And that's not the same.

Better club finances mean a lot of competitors, who should continue our activities, such as Borislav Perić Ranković, Nada Matić, Mitar Palikuća and others?

- A club for people with disabilities was formed by Ilija Đurašinović in Novi Sad in December last year - "Tvrđava 021". So now these two clubs "Spin" and "Tvrđava 021" have thirty people with disabilities who train and compete at domestic championships. Most of the Serbian national team is made up of members of these two clubs and I hope that our two clubs will inspire others in Serbia to do even better. Now our Federation has 12 clubs from 11 cities and about a hundred players who compete at competitions, which is an amazing figure and I think that table tennis is the number one among people with disabilities in Serbia - Kesler concluded. G. M.

Srpski stonoteniseri uoči SP u Sloveniji brusili formu u taličnom Linjanu

Serbian table tennis players getting into shape in lucky Lignano for the World Championship in Slovenia

Već tradicionalno jedna od baza gde se naši stonoteniseri sa invaliditetom pripremaju za velika takmičenja, poznato je italijansko letovalište na 45 minuta vožnje od Venecije. Ovo mesto pokazalo se talično, jer su poslednjih godina posle priprema u Linjanu, ali i ostalim bazama u Slovačkoj i Sloveniji, te Novom Sadu, donosili brojna odličja sa velikih takmičenja.

Now a traditional place where our table tennis players with disabilities prepare for important competitions is a famous Italian holiday resort, a 45-minute drive to Venice. This place proved to be our lucky charm, because in the past few years, after preparations in Lignano, but also in other bases in Slovakia and Slovenia, and Novi Sad, they have returned with numerous medals won in major competitions.



Čast Srbije na predstojećem Svetskom prvenstvu u Sloveniji braniće Borislava Perić Ranković, Nada Matić, Zorica Popadić, Mitar Palikuća i Goran Perlić. Troje od njih, Borislava, Nada i Mitar članovi su najuspešnijeg kluba - novosadskog Spina.

Poznato letovalište, u kojem se održava i jedan od svetskih kupova, nudi izvanredne uslove za pripreme. Kompleks u kojem su smešteni sastoји se od 13 hostela - hotela, od kojih je onaj u kojem poslednjih godina borave naši stonoteniseri prilagođen osobama s invaliditetom. Kompleks koji sada nosi naziv „Bella Italia“ (ranije se zvao „Villaggio Getur“) nalazi se u gustoj borovoj šumi, poseduje halu za nekoliko hiljada gledalaca, u kojoj je do sada održan velik broj evropskih i svetskih takmičenja u mnogim sportovima, mnogobrojne sportske terene, bazene, kao i olimpijski bazen, gde ponekad radi i italijanska vaterpolo reprezentacija, njihovi plivači, a pripremao se nekada i naš Milorad Čavić. Iznad olimpijskog bazena je još jedna hala u kojoj i rade naši stonoteniseri zajedno sa italijanskom reprezentacijom. Tu su i pешачке staze za rekreativce. Osim vrhunskih sportista u ovom kompleksu ima i dosta sportskih ekipa i školaraca, jer se tu održavaju i sportski kampovi, pa su zabave česte do duboko u noć. Uz to kompleks ima i svoj deo plaže, koja je duga osam kilometara ima sve moguće prateće sadržaje i plavu zastavicu.

Na tradicionalnim pripremama u italijanskom letovalištu Linjanu bili su i ostali naši reprezentativci - Boris Stoilković, Milan Zelen, Darko Babić, Biljana Ubović, Sanja Mijatović i Kristina Arančić. Selektor Zlatko Kesler i treneri Lazar Kurteš i Miodrag Čović, stručne vedete novosadskog „Spina“, pripremali su naše proslavljenе sportiste, a tu je bio i Svetislav Dimitrijević, predsednik Stonoteniskog saveza osoba s invaliditetom Srbije.

Olimpijska paraolimpijka, ekipna svetska prvakinja i prva igračica na svetskoj rang-listi Borislava Perić Ranković zadovoljna je radom na pripremama.

- Pripreme u Linjanu su treće po redu u ovom ciklusu. Prvo smo krajem jula i početkom avgusta radili u Slovačkoj, a onda su Slovaci bili pet dana kod nas u Novom Sadu, da bismo onda otišli u Linjano, gde smo se pripremali s italijanskom reprezentacijom. Pripreme u Linjanu su samo jedne u nizu. Kao i svake godine, naši treneri se trude da se što bolje pripremimo za veliko takmičenje koje nam predstoji. Nadam se da ćemo u tome uspeti, kao što smo uspevali i do sada - kaže Beba.

Ona nikada unapred ne daje velika obećanja, pa je tako bilo i ovoga puta.

- Svi se pripremamo za Svetsko prvenstvo, kako mi u našoj reprezentaciji, tako i svi ostali. Kada se pla-

At the next World Championship in Slovenia, Borislava Perić Ranković, Nada Matić, Zorica Popadić, Mitar Palikuća, and Goran Perlić will get to defend Serbia's honour. Three of them, namely Borislava, Nada, and Mitar are the members of the most successful club - "Spin" from Novi Sad.

The famous resort, where one of the world cups is held, offers extraordinary conditions for preparations. The complex where they are staying comprises 13 hostels - hotels, of which the one where our tennis table players have been staying for the past few years is disabled-friendly. The complex which is now called "Bella Italia" (its former name is "Villaggio Getur") is situated in a dense pine forest, has a hall which can hold a several thousand spectators, where a large number of European and world competitions in many sports has been held so far; numerous sport fields, swimming pools, including an olympic-size swimming pool, where the Italian national water polo team sometimes practice, Italian swimmers, and our Milorad Čavić also did preparations there. At the level above the Olympic-size pool, there is one more hall where our table tennis players work together with the Italian national team. There are also walking trails for those seeking recreation. Besides world-class athletes, there also many sports teams and school children in this complex, because sports camps are often held there, so that the parties often last until late at night. In addition, the complex also has its own portion of the eight-kilometre-long beach which has all possible facilities and a blue flag.

Traditional preparations in Italian resort Lignano were also attended by the rest of our national team - Boris Stoilković, Milan Zelen, Darko Babić, Biljana Ubović, Sanja



sirate na jedno veliko takmičenje cilj je da napravite što bolji rezultat, a to isto očekuju i rivali. Neće biti nimalo lako, loptica je okrugla, a nakon takmičenja ćemo videti da li smo se dobro pripremili – dodala je Borislava Perić Ranković.

Njena saigračica Nada Matić je takođe zadovoljna do sada urađenim.

- Sve su to jako dobri igrači s kojima se već tradicionalno pripremamo za velika takmičenja. Do sada se takav koncept pokazao uspešnim, tako da i dalje nastavljamo s njima da radimo. Nadamo se dobrim rezultatima na Svetskom prvenstvu – kazala je Nada Matić.

Mitar Palikuća je ove godine imao odlične rezultate, što je dovelo do toga da prvi put u karijeri na junskoj i junskoj svetskoj rang-listi u svojoj kategoriji izbije na prvo mesto.

- Veoma sam zadovoljan radom i u Italiji. Odradili smo sve maksimalno, spremali smo se sa njihovim reprezentativcima. Nadam se da ćemo dostići pravu formu za Svetsko prvenstvo. Konkurenca će biti jaka, biće mnogo dobrih igrača. Videćemo, jer ne pobeduju uvek najbolji, već najspremniji fizički i psihički u tom trenutku – istakao je Palikuća.

Goran Perlić potvrđuje svršishodnost sparingovanja sa domaćinima.

- Treninzi s italijanskim reprezentacijom su bili odlični pošto su njihovi igrači u mojoj kategoriji veoma kvalitetni. Imao sam povredu koju sam sanirao, tako da se nadam da ću uspeti dobro da se oporavim do Svetskog prvenstva, a da li ću doći do medalje to zavisi od više faktora, kaže Perlić.

G. M.

Mijatović, and Kristina Arančić. Selector Zlatko Kesler and coaches Lazar Kurteš and Miodrag Čović, the expert stars of the “Spin” from Novi Sad prepared our renowned athletes. There was also Svetislav Dimitrijević, the president of the Serbian Table Tennis Association for People with Disabilities.

A paralympic player, the team table tennis world champion and the first player on the world ranking list Borislava Perić Ranković is satisfied with the work during the preparations.

“Preparations in Lignano are third in a row in this cycle. First, at the end of July and beginning of August, we worked in Slovakia, and then the Slovaks stayed with us, in Novi Sad, for five days, and then we went to Lignano where we prepared with the Italian national team. Preparations in Lignano are just one in the series of many. Like every year, our coaches strive to prepare us in the best possible way for the upcoming big competition. I hope we will make it as we did so far”, Beba says.

She never gives big promises in advance, and she didn't do it this time either.

“We're all getting ready for the World Championship, we, at our national team, but all other teams as well. When you qualify for a major competition, the goal is to achieve the best possible results and your opponents expect the same thing. It certainly won't be an easy task, but you never know with this game, and we'll get to see whether we prepared well only after the competition”, Borislava Perić Ranković added. Her teammate Nada Matić is also content with the results achieved so far.

“These are all remarkable players and it's become a tradition to prepare together for major competitions. This concept has so far proved beneficial, so we will continue with it. We're hoping for good results at the World Championship”, Nada Matić said.

Mitar Palikuća has achieved outstanding results this year, which resulted in the first place in his category at the world ranking list in June and July for the first time in his career.

“I'm also very happy with our work in Italy. We gave our best, we prepared with their national team. I hope we'll get into the right shape for the World Championship. The competence will be strong, there are many good players. We'll see, because it's not always the best who win, but those that are best prepared at the moment, both physically and mentally”, Palikuća emphasised.

Goran Perlić confirms the usefulness of having the local team as a sparring partner.

“Practices with the Italian national team were great because their players in my category are very good. I had an injury which I overcame, so I hope that I'll manage to make a good recovery before the World Championship, and whether I'll win a medal or not depends on multiple factors”, Perlić says. G. M.



Ponosni na umetnika koji je deo kolektiva

Proud of the artist who is the member of our team



Energotehnika Južna Bačka", od menadžmenta do zaposlenih, ne krije ponos što u svojim redovima ima i istinskog umetnika, Jana Vala koji ne samo fotografijom, već svim svojim bićem pokazuje da nijedna, pa ni najteža životna prepreka ne može odvojiti snažan duh od njegovog unutarnjeg poziva. Teška povreda koju je doživeo radeći kao elektromonter, onemogućila ga je da nastavi da radi dotadašnji posao, ali je obnovivši njegovu ljubav prema fotografiji, otvorila novu perspektivu – pokazaće se više nego uspešnu. Valo je, ove godine priredio prvu samostalnu izložbu nazvavši je „Na putu sudbine“, što je u potpunosti podržalo njegovo preduzeće u kome radi od 1984. godine.

No one in "Energotehnika Južna Bačka" from the management to employees can help but feel proud of having a true artist as a team member – Jan Val, who shows not only through his photography, but with his entire being, that no obstacle, even the most difficult in life, can keep his strong spirit away from his true calling. A severe injury that he suffered while working as an electric fitter made it impossible for him to continue doing his then job, but it opened a new chapter, which will prove to be more than successful, by restoring his love for photography. This year, Valo has put on his first independent exhibition, which he named "In the Path of Destiny", which was fully supported by his enterprise where he has worked since 1984.

"I suffered a severe injury after ten years of work, and after

„Doživeo sam tešku povredu posle deset godina rada i posle dve godine lečenja, vratio sam se u Energotehniku. Zbog trajne fizičke onesposobljenosti, nisam više mogao da nastavim da radim kao elektromonter, ali su u preduzeću uvideli da mogu da doprinesem kao asistent u marketinškom odeljenju. Veoma sam zadovoljan na podršci koju imam u preduzeću. Opisaću to pre svega rečima - ljudskost, razumevanje i saradnja. I ja sam uvek pripravan da odgovorim na sve zadatke, i mimo radnog vremena, pa i vikendom“ – ističe Valo.

Kako kaže, fotografijom se, dok je bio mlađi, bavio amaterski, ali je kasnije, posebno nakon povrede na radu, shvatio da je reč o sklonosti, koja je daleko više od hobija. Ulažeći u tajne fotografije, počeo je da otkriva njene zakonitosti i kako sam naglašava, uprkos sve većoj afirmaciji, nastoji da što više unapredi znanja i umešnost. Njegovi prvi ozbiljni koraci započinju u Fotografskom klubu Vojvodina, gde je pohađao predavanja i naučio više o tehniči, načinu izražavanja, kompoziciji i drugom. U međuvremenu, Valo je izgradio prepoznatljiv stil i etablrao se u umetničkoj javnosti. Privlači ga dokumentarna fotografija i čovek kao narativ, od njegovih emocija, htenja, okruženja do svega što ga oblikuje. Predmet njegovog interesovanja su i „strit“, odnosno „vajdlajf“ fotografija.

„Samostalna izložba je veliki korak u svakom smislu. Teško da bih bez finansijske pomoći Energotehnike mogao da sam to iznesem. Od organizacije, printa, kataloga, prostora koji je potrebno angažovati; sve iziskuje veliki trud i troškove. Obratio sam se matičnoj kompaniji i odmah naišao na razumevanje. Velika hvala vlasniku i svima koji su me podržali“, ističe Valo.

Član je Foto saveza Srbije i kako kaže, polagano stremi ka zvanju majstora fotografije, pri čemu je više stepenica na tom putu već savladao.

Nerado govoreći o nagradama, priznaje da je na Međunarodnom Foto festivalu „24. Kadar“ u konkurenciji 24 takmičara iz šest zemalja, drugu godinu za redom osvojio prvo mesto. Jedan od planova koji najavljuje je da umetnički, okom objektiva, ovekoveči sve velike projekte na koje je, kako kaže, njegova Energotehnika Južna Bačka ponosna i potom priredi prigodnu izložbu.

two years of treatment, I returned to “Energotehnika”. Due to my permanent physical disability, I could no longer work as an electric fitter, but the enterprise concluded that I could contribute by working as an assistant in the marketing department. I'm truly content with the support I get in this enterprise. I'll describe this in words – humaneness, understanding, and cooperation. I too am always ready to complete all tasks even outside my working hours and at the weekend”, Valo points out.

According to him, he used to do photography as an amateur when he was younger, but later, especially after the injury at work, he realised that it was an aptitude, which was far more than just a hobby. Uncovering the secrets of photography, he began discovering its rules, and as he himself emphasises, despite the growing acknowledgment, he strives to improve his knowledge and skills. The first serious steps were taken in the Vojvodina Photography Club, where he attended lectures and learned more about the technique, expressing methods, composition, etc. In the mean time, Valo developed a recognisable style and established himself in the public world of art. His interests include documentary photography and a person as a narrative, everything from their emotions, wishes, environment to everything that shapes them. He's also interested in “street” and “wildlife” photography.

“The independent exhibition was a huge step in every possible way. I probably wouldn't have made if it hadn't been for the financial help by “Energotehnika”. Organisation, prints, the catalogue, the space to rent; all this required a lot of effort and money. I came to my company and I instantly found understanding. I'm truly grateful to the owner and all the people who gave their support”, Valo emphasises.

He is the member of the Photo Association of Serbia and, as he says, he is gradually going towards the title of the master photographer, and he has already passed many stages on this road. Although he does not like to talk about his awards, he did admit that at the “24th Frame” international photography festival, among 24 contestants coming from six countries, he won the first prize for the second year in a row. One of the plans he announced is to make a lasting memory of all major projects which, as he states, his “Energotehnika Južna Bačka” is proud of, through the artistic eye of the lens and then put on a theme exhibition.



”

**EJB POMOGLA JE
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**“EJB” HELPED ME WITH
MY FIRST INDEPENDENT
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TIMSKI RAD I „JUŽNA BAČKA“ KAO DRUGA KUĆA

Team work and “Južna Bačka” as a second home

Pre svih velikih priča o „timbildungu“ i drugim poslovnim običajima razvijenog sveta, čiji nazivi se teško izgovaraju i još teže razumeju, Energotehnika Južna Bačka je oduvek bila na glasu kao snažan kolektiv, koji neguje uzajamnost, dobre međuljudske odnose, zdravu radnu atmosferu i sve drugo što učvršćuje i razvija saradnju zaposlenih. Predsednik Kompanije, Dragoljub Zbiljić zastupajući ideju obnove najboljih tradicija srpskog preduzetništva, pre svega radne etike i gotovo porodičnog osećaja pripadnosti kolektivu tako je i koncipirao budući razvoj. To pokazuje kadrovsko planiranje u Južnoj Bačkoj, od dualnog obrazovanja mlađih montera i električara do stvaranja inženjerskog tima probranog od najboljih diplomaca Fakulteta tehničkih nauka.

“Otac mi je radni vek proveo u Južnoj Bačkoj, radeći kao poslovođa u automatici. Od njega sam

Before all the big talk about teambuilding and other business customs of the developed countries, whose names are difficult to pronounce and even more difficult to understand, Energotehnika Južna Bačka has always had the reputation of being a strong group, one that nurtures reciprocity, good interpersonal relationships, healthy working atmosphere and everything else that strengthens and develops cooperation between employees. By representing the idea of restoration of the best traditions of Serbian entrepreneurship, primarily work ethics and an almost family sense of belonging to the group, Company's President Dragoljub Zbiljić, conceptualized future development this way. This is seen through personnel planning in Južna Bačka, from dual education of young fitters and electricians to the forming of a team of engineers selected among the finest graduates from the Faculty of Technical Sciences.

“My father spent his working years in Južna Bačka,

mnogo naučio. Zaposlen sam od septembra 2001. godine, i mogu za sebe da kažem da sam rođen u našoj kompaniji, a sada imam 43 godine” – kaže Milan Radonjić, elektromonter u radnoj jedinici „Trafostanica“.

Sve svoje radno iskustvo stekao je u EJB, a kako kaže, učio je od starih majstora koji su posvećeno i temeljno radili svoj posao. Oni su, prema Radonjićevim rečima, bili izvrsni pedagozi u radu u kome možeš sebe da izraziš i pritom osetiš zadovoljstvo kada vidiš kako to što si uradio, funkcioniše.

“Južna Bačka je u oblasti kojom se bavi uvek bila lider. Ne samo u Srbiji već i u bivšoj Jugoslaviji. Ona je kao najpouzdaniji oslonac Elektrovojvodine i vođača firma u svom poslu uvek bila poznata po tome što može da reši sve ono što drugi ne mogu. I danas je isto tako: Južna Bačka može da odgovori izazovima svakog posla – kratkih rokova do velikog obima poverenog joj zadatka.” – ističe Radonjić.

Radonjićev radni dan započinje kratkim sastankom na kome zajedno sa Zoranom Vasićem, kolegom i prepostavljenim, utvrdi radne obaveze, prioritete i satnicu kako bi se uklopili sa svima ostalima angažovanim na konkretnom poslu. To je važno kako bi svi u celosti efikasno radili, tako da nema “praznog hoda”. Svemu prethodi, kako kaže, osrvt na ono što je dan ranije urađeno.

“Velim izazove u poslu, jer su oni prilika da naučim nešto novo i da unapredim svoje umeće. Svaki problem koji rešiš je po sebi neka vrsta nagrade. Velika je stvar što radimo kao tim, a to znači da se poštujemo i uvek posavetujemo kada „zapne“. Tada se rađaju i nove konkretnе ideje kako da savladašmo zadatak ili poteškoću koja je pred nama. Velika mi je podrška Senaid Kovčić, moj stari poslovođa. Na njega uvek mogu da se oslonim i priupitam ga u svako doba dana i noći, ako mi je to potrebno”, kaže Radonjić.

Ponosni Mošorinac, žitelj jednog od najlepših mesta titelske Opštine, koje je između ostalih dalo Svetozara Miletića i Isidoru Sekulić, kaže da je srećan što su mu se u životu dogodile dve stvari – Mošorin i „Energotehnika Južna Bačka“.

„Nikada neću napustiti moj Mošorin i moju „Južnu Bačku“. To su moje dve kuće. Kad odlazim na posao ne osećam pritisak, već se radujem i imam utisak kao da se vraćam kući. Čak i na kapiji, kada dođem i javim se portiru – osećam kao da ulazim u svoje dvorište. Velika je sreća voleti svoj posao i svoju firmu.“, naglašava Radonjić.

Jovan Popovicki, poslovođa Mrežnih postrojenja ove godine je „jubilarac“ budući da u Južnoj Bačkoj koja ove godine obeležava 60 godina postojanja, radi tačno polovinu, odnosno pune tri decenije.

working as a manager in the Automatics Department. I learned a lot from him. I have been working here since September 2001, and I can say for myself that I was born in our company, and I am now 43 years old” – stated Milan Radonjić, electrical fitter in Trafostanica work unit.

He gained all his work experience at EJB, and as he says, he learned from the old masters who did their job devotedly and thoroughly. According to Radonjić, they were excellent teachers in work where you can express yourself and feel the satisfaction when you see that something you did is functioning.

“Južna Bačka was always a leader in the field of its activity. Not only in Serbia but in ex-Yugoslavia as well. As the most reliable support for Elektrovojvodina and a leading company in its line of work, Južna Bačka was always known for being able to resolve everything that others cannot. It's the same today: Južna Bačka can respond to challenges of any job – from short deadlines to the large extent of the task given to the company,” Radonjić pointed out.

Radonjić's work day starts with a short meeting where he and Zoran Vasić, his colleague and superior, determine their work obligations, priorities and schedules to fit in with everyone else working on a specific job. This is important so everyone could work efficiently, so there is no idle time. Before all this, as he says, they first analyse the work done the day before.

“I like a challenge in work, because they are an opportunity for me to learn something new and advance my skills. Each problem you solve is a sort of a reward by itself. It is a great thing that we work as a team, which means that we respect each other and always advise one another when someone is ‐stuck‐. That's when we get new specific ideas on how to complete the task or the difficulty before us. Senaid Kovčić, my old manager, is my great support. I can always rely on him and ask him about something at any time of day or night, if I need,” Radonjić says.

This proud resident of Mošorin, one of the most beautiful settlements in Titel Municipality, which gave us Svetozar Miletić and Isidora Sekulić, among other, says that he is happy to have two things happen in his life – Mošorin and Energotehnika Južna Bačka enterprise.

“I will never leave my Mošorin and my Južna Bačka. These are my two homes. When I go to work I don't feel pressure but joy, and I have a feeling that I am returning home. Even at the gate, when I come and check in with the doorman – I feel like I'm entering my own yard. It is a great fortune to love your job and your company,” Radonjić underlines.

Jovan Popovicki, Manager of Mrežna postrojenja (Grid Facilities) Department, is a jubilant this year, since he has worked for three full decades in Južna Bačka, which is celebrating 60 years of existence this year, which is precisely half of the period of enterprise's existence. As one of the employees with the longest years of service at the Company, Popovicki talks about the development of Južna

Kao jedan od zaposlenih sa najdužim stažom u Kompaniji, Popovicki iz prve ruke svedoči o razvoju Južne Bačke.

“Prevalili smo veliki put. Južna Bačka je mnogo napredovala, posebno poslednjih godina. I ovlaš pogled je dovoljan – bolja vozila, bolja oprema, bolji alati. Sa druge strane znatno više posla i terenskog rada.” – kaže Popovicki.

Podsećajući na vreme kad je Južna Bačka kao glavni oslonac Elektrovojvodine pod čijim okriljem je radila, slovila kao najpouzdaniji deo u složenijim poslovima koji su iziskivali kvalitetan kadar i mehanizaciju, Popovicki kaže da je Kompanija u međuvremenu proširila obim poslova, ali i delovanja, jer se radi širom Srbije.

Trenutno je angažovan na radovima na dalekovodu od 110 kV Bačka Topola – Subotica. Reč je o velikom projektu sa rokom od 90 dana, a podrazumeva građevinske radove, izvlačenje provodnika, zamenu izolacije.

“Timski rad je osnova. Nikada ne bismo mogli da radimo tako složene poslove bez “uigranih posada”. Uz nas starije, imamo i mlađe kolege montere, koji uz nas stasavaju. To je ozbiljan posao koji ne može da se nauči bez par godina rada. Ujedno, radovi se izvode na velikim visinama i stubovima, a katkad se u takvom okruženju radi i po nekoliko časova.”, kaže Popovicki.



Jovan Popovicki



Milan Radonjić

Bačka first-hand.

“We've come a long way. Južna Bačka made a great progress, especially over the past years. Even a casual glance is sufficient to realize that – better vehicles, better equipment, better tools. On the other hand, we have significantly more work and field work,” Popovicki says.

Reminding of the time when Južna Bačka, as the main backbone of Elektrovojvodina under whose wing it operated, was recognized as the most reliable part in more complex operations that required high-quality personnel and machines, Popovicki says that the Company has expanded the scope of works and actions in the meantime, because they are working on the entire territory of Serbia.

He is currently working on a 110 kV transmission line between Bačka Topola and Subotica. This is a major project with a 90-day deadline, and it includes construction works, placement of conductors, replacement of insulation.

“Team work is the foundation. We could never do such complex jobs without a well-coordinated crew. With us older workers, we have younger colleagues, fitters, who are developing by our side. This is a serious job that cannot be learned without a few years of work. Also, works are conducted on great heights and pillars, and we sometimes spend several hours working in such environments,” Popovicki says.

The job in Kovačica is the most challenging, but nothing is impossible for EJB

Posao u Kovačici najizazovniji, ali za EJB ne postoji nemoguće



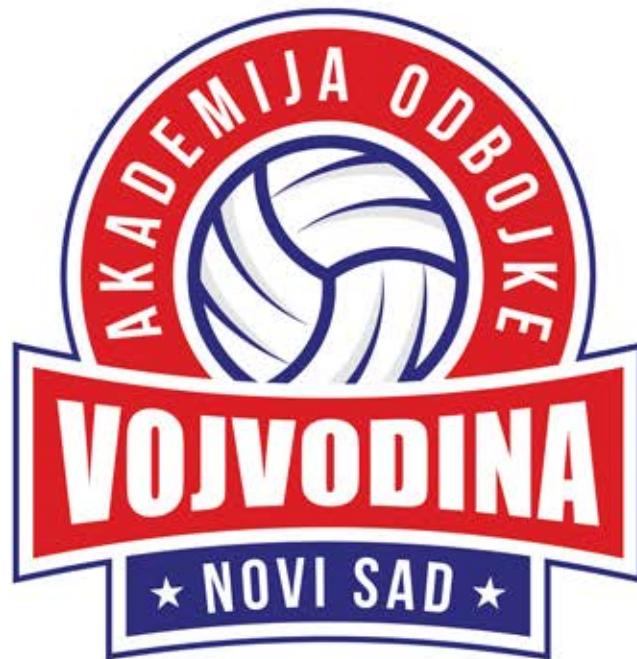
Izgradnja vetroparka u Kovačici je, prema rečima montera angažovanog na poslovima izgradnje i rekonstrukcije trafostanica, do sada najizazovniji posao. Kako kaže, ste-kao je dragoceno iskustvo u radu na trafo stanici kapaciteta 220 kV. Povereni zadaci su bili zahtevni, jer su u mnogo čemu podrazumevali novine, ali zahvaljujući timu inženjera, podršci direktora i celog kolektiva - posao je više nego dobro završen.

“Bilo je veoma zanimljivo videti sinhronizovan rad na izgradnji trafostanice, dalekovoda i vetrenjača. U izuzetnoj pripremi i organizaciji, građevinci, mašinci, “dalekovodžije”.. Svako je radio svoj posao besprekorno. Za našu firmu ne postoji nemoguće”, zaključuje Radonjić.



According to the fitter working on construction and reconstruction of transformer stations, construction of the wind park in Kovačica is the most challenging job so far. As he said, he gained precious experience while working on the transformer station with capacity of 220 kV. The entrusted tasks were demanding, because they demanded an introduction of novelties in many aspects, but thanks to a team of engineers, Director's support and support from the entire group – the job was completed better than well.

“It was very interesting to see a synchronized work on construction of the transformer station, transmission line and wind turbines. During extraordinary preparation and organization, construction workers, mechanical workers, transmission line fitters, etc. – they all did their job impeccably. Nothing is impossible for our company,” Radonjić concludes.



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