



Енерґотехника  
Јужна Бачка

# PREUZIMANJE "MONTAŽE" NAJAVA DINAMIČKOG USPONA NA NAJJAČIM TRŽIŠTIMA

*Izgradnjom Kamenice 3 nastavljamo da služimo zajednici*



DRAGOLJUB ZBILJIĆ:  
**POSTALI SMO  
REPREZENTACIJA SRBIJE U  
ENERGETSKOM SEKTORU**





Енергoтeхникa  
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## ELEKTROENERGETIKA



## TERMOENERGETIKA



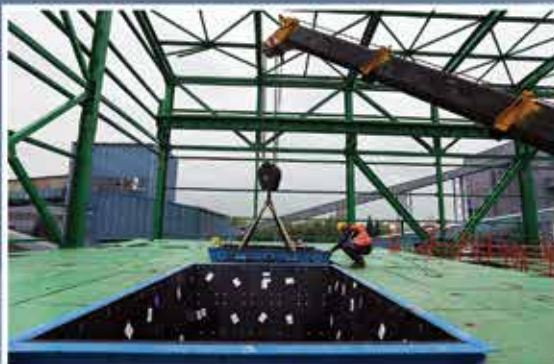
## OBNOVLJIVI IZVORI



## INDUSTRIJA



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Znanje u službi kvaliteta.

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**IZDAVAČ**  
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BAČKA,  
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odreda 1, Novi Sad

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# ***Izgradnjom PET centra u Kamenici*** - ENTJUB nastavlja projekte u zdravstvu

With the construction  
of the PET center in  
Kamenica - ENTJUB  
continues projects in  
health care

**E**nergotehnika Južna Bačka“ je nosilac konzorcijuma i glavni izvođač radova na izgradnji Centra pozitronsko-emisione tomografije za dijagnostiku i lečenje onkoloških pacijenata (PET centar) kao posebnog objekta povezanog toplom vezom sa zgradom Instituta za onkologiju Vojvodine. Reč je o prvoj fazi radova na izgradnji kompleksa Kamenice 3, koji zasigurno predstavlja jednu od najvažnijih investicija u zdravstvo.

Pokrajinska vlada je u protekle četiri godine rekonstruisala deset klinika Kliničkog centra Vojvodine, ali i Institut za kardiovaskularne bolesti koji je obnovila „Južna Bačka“. To u najboljem ilustruje ne samo poverenje koje ENTJUB uživa, već i brigu i

**E**nergotehnika Južna Bačka" is the holder of the consortium and the main contractor for the construction of the Positron Emission Tomography Center for Diagnostics and Treatment of Oncology Patients (PET Center) as a special facility connected by a warm connection with the building of the Institute of Oncology of Vojvodina. This is the first phase of works on the construction of the Kamenica 3 complex, which is certainly one of the most important investments in health care.

In the past four years, the provincial government has reconstructed ten clinics of the Clinical Center of Vojvodina, as well as the Institute for Cardio-



posvećenost Kompanije najvažnijoj potrebi zajednice.

U drugoj fazi gradiće se objekat „Kamenice 3“, sa četiri etaže, namenjen za sva tri instituta u Sremskoj Kamenici. Ukupna površina „Kamenice 3“ sa PET centrom iznosi 9.400 kvadratnih metara.

U Institutu za onkologiju Vojvodine očekuju da će nova magnetna rezonanca biti u funkciji do kraja novembra, a rok za završetak prve faze izgradnje „Kamenice 3“ je godinu dana, odnosno 24. septembar 2021. godine.

Pet centar objekta „Kamenice 3“ gradi se iza imidžing centra i dnevne bolnice. Drugi nivo ispod zemlje namenjen je zračnoj terapiji, prvi nivo ispod



zemlje biće za dijagnostiku, a u prizemlju će biti dnevna bolnica za dobijanje hemioterapije.

Rukovodilac Sektora za marketing Sonja Kružević kaže da ENTJUB radi kompletnu izgradnju i infrastrukturu objekta, kao i trafostanice koja će napajati objekat, odnosno pristupne saobraćajnice, sve mašinske i elektro radove, kao i parterno uređenje.

- Ukupna površina PET centra je 2.560 kvadratnih metara, uz malo više od 1.000 metara kvadratnih pristupnih puteva. Do nove godine predviđeno je bude završena trafo stanica i puštena pod napon, a biće završena i konstrukcija podzemnih etaža – kaže Kruževićeva.

vascular Diseases, which was renovated by "Južna Bačka". This is best illustrated not only by the trust that ENTJUB enjoys, but also by the Company's care and commitment to the most important need of the community.

In the second phase, the building "Kamenica 3", with four floors, will be built, intended for all three institutes in Sremska Kamenica. The total area of "Kamenica 3" with the PET center is 9,400 square meters.

At the Institute of Oncology of Vojvodina it is expected that the new magnetic resonance imaging will be operational by the end of November, and the deadline for the completion of the first phase of construction of "Kamenica 3" is one year, i.e. September 24, 2021.

The PET center of the "Kamenica 3" facility is being built behind the imaging center and the day hospital. The second underground level is intended for radiation therapy, the first underground level will be for diagnostics, and on the ground floor there will be a day hospital for administration of chemotherapy.

Head of the Marketing Department Sonja Kružević says that

ENTJUB is doing the complete construction and infrastructure of the facility, as well as the substation that will supply the facility, i.e. access roads, all mechanical and electrical works, as well as the ground floor arrangement.

- The total area of the PET center is 2,560 square meters, with a little more than 1,000 square meters of access roads. By the new year, the substation is expected to be completed and put under voltage, and the construction of underground floors will be completed as well - says Kružević.

When it comes to the construction of "Kamenica 3", Dr. Radovanović says that in the first phase, a facility will be built in which there will be a day



Kada je reč o izgradnji „Kamenice 3“ dr Radovanović kaže kako će se u prvoj fazi izgraditi objekat u kojem će biti dnevna bolnica za davanje hemioterapije, sa novim pet skenerom i gama kamerom, odnosno još jednim bunkerom sa linearnim akceleratorom.

„Dnevna bolnica će biti za trećinu većeg kapaciteta nego sadašnja, čime ćemo ispuniti potrebe za narednih, 20 pa i 30 godina. Imaćemo pet sken i gama kameru, a nadamo se i još jednom aparatu za zračenje, što bi u potpunosti rešilo probleme zračenja u Vojvodini“, kaže direktor Instituta za onkologiju Vojvodine dr Zoran Radovanović.

Prema njegovim rečima trenutno je lista čekanja za zračenje svedena na 300 osoba, a svi pacijenti dolaze na zračenje u roku od pet nedelja.

Direktor Instituta za onkologiju napomenuo je i da završetak Kamenice 3 podrazumeva i izuzetno unapređenje kvaliteta i brzine pružanja zdravstvenih usluga, kao i komfora pacijenata.

„Ako pogledamo onkološke ustanove u našoj zemlji, Institut će sa završetkom „Kamenice 3“ biti daleko najnaprednija zdravstvena ustanova tog tipa u Srbiji – naglašava dr Radovanović.

hospital for chemotherapy, with a new pet scanner and gamma camera, i.e. another bunker with a linear accelerator.

"The day hospital will be a third larger in capacity than the current one, which will fulfil the needs for the next 20 or even 30 years. We will have pet scan and gamma cameras, and we hope for another radiation device, which would completely solve the radiation problems in Vojvodina", says the director of the Institute of Oncology of Vojvodina, Dr. Zoran Radovanović.

According to him, currently the waiting list for radiation has been reduced to 300 people, and all patients come for radiation within five weeks.

The director of the Institute of Oncology also mentioned that the completion of Kamenica 3 implies an exceptional improvement in the quality and speed of providing health services, as well as the comfort of patients.

"If we look at oncology institutions in our country, with the completion of " Kamenica 3 ", the Institute will be by far the most advanced health institution of that type in Serbia - emphasizes Dr. Radovanović.



**Marko Milić**

Direktor Direkcije za upravljanje projektima  
Head of Project Management Department

# „Zelena” energija i ekologija SU OKOSNICA JUŽNE BAČKE



NOVA GLAVNA CRPNA STANICA NOVI SAD

“Green” energy and ecology constitute a backbone of “Južna Bačka”

**O**bnovljivi izvori energije su strateški pravac razvoja koji je Energotehnika Južna Bačka trasirala za naredni period, budući da je reč o oblasti koja je u protekloj tehnološkoj dekadi zabeležila najveći napredak, ali i činjenici da se udeo čistih izvora energije u proizvodnji znatno uvećava iz godine u godinu.

„U proizvodnji energije korišćenje biomase ima više prednosti. Cena toplotne energije je daleko isplativija, pri čemu je reč o obnovljivom izvoru. Količina ugljen-dioksida koja se oslobodi sagoravanjem je jednaka količini tog prirodnog gasa koju

**T**he renewable energy sources represent a strategic developmental direction which “Energotehnika Južna Bačka” has set for the following period, considering that it is an area which had achieved the biggest progress over the previous technological decade, but also because a share of clean energy sources in production has been increasing year by year.

„In energy production, the use of biomass provides several advantages. The price of thermal energy is far more cost-effective, and it represents a renewable source. Quantity of carbon dioxide which is released during a combustion

**Novi Sad ima najsavremeniji sistem grejanja – na nivou zapadnoevropskih gradova**

Veliko nam je zadovoljstvo što je Južna Bačka učestvovala u više projekata Novosadske toplane koji su doprineli da Novosađani dobiju uslugu na nivou najrazvijenih zapadnoevropskih gradova. ENTJUB je još od 2012. i 2013. godine radio na Toplani Istok, da bi 2017. godine ugradio nov kotao. Kompanija je u međuvremenu završila ne manje važne radove na Toplani Zapad. Ugovor vredan 130 miliona dinara podrazumevao je zanavljanje cirkulacionog postrojenja za distribuciju tople vode za grejanje. Reč je o zameni pet pumpi po 400 kilovata instalisane snage, odnosno glavnog dela za distribuciju toplotne energije za Novo naselje, Novu Detelinaru i prema Limanima.

**Novi Sad has the most advanced heating system – on the same level as Western European cities**

We are very pleased with the fact that “Južna Bačka” participated in several projects by “Novosadska toplana” Heating Plant, which enabled the citizens of Novi Sad to enjoy services comparable to those in Western European cities. ENTJUB had worked already in 2012 and 2013 on the Heating Plant East, and in 2017 it performed the installation of a new boiler. In the meantime, the Company had completed not less important works on the Heating Plant West. A contract worth 130 million dinars implied restoration of a circular plant for distribution of hot water for heating purposes. That included replacement of five pumps with installed power of 400 kW each, i.e. the main part for thermal energy distribution to Novo naselje, Nova Detelinara and towards Liman neighborhoods.





MARKO MILIĆ

biomasa apsorbuje tokom svog biološkog uzrastanja. Zato je to ekološki prihvatljiv izvor energije. Dakle, koristi njene eksploatacije su ekologija, ušteda i obnovljivost – a ne manje važan je i očigledan doprinos ekonomiji lokalne zajednice, jer korišćenje biomase podrazumeva i otvaranje novih radnih mesta. Drugim rečima otvara se čitava industrija od prikupljanja do njene obrade, pošto je reč o materiji koja se nalazi u blizini postrojenja

words, an entire industry is opening, from collection to its processing, because it is a substance located in the vicinity of plant“, says Marko Milić, Head of Project Management.

ENTJUB shall build the biomass thermal plants in Priboj and Mali Zvornik, according to the KFW program, i.e. a loan from the German Developmental Bank. Ecological benefits brought by the investment are best shown by the fact that

process equals the quantity of that natural gas absorbed by a biomass during its biological growing. That is why it represents an ecologically acceptable source of energy. Therefore, the advantages of its exploitation are ecology, savings and renewability – and not the least, the obvious contribution to the economy of local community, given that usage of biomass implies the opening of new jobs. In other

na lokalnu.“, kaže Marko Milić, direktor Direkcije za upravljanje projektima.

ENTJUB će graditi toplane na biomasu u Priboj i Malom Zvorniku po KFW programu, odnosno kreditu Nemačke razvojne banke. Ekološku korist koju donosi ta investicija najbolje osvedočava činjenica da se više od 20 hiljada građana Priboja, sada greje na mazut – što je ekološki veoma toksično. Južna Bačka će izgraditi novo kotlansko postrojenje u toj Opštini snage osam, uz dva bekap kotla od po četiri i po megavata sa kombinovanim gorionicima na lako lož ulje i na gas.



TOPLANA „JUG“ NOVI SAD

more than 20 thousand inhabitants of Priboj have been using mazut (fuel oil) as a heating source – which is very toxic from the ecological point of view. “Južna Bačka” shall construct a brand new 8-MW boiler facility in that municipality, together with two back-up boilers of 4,5 MW each, with combined burners on light fuel oil and gas. „The boiler capacity in Mali Zvornik is 2 x 0,9 MW and a spare gas boiler for supply of heating energy is 2,5 MW. Total value of both investments is 6,8 million euros. Works have begun in

### Izgradnja prečištača u Bačkoj Topoli i Kostolcu

Završetkom izgradnje nove glavne crpne stanice (NGC-1) kao prve od pet faza budućeg prečištača otpadnih voda, najvažnije kapitalne investicije u Novom Sadu, Južna Bačka je doprinela prvom velikom koraku drugog po veličini grada u Srbiji, u ispunjenju ekoloških standarda EU. O kompleksnosti tog posla, po projektu JKP “Vodovod i kanalizacija”, najbolje govori činjenica da se gradilo ispod nivoa Dunava, a da su podzemne vode snižavane pomoću čak 11 aktivnih bunara. Sve to u najboljem je preporučilo ENTJUB za posao izgradnje centralnog postrojenja za preradu otpadnih voda u Bačkoj Topoli. Radovi na investiciji vrednoj 550 miliona dinara se, bez obzira na stanje sa koronom, odvijaju prema planiranim rokovima. “U toku je izgradnja kanalizacione mreže, kojom će i opštine koje gravitiraju Bačkoj Topoli dovesti otpadne vode do prečištača. U prvom polугоду naredne godine, kada postrojenje bude završeno, sve će biti spremno za nesmetano funkcionisanje”, ističe Milić.

Južna Bačka je angažovana i u termoelektrani Kostolac B na izgradnji čak tri postrojenja za prečišćavanje.

Reč je o instalaciji za preradu zauljenih i zamazučenih, prečišćavanje sanitarnih, ali i otpadnih voda nakon odsumporavanja i hemijske pripreme vode. Projektom su obuhvaćene i količine koje će nastajati na novom bloku B3, snage 350 megavata, čija izgradnja je u toku. Vrednost radova u kojima kao član Konzorcijuma, učestvuje i ENTJUB iznosi pet miliona evra.

### Construction of wastewater treatment facilities in Bačka Topola and Kostolac

By completing the construction of a new main pumping station (NGC-1), as first out of five stages of the future wastewater treatment facility, which represents the most important capital investment in Novi Sad, “Južna Bačka” contributed to the first large step in order for the second largest city in Serbia to fulfil the EU ecological standards. Complexity of that work, based on a project of Public Utility Company “JKP Vodovod i kanalizacija”, is best described by the fact that works were performed below river Danube, and the ground-waters were lowered by using 11 active wells. All the above mentioned recommended the ENTJUB Company for the central waste water treatment plant construction project in Bačka Topola. Works on the investment worth 550 million dinars, despite Covid-19 pandemics, have been developing according to the planned timeline. “Currently, the construction of a sewerage system is taking place, that will transfer waste water from the municipalities around Bačka Topola to a treatment plant. In the first semester of following year, when the facility is to be completed, everything shall be ready for an undisturbed functioning”, emphasises Milić.

“Južna Bačka” is engaged as well in Kostolac B Thermal Power Plant on the construction of three waste water treatment facilities. It is an installation for treatment of the oily waste water, waste water from a fuel oil, sanitary water, as well as the waste water from desulphurisation and chemical preparation of water. The project also includes the quantities that are yet to be produced in a new B3 block, with capacity of 350 MW, that is under construction. Value of the works where ENTJUB is participating as part of the Consortium, is five million euros.





### **Pouzdan partner Novosadske toplane**

ENTJUB je u decembru prošle godine, odnosno pet meseci pre roka, okončao 500 miliona dinara vrednu investiciju izgradnje dva kogenerativna modula, ukupno po četiri megavata toplotne i električne energije. Toplana i Elektrana sada imaju status povlašćenog proizvođača električne energije i dozvolu za trajni rad u sistemu EPS-a. Osim toga, projekat je podrazumevao i rekonstrukciju cirkularnog postrojenja za napajanje toplom potrošnom vodom novosadskih Limana i SPENS-a, odnosno zone toplifikacije Jug.

“U okviru tog posla smo izveli i demontažu dotrajalih kotlova, odnosno ugradili nov kotao snage osam megavata koji već greje toplu potrošnu vodu u tom grejnom području”, kaže Milić.

Ta investicija će u mnogom poboljšati toplifikacioni sistem Toplane, odnosno njene bilanse što znači da će se stvoriti uslovi i za smanjenje cene grejanja – baš kao što je to bio slučaj kada je završena izgradnja kogenerativnog postrojenja Toplane Zapad, koje je takođe radio ENTJUB.

### **A reliable partner of “Novosadska toplana” heating plant**

In December last year, i.e. five months before deadline expiration, ENTJUB had completed an investment worth 500 million dinars, which included a construction of two cogeneration modules, with total capacity of four megawatts of thermal and electrical energy per module. Heating plant and Power plant now have a status of preferential producers of electrical energy and a permanent working permit in the EPS system. Besides, the project implied as well the reconstruction of circular facility for supplying the Liman neighborhood and SPENS in Novi Sad, i.e. the heating system zone South, with hot sanitary water.

“As part of that job we conducted as well dismantling of worn out boilers, and installation of a new 8-MW gas boiler, which is already heating the hot sanitary water in that heating area”, says Milić.

That investment shall significantly improve the heating system of Heating Plant, i.e. its balance sheets, creating conditions for heating price reduction – just as was the case following the completion of Heating Plant West cogeneration facility, performed as well by ENTJUB.

**KOTLARNICA NA BIOMASU, PANONSKE ELEKTRANE**

„Kapacitet kotla u Malom Zvorniku je dva puta 0,9 megavata i rezervni kotao za napajanje toplotnom energijom na gas od 2,5 megavata. Ukupna vrednost obe investicije 6,8 miliona evra. Radovi su počeli u septembru, a ugovor podrazumeva ishodovanje dozvola i izradu projektne dokumentacije, odnosno izvođenje radova po „žutom fidiku“ do upotrebne dozvole.“, kaže Marko Milić.

Završetak za oba objekta planira se za početak naredne grejne sezone, uz praćenje parametara u zimskom periodu, odnosno do januara kada će uslediti okončanje investicije. Opštini Priboj će korišćenje biomase, kako kaže Milić, doneti ne samo veliku budžetsku uštedu već i priliku da dalje razvijaju infrastrukturu i energetska efikasnost.

„Sve to je samo potvrda uspešnosti ranijih poduhvata u oblasti obnovljivih izvora energije koje je ENTJUB radio. Prevažodno mislim na projekat kotla na suncokretovu ljusku, snage 18 megavata, koji smo uspešno izveli 2012. godine, za potrebe grejanja Sremske Mitrovice, odnosno „Panonske elektrane“, kaže Milić.

September, and part of the agreement implies obtaining permits and preparation of project documentation, i.e. work execution according to the ‘FIDIC Yellow Book’ until the issuance of use permit“, says Marko Milić.

Completion of both projects is planned for the beginning of next heating season, with monitoring of parameters in the winter period, i.e. until January, when the investment completion shall ensue. The use of biomass shall bring to Priboj municipality, according to Milić, not only big savings in budgets, but also an opportunity to further develop the infrastructure and energy efficiency.

„All of that is just a confirmation of success of earlier endeavors in the field of renewable energy sources conducted by ENTJUB. Primarily I refer to the project of sunflower husk steam boiler, with capacity of 18 MW, which was successfully conducted in 2012, for the purpose of heating system in Sremska Mitrovica, i.e. for „Panonske elektrane“ power plant, says Milić.



**Marko Iskrin**

*Izvršni direktor za tehničke poslove*

*Chief Technical Officer*

# **Učestvujemo u najvažnijem PROJEKTU SRPSKE ENERGETIKE**

Our company is currently involved in some major projects in the Serbian energy sector.

**U**čestvujući u najsloženijim ekološkim projektima u energetici, u vremenu sve rigoroznijih standarda zaštite životne sredine i neodložnih međunarodnih obaveza koje je Srbija preuzela, „Energotehnika Južna Bačka“ se pokazala kao više nego pouzdan partner u državnom poslu izuzetnog značaja. Nakon izgradnje cevovoda za transport pepela Termoelektrane Kostolac, učešća u izgradnji postrojenja za odsumporavanje i otpeljelavanje Termoelektrane Nikole Tesla A u Obrenovcu, ENTJUB se profesionalnošću preporučio i dobio posao u projektu odsumporavanja dimnih gasova TENT B, na ravnopravnim osnovama sa svetski renomiranim „Mitsubishi power system“.

**B**y participating in the most complex environmental projects in energy sector, in times of ever more rigorous environmental protection standards and exigent international obligations assumed by the Republic of Serbia, „Energotehnika Južna Bačka“ has proven as more than a reliable partner in this State project of great importance. After constructing the ash transportation pipeline for the Kostolac Thermal Power Plant, participating in the construction of desulphurisation and de-ashing facility for Nikola Tesla A Thermal Power Plant in Obrenovac, ENTJUB recommended itself by its professionalism and was hired for a flue gas desulphurisation project in TENT B (Nikola Tesla Thermal Power Plant B), on an equal footing with the internationally renowned company „Mitsubishi power system“.







MARKO ISKRIN

Izvršni direktor za tehničke poslove Marko Iskrin kaže da je reč o investiciji vrednoj 200 miliona evra, jednoj od najvećih u srpskoj energetici. „Srbija se obavezala da će do 2025. godine smanjiti emisiju glavnih zagađujućih materija koje potiču iz starih, velikih postrojenja za sagorevanje. U narednih godinu dana završiće se projekat u TENT-u A, na kome smo angažovani kao podizvođač kompanije Mitsubishi. Za dva bloka TENT-a B, u narednih 36 meseci uradiće se postrojenje za odsumporavanje. ENTJUB je angažovan u tom poslu na pripremnim građevinskim radovima i kompletnim elektro radovima. U konzorcijumu su pored Mitsubishi-a, odnosno naše Kompanije, još i Goša montaža i beogradski EX ING B&P“, napominje Iskrin.

Prema njegovim rečima, Srbija će kada se sve okonča, praktično završiti važan investicioni ciklus koji će nam omogućiti da proizvodimo električnu energiju iz uglja po propisanim standardima. Koliko je to važno govori podatak da se 70 odsto naše struje proizvede u termoelekttranama koje koriste taj energent.

„Projekat TENT B je tehnološki veoma zahtevan i složen posao jer podrazumeva da za vreme radova termoelekttrana mora nesmetano da radi, odnosno blokovi se ne mogu zaustavljati. Pored ostalog biće potrebna velika koordinacija na gradilištu. Dopremanje opreme, montaža, pripremi putevi i više od

Chief Technical Officer Marko Iskrin underlines that it is an investment worth 200 million euros, one of the largest investments in Serbian energy sector. „Serbia committed itself to reduce the emission of major pollutants coming from the old, big combustion plants,

until 2025. In the next one-year period a project in TENT A shall be completed, where we are engaged as the subcontractor of Mitsubishi. In the next 36 months a desulphurisation facility shall be constructed for two blocks of TENT B. ENTJUB is engaged in preparatory construction works and the complete electrical works for that project. Consortium of companies, beside Mitsubishi and our Company, is comprised of Goša Montaža and EX ING B&P from Belgrade“, says Iskrin.

According to Iskrin, once the above mentioned is completed, Serbia shall practically finish an important investment cycle, that will enable us to generate electricity from coal under the prescribed standards. Importance of this is best described by the fact that 70 percent of our electricity is generated in thermal power plants that are using this source of energy.

„TENT B project is technologically very demanding and complex work because it requires an interrupted functioning of thermal power plant over the course of work execution, meaning that the power blocks cannot be stopped. Apart from other requirements, high level of coordination shall be necessary at the construction site. The equipment transportation, assembly, preparatory roads and over 500 people per day working simultaneously... All of that is expecting us at the end of next, i.e.

500 ljudi dnevno koji će raditi istovremeno... Sve to nas očekuje krajem iduće, odnosno početkom 2022. godine“, kaže Iskrin.

Po završetku investicija izgradnje novog trećeg Bloka u Termoelekttrani Kostolac B i postrojenja

at the beginning of 2022“, says Iskrin.

Upon completion of the investments on construction of a new, third Block in Kostolac B Thermal Power Plant, as well as a desulphurisation facility in Kostolac A, where the Chinese company CMEC has



### Time of great endeavours

Couple of following years shall be marked by large investments in the area of energy; in construction of wind farms, and especially in the area of gas economy, i.e. the projects of gas power plants. The first combined-cycle (gas and steam) thermal power plant is constructed in Pančevo, and shall start with work most probably at the end of current or at the beginning of following year. „It is an investment of Gazprom Energoholding worth 180 million euros, and the facility itself was constructed by the Chinese company Shanghai Electric Group. It means the additional 200 megawatts for network, which is a significant result. Task of „Južna Bačka“ was to connect the power plant to a distribution grid, which we completed couple of months ago“, says Iskrin. Once Serbia Stream is completed, construction of four thermal power plants is expected in Novi Sad, Niš, Kragujevac and Belgrade, according to previous announcements. ENTJUB is ready to give its contribution to such endeavours as a reliable and highly professional partner.

### Vreme velikih poduhvata

Narednih nekoliko godina obeležiće velike investicije u energetskom sektoru; u izgradnju vetroparkova, a posebno u oblasti gasne privrede, odnosno projektima gasnih elektrana. Prva gasno parna elektrana je izgrađena u Pančevu i počće sa radom najverovatnije krajem ili početkom naredne godine. „Reč je o investiciji Gazprom energoholdinga vrednoj 180 miliona evra, a postrojenje je izgradila kineska Shanghai Electric Group. To znači dodatnih 200 megavata na mreži, što je značajan rezultat. Zadatak Južne Bačke je bio priključenje elektrane na distributivnu mrežu, što smo i završili pre nekoliko meseci.“, kaže Iskrin. Nakon završetka Srpskog toka, a prema ranijim najavama, za očekivati je da se još četiri termoelekttrane toplane izgrade u Novom Sadu, Nišu, Kragujevcu i Beogradu. ENTJUB je spreman da i tim poduhvatima da svoj doprinos kao pouzdan i visokoprofesionalan partner.



### Instalacije za opskrbu automobila na električni pogon

Većina bogatih, industrijski razvijenih zemalja Evrope i Evropske Unije, od Velike Britanije do Nemačke, Francuske i Norveške najavile su potpuno ukidanje vozila sa benzinskim i dizel agregatima u narednih dvadesetak godina. Kako i druge zemlje planiraju povećanje udela električnih automobila kojih je sve više u saobraćaju, sasvim je jasno da transportni koridori kroz Srbiju moraju imati što pre, dovoljno razučenu mrežu punjača za električna vozila. U suprotnom bićemo u opasnosti da mnogi vlasnici ekoloških vozila počnu da saobraćajno zaobilaze Srbiju. Prema rečima ing. Marka Iskrina, „Južna Bačka“ tu vidi još jednu priliku da unapredi i proširi svoje poslovne aktivnosti.

„Kontaktirali smo švajcarsko švedsku kompaniju ABB, jednog od lider u proizvodnji elektropunjača. Oni su već na tenderima dobili poslove izgradnje punktova duž koridora. Mi smo zainteresovani da u partnerskom odnosu sa ABB-om, u gradovima izgradimo i ponudimo korisnicima više punjača za elektro vozila. Veoma je malo takvih „stanica“ u gradskim područjima u Srbiji, a gradovi moraju imati tu vrstu infrastrukture. ENTJUB je zainteresovan i kao kupac, jer bi punjač za naše potrebe i elektrovozila koja imaju oko 500 kilometara, dosta značila i sa stanovišta uštede.“, kaže Iskrin.

### Feeding installations for the electric cars

Most of the rich, industrialised, developed countries of Europe and European Union, from Great Britain to Germany, France and Norway have announced a complete elimination of vehicles with gasoline and diesel aggregates, approximately in the next twenty years. As other countries are also planning an increase in share of electric cars which are ever more numerous in traffic, it is clear that traffic corridors passing through Serbia must provide, as soon as possible, an adequately dispersed network of electric vehicle chargers. Otherwise, we shall be in danger that many owners of eco-friendly vehicles will start bypassing Serbia in terms of traffic. According to engineer Marko Iskrin, that is another opportunity for „Južna Bačka“ to improve and expand its business activities.

„We have contacted the Swiss-Swedish corporation, ABB Group, one of the leaders in electric chargers manufacturing. They have already won tenders for the construction of stations along the corridor. We are interested to build and offer to the consumers more electric vehicle chargers in the cities, in partnership with ABB. Number of such „stations“ is very low in urban areas in Serbia, and cities must provide that type of infrastructure. ENTJUB is also interested as a buyer, because a charger for our own use and electric vehicles with a capacity of around 500 kilometres, would mean a lot in terms of economisation“, says Iskrin.

### Vetar pored uglja najvažniji potencijal

U Srbiji se planira izgradnja velikog broja vetroparkova, a trenutno je Elektromrežama Srbije (EMS) postavljen zahtev za priključenje 1 gigavata snage iz budućih postrojenja. Ona će biti izgrađena po obodu Deliblatske peščare, najviše na područjima Grada Pančeva, odnosno Opštine Alibunar. EMS ima problem oko priključenja, odnosno nedostajućih kapaciteta. To će prema rečima Iskrina, biti veliki izazov jer će u naredne tri godine biti potrebno da se izgradi prenosna infrastruktura koja će povezati vetroparkove u Banatu sa velikim industrijskim potrošačima u Sremu. Južna Bačka zahvaljujući bogatom iskustvu u toj oblasti, vidi veliku šansu za učešće u projektima proizvodnje energije iz vetra.

za odsumporavanje u Kostolcu A, na kojima je angažovana kineska kompanija CMEC, uz ekološke standarde, biće osigurana i dugoročna energetska stabilnost.

„Najbolja potvrda sve značajnijeg rejtinga „Južne Bačke“ je saradnja sa stranim kompanijama poput Mitsubishi-a ili Siemens-a, jer stranci imaju samo jedan kriterijum, a to su visok kvalitet i poštovanje rokova.“, dodaje Iskrin.

Elektrifikacija, izgradnja mrežne infrastrukture i radovi na obnavljanju mreže - sve od dalekovoda do trafo stanica, rečju standardni angažman i aktivnosti, ili „hleb i mleko“, kako osnovnu delatnost zovu u preduzeću, nastavljaju se uporedo.



### Wind, besides coal, as the most important energy potential

It is planned to build a large number of wind farms in Serbia, and at the moment it is requested from „Elektromreža Srbije“ (EMS) to connect 1 gigawatt of power from the future facilities. Those facilities shall be constructed along the edges of Deliblato Sands, mostly in the areas of Pančevo, i.e. Alibunar municipality. EMS is facing challenges regarding connection points for that amount of energy, i.e. the lack of capacity. According to Iskrin, that will present a great challenge because in the next three years it will be necessary to construct a transmission infrastructure that will connect wind farms in Banat with big industrial consumers in Srem. Thanks to its rich experience in that area, „Južna Bačka“ sees a great opportunity in participating in projects of producing energy from the wind.

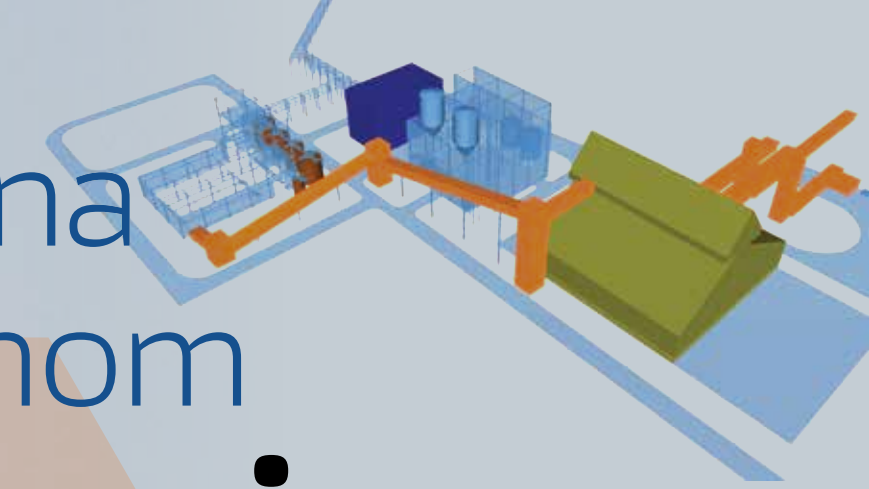
been engaged, both ecological standards and long-term energy stability shall be secured.

„The best confirmation of an ever increasing rating of „Južna Bačka“ is a cooperation with foreign companies such as Mitsubishi, Siemens, Schneider, ABB because they

have only one criteria, which is high quality and deadline compliance“, adds Iskrin.

The electrification, construction of network infrastructure and works on network restoration - everything from power transmission lines to the substations, in one word a regular engagement and activities or „bread and milk“, as the core activity is called in our Company, continue to be performed simultaneously.





# U Srbiji i na regionalnom tržištu **preuzimamo primat od stranih kompanija**

Both in Serbia and on the regional market we are taking over a market leader position from the foreign companies

**P**oslovanje „Energotehnike Južna Bačka“ je od privatizacije 2010. godine u najvećem bilo zasnovano na neprestanoj težnji i velikom trudu da se kompanija širi u mnogim oblastima, te da prihvatajući i savlađujući izazove preuzme vodeću ulogu u energetskom sektoru. Prema rečima generalnog direktora Ilije Labusa, strane kompanije su kao nosioci velikih projekata **do sada bile neprikosnovene, ali zahvaljujući sistematskom jačanju ENTJUB-a, a potom i fuziji sa „Elektromontažom“ iz Kraljeva, „Južna Bačka“ je postala spremna da ispuni svaki poslovni zadatak i donese državi i privredi mnogo veću korist.**

***Da li to podrazumeva novu tržišnu poziciju „Južne Bačke“?***

To znači da smo pored ostalog, kadrovskog i organizaciono finansijskog dela, u stanju da napredujemo znatno brže u usvajanju i primeni novih tehnoloških znanja. Rečju, sposobni smo da u pu-

**B**usiness activities of „Energotehnika Južna Bačka“ since the privatisation in 2010 have been largely based on an incessant aspiration and great effort to expand the company in many areas, and to assume a leading role in the energy sector by accepting and overcoming challenges. According to the Managing Director Ilija Labus, foreign companies as the holders of great projects have been unassailable until now, however, thanks to a systematic strengthening of ENTJUB, as well as the merger with „Elektromontaža“ from Kraljevo, „Južna Bačka“ has become ready to complete any business task and to contribute much more to the state and economy.

***Does that imply a new market position for „Južna Bačka“?***

It means that besides the part related to human resources, management and finance, we are ready to achieve progress significantly faster in acquiring

**Ilija Labus**

Generalni direktor „Energotehnike Južna Bačka“  
Managing Director of „Energotehnika Južna Bačka“



nom smislu preuzmemo primat stranim kompanijama.

„Južna Bačka“ bi mogla da u konzorcijumima na većim infrastrukturnim projektima bude nosilac posla i tako više doprinese državnom budžetu, a dobit reinvestira u Srbiji, za razliku od stranih kompanija koje ta sredstva odnose u matične države.

Važno je imati u vidu da je naša kompanija spremna da prihvati angažman u svim granama građevinarstva, pri čemu smo posebno zainteresovani za partnerske odnose sa domaćim preduzećima.

### **Koliko su pandemija Kovid 19 i proglašenje vanrednog stanja uticali na poslovanje?**

Iako je na početku, do februara, izgledalo kao da je Kovid 19 daleko i da će nas zaobići, vrlo brzo smo se, nažalost uverili da će pandemija u mnogom uticati na funkcionisanje naše privrede. Prilagođavanje naše kompanije je kratko trajalo, jer

### **Rame uz rame sa japanskim „Micubišijem“**

Južna Bačka je u projektu odsumporavanja dimnih gasova u Termoelektrani Nikola Tesla B, po obimu najvećem u istoriji ENTJUB, po prvi put ušla u potpuno ravnopravni partnerski odnos sa svetski renomiranom kompanijom „Micubiši pauer sistem“. „Reč je o investiciji koja će se realizovati tokom naredne tri godine. Pored nesumnjive koristi uposlenosti radnika u dužem periodu i finansijskog dela, stečeno znanje i učešće u tom poslu će našim inženjerima doneti nemerljivu dobit. Koliko je to sve važno govori činjenica da smo u tom poslu ravnopravan partner sa japanskom firmom, što pre nekoliko godina kada smo angažovani na TENT-u A nije bio slučaj. Rekao bih da je to u najboljem potvrda naše nove pozicije na tržištu nakon spajanja sa kraljevačkom „Elektromontažom“. Biti u takvom „rame uz rame“ odnosu sa svetskom kompanijom koja posluje na svim kontinentima, najbolja je moguća referenca“, ističe Labus.

and applying a new technological knowledge. In a word, we are ready to take over a market leadership from the foreign companies.

„Južna Bačka“ could become a project leader in consortiums, as part of the larger infrastructural projects and thereby to contribute more to the state budget, and to reinvest profit in Serbia, unlike foreign companies that are repatriating profits to their home countries.

It is important to bear in mind that our company is ready to accept the business engagements in every branch of civil engineering, while being particularly interested in building partnerships with local companies.

### **How much the Covid-19 pandemics and the introduction of state of emergency have affected the business activities?**

Even though at the beginning, until February, it seemed like the Covid-19 is far away and is going to

### **Side by side with Japanese „Mitsubishi“**

With a flue gas desulphurisation project in Thermal Power Plant Nikola Tesla B, by scale the biggest in ENTJUB's history, „Južna Bačka“ has entered for the first time into a completely equal partnership with a renowned company „Mitsubishi Power Systems“. „It is an investment that shall be performed over the course of following three years. Apart from the unquestionable benefit in terms of employee engagement over a longer period of time, and a financial benefit, the acquired knowledge and involvement in that project shall bring to our engineers an immeasurable gain. The importance of the above mentioned is supported by a fact that in this project we are an equal partner with a Japanese company, which had not been the case couple of years ago, when we were engaged in works in Nikola Tesla Power Plant. I would say that, at best, this is a confirmation of our market position after a merger with „Elektromontaža“ Kraljevo. Being side by side with such a renowned company that is doing business worldwide, is the best possible reference“, says Labus.

smo brzo reagovali nakon što smo sagledali činjenično stanje. Najveći problem je bio to što se sa tom vrstom fenomena, odnosno vanrednim stanjem usled pandemije, po prvi put susrećemo – te je tako „obrazac“ funkcionisanja u takvom okruženju bilo nemoguće prepisati iz ranije prakse. Kada analiziramo efekte vanrednog stanja to-

### **Vođstvo u Elektromontaži preuzeo Dražen Pjeranović**

**Zamenik generalnog direktora ENTJUB, vodiće kompaniju čijim preuzimanjem Južna Bačka otvara novo poglavlje u unapređenju poslovanja. Pjeranović očekuje da će zajednički nastup doneti ogroman poticaj i niz prednosti.**

„Tu, pre svega, mislim na ukрупnjavanje finansijskih, poslovnih, kadrovskih i tehničkih potencijala za učešće na velikim projektima, pogotovo u inostranstvu. Uzajamnim dopunjavanjem, unaprediće se razvoj pojedinih specijalističkih oblasti u svakoj od kompanija. Praksa pokazuje da holding uvek daje bolje rezultate nego pojedinačno delovanje“, ističe Pjeranović. Novi direktor ocenjuje da je tim koji je do sada vodio kraljevačko preduzeće, uradio veliki posao od privatizacije 2012.godine. „Sistem iz kog ja dolazim, i u čijem sam uspostavljanju i sam delom učestvovao, veći je i složeniji - detaljnije uređen, na čemu će se u budućem periodu raditi i u Elektromontaži. S obzirom na vlasničku strukturu, logično je da neke stvari budu uniformno uređene.“, kaže Pjeranović. On najavljuje da će kompanija pod njegovim vođstvom, nastaviti sa razvojem i dobrim rezultatima postignutim prethodnih godina. „Nastojacu da napredak bude jasno vidljiv svakog dana. Za to je neophodan tim, sinergija i doprinos svakog pojedinca. U poslu je veoma važna želja koju pokazujete, energija koju osećate i delite i strast kojom rešavate poslovne izazove. Trudiću se da razumem tim i da mu budem podrška, kao i da ih ličnim primerom inspirišem da zajedno postignemo još bolje rezultate“, ističe Pjeranović.

bypass us, unfortunately we have been very quickly convinced that the pandemics shall substantially affect the functioning of our economy. It took a short time for our company to adjust, given that we reacted promptly upon ascertaining the factual state. The biggest problem arose from the fact that we were facing this type of phenomena, i.e. a

### **Drazen Pjeranovic took the lead of Elektromontaza.**

**The Deputy General Manager of ENTJUB will lead the company, the takeover via which Južna Bačka opens a new chapter in the improvement of business. Pjeranovic expects that the joint performance will bring a huge incentive and a number of advantages.**

“Here, first of all, I mean the consolidation of financial, business, human and technical potentials for participation in large projects, especially abroad. By complementing each other, the development of certain specialised areas in each of the companies will be improved. Experience suggests that a holding always gives better results than individual actions,” Pjeranovic points out. The new director estimates that the team that has run the Kraljevo company so far has done a great job since the privatisation in 2012. “The system which I come from, and the establishment of which I partly participated in, is bigger and more complex - it is arranged in more detail, which will be worked on in the future at Elektromontaza as well.” Given the ownership structure, it is logical that some things should be uniformly arranged,” says Pjeranovic. He announces that the company under his leadership will continue with the development and good results achieved in the previous years. “I will try to make the progress clearly visible every day. This requires a team, synergy and the contribution of each individual. The desire you show, the energy you feel and share and the passion with which you resolve business challenges are very important in business. I will try to understand the team and support them, as well as to inspire them by personal example to achieve even better results together,” Pjeranovic points out.



kom tri meseca, očigledno je da nas je ono znatno usporilo kao i sve privredne činioce. Mnogo nepoznanica, i pre svega strah i neizvesnost, morali su proizvesti posledice.

Odmah smo osmislili režim rada, tako da administrativni deo poslovanja koji je i najrizičniji zbog kancelarijskog ambijenta, koliko god je bilo moguće relaksiramo tako da što više zaposlenih radi od kuće. Uveli smo sve preventivne mere koje je propisao Krizni štab, od obaveznog korišćenja maski i rukavica do rigoroznih higijenskih mera i distance. U terenskom delu zbog rada na otvorenom, nismo smanjivali broj izvršilaca, ali smo prema uputstvima sprovedli najviše mere zaštite zaposlenih. Razmatrali smo više scenarija, budući da smo bili pripravnici i svesni da negativni efekti moraju uslediti.

#### **Kako ocenjujete reakciju države i delotvornost sprovedenih mera za ublažavanje posledica Covid 19?**

Kao pun pogodak. U ranoj fazi Vlada Srbije je povukla niz ključnih ekonomskih mera čime je veoma pomogla privredi u najkritičnijem periodu. U kontaktima sa privrednicima koji su bili mnogo više pogođeni krizom nego Južna Bačka, uverio sam se koliko je bilo značajno sve što je država

#### **We fought and preserved every man**

The Managing Director of ENTJUB emphasises that he is very proud that the Company prevailed and avoided salary reduction, i.e. downsizing, besides the analysis had shown that the state of emergency consequences shall be very difficult to compensate. „For us, it had been of utmost importance, both professionally and ethically, to preserve the team and collective that we so much invested in. It is almost impossible to find a quality workforce and people from all business segments on the market. That is why we had decided to do our best in order to keep the people in the Company, as our most valuable asset. I am convinced that time and realisation of projects ahead of us will show that it was the best decision to make in a long run“, says Labus.

#### **Borili smo se i sačuvali svakog čoveka**

Generalni direktor ENTJUB ističe da je veoma ponosan što je kompanija uprkos analizi koja je pokazala da će se u drugom delu godine teško nadoknaditi posledice vanrednog stanja, ipak istrajala i izbegla smanjenje plata, odnosno redukciju broja zaposlenih. „Za nas je od vitalne važnosti u profesionalnom i moralnom smislu bilo da sačuvamo tim i kolektiv u koji smo toliko uložili. Kvalitetni kadar i ljude u svim segmentima poslovanja, na tržištu je gotovo nemoguće pronaći. Zato smo se odlučili da učinimo sve kako bismo sačuvali ljude kao najvrednije što imamo. Uveren sam da će vremena pred nama i realizacija projekata koji nam predstoje pokazati da je to bila naša dugoročno najbolja odluka“, naglašava Labus.



state of emergency due to pandemics, for the first time – so it was impossible to copy a „pattern“ from some previous experiences regarding functioning in such an environment. When we analyse the state of emergency's effects during those three months, it is obvious that it slowed us down significantly, as well as all the other business entities. So many unknowns, and above all the fear and uncertainty, had to produce the consequences.

We had immediately conceived a work regime, in order to loosen up the administrative part of business activities as much as possible, considering the level of risk due to an office environment, by letting as many people as possible to work from home. We have introduced all the precautionary measures prescribed by the Crisis Staff, from a mandatory use of masks and gloves to the strict hygienic measures and social distance. When it comes to fieldwork, given that it was taking space in the open air, we had not reduced a number of employees, however, following the recommendations, we had applied the highest level of precautionary measures for the employees. We had even considered multiple scenarios, given that we were prepared and aware that negative effects must follow.

uradila; od isplate tri mesečne zarade, olakšica u otplatama kredita, do fiskalnih pogodnosti i finansijske podrške. Ponosan sam što smo se konsolidovali oslanjajući se na sopstvene snage i što smo tako kao odgovorna kompanija državi omogućili da pomogne bar još jedno preduzeće kome je podrška bila potrebna. Tu pre svega mislim na kompanije u nekim drugim privrednim granama poput hotelijerstva i ugostiteljstva. Ta odluka se pokazala ispravnom, budući da je Vlada, kao što smo videli, morala da odreaguje još jednim paketom mera.

#### **Koliko je važna strateška odluka o akviziciji Elektromontaže Kraljevo?**

Akvizicijom velike kompanije kakva je kraljevačka Elektromontaža, naši potencijali od inženjerskog i tehničkog kadra do svih drugih kapaciteta, dobiće na kvalitetu – što će nam omogućiti da odgovorimo izazovima tržišta Evropske Unije i drugim, a da istovremeno zadržimo leadersku poziciju na našem i regionalnom tržištu. Očekujem da ćemo veoma brzo pokazati na značajnim projektima koji nam predstoje, koliko smo u kvalitativnom smislu podigli naše potencijale. Najvažnije postignuće koje nam fuzionisanje donosi jeste izuzetan inženjerski kadar sa respektabilnim iskustvom,

#### **How do you find the State's response and the effectiveness of applied measures to mitigate the Covid-19 consequences?**

As a great success. In the early stages, the Government of Serbia had brought a number of key economic measures, which helped the economy during the most critical period. Speaking with businessmen who were much more affected by the crisis, compared to Južna Bačka, I had got convinced how important was everything that State was doing; from payment of

monthly salaries, loan repayment relief, to the fiscal benefits and financial support. I am proud that we have consolidated the Company relying on our own strengths, and that our behaviour as a responsible organisation, enabled the State to help at least one more company that needed it more. I refer, above all, to the companies in some other areas of economy, such as the hotel industry and hospitality. That decision has proven to be correct, given that the Government, as we all have seen, had to intervene with an additional package of measures.

#### **How important strategically is a decision to acquire Elektromontaža Kraljevo?**

Acquisition of such a large company as „Elektromontaža“ Kraljevo, shall add to the quality of our potentials, from engineering and technical staff to all the other capacities – enabling us to respond to challenges of the European Union's market and other markets, keeping at the same time a market leader position on domestic and regional markets. I expect that we shall show very soon, participating on significant projects ahead of us, how much we have qualitatively increased our potentials. A single most important achievement brought by the merger is a formidable engineering workforce with



koji je u svakoj ozbiljnoj kompaniji uvek vredniji od svakog materijalnog benefita.

### **Kako ocenjujete učešće ENTJUB u „Srpskom toku“?**

„Srpski tok“ je kao najvažniji nacionalni projekat u energetici veoma izazovan za našu kompaniju. Reč je o investiciji koja odgovara našoj osnovnoj delatnosti uz naravno modifikacije u gasnoj privredi, što je za nas bila prilika da još jednom potvrdimo našu sposobnost da se prilagođavamo, dodatno edukujemo i unapređujemo iskustva. Rađajući sa više investitora, Srbijagasom i Gastransom, i više projektantskih kuća pokazali smo da umeemo da odgovorimo svakom izazovom. Naša najveća korist u učešću u „Srpskom toku“ je znatno iskustvo u oblasti gasne i naftne privrede. „Južna Bačka“ je na tom projektu koji bi trebalo da bude realizovan na proleće, učestvovala na potpunom toku gasovoda, što je podrazumevalo koordinaciju sa Elektroprivredom Srbije na izmeštanju kablova, dalekovoda, montaži trafostanica na priključcima gasovoda i drugom. Iako je reč o nama dobro poznatom poslu, radilo se često na veoma nepristupačnim terenima i vrletima. Veliki iskorak

### **A decade of work in the company**

Managing Director Ilija Labus, although still young for such a demanding position, celebrated in 2020 his 10-year work anniversary in „Južna Bačka“. He came to work here immediately upon the Company's privatisation, as he says. He was learning from his predecessors and acquiring experience, which lead him to become the Head of Procurement, then Commercial Director, and finally, three years ago, he has become the ENTJUB's Managing Director. „I am happy that I had an opportunity to develop professionally and to participate in creating a serious company, which has transformed from a successful enterprise in the fields of construction and maintenance of electric energy facilities, as part of Elektrovojvodina, to a very successful company in many other areas as well. I have still been learning a lot about my work, and the greatest pleasure for me is working with industrious and capable people“, says Labus.

a respectable experience, which is in every serious company worthier than any material benefit.

### **How do you rate ENTJUB's involvement in „Serbian Stream“?**

„Serbian Stream“, as the most important national project in energetics, represents a great challenge for our Company. It is an investment that corresponds to our core business activity, of course with modifications in gas economy, which was an opportunity for us to confirm again our ability to adapt, learn additionally and to further improve our experiences. Working with several investors, Srbijagas and Gastrans, and several design bureaus, we have shown our ability to rise up to any challenge. The greatest benefit from our participation in „Serbian Stream“ is a considerable experience in the area of oil and gas economy. On that particular project that should be completed in spring, „Južna Bačka“ participated on the entire length of pipeline, which included the coordination with „Elektroprivreda Srbije“ on transferring cables and power transmission lines, installation of substations at the gas pipeline connection points and other. Although such work is very familiar to us, the activities were conducted on very inaccessible terrains and cliffs. We have achieved a great leap forward in terms of experience in the

### **Decenija rada u kompaniji**

Generalni direktor Ilija Labus, premda još uvek po godinama mlad za tu zahtevnu funkciju, u „Južnoj Bačkoj“ je u 2020-toj navršio jubilej desetogodišnjice rada. Kako kaže odmah po privatizaciji kompanije došao je da radi. Učeći od svojih prethodnika, i stičući iskustva stigao je od direktora nabavke preko komercijalnog da bi pre tri godine postao generalni direktor ENTJUB. „Srećan sam što sam imao priliku da se razvijam i učestvujem u stvaranju ozbiljne kompanije, koja je od nekada uspešnog preduzeća za izgradnju i održavanje elektroenergetskih objekata pri Elektrovojvodini, postala veoma uspešna i u mnogim drugim oblastima. I dalje mnogo učim o poslu, a najveće zadovoljstvo mi je što radim sa vrednim i sposobnim ljudima.“, kaže Labus.



u iskustvu ostvarili smo u oblasti automatizacije, instrumentacije i upravljanju postrojenjima. Trenutno smo angažovani na veoma zahtevnom poslu kompresorske stanice u Velikoj Plani. Radimo na izgradnji priključka za ODS „EPS Distribucija“, ali i na elektroenergetskim instalacijama unutar postrojenja kompresorske stanice. Sve se odvija prema ugovorenoj dinamici.

### **Koliko je angžaman u rudarstvu važan u poslovanju Kompanije?**

Kao i prethodnih godina naš fokus na domaćem tržištu je usmeren ka elektroprivredi. U tom smislu od posebne važnosti su radovi i isporuka opreme za tračni transporter B – 1600 za Rudarski basen Kolubara. Po obimu to je izuzetno značajan posao, na kome smo i ranije bili angažovani. Rad u rudnicima, odnosno poslovi u rudarstvu prema našim planovima predstavljaće u budućnosti bitan deo aktivnosti Kompanije. Važno je reći da je za Elektroprivredu odnosno unapređenje proizvodnje električne energije, snabdevanja i povećanja kapacita taj projekat od posebnog značaja. Velike investicije u privredi iziskuju i velike infrastrukturne zahvate na konzumnom području, kako bi se obezbedile stabilne naponske prilike.

area of automation, instrumentation and facility management. Currently we are engaged on a very demanding project of compressor station in Velika Plana. We are building a connection point for the Distribution System Operator „EPS Distribucija“, working as well on the electric energy installation within the compressor station facility. Everything is going according to the agreed dynamics.

### **How important is your involvement in mining for the Company's business activities?**

Like previous years our focus on domestic market is directed towards the electric power industry. In that regard, very important are the works and supply of equipment for the B-1600 belt conveyor for Kolubara mining basin. It is an extremely significant project by its size, where we had already been engaged to. Working in mines, i.e. conducting works in mining industry, shall represent, according to our plans, and important part of the Company's activities in the future. It is important to mention that such project, i.e. improvement of electric power production and distribution capacity expansion, is specifically important for „Elektroprivreda“. Large investments in the economy entail as well the large infrastructural interventions in the consumption area, in order to secure a stable voltage environment.



A man in a grey suit and white shirt stands with his arms crossed in front of a modern industrial building. The building has a sign that reads "Energotehnika Južna Bačka" and several circular logos. A black Audi sedan is parked in the background. The scene is set outdoors on a paved area under a clear blue sky. A large red diagonal graphic element is on the left side of the image.

Postali smo  
reprezentacija  
Srbije u  
**ENERGETSKOM  
SEKTORU**

We have become the national  
team of Serbia in the energy sector

**Dragoljub Zbiljić**  
Predsednik "Energotehnika Južna Bačka"  
The president of "Energotehnika Južna Bačka"



**O**težani uslovi poslovanja nikada nisu mogli da budu izgovor za Kompaniju koja je jasno postavila ciljeve opredeljujući se za dinamičan, delatni razvoj u svim oblastima. Dragoljub Zbiljić, predsednik “Energotehnike Južna Bačka” svoju poslovnu filozofiju zasniva na prvom postulatu preduzetništva - ko ne stvara nove mogućnosti čak i u najtežim okolnostima, osuđen je na stagnaciju.

“Iako je korona donela znatne poteškoće svima, verujem da su iskušenja i krize korisni jer vam ukažu i na slabosti, odnosno jasno vam naznače šta je potrebno promeniti ukoliko želite da napredujete. Kao kompanija koja radi 24 časa dnevno, budući da radimo održavanje elektroenergetskih objekata na području Vojvodine, uvi-



**D**ifficult business conditions could never be an excuse for a company that has clearly set goals by opting for dynamic, active development in all areas. Dragoljub Zbiljić, the president of “Energotehnika Južna Bačka” bases his business philosophy on the first postulate of entrepreneurship - who does not create new opportunities even in the most difficult circumstances, is doomed to stagnation.

“Although coronavirus has brought significant difficulties to everyone, I believe that temptations and crises are useful because they also point out weaknesses, i.e. clearly indicate to you what needs to be changed if you want to progress. As a company that works 24 hours a day, since we are in charge of the maintenance of electric power facilities in the

area of Vojvodina, we realized that it is necessary to strengthen the part related to the locksmith, sometimes welders - that is, the workforce with secondary education. We did not pay enough attention to that before, because we were more concerned with positioning and staffing the company at medium and high voltage. The engineering level, i.e. building a team that will become the backbone of the company, was our most important task”, says Dragoljub Zbiljić, the president of “Energotehnika Južna Bačka”

**How important is the strategic decision on the acquisition of Elektromontaža from Kraljevo?**



deli smo da je potrebno ojačati deo koji se odnosi na bravarnicu, ponegde varioce – dakle radnu snagu sa srednjom stručnom spremom. Na to ranije nismo dovoljno obraćali pažnju, jer smo se više bavili pozicioniranjem i kadrovanjem firme na srednjem i visokom naponu. Inženjerski nivo, odnosno izgradnja tima koji će postati okosnica Kompanije, bio nam je najpreči zadatak”, kaže Dragoljub Zbiljić, predsednik “Energotehnike Južna Bačka”

**Koliko je važna strateška odluka o akviziciji kraljevačke Elektromontaže?**

Kupivši 100% akcija našeg najvećeg konkurenta, možemo reći da smo kompletirali celinu koji čine naš inženjerski tim koji je fudbalski rečeno – na nivou Mančester Junajteda i vrhunska majstorska ekipa, pojačana posebno u delu bravarnice i čeličnih konstrukcija, gde smo ranije bili prinuđeni da angažujemo podizvođače. Dakle, nakon spajanja računamo na oko 220 veoma sposobnih montera

Having bought the 100% of shares of our biggest competitor, we can say that we have completed the whole that makes up our engineering team, which is, to put it in terms of football - at the level of Manchester United and a top master team, strengthened especially in the locksmith and steel structures, where we were previously forced to hire subcontractors. So, after the merger, we are counting on about 220 very capable installers and about eighty engineers - a potential that “Energo-projekt” did not have in the best days. That means we have a team for the Champions League.

**What exactly will that mean in the company's business plans in the Serbian and other markets?**

Until now, we have been one of the leading companies in the industry in this part of Europe, if we keep in mind the capacities, knowledge, tradition and experience of “Energotehnika Južna Bačka”. We have already established ourselves on the



i oko osamdeset inženjera – potencijal kakav nije imao ni „Energoprojekt“ u najboljim danima. To znači da imamo tim za Ligu Šampiona.

### Šta će to konkretno značiti u poslovnim planovima Kompanije na srpskom i drugim tržištima?

Mi smo i do sada bili jedna od vodećih kompanija u branši u ovom delu Evrope, ako se imaju u vidu kapaciteti, znanje, tradicija i iskustvo kojim raspolaže „Energotehnika Južna Bačka“. Na srpskom tržištu smo se već etablirali kao pouzdani partner Elektroprivredi Srbije. Naše ambicije su oduvek podrazumevale izlazak na druga zahtevnija tržišta. U prethodnom periodu smo s razlogom bili uzdržaniji u tom smislu. Sada želimo da „napadnemo“ tržišta zemalja u okruženju. Bili smo angažovani u oblasti elektroprenosa Republike Srpske, a nastojimo da uđemo u poslove tamošnje elektroprivrede i pružimo sve ono što smo pokazali u investicijama u Kostolcu i Kolubari. U Srpskoj, odnosno Gackom se planira

### Prioritetni pravac - razvoj zelene energije i zaštita životne sredine

“Evropska unija je jasno naznačila standarde u ekologiji. Taj sektor koji interno zovemo EKO Južna Bačka, vodi ozbiljan tim inženjera u našoj Kompaniji. Srbija je preuzela međunarodne obaveze koje se tiču upravljanja vodama, od kontrole izvora zagađenja, do prerade i naravno obaveznih standard. To je, može se reći, najzahtevnija oblast u ekološkom delu. Država je preduzela niz aktivnosti, određen broj prečistača se već gradi, a za velik broj u gradovima će biti raspisani tenderi. Naravno da tu vidimo svoju priliku. Grad Novi Sad uz taj posao, očekuje i izgradnja deponije. Reč je izuzetno važnoj, strateškoj investiciji. Sa našim stranim partnerima, Južna Bačka tu može da ponudi određena rešenja.”, ističe Zbiljić.

Serbian market as a reliable partner of the Electric Power Industry of Serbia (*Elektroprivreda Srbije*). Our ambitions have always meant entering other more demanding markets. In the previous period, we have been rightly more restrained in that sense. Now we want to “attack” the markets of the surrounding countries. We were engaged in the field of electricity transmission in Republika Srpska, and we are trying to get into the business of the local power industry and provide everything we have shown in the investments in Kostolac and Kolubara. The construction of a thermal power plant is planned in Srpska, i.e. Gacko. Here we see our chance as well as in the investment projects of the Mine and the thermal power plant in Ugljevik. “Elektromontaža” was engaged on the Montenegrin market, so we want to impose ourselves there as well - especially since after the merger our performance will be much stronger. The area of Kosovo and Metohija is also very important since there is no company there that maintains medium and high voltage.

### Who have been your biggest competitors in the regional market so far?

In Republika Srpska, they are “Kaldera” and the company “Elnos”, with which we have an exceptional cooperation. Looking at the business parameters of both companies, they deserve respect, but ENTJUB is still significantly ahead in the professional and financial sense. Furthermore, I believe that we are able to surpass the regional competitors that are already operating in the markets of Hungary, Italy and Austria. I mean primarily “Kolektor” from Ljubljana and “Dalekovod” from Zagreb.

### Your company has been building its reputation for years by participating in the most complex infrastructure projects. Is there anything in the upcoming increasing number of capital investments in Serbia in which Južna Bačka wants to participate?

First of all, there are projects in the railway network. The completion of the Belgrade-Bar railway is planned, there is also the Belgrade-Zagreb railway and, of course, the completion of the Belgrade-Budapest railway. Railway electrification is something

izgradnja termoelektrane. Tu vidimo našu šansu kao i u investicionim projektima Rudnika i termoelektrane u Ugljeviku. “Elektromontaža” je bila angažovana na crnogorskom tržištu, tako da želimo i tamo da se nametnemo - posebno što će nakon spajanja naš nastup biti mnogo jači. Veoma važno je i područje Kosova i Metohije budući da tamo nema kompanije koja održava srednji i visoki napon.

### Ko su vam do sada bili najveći konkurenti na regionalnom tržištu?

U Republici Srpskoj, to su “Kaldera” i kompanija “Elnos” s kojom inače, imamo izuzetnu saradnju. Gledajući poslovne parametre oba preduzeća zaslužuju svako poštovanje, ali je ENTJUB ipak znatno ispred u stručnom i finansijskom smislu. Nadalje, verujem da smo sposobni da nadmašimo i regionalne konkurente koji već deluju na tržištima Mađarske, Italije i Austrije. Tu pre svega mislim na ljubljanski “Kolektor” i zagrebački “Dalekovod”.

### Vaša kompanija godinama unazad gradi svoju reputaciju na učešću u najsloženijim infrastrukturnim projektima. Postoji li u predstojećim sve brojnijim kapitalnim investicijama u Srbiji nešto u čemu Južna Bačka želi da učestvuje?

Pre svega reč je o projektima u železničkoj mreži. Planira se završetak pruge Beograd - Bar, tu je i pruga Beograd - Zagreb i naravno završetak pruge Beograd - Budimpešta. Elektrifikacija pruga je nešto u čemu možemo dati puni doprinos. Naše reference u tom smislu su više nego ozbiljne. Razvoj saobraćajne infrastrukture je od posebne važnosti za Srbiju i tome želimo da učestvujemo.

### Koliko je poslovanje Hotela “Fontane” u Vrnjačkoj Banji, bisera u portfoliju ENTJUB, pretrpelo zbog pandemije?

Kriza koju je proizvela pandemija korone najviše je pogodila turizam, odnosno hotelijerstvo i ugostiteljstvo. Da nije bilo pomoći Vlade Srbije, veoma teško bismo prebrodili nedaće. “Fontana” upošljava 111 stalno zaposlenih radnika. U martu, kada je Covid 19 počeo da parališe životne tokove, otkazani

### Priority direction - development of green energy and environmental protection

“The European Union has clearly set standards in ecology. This sector, which we internally call EKO Južna Bačka, is led by a serious team of engineers in our company. Serbia has undertaken international obligations regarding water management, from control of pollution sources, to processing and, of course, mandatory standards. It is, it can be said, the most demanding area in the ecological part. The state has undertaken a number of activities, a certain number of purifiers are already being built, and tenders will be announced for a large number of them in the cities. Of course we see our opportunity here. The city of Novi Sad will also have the construction of a landfill in addition to that work. It is an extremely important, strategic investment. With our foreign partners, Južna Bačka can offer certain solutions there,” Zbiljić points out.

to which we can make a full contribution. Our references in this regard are more than serious. The development of traffic infrastructure is of special importance for Serbia and we want to participate in that.

### How much has the business of the Hotel “Fontana” in Vrnjačka Banja, the pearl in the ENTJUB portfolio, suffered due to the pandemic?

The crisis produced by the coronavirus pandemic has hit tourism the hardest, i.e. the hotel and catering industry. If it were not for the help of the Government of Serbia, it would be very difficult for us to overcome adversity. “Fontana” employs 111 full-time employees. In March, when Covid 19 began to paralyze the flow of life, all our contracts were terminated. In June, we slowly started to return guests, especially those who enjoy the stay



su nam svi ugovori. U junu smo lagano počeli da vraćamo goste, pre svega one koji godinama uživaju u boravku i gostoprimstvu koje im pružamo. Avgust, septembar pa i oktobar u smislu posećenosti su, na sasvim zadovoljavajućem nivou. Vrnjačka Banja se sve više prepoznaje kao destinacija sportskog turizma. Košarkaši Partizana su boravili u Fontani na pripremama. Potom i odbojkaški klubovi Zvezde, Partizana i Vojvodine jer su uslovi za pripreme i treniranje u Vrnjačkoj Banji izuzetni. Od Hale "Vlade Divac" do planine Goč koja je veoma blizu. Dva odbojkaška kluba Vojvodine i Ribnica su se udružili, organizujući Memorijalni turnir "Dušan Bošković Bole". Na takmičenju je učestvovala i Crvena Zvezda, a Vojvodina je bila najbolja. Grad Kraljevo je pokazao da je veoma zainteresovan za razvoj odbojke. Posebnu zahvalnost dugujemo gradonačelniku Predragu Terziću. Nadam se da ćemo konačno videti kraj situacije sa Kovidom 19, jer samo to nas sprečava da se visoko pozicioniramo na turističkom nebu Srbije.

and hospitality we have provided them for years. August, September and even October are in terms of attendance, at a completely satisfactory level. Vrnjačka Banja is increasingly recognized as a destination for sports tourism. Partizan basketball players stayed in Fontana for preparations. Then there are the volleyball clubs of Zvezda (Red Star), Partizan and Vojvodina, because the conditions for preparations and training in Vrnjačka Banja are exceptional. From the arena "Vlade Divac" to the mountain Goč, which is very close. The two volleyball clubs of Vojvodina and Ribnica have joined forces, organizing the "Dušan Bošković Bole" Memorial Tournament. Crvena Zvezda also participated in the competition, and Vojvodina was the best. The city of Kraljevo has shown that it is very interested in the development of volleyball. We owe special gratitude to Mayor Predrag Terzić. I hope that we will finally see the end of the situation with Covid 19, because only that prevents us from positioning ourselves high in the tourist sky of Serbia.



## OK VOJVODINA JE DRUGI TIM SRBIJE

„Naš prioritet jeste nacionalno prvenstvo, kup i superkup koji smo već osvojili pobedom protiv OK Partizan. Postignuća u evropskim takmičenjima smo usled svih okolnosti sa pandemijom ipak morali da stavimo u drugi plan. Pošto je švajcarska Šenoa Ženeva odustala od takmičenja u CEV kupu, Vojvodina se plasirala u osminu finala. Kao predsednik Kluba moram biti zadovoljan pokazanim u kvalifikacijama za Ligu šampiona. Pobeda protiv prvaka Engleske Polonije i veoma dobar meč protiv italijanskog Trentina jeste nešto što nam uliva poverenje i daje podstrek u nastavku naših htenja. Godinu koristimo za organizaciono pozicioniranje interesa našeg Kluba kao i unapređenje odnosa sa Odbojkaškim klubom Novi Sad.“, ističe Zbiljić.

U tom sportskom kolektivu nastupaju Nemanja Šarović i Nikola Vujović, dve uzdanice OK Vojvodina od kojih Klub mnogo očekuje u budućnosti.

„Važno je napomenuti da povezivanje sa OK Ribnicom, koje smo preduzeli, podrazumeva razmenu igrača, ali i pre svega osnaživanje domaćeg igračkog kadra spram sve većeg broja "stranaca" u Prvenstvu. Vojvodina je B reprezentacija Srbije i mi smo svesni naše uloge“, kaže Zbiljić. Ekipa "Vojvodine" ostala je na broju, ako se izuzme odlazak Davida Mehića i Nikole Lakčevića. Došao je Luka Čubrilo, dok su iz omladinske škole u prvi tim pristigli Radoslav Brborić i Veljko Prišić.

### VOLLEYBALL CLUB VOJVODINA IS THE SECOND TEAM IN SERBIA

“Our priority is the national championship, cup and super cup, which we have already won with the victory against Volleyball Club Partizan. Due to all the circumstances with the pandemic, we still had to put our achievements in European competitions in the background. After the Swiss Chenois Geneva withdrew from the competition in the CEV Cup, Vojvodina advanced to the eighth finals. As the president of the Club, I must be satisfied with what was shown in the qualifications for the Champions League. The victory against the champion of England Polonia and a very good match against the Italian Trentino, is something that instills confidence in us and gives us an incentive to continue our desires. We use the year for the organizational positioning of the interests of our Club as well as the improvement of relations with the Volleyball Club Novi Sad,” Zbiljić points out.

Nemanja Šarović and Nikola Vujović, two hopefuls of Volleyball Club Vojvodina, perform in this sports team, from whom the Club expects a lot in the future.

“It is important to mention that the connection with Volleyball Club Ribnica, which we undertook, implies the exchange of players, but also, above all, the strengthening of the domestic playing staff towards the growing number of "foreigners" in the Championship. Vojvodina is the B national team of Serbia and we are aware of our role“, says Zbiljić. The team of "Vojvodina" retained the same number, except for the departure of David Mehić and Nikola Lakčević. Luka Čubrilo came, while Radoslav Brborić and Veljko Prišić arrived from the youth school in the first team.





**Dražen Pjeranović**

Direktor inženjeringa i operative  
Head of engineering and operations

# OBEZBEDIĆEMO NOVOM SADU pouzdanije i stabilnije napajanje

WE WILL  
PROVIDE  
NOVI SAD  
WITH A MORE  
RELIABLE  
AND STABLE  
SUPPLY

**D**ogradnja polja na 110 kilovoltnom kablom omogućit će povezivanje Trafostanica 5 i 7 na Detelinari. To je najveći projekat tog tipa u Novom Sadu, kojim će biti obezbeđena znatno veća energetska stabilnost na velikom području Grada. ENTJUB ima ugovore i sa Elektromrežama Srbije (EMS) i Operatorom distributivnog sistema "EPS distribucije", kao preduslova nesmetanog odvijanja poslova polaganja, a potom i prihvata 110 kilovoltnog kabla u trafostanicama.

**T**he upgrade of the field on the 110 kilovolt cable will enable the connection of Substations 5 and 7 on Detelinara. It is the largest project of that type in Novi Sad, which will provide significantly greater energy stability in a large area of the City. ENTJUB has contracts with Elektromreže Srbije (EMS) and the Distribution System Operator "EPS distribucija", as a precondition for the smooth operation of laying, and then accepting 110 kilovolt cable in substations.







DRAŽEN PJERANOVIĆ

“Realizacija te investicije značiće smanjenje mogućnosti ispada, odnosno poremećaja u snabdevanju dela potrošača – što se nažalost, ranije događalo.”, kaže Pjeranović. Vrednost tog projekta je 360 miliona dinara, a najveći deo posla se završava u tekućoj, iako je rok završetka izvođenja radova kraj iduće godine.

Uz dobru koordinaciju sa gradskim strukturama, kako je to i do sada uvek bio slučaj, ističe zamjenik generalnog direktora ENTJUB, radovi u delu raskopavanja ulica i drugog, odvijajuće se tako da budu maksimalno efikasni, a da izmeštanje i saobraćajni režimi što manje smetaju Novosađanima.

### TRANSBALKANSKI KORIDOR

Kao lider Konzorcijuma, Južna Bačka je angažovana na poslu opremanja visokonaponskom opremom trafo stanice Kragujevac 2, odnosno unapređenja Trafostanice Kraljevo 3. To podrazumeva posao izgradnje 400 kilovoltnog razvodnog postrojenja i transformacije 400/220 kV.

“Sve to je neophodno kako bi se u narednoj fazi priključio dalekovod Kragujevac 2 – Kraljevo 3, u čijoj izgradnji takođe učestvujemo. Treća i najveća etapa, koja se najavljuje je izgradnja dalekovoda od Bajine Bašte do Obrenovca. Koliko je to važno najslikovitije govori podatak da je postojeća dalekovodna mreža stara pola veka.”, ističe Pjeranović.

“The realization of that investment will mean a reduction in the possibility of outages, i.e. disruptions in the supply of a part of consumers - which, unfortunately, happened earlier,” says Pjeranović. The value of that project is 360 million dinars, and most of the work is being completed in the current year, although the deadline for completion of works is the end of next year.

With good coordination with the city structures, as it has always been the case so far, the Deputy CEO of ENTJUB points out, the works in the part of excavation of streets and other, will be carried out as efficiently as possible, so that relocation and traffic regimes are less disturbing for the citizens of Novi Sad.

### TRANS-BALKAN CORRIDOR

As the leader of the Consortium, Južna Bačka is engaged in the work of equipping the Kragujevac 2 substation with high-voltage equipment, i.e. the improvement of the Kraljevo 3 substation. This includes the construction of a 400 kilovolt distribution plant and 400/220 kV transformation.

“All this is necessary in order for the transmission line Kragujevac 2 - Kraljevo 3 to be connected in the next phase, in the construction of which we are also participating. The third and largest stage, which is announced, is the construction of the transmission line from Bajina Bašta to Obrenovac. The fact that the existing transmission network is half a century old speaks for itself,” Pjeranović points out.

Raising the voltage level of the Kraljevo 3 substation will in the future enable stable operation of the Bajina Bašta Reversible Hydro Power Plant, as well as the future RHE Bistrica, with a planned capacity of 680 megawatts.



TRAFOSTANICA NOVI SAD 5

### Ugovor sa kineskim Zidinom - vrhunska referenca

Radove na ogranaku dalekovoda Bor-Zaječar, finansira kineska kompanija za izgradnju trafostanice što će obezbediti odgovarajuće napajanje dela kopa Rakita. To nije jedino partnerstvo Južne Bačke sa Zidinom, budući da je zaključen ugovor o izmeštanju dva 110 kilovoltna dalekovoda, što će kineskom partneru omogućiti proširenje eksploatacije na kopu Cerovo. ENTJUB će saradnjom sa gigantom kakav je Zidini, kao pouzdan i visokoprofesionalan partner, zadobiti izuzetno značajnu referencu u poslovima rudarstva.

### Contract with Chinese Zijin - top reference

The works on the branch of the Bor-Zaječar transmission line are financed by the Chinese company for the construction of the substation, which will provide adequate power supply to the part of the Rakita mine. This is not the only partnership between South Bačka and Zijin, since an agreement has been concluded on the relocation of two 110-kilovolt transmission lines, which will enable the Chinese partner to expand the exploitation at the Cerovo mine. ENTJUB will, through cooperation with a giant such as Zijin, as a reliable and highly professional partner, gain extremely important references in mining jobs.



Podizanje naponskog nivoa Trafostanice Kraljevo 3 će u perspektivi omogućiti stabilan rad Reverzibilne hidroelektrane Bajina Bašta, kao i buduće RHE Bistrica, planirane snage 680 megavata.

To je značajno ne samo kao investicija koje će doprineti uvećanju stabilnosti prenosnog sistema i sigurnosti njegovog rada, već i kao deo druge sekcije Transbalkanskog koridora za prenos električne energije. Reč je o projektu od izuzetnog regionalnog i nacionalnog značaja, koji je premijerka Ana Brnabić nazvala "energetski auto-putem". Srbija, inače slovi kao lider u prekograničnom prenosu struje.

Transbalkanski koridor je 400 kilovoltna mreža dalekovoda koji predstavlja energetsku poveznicu severnog i južnog dela Evrope. Koridor u Srbiji počinje nedavno završenim dalekovodom Pančevo - Rešica (Rumunija), a nastavlja se do Obrenovca i Bajine Bašte. Potom ide do Pljevalja u Crnoj Gori i Lastve, a onda ispod mora do Vilanove u Italiji.

#### ZANAVLJANJE DALEKOVODA BOR - ZAJEČAR

Rekonstrukcija postojećeg dalekovoda Bor - Zaječar, podrazumevaće postavljanje novih portal-

This is significant not only as an investment that will contribute to increasing the stability of the transmission system and the security of its operation, but also as part of the second section of the Trans-Balkan Electricity Transmission Corridor. It is a project of exceptional regional and national importance, which Prime Minister Ana Brnabić called "energy highway". Incidentally, Serbia is known as a leader in cross-border electricity transmission.

The Trans-Balkan Corridor is a 400-kilovolt network of transmission lines that represents the energy link between the northern and southern parts of Europe. The corridor in Serbia starts with the recently completed transmission line Pančevo - Resica (Romania), and continues to Obrenovac and Bajina Bašta. Then it goes to Pljevlja in Montenegro and Lastva, and then under the sea to Vilanova in Italy.

#### RENOVATION OF THE BOR - ZAJEČAR TRANSMISSION LINE

Reconstruction of the existing transmission line Bor - Zaječar, will include the installation of new portal poles, so that they can carry two transmission line systems. The most demanding part of that

#### Radovi u Rudarskom basenu Kolubara

"Sa Rudarskim basenom Kolubarom imamo zaključena tri ugovora, odnosno pored opremanja transportnih traka i isporuku šest pogonskih i jednu mernu raspodelnu stanicu namenjenih iskopu proširenih delova kopa - prvenstveno za polja E i Radljevo.", kaže Pjeranović.

Reč je novootkrivenim poljima od izuzetnog značaja za rudarski basen, ali i čitav sistem EPS-a, jer obezbeđuju visok nivo eksploatacije uglja, a samim tim i proizvodnje električne energije. Kako se "proizvodnja" u Basenu prostorno pomera od istočnog prema zapadnom delu, ranije su usledili važni infrastrukturni zahvati, od izmeštanja Ibarske magistrale, u kome je Južna Bačka takođe učestvovala, do "pomeranja" korita reke Peštan.

#### Works in the Kolubara Mining Basin

"We have concluded three contracts with the Kolubara Mining Basin, i.e. in addition to equipping the conveyor belts and the delivery of six plant and one measuring distribution station intended for the excavation of extended parts of the mine - primarily for fields E and Radljevo", says Pjeranović. These are newly discovered fields of exceptional importance for the mining basin, but also the entire EPS system, because they provide a high level of coal exploitation, and thus the production of electricity. As the "production" in the Basin moves spatially from the eastern to the western part, important infrastructural interventions followed earlier, from the relocation of the Ibar highway, in which South Bačka also participated, to the "movement" of the Peštan riverbed.

#### Srpski tok na ponos

Južna Bačka je veoma ponosna na učešće u najvažnijem nacionalnom projektu u energetici, "Srpskom toku", delu "Balkanskog toka". ENTJUB je angažovana u poslovima elektroenergetskih radova, odnosno obezbeđenja napajanja za sve blok i merno regulacione, kao i kompresorsku stanicu. "Koordiniramo sa lokalnim distribucijama, koje obezbeđuju priključke, a zaduženi smo i za napajanje unutar elektroenergetskih postrojenja duž gasovoda, od rasveta, motora, pumpi do upravljanja tehnološkim procesima u tim objektima.", kaže Pjeranović.

#### Serbian stream of pride

South Bačka is very proud to participate in the most important national project in energy, "Serbian Stream", part of "Balkan Stream". ENTJUB is engaged in the works of electric power works, i.e. providing power for all block and metering and regulation, as well as the compressor station. "We coordinate with local distributions, which provide connections, and we are also in charge of power supply within power plants along the pipeline, from lighting, engines, pumps to the management of technological processes in these facilities," says Pjeranović.



DOGRADNJA POLJA NA 110 KILOVOLTNOM KABLU

nih stubova, kako bi mogli da ponesu dva sistema dalekovoda. Najzahtevniji deo tog posla je što će isključenja biti izvedena u striktno ograničenom vremenskom periodu, odnosno dalekovod funkcionisao iako su radovi u toku. "Dinamika i plan tog složenog procesa su već usaglašeni sa dispečerima, odnosno stručnim službama investitora. Povoljni vremenski uslovi i elektroenergetska situacija, pogoduju skorom završetku radova koji su počeli u septembru.", kaže Pjeranović.

work is that the shutdowns will be performed in a strictly limited period of time, that is, so that the transmission line will be functioning even though the works are in progress. "The dynamics and plan of that complex process have already been harmonized with the dispatchers, i.e. the professional services of investors. Favorable weather conditions and the electricity situation are conducive to the soon completion of works that began in September," says Pjeranović.



**Tim za bezbednost i zdravlje na radu i zaštitu od požara**

*The Occupational Health and Safety and Fire Protection Team*

# Koronavirus nije uspeo da ometa ispunjenje radnih zadataka

Coronavirus has not hindered the execution of work tasks

**J**užna Bačka” je u potpunosti spremno dočekala treći talas koronavirusa, zahvaljujući pravovremenoj primeni uputstava i preporuka Kriznog štaba za suzbijanje zarazne bolesti Kovid 19, odnosno izradi Plana za sprečavanje bolesti i širenja Kovid 19. Sve to, uz striktnu primenu zaštitnih mera, doprinelo je optimalnoj organizaciji rada u “kovid režimu” – tako da su svi radni zadaci i ciljevi ispunjavani u projektovanim rokovima. Činjenica da se rad nesmetano odvijao čak i u uslovima karantina, uspeh je po sebi, posebno ako se ima u vidu da su u strukturi zaposlenih ENTJUB jednako zastupljeni “terenci” i “administrativci”.

“Prema Odluci o postupanju sa zaposlenima za koje postoji sumnja da su zaraženi virusom Kovid 19, koju smo doneli po preporukama epidemioloških instanci, udaljivali smo sa posla na 14 do 28

## Prepolovljen broj povreda na radu

Velik broj zaštitnih mera, uz kontrolu njihove primene, čemu se godinama kontinuirano posvećuje posebna pažnja u Južnoj Bačkoj, doprinela je konstatnom smanjenju broja povreda na radu. Slijepac ističe da je u odnosu na prošlu godinu prepolovljena njihova učestalost i pored toga što je najveća pažnja bila usmerena zadacima predupređenja zaraze koronavirusom.

## Number of occupational injuries is cut in half

A vast number of protective measures, along with a control of their application, which has been for years the subject of a continuous and close attention in Južna Bačka, has contributed to a constant decrease in the number of occupational injuries. Slijepac points out that, compared to the last year, their frequency has been cut in half, even though most of the attention was directed towards the tasks of coronavirus infection prevention.

**J**užna Bačka” has entered the third wave of coronavirus fully prepared, thanks to a timely application of Crisis Staff’s recommendations and instructions for the COVID-19 infectious disease suppression, i.e. creation of the Plan for prevention of disease and COVID-19 spreading. All the above mentioned, along with a strict application of protective measures, have contributed to an optimal work organisation in a “COVID regime” – where all the work tasks and goals were completed within the projected deadlines. A fact that the work activities had been performed uninterruptedly even in the quarantine conditions, represents a great success, especially if we bear in mind that the ENTJUB’s employee structure is equally composed of field and administrative workers.

“According to Decision on treatment of employees suspected of being infected with COVID-19 virus, which we have passed based on the recommendations of epidemiological authorities, a procedure has been introduced, based on which the work process has been organized, in order to keep the virus transmission between the employees to a minimum.

The employees who are tested positive for COVID-19 virus, based on a laboratory report, and report by a doctor from COVID clinic, are being excluded from work for at least 14 days, i.e. until the doctor specifies in a report that an employee is capable to work in a collective. Also, a detailed triage of all the contacts with an infected person is being conducted, says Nemanja Slijepac, the independent officer in charge of the occupational health and safety. Additionally, an internal procedure has been defined, i.e. a systematic record keeping.

The Plan for prevention of disease and COVID-19 spreading, specifies in detail all the procedures and measures introduced in the Company, pursuant to recommendations of competent authorities and crisis staffs at all levels. The Occupational Health and Safety and Fire Protection Team has been constantly in contact with the attending infectious disease specialists at the Vojvodina Institute of Public Health.

Among other things, a decision was first introduced on mandatory use of face masks in a closed



dana sve one koji su od lekara Kovid ambulante dobili rešenje o samoizolaciji, ili su imali simptome slične gripu.”, kaže Nemanja Slijepac, samostalni referent za bezbednost i zdravlje na radu. Na sve to utvrđena je i interna procedura, odnosno sistematično vođenje evidencije.

Plan za sprečavanje bolesti i širenja Kovid 19, taksativno sadrži sve procedure i mere koje su donete u Kompaniji, po preporukama nadležnih službi i štabova na svim nivoima. Tim za bezbednost i zdravlje na radu i zaštitu od požara je u stalnom kontaktu sa dežurnim infektolozima Instituta za javno zdravlje Vojvodine.

Između ostalog, prvo je doneta odluka o obaveznom nošenju maski u zatvorenom prostoru, odnosno radnim prostorijama u kojima dela više od jednog lica. Naznačena su pravila o dezinfekciji i čišćenju radnih prostorija, pa i “dnevnik” u koji se upisuje vreme kada je prostor tretiran.

“Prilikom ulaska u krug Kompanije zaposleni i svi drugi moraju da prođu dezobarijeru na samom ulazu, i naravno nose maske i dezinfikuju ruke. Dezobarijera od pleksiglasa postavljena je i u kantini, a tamo se nalaze i reflektujuće fluorescentne trake kako bi se obezbedilo poštovanje minimalne udaljenosti od dva metra. To je propisano vladinom Uredbom, a ukoliko bude potrebno, odvojimo stolove, pa i dodatno ograničiti broj prisutnih u kantini.”, kaže Slijepac.

Dezinfekciona sredstva i zaštitne maske, jednokratne i višekratne, obezbeđene su u dovoljnim količinama. O svemu, zaposleni su informisani mejlovima i usmeno. Komunikacija je veoma dobra, a sve mere se poštuju u celosti.

“Na velikoj većini naših gradilišta bila je moguće obezbediti primenu svih propisanih procedura i zaštitnih mera. Najvažnije je naravno bilo da su zaposlenima uvek na raspolaganju dezinfekciona sredstva za pranje ruku i pijaća voda. Na radnim lokacijama izvan naseljenih mesta, udaljenim od izvora tekuće vode, to je od izuzetnog značaja zbog ishrane.”, zaključuje Slijepac.



space, i.e. at the work premises where more than one person is performing work activities. The rules of disinfection and cleaning of work premises have been specified, even a “register” with entries specifying time when the premises have been treated.

“While entering the Company circle, the employees and all the others must pass a disinfection barrier at the entrance itself, wearing of course the face masks and conducting hand disinfection. A disinfection barrier made of plexiglass has been set up in the canteen as well, where the fluorescent reflecting tapes have been also installed, in order to secure the respect of a minimum 2-metre distance.

Such measures are prescribed by the Governments’ Regulation and the Crisis Staff’s decisions. If necessary, we shall separate the tables, and additionally limit the number of people present in the canteen”, says Slijepac.

Disinfectants and protective face masks, both disposable and reusable, have been procured in the sufficient quantities. The employees are kept informed about everything by e-mails and orally. The communication is very good, and all the measures are being fully respected.

“On a vast majority of our construction sites it was possible to provide the application of all prescribed procedures and protective measures. The most important was, of course, to make the hand disinfectants available for the employees at any moment. A portable water reservoir has been provided, so the employees can wash their hands at any moment, and this especially applies to the teams performing their works outside the populated areas, which is extremely important because of nutrition”, concludes Slijepac.

## Duška Jajagin

Rukovodilac Tima za ljudske resurse

Head of the Human Resources Team

# Primarni zadatak nam je da sačuvamo ljude i radna mesta

Our highest priority task is to save people and jobs





**N**ajveća vrednost Južne Bačke oduvek su bili zaposleni i njihove porodice. Timovi stručnih, posvećenih i privrženih ljudi koji funkcionišu kao jedan, a iznad svega uzajamnost, pokretačka su snaga Kompanije koja je u kratkom periodu postala lider u energetskom sektoru Srbije i Jugoistočne Evrope. Zato su u Južnoj Bačkoj, pored svih poslovnih uspeha koji nisu izostali uprkos otežanim okolnostima, ponosni na činjenicu da je sačuvano svako radno mesto, da nema ni planiranja smanjenja broja zaposlenih, a da se plate isplaćuju u celosti.

“Najvažnije nam je zdravlje zaposlenih, dobro njihovih porodica, a onda i radna mesta i plate. To čini stabilnost koja nam je potrebna za nadolazeće nove poduhvate i izazove. Od te borbe nikada nećemo odustati”, kaže Duška Jajagin, rukovodilac Tima za ljudske resurse.

Prema njenim rečima, početkom marta je već postalo jasno da će okruženje i okolnosti u mnogom uticati na funkcionisanje, ali se zato odmah pristupilo reorganizaciji i koncipiranju režima rada u novim, otežanim uslovima.

“Iako smo ovu godinu počeli realizujući ambiciozne planove o unapređenju u svim oblastima, pandemiju Kovida 19 nismo mogli izbeći. Želeli smo da na dvomesečnom nivou organizujemo sastanke rukovodilaca timova i poslovođa sa menadžmentom kako bi dodatno pojačali komunikaciju i što neposrednije čuli njihove sugestije i viđenja. Ta ideja je odlično primljena, kao vrsta tim bildinga i snažan podsticaj, prvom do zaposlenih, nivou u odlučivanju. Nažalost, uspeli smo da održimo samo jedan takav sastanak, jer je i taj, kao i svi drugi planovi o obukama, ocenama učinka zaposlenih i nizu drugih poboljšanja su morali biti odloženi. Sve naše aktivnosti usmerene su ka obezbeđenju stabilnosti, sigurnosti i bezbednosti u svakom smislu. Tim za bezbednost i zdravlje na radu je odlično obavio svoj posao, a rezultate pratimo na dnevnom nivou, tako da korekcije mogu biti promptne.”, naglašava Duška Jajagin.

Kako kaže, rad je organizovan tako da posao ne trpi, a da se pritom nijednog trenutka ne dovodi u pitanje zdravlje i bezbednost zaposlenih.

**T**he greatest value of Juzna Backa has always been employees and their families. Teams of professional, dedicated and loyal people who function as one, and above all reciprocity, are the driving force of the Company, which in a short period of time has become a leader in the energy sector of Serbia and Southeast Europe. That is why in Juzna Backa, in addition to all the business successes that were not absent despite the difficult circumstances, they are proud of the fact that every job has been saved, that there are no plans to reduce the number of employees, and that salaries are paid in full.

“The most important thing for us is the health of the employees, the well-being of their families, and then the jobs and salaries. This makes the stability we need for the upcoming new ventures and challenges. We will never give up that fight”, says Duska Jajagin, the head of the Human Resources Team.

According to her words, at the beginning of March, it became clear that the environment and circumstances would greatly affect the functioning, but that is why the reorganization and conception of the work regime in the new, difficult conditions began immediately.

“Although we started this year by implementing ambitious plans for improvement in all areas, we could not avoid the Covid-19 pandemic. We wanted to organize meetings of team leaders and managers with the management on a two-month level in order to further strengthen communication and hear their suggestions and views as directly as possible. This idea was well received, as a kind of team building and a strong incentive, to the first of employees, of the level in decision making. Unfortunately, we managed to hold only one such meeting, because that one, like all other plans for trainings, employee performance evaluation and a number of other improvements, had to be postponed. All our activities are aimed at ensuring stability, security and safety in every sense. The team for safety and health at work did an excellent job, and we monitor the results on a daily basis, so that corrections can be prompt,” emphasizes Duska Jajagin.

As she says, the work is organized in such a way that the job does not suffer, and at no time the health and safety of employees is questioned.



“Stariji od šezdeset godina, hronični bolesnici su odmah upućeni na rad od kuće, ili boravak u svojim domovima. Rad u zatvorenom prostoru je osmišljen tako da bude što “razuđeniji” u smislu smanjenja broja ljudi u kancelarijama.”, dodaje Jajagin.

Početkom godine smo kreirali i novu organizacionu šemu i shodno tome, sproveli novu sistematizaciju.

Nakon stručne prakse koju je prošla u ENTJUB-u, Tim za bezbednost i zdravlje na radu pojačan je mladom Ivanom Galić. U Direkciji za razvoj i implementaciju kapitalnih projekata investicije, početkom godine primljena su dva projekta menadžera, a u Direkciji za okvirne sporazume jedan tehničar.

Srednjoškolci ETŠ “Mihajlo Pupin” su pre završetka škole obavljali učenje kroz rad u sklopu dulanog obrazovanja u Timu za proizvodnju elektro-opreme. Studentski program usavršavanja i stipendiranja za mlade inženjere se odvijao po istom modelu kao i ranijih godina. Kompanija trenutno upošljava 281 radnika.

“Older than sixty years, chronic patients are immediately sent to work from home, or stay in their homes. Indoor work is designed to be as “disjointed” as possible in terms of reducing the number of people in offices”, adds Jajagin.

At the beginning of the year, we created a new organizational scheme and, accordingly, implemented a new systematization.

After a professional internship at ENTJUB, the Occupational Safety and Health Team was strengthened by the young Ivana Galic. In the Directorate for Development and Implementation of Capital Investment Projects, two project managers were hired at the beginning of the year, and one technician in the Directorate for Framework Agreements.

Before closing the schools, the students of School of Electrical Engineering “Mihajlo Pupin” learned through work as part of the dual education in the Team for the production of electrical equipment. The student training and scholarship program for young engineers followed the same model as in previous years. The company currently employs 281 workers.



# Južna Bačka mladim stručnjacima pruža najveću priliku za afirmaciju

Južna Bačka provides young professionals with the greatest opportunity for affirmation

**M**ladi inženjer energetike, 28-godišnji Nemanja Živković u samo dve godine koliko je zaposlen u najuspešnijoj srpskoj i regionalnoj kompaniji u oblasti energetike, stigao je do funkcije glavnog inženjera koji radi i posao projekt menadžera. Angažovan je na jednom od najvažnijih energetskih projekata u Srbiji – “Srpskom toku”, odnosno izgradnji magistralnog gasovoda. Južna Bačka je zadužena za merne i blok, odnosno kompresorske stanice. Živković je do sada realizovao više projekata, između ostalog i pogonsku stanicu na površinskom kopu u Kostolcu.

To je više nego jasna potvrda koliko ENTJUB mladom čoveku željnom napredovanja i učenja, otvara perspektivu i najšire mogućnosti da se u velikom broju oblasti ostvari stručno i profesionalno.

“Ključna je podrška pretpostavljenih koji su spremni da te podrže kada uvide trud, posvećenost i napredak. Inženjera pripravnika, što je početni status, prate, usmeravaju i procenjuju u skladu sa njegovim afilijacijama, potencijalima i zalaganjem. Kada dokažeš da si u stanju da odgovoriš zahtevima određene pozicije u kompaniji, onda se unapređuje i tvoj položaj. Puno je stepenika, ali je izvesno da napredovanje najviše zavisi od htenja, volje i radne etike”, kaže Živković.

Ponosan na oca mehaničara koji je radni vek proveo u Vojsci Srbije, ističe da se upravo uz njega naučio ne samo napornom radu, već i uvažavanju, poštovanju i kolegijalnosti. Uzdаница ENTJUB

**A** young energy engineer, 28-year-old Nemanja Živković, in just two years of his employment in the most successful Serbian and regional company in the field of energy, has reached the position of the chief engineer who also works as a project manager. He is engaged in one of the most important energy projects in Serbia - “Srpski tok”, i.e. the construction of the main gas pipeline. Južna Bačka is in charge of measuring and block, i.e. compressor stations. Živković has so far realized several projects, including the power station at the open pit mine in Kostolac.

This is more than a clear confirmation of how much ENTJUB opens a perspective and the widest possibilities for a young man, eager to advance and learn to improve himself in a large number of areas vocationally and professionally.

“The key is the support of superiors who are ready to support you when they see the effort, commitment and progress. The trainee engineer, which is the initial status, is monitored, directed and evaluated in accordance with his affiliations, potentials and commitment. When you prove that you are able to meet the requirements of a certain position in the company, then your position also improves. There are a lot of steps, but it is certain that advancement mostly depends on the will and work ethic”, says Živković.

Proud of his father, a mechanic who spent his working life in the Serbian Army, he points out that it was

skromno dodaje kako ga posebnim zadovoljstvom ispunjavaju veoma dobri odnosi sa majstorima u Kompaniji.

Prema Živkovićevim rečima, mnogi inženjeri energetičari su nakon završenih studija krenuli logikom manjeg otpora tako što su se odlučili za rad u sve popularnijem IT sektoru. Razlog su, kako kaže, inicijalno veće plate, ali se pritom gubi iz vida veliko iskustvo koje donosi rad u energetici što na posletku uvek rezultira većim uspehom, pa i finansijskim vrednovanjem.

“Prva iskustva u Južnoj Bačkoj sam stekao ra-deći praksu još kao student. Već tada sam bio oduševljen atmosferom u Kompaniji, pravilima rada kao i mogućnostima da unapređujem znanja i veštine. Sve to mi je bilo od izuzetne pomoći kada sam se zaposlio. Počeo sam da radim pre dve godine i vrlo brzo sam uključen u realizaciju projekata. Mogu slobodno da kažem da sam imao i pomalo sreće da počnem da radim na veoma ozbiljnim poslovima. Već nakon nekoliko meseci ukazano mi je poverenje da sam vodim projekat, naravno uz nadzor i pomoć nadređenih direktora. Praktično mi je prepušteno izvođenje, odnosno realizacija. Želja mi je da što više naučim i opravdam velika očekivanja”, kaže Živković.

with him that he learned not only hard work, but also respect, esteem and collegiality. The hope of ENTJUB modestly adds that very good relations with the masters in the Company fill him with special pleasure.

According to Živković’s words, many energy engineers, after completing their studies, took the path of least resistance by deciding to work in the increasingly popular IT sector. The reason, as he says, is initially higher salaries, but at the same time the great experience that work in energy brings is not taken into consideration, which in the end always results in greater success, even financially.

“I gained my first work experiences in Južna Bačka while doing an internship as a student. Even then, I was delighted with the atmosphere in the Company, the rules of work as well as the opportunities to improve my knowledge and skills. All of this was extremely helpful to me when I got a job. I started working two years ago and I was very quickly involved in the realization of the project. I can freely say that I was a little lucky to start working on very serious works. After only a few months, I was trusted to lead the project myself, of course with the supervision and help of my superiors. I was practically given the chance to perform, that is, to realize. My wish is to learn as much as possible and justify great expectations”, says Živković.





# Menadžment uvek spreman da uvaži sugestije poslovođa

The management  
is always ready  
to accept the  
suggestions of the  
managers

**P**oslovođa elektromontera Danilo Ivanić, iako po godinama mlađi, već je navršio 17 godina rada u Kompaniji koja se, kako kaže, razlikuje od svih drugih u branši, ne samo po redovnim isplatama zarada i ispunjavanju svih drugih obaveza prema zaposlenima, već i pre svega uvažavanjem inicijative i mišljenja radnika. Kao najmlađi poslovođa slovi za veoma posvećenog poslu, pri čemu posebnu pažnju pridaje obuci mladih elektromontera.

„Južna Bačka je oduvek slovila za primernu firmu. Po završetku ETŠ „Mihajlo Pupin“, kao svršeni elektrotehničar energetike odmah sam želeo da se tu i zaposlim. Nakon konkursa sam prošao sve stepenice, a uslov da budem zaposlen je tada

**T**he manager of electricians Danilo Ivanić, although a younger person, has already completed 17 years of service in the Company, which, as he says, differs from every other in the industry, not only in regular salary payments and fulfilment of all other obligations to employees, but also by respecting initiatives and opinions of employees. As the youngest manager, he is known for his very dedicated work, paying special attention to the training of young electricians.

„Južna Bačka has always been known as an exemplary company. After graduating from ETŠ (High School of Electrical Engineering) „Mihajlo Pupin“, as a graduate electrician of energy, I immediately wanted to get a job there. After the contest, I passed all the steps, and the condition to be employed then in 2002 was to serve my military service - which I



2002. godine bio da odslužim vojni rok – što sam i učinio.“, kaže Ivanić.

Prema njegovim rečima, rad u ENTJUB-u se odlikuje velikom spremnošću posloводства na čelu sa generalnim direktorom, da se komunikacija unapređuje uz istovremeno prihvatanje sugestija poslovođa koji, na terenu radeći sa izvođačima i investitorima, neposrednije uviđaju sve okolnosti i potrebe.

„Mi moramo zbog prirode posla koji je izuzetno odgovoran i rizičan, usled rada na visini i u blizini napona, da organizujemo naš rad tako da predupredimo neželjene situacije. Zato atmosfera u kolektivu mora da bude zdrava, što znači apsolutnu brigu o svakom članu ekipe. Poštovanjem procedura, odgovornošću i aktivnostima Tima za bezbednost na radu, učestalost povreda na radu smanjena je na minimum. To je još jedna osobenost rada u Južnoj Bačkoj“, ističe Ivanić.

Izazovi na poslu, kako kaže, podrazumevaju susretanje sa potpuno novim zadacima i okruženjem, što podrazumeva prilagođavanje, usavršavanje znanja i veština, kao i organizacione izmene.

„Rad na izgradnji vetroparkova, rekonstrukciji rafinerijskih postrojenja ili magistralnom gasovodu podrazumeva izuzetnu posvećenost i energiju. Posao je veoma složen i raznolik. Naši ljudi nikad ne rade isti posao na dva gradilišta. Uvek se suočavamo sa novim izazovima. U našoj radnoj jedinici „Trafostanica izgradnja“ ima dvadeset elektromontera.“, kaže Ivanić.

did,” says Ivanić.

According to him, working in ENTJUB is characterized by the great readiness of the management, headed by the general manager, to improve communication while accepting the suggestions of managers who, working with contractors and investors in the field, more directly see all circumstances and needs.

“Due to the nature of the work, which is extremely responsible and risky, due to work at height and near voltage, we must organize our work in such a way as to prevent unwanted situations. That is why the atmosphere in the team must be healthy, which means absolute care for each member of the team. By following the procedures, responsibilities and activities of the Occupational Safety Team, the frequency of injuries at work has been reduced to a minimum. That is another feature of work in Južna Bačka“, Ivanić points out.

Challenges at work, he says, include meeting completely new tasks and environments, which means adapting, improving knowledge and skills, as well as organizational changes.

“Work on the construction of wind farms, reconstruction of refineries or the main gas pipeline implies exceptional dedication and energy. The work is very complex and diverse. Our people never do the same job on two construction sites. We are always facing new challenges. There are twenty electricians in our work unit “Transformer Station Construction”, says Ivanić.





# ENTJUB Јужна Бачка



## Sandra Avramović

Rukovodilac Tima za integrisane menadžment sisteme (IMS)

Head of the Integrated Management Systems Team (IMS)

## Južna Bačka još jednom pokazala izuzetan učinak

Južna Bačka once again showed an exceptional performance

**P**oslovni rezultati, pokazatelji i stečene reference na projektima u kojima je Južna Bačka učestvovala jasno potvrđuju posvećenost menadžmenta sistemima integrisanog upravljanja i praćenja usaglašenosti poslovanja sa zahtevima međunarodnih standarda i trendova.

Ostvareni uspeh u projektima i zadovoljstvo naših investitora i korisnika u najboljem pokazuju izuzetan učinak Kompanije i menadžmenta, odnosno kompetencije zaposlenih. Kvalitet ENTJUB-a, jasno se očituje u znanju, organizaciji, stalnom unapređivanju, napretku i poboljšanju, ali i odgovornosti i sposobnosti za promene, kaže Sandra Avramović, rukovodilac Tima za integrisane menadžment sisteme (IMS)

**B**usiness results, indicators and acquired references on projects in which Južna Bačka participated clearly confirm the commitment of management of integrated management systems and monitoring the compliance of operations with the requirements of international standards and trends.

The achieved success in projects and the satisfaction of our investors and users at their best show the exceptional performance of the Company and the management, i.e. the competence of the employees. The quality of ENTJUB is clearly reflected in the knowledge, organization, continuous improvement, progress and enhancement, but also the responsibility and ability to change, says Sandra Avramović, Head of the Integrated Management Systems Team (IMS)

Ona dodaje, da je važno imati na umu da je menadžment Južne Bačke doneo stratešku odluku o usvajanju i primeni standarda, a da je njihova implementacija brižljivo sprovedena i kontrolisana. Rečju, uspeh nije došao slučajno.

Obaveze kompanije u sertifikaciji i standardizaciji u 2020. godini u potpunosti su sprovedene, a rezultati su opravdali očekivanja.

Uspešno je sprovedena druga nadzorna provera sistema za bezbednost informacija. Menadžment je definisao jasne ciljeve i značaj Sistema, kroz unapređenja serverske i komunikacione opreme, mrežnih sistema, digitalne telefonije, uvođenja još jedne internet linije, WIFI-ja... Samo poboljšanje sistema za bezbednost informacija odmah je pokazalo sve njegove prednosti.

She adds that it is important to keep in mind that the management of Južna Bačka made a strategic decision on the adoption and application of standards, and that their implementation was carefully conducted and controlled. In short, success did not come by chance.

The company's obligations in certification and standardization in 2020 have been fully implemented, and the results have met expectations.

The second supervisory check of the information security system was successfully carried out. Management has defined clear goals and importance of the System, through improvements of server and communication equipment, network systems, digital telephony, introduction of another internet line, WIFI... The improvement of information security system immediately showed all its advantages. "The first supervisory check of the integrated



### Planovi ENTJUB predviđaju konstantna poboljšanja

Unapređenja podrazumevaju pre svega kontinuirani rad na stalnom unapređenju svih procesa u Kompaniji - od postupaka rada, procedura, izrade dokumentovanih informacija kao potvrde načina sprovođenja, i naravno obuke zaposlenih kako bi se stalno povećavale kompetencije zaposlenih u delu integrisanih menadžment sistema. "Standardi propisuju određene mere, shodno svakom organizacionom delu - bilo da je reč o finansijama, nabavkama, prodaji ili ljudskim resursima. Obuke koje sprovodimo, donose kreativne načine pristupanja zahtevima standarda, odnosno inovacije i povećanja uspešnosti organizacije.", ističe Avramovićeva.

"Prva nadzorna provera integrisanog menadžment sistema bila je prilika da sumiramo i pokažemo rezultate našeg poslovanja, odnosno funkcionisanje upravljanja, kao i da definišemo poboljšanja na svim poljima u prethodnoj godini. Proveru poštovanja i ispunjavanja definisanih procedura u Kompaniji, na gradilištima je, uz prisustvo ocenjivača Akreditacionog tela Srbije, sprovela Sertifikaciona kuća "Ceptop". Ocenjivači su nadgledali i proveru usaglašenosti poslovanja ENTJUB-a sa zahtevima standarda. Naši zaposleni su pružali odgovore i branili primenu standarda", kaže Avramovićeva.

Južna Bačka rigorozno ispunjava sve što propisuje Pravilnik o preventivnim merama za bezbedan i zdrav rad za sprečavanje pojave i širenja epidemije zarazne bolesti.

"Prva nadzorna provera sistema za upravljanje energijom, koji smo implementirali pre više od deset godina, pokazala je da Južna Bačka u potpunosti ispunjava propisane standarde. Geotermalnu energiju primenjujemo za grejanje i hlađenje upravne zgrade Kompanije, čime se već duže vremena ostvaruju znatne uštede.", kaže rukovodilac Tima za integrisane menadžment sisteme (IMS).

### ENTJUB plans envisage constant improvements

Improvements include, above all, continuous work on constant improvement of all processes in the Company - from workflow, procedures, preparation of documented information to confirm the implementation, and of course employee training to constantly increase employee competencies in part of integrated management systems. "Standards prescribe certain measures, according to each organizational part - whether it is about finances, procurement, sales or human resources. The trainings that we conduct bring creative ways of approaching the requirements of standards, i.e. innovation and increasing the success of the organization," Avramović points out.

management system was an opportunity to summarize and show the results of our business, i.e. the functioning of management, as well as to define improvements in all fields in the previous year. The verification of compliance and fulfillment of the defined procedures in the Company, on the construction sites, was carried out by the Certification House "Ceptop" in the presence of the evaluators of the Accreditation Body of Serbia. The evaluators also supervised the verification of the compliance of ENTJUB's operations with the requirements of the standard. Due to the situation with COVID 19, our employees provided answers to some of the inspectors through the online platform and defended the application of the standards", says Avramović.

Južna Bačka rigorously fulfills everything prescribed by the Rulebook on preventive measures for safe and healthy work to prevent the occurrence and spread of epidemic of infectious disease.

"The first supervisory check of the energy management system, which we implemented more than ten years ago, showed that Južna Bačka fully meets the prescribed standard. We use geothermal energy for heating and cooling of the Company's administrative building, which has been achieving significant savings for a long time," says the head of the Integrated Management Systems Team (IMS).

### Sonja Kružević

Pomoćnik predsednika kompanije za marketing  
Assistant president of a marketing company



**Naša je obaveza da u teškim vremenima više pomognemo zajednici**

It is our obligation to help the community more in difficult times



**J**edna nimalo jednostavna godina ostaje za nama; godina u kojoj smo bili prinuđeni da menjamo perspektive, stanovišta, kao i da se vrlo brzo prilagođavamo novonastalim okolnostima. Nažalost, godinu na isteku je obeležilo i usporavanje brižljivo pripremanih planova. Ključ je ipak bio uspešno prilagođavanje i upravo smo tako postupali i na polju marketinga. Budžet izdvojen za promotivne aktivnosti, već u drugom mesecu ove godine bio je preusmeren za pomoć opštinama, gradovima u borbi protiv Covida 19., kaže Sonja Kružević, pomoćnik predsednika kompanije za marketing.

#### **Južna Bačka se oduvek posebno isticala brigom o najugroženijima?**

Smatramo da je to naša dužnost, kao velike kompanije; da se odazovemo molbama za pomoć i trudili smo se, u skladu sa mogućnostima, da odgovorimo svim pozivima. Pomogli smo opštinu Bor, Vrnjačku Banju, našem Novom Sadu, ali i mnogim drugima.

Gotovo svi događaji, stručne konferencije, seminari, tim bildinzi, odloženi su za narednu godinu. Ipak, oni malobrojni i realizovani - bili su veoma dobri i značajni posebno u aktuelnom vremenu svakovrsnih izazova.

Panel diskusija „Bolnice spremne za budućnost“, kao što i naziv kaže, bavila se temom izgradnje i adaptacija kako Kovid bolnica, tako i ostalih zdravstvenih ustanova u Srbiji.

#### **Učešće u najvažnijim projektima unapređenja zdravstvene zaštite postalo je prepoznatljivo obeležje u aktivnostima vaše Kompanije?**

„Energotehnika Južna Bačka“, ima bogato iskustvo i reference u toj oblasti. Posle obnavljanja kardiološkog odeljenja pri Institutu za kardiovaskularne bolesti u Sremskoj Kamenici, radimo na projektu od izuzetnog značaja - Izgradnji PET centra Instituta za onkologiju Vojvodine. Kada se završi izgradnja i Centar bude pušten u rad, dobre su šanse da se onkološki bolesnici u Vojvodini više nikada neće susretati sa listama čekanja dugim i po nekoliko meseci.

Kada je reč o takvim projektima od naročite važnosti i javnog značaja, Južnoj Bačkoj nije primar-

**O**ne not at all simple year remains behind us; the year in which we were forced to change perspectives, attitudes, as well as to adapt very quickly to new circumstances. Unfortunately, the year which is at its end was marked by a slowdown in carefully prepared plans. The key, however, was successful adaptation, and that is exactly what we did in the field of marketing. The budget set aside for promotional activities, in the second month of this year, was redirected to help municipalities, cities in the fight against Covid 19,” says Sonja Kružević, assistant president of the marketing company.

#### **Južna Bačka has always stood out with its care for the most endangered ones?**

We consider it our duty, as a large company, to respond to requests for help and we made an effort, in accordance with the possibilities, to respond to all calls. We helped the municipality of Bor, Vrnjačka Banja, our Novi Sad, but also many others.

Almost all events, professional conferences, seminars, team building, have been postponed for the next year. However, those few and realized - they were very good and important, especially in the current time of all kinds of challenges.

The panel discussion “Hospitals ready for the future”, as the name suggests, dealt with the topic of construction and adaptation of both Covid hospitals and other health care institutions in Serbia.

#### **Participation in the most important health care improvement projects has become a recognizable feature in the activities of your Company?**

“Energotehnika Južna Bačka” has rich experience and references in that area. After the renovation of the cardiology department at the Institute for Cardiovascular Diseases in Sremska Kamenica, we are working on a project of exceptional importance - the construction of a PET center at the Institute of Oncology of Vojvodina. When the construction is completed and the Center is put into operation, there is a good chance that cancer patients in Vojvodina will never again meet with waiting lists that are several months long.

When it comes to such projects of special importance and public importance, for Južna

na zarada, posmatramo to kao našu odgovornost prema građanima i državi u kojoj živimo, radimo i uspešno poslujemo. Naravno, uz obavezu da taj zadatak ispunimo posebnom predanošću. Upravo o tome je i govorio predstavnik naše kompanije Slobodan Milosavljević na panelu „Bolnice spremne za budućnost“.

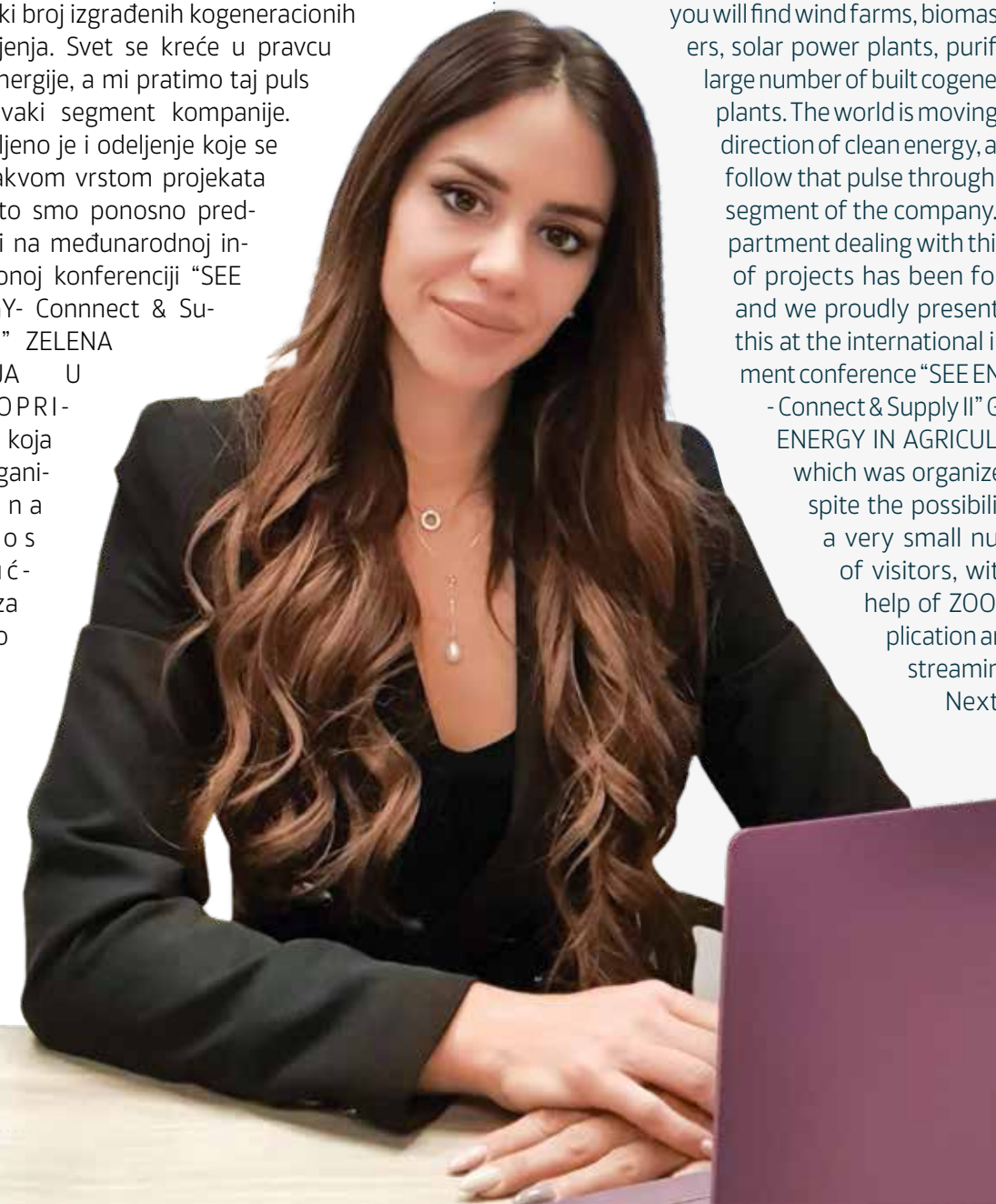
#### **Ekologija je postala jedan od najvažnijih segmenata u portfoliju poslovnih aktivnosti?**

Da je Južna Bačka usmerena ka budućnosti i najvažnijim tehnološkim trendovima govori i činjenica da smo iz godine u godinu sve aktivniji na polju obnovljivih izvora i zelene energije. Među našim referencama pronaći ćete vetroparkove, kotlarnice na biomasu, solarne elektrane, prečistače, veliki broj izgrađenih kogeneracionih postrojenja. Svet se kreće u pravcu čiste energije, a mi pratimo taj puls kroz svaki segment kompanije. Oformljeno je i odeljenje koje se bavi takvom vrstom projekata a sve to smo ponosno predstavili i na međunarodnoj investicionoj konferenciji “SEE ENERGY- Connect & Supply II” ZELENA ENEGIJA U POLJOPRIVREDI, koja je organizovana uprkos mogućnosti za jakom ali brojporesetila, uz

Bačka income is not primary, we see it as our responsibility towards the citizens and the country in which we live, we work and operate successfully. Of course, with the obligation to fulfill this task with special dedication. This is exactly what the representative of our company Slobodan Milosavljević spoke about at the panel “Hospitals ready for the future”.

#### **Ecology has become one of the most important segments in the portfolio of business activities?**

That Južna Bačka is oriented towards the future and the most important technological trends is also shown by the fact that we are more and more active in the field of renewable sources and green energy year in, year out. Among our references you will find wind farms, biomass boilers, solar power plants, purifiers, a large number of built cogeneration plants. The world is moving in the direction of clean energy, and we follow that pulse through every segment of the company. A department dealing with this type of projects has been formed, and we proudly presented all this at the international investment conference “SEE ENERGY - Connect & Supply II” GREEN ENERGY IN AGRICULTURE, which was organized despite the possibility for a very small number of visitors, with the help of ZOOM application and live streaming. Next year,





### **Bez obzira na otežane okolnosti, bićemo još uspješniji**

Ambiciozna strategija razvoja koja je na delu pokazala delotvornost u proteklom desetogodišnjem periodu, biće unapređena širenjem na najprobranijim tržištima. „Planiramo da nastavimo naše aktivnosti, ovoga puta u pojačanom sastavu uz Elektromontažu Kraljevo. Ispunjavali smo sve obaveze i radne zadatke sve vreme trajanja pandemije. Izvesno je da ćemo učiniti sve da u narednoj godini nastupimo još snažnije i odgovorimo na sve postavljene izazove. Verujem da ćemo kao i do sada, u najboljem ispuniti sva očekivanja, ističe Kruževićeva.

### **Regardless of the difficult circumstances, we will be even more successful**

An ambitious development strategy that has proved effective in action over the past ten years will be enhanced by expanding into the very carefully selected markets. “We plan to continue our activities, this time reinforced by Elektromontaža Kraljevo. We fulfilled all obligations and work tasks throughout the pandemic. It is certain that we will do everything to act even stronger in the next year and respond to all the challenges. I believe that, as before, we will at best fulfill all expectations,” Kružević points out.

pomoć ZOOM aplikacije i lajv striminga.

Naredne godine pred nama su dve najvažnije konferencije u oblasti Energetike - CIGRE i CIRED kao i brojne aktivnosti koje su bile odložene.

### **Ulaganja u sport i promocija vrednosti koje donosi, od početka određuju znatan deo društvenih aktivnosti ENTJUB?**

Naša kompanija mnogo ulaže u mlade i u sport. Za to smo se opredelili i ubrzo postali poznati po velikom broju sportova, klubova, sportskih institucija koje pomažemo. Odbojkaški klub Vojvodina, stonoteski klub Novi Sad i stonotenski klub inavli-da Spin, čiji smo generalni sponzori, nisu mnogo osetili krizu prouzrokovanu pandemijom, bar ne na polju finansija, jer smo se trudili da sve obaveze koje smo preuzeli na sebe i izmirimo.

Ne bih nabrajala sve klubove i sportove koje smo sponzorirali, samo bih želela da napomenem da smo ponosni na sve njih i na svaki uspeh koji smo zajednički postigli. Drago mi je što smo definitivno prepoznati kao društveno odgovorna kompanija u Srbiji, to nam je i bio cilj, jer smo, između ostalog, želeli da postavimo primer i drugima da je veoma važno na neki način se odužiti zajednici u kojoj živimo. Najbolji način za to su deca i mladi koji će nas voditi u tu budućnost o kojoj često govorimo.

we have two most important conferences in the field of Energetics - CIGRE and CIRED, as well as numerous activities that were postponed.

### **From the beginning, investments in sports and the promotion of the values it brings have determined a significant part of ENTJUB's social activities?**

Our company invests a lot in youth and sports. We opted for that and soon became known for a large number of sports, clubs, sports institutions that we help. Volleyball Club Vojvodina, Table Tennis Club Novi Sad and Table Tennis Club for the Disabled Spin, whose general sponsors we are, did not feel much of the crisis caused by the pandemic, at least not in the field of finances, because we tried to settle all obligations that we took upon ourselves.

I would not list all the clubs and sports that we have sponsored. I would just like to mention that we are proud of all of them and of every success we have achieved together. I am glad that we are definitely recognized as a socially responsible company in Serbia, that was our goal, because, among other things, we wanted to set an example to others as well that it is very important to give something in return to the community in which we live. The best way to do that is through children and young people who will lead us to that future that we often talk about.

# **ENTJUB na međunarodnom forumu predstavio bogato iskustvo u „zelenim” projektima**

ENTJUB presented its rich experience in “green” projects at an international forum



**U** organizaciji Nacionalne asocijacije za biomasu “SERBIO” i nemačke organizacije za međunarodnu saradnju GIZ DKTI i AMBERO Consulting, uz prisustvo domaćih i stranih učesnika, predstavnika različitih nivoa vlasti, stručnjaka iz oblasti energetike, proizvođača, privrednika i korisnika biomase, na Međunarodnoj investicionoj konferenciji “SEE ENERGY- Connect & Supply II” u Novom Sadu, početkom oktobra diskutovalo se o zakonskim okvirima, projektima zelene energije, primerima dobre prakse u našoj zemlji i evropskim državama, o potencijalima i mogućnostima veće primene biomase i drugih obnovljivih izvora energije,

Generalni sponzor konferencije bila je “Energotehnika Južna Bačka”, čiji stručnjaci su kroz prezentacije predstavili projekte u oblasti vetroenergije, solarne energije, kogeneracija, odnosno projekte u geotermalnoj energiji i druge.

Marko Milić, direktor Direkcije za upravljanje projektima predstavio je aktivnosti Južne Bačke u oblasti implementacije sistema obnovljivih izvora energije. On je rekao da su projekti u toj oblasti često izazov za kompanije sa jakim kadrovskim, tehničkim i finansijskim potencijalima, budući da

**O**rganized by the National Biomass Association “SERBIO” and the German organization for international cooperation GIZ DKTI and AMBERO Consulting, in the presence of domestic and foreign participants, representatives of various levels of government, energy experts, producers, businessmen and users of biomass, at the International Investment Conference “SEE ENERGY-Connect & Supply II” in Novi Sad, in early October, the legal framework, green energy projects, examples of good practice in our country and European countries, the potentials and opportunities for greater use of biomass and other renewable energy sources were discussed,

The general sponsor of the conference was “Energotehnika Južna Bačka”, whose experts through presentations presented projects in the field of wind energy, solar energy, cogeneration, i.e. projects in geothermal energy and others.

Marko Milić, director of the Directorate for Project Management, presented the activities of South Bačka in the field of implementation of renewable energy systems. He said that projects in this area are often a challenge for companies with strong human, technical and financial potentials since these



je reč o veoma skupim investicijama koje ne retko imaju i međunarodni karakter.

“Južna Bačka je postala regionalni lider u oblasti obnovljivih izvora energije, ako se ima u vidu naše učešće u nizu kapitalnih projekata, od vetroparkova u Kovačici i Dolovu, solarnih elektrana do izgradnje kogeneracionih postrojenja na gas u Novosadskoj i Beogradskim toplanama. Južna Bačka je ove godine počela sa realizacijom projekata izgradnje toplana na biomasu u Prijepolju i Malom Zvorniku. To je tip kompleksnih poduhvata, koji ne podrazumeva samo izgradnju i instalaterske radove, već iziskuje kompletan inženjering od izrade projekata do ishodovanja svih dozvola i saglasnosti”, rekao je Milić.

Pomoćnik generalnog direktora za tehnička pitanja “Južne Bačke” Marko Iskrin govorio je na temu izazova u korišćenju energije vetra i sunca. On je istakao da odabir lokacije u Srbiji, nije predefinisano, već je investitor sam pronalazi, što nužno podrazumeva istraživanje i prikupljanje podataka na terenu, ali i razrešavanje svih mogućih pitanja sa nadležnim državnim institucijama, od radarskih sistema, civilnog vazduhoplovstva, zaštite životne sredine do arheologije.

“Nakon svega posleduje priključenje na mrežu uz prethodno ispunjavanje svih potrebnih uslova EMS-a, koji zaista umeju da budu veoma rigidni.

are very expensive investments that often have an international character.

“South Bačka has become a regional leader in the field of renewable energy sources, given our participation in several capital projects, from wind farms in Kovačica and Dolovo, solar power plants to the construction of gas cogeneration plants in Novi Sad and Belgrade heating plants. This year, South Bačka started with the realization of projects for the construction of biomass heating plants in Prijepolje and Mali Zvornik. It is a type of complex endeavours, which does not only include construction and installation works but also requires complete engineering from the development of projects to obtain all permits and approvals,” Milić said.

Marko Iskrin, Assistant General Director for Technical Issues of “South Bačka”, spoke on the topic of challenges in the use of wind and solar energy. He pointed out that the choice of location in Serbia is not predefined, but the investor finds it himself, which necessarily means research and data collection in the field, but also resolving all possible issues with relevant state institutions, from radar systems, civil aviation, environmental protection to archaeology.

“After all, the connection to the network follows, with the previous fulfilment of all the necessary conditions of EMS, which can really be very rigid. This means that the cost price cannot be predicted



To znači da se cena koštanja ne može unapred i do kraja predvideti. Izgradnja solarnih elektrana je ne manje komplikovana u tom smislu, jer isto tako podrazumeva rešavanje pitanja zemljišta, održavanja, prkiljučaka na mrežu i drugog”, rekao je Iskrin.

Pomoćnik generalnog direktora za tehničke poslove ENTJUB-a ukazao je i na obavezu balansne odgovornosti koja će novim zakonskim rešenjima biti striktno propisana. Govoreći o prenosu električne energije, Iskrin je rekao da postoji problem ograničenih kapaciteta na mnogim lokacijama budućih elektrana, što znači da će, kako je rekao, razvoj zelenog sektora morati da prati i odgovarajuće unapređenje infrastrukture. To konkretno u slučaju vetroparkova u Južnom Banatu, podrazumeva izgradnju prenosnih postrojenja i dalekovoda kako bi se električna energija dopremila do industrijskih potrošača u Beogradu i Sremu - gde postoji odgovarajuća potražnja.

Milica Vukadinović, predstavnik nemačke organizacije GIZ DKTI (Development of a Sustainable Bioenergy Market in Serbia), naglasila je prednost korišćenja biomase, posebno biogasnog postrojenja na farmama, što je od naročitog značaja u Vojvodini. Učesnici u Panelu „Energija prinosa“ ponudili su odgovore na pitanja mogućnosti i koristi, ali i realnih potencijala i izazova korišćenja obnovljivih izvora energije, te proizvodnje biogasa. Težište diskusije u kojoj su učestvovali i predstavnici Zadružnog saveza Vojvodine bilo je na korišćenju stajnjaka, ulozima i koristima koje bi mogli imati, posebno, mali i srednji poljoprivredni proizvođači, ali i država - imajući u vidu novi Zeleni dogovor Evropske Unije.



in advance and to the end. The construction of solar power plants is no less complicated in that sense because it also implies resolving the issue of land, maintenance, grid connections and more,” Iskrin said.

The Assistant General Director for Technical Affairs of ENTJUB also pointed out the obligation of balance responsibility, which will be strictly prescribed by the new legal solutions. Speaking about the transmission of electricity, Iskrin said that there is a problem of limited capacity at many locations of future power plants, which means that, as

he said, the development of the green sector will have to be accompanied by appropriate infrastructure improvements. This, in particular in the case of wind farms in South Banat, means the construction of transmission plants and transmission lines to deliver electricity to industrial consumers in Belgrade and Srem - where a corresponding demand exists.

Milica Vukadinović, a representative of the German organization GIZ DKTI (Development of a Sustainable Bioenergy Market in Serbia), emphasized the advantage of using biomass, especially biogas plants on farms, which is of special importance in Vojvodina. Participants in the Panel “Energy of Yield” offered answers to questions of opportunities and benefits, but also the real potentials and challenges of using renewable energy sources and biogas production. The focus of the discussion, in which the representatives of the Cooperative Union of Vojvodina also participated, was on the use of manure, stakes and benefits that could have, especially, small and medium agricultural producers, but also the state - having in mind the new European Union Green Agreement.

## Ivana Borojević

Direktorka prodaje i marketinga Hotela Fontana  
Sales and Marketing Director of the Fontana Hotel

# Odgovorili smo na izazov boljom ponudom i brigom o domaćem gostu

We have responded to the challenge with a better offer and care for the domestic guest





**H**otel Fontana kao biser hotelske ponude ne samo Vrnjačke Banje, već i sveg srpskog turizma, unekoliko je podelio teret

svih činilaca u privrednoj grani najteže pogođenoj pandemijom. Velika ulaganja proteklih godina, titula "Apsolutnog lidera kvaliteta" Novosadskog sajma i činjenica da je reč o jednom od najreprezentativnijih hotelskih zdanja, podstakli su menadžment da u kratkom roku pronađe "modus vivendi" u otežavajućem poslovnom ambijentu.

"Prognoze su nezahvalne i teško je praviti dugoročne planove, pa je samim tim jedino rešenje, prilagođavanje tržištu i novonastalom načinu života. Hotel Fontana se nalazi na atraktivnom lokalitetu, što nam je išlo na ruku, jer je ovog leta veliki broj domaćih turista, zbog poteškoća u odlasku na inostrane destinacije, rešio da letuje u Srbiji. O tome svedoči i podatak da je 80 odsto smeštajnog kapaciteta u Vrnjačkoj Banji letos popunjeno, što je odličan rezultat, imajući u vidu sve što je pandemija izazvala.", kaže Ivona Borojević, direktorka prodaje i marketinga Hotela Fontana.



**T**he Fontana Hotel, as the pearl of the hotel offer not only of Vrnjačka Banja but also of the whole Serbian tourism, has somewhat shared the

burden of all factors in the industry most severely affected by the pandemic. Large investments in recent years, the title of "Absolute Quality Leader" of the Novi Sad Fair and the fact that it is one of the most representative hotel buildings, have all encouraged management to find "modus vivendi" in a difficult business environment in a short time.

"Predictions are ungrateful and it is difficult to make long-term plans so the only solution is to adapt to the market and the new way of life. The Fontana Hotel is located in the attractive location, which was to our advantage, because this summer a large number of domestic tourists decided to spend their summer in Serbia due to difficulties in travelling to foreign destinations. This is evidenced by the fact that 80 percent of the accommodation capacity in Vrnjačka Banja has been filled this summer, which is an excellent result having in mind everything that the pandemic caused." says Ivona Borojević, Sales and Marketing Director of the Fontana Hotel.

**Koliko ste u ovim teškim prilikama u stanju da unapredite poslovanje?**

Menadžment Hotela Fontana i njegovi zaposleni su sa velikom dozom ozbiljnosti prihvatili rad u uslovima mera bezbednosti koje je propisala Vlada Srbije. Time smo u najvećem poslovanje podredili zdravlju naših gostiju, što se pokazalo kao veoma dobra odluka, jer su reakcije gostiju odlične. Pored novih ideja i oplemenjivanja naše ponude širokim spektrom usluga - verujemo da je najznačajnija pre svega bezbednost svakog našeg gosta, tako da se u otežavajućim prilikama, najviše angažujemo da se gost u Fontani tako i oseća.

**Postoji li neki deo turističke ponude kojim možete na kratak rok premostiti ili umanjiti posledice vanrednih prilika?**

Hotel Fontana je pre svega kongresni objekat, koji se dugi niz godina smatra nosiocem kongresnog turizma u Vrnjačkoj Banji. Broji 211 soba i apartmana. Pre dve godine dobio je novi vizuelni identitet; u potpunosti je renoviran i apsolutno opravdava rejting hotela sa četiri zvezdice. Samim tim, 60 odsto našeg prometa pripisujemo upravo toj vrsti turizma. Veliki broj kongresa, "tim bildinga", korporativnih događaja, zakazanih za april i maj, pomereni su za jesen. Raduje nas što nisu otkazani. Naravno, sve će zavisiti od razvoja epidemiološke situacije i stava Kriznog štaba i Vlade Srbije. Značajna stavka za naš hotel je dobra letnja sezona i veliki broj individualnih gostiju, sa akcentom na ciljnu grupu porodica sa decom, parova, i starijih - nama veoma dragim gostima.

**Koliko pomoć države u smislu podele vaučera i organizacionom pogledu doprinosi poboljšanju poslovanja?**

Plasirani paketi pomoći države su veoma značajni za održivost hotelskog poslovanja, ne samo kada je o vaučerima reč, nego i u finansijskom delu, odnosno isplatama minimalaca, kao i odloženog plaćanja poreza i doprinosa. Ovakva pomoć je posebno značajna u gradovima kao što su Beograd, Novi Sad, Niš...U hotelskoj industriji je mnogo lošije stanje baš na tim lokacijama, jer tamo u najvećem procenat popunjenosti zavisi od dolaska inostrana-

**How much are you able to improve your business in these difficult circumstances?**

The management of the Fontana Hotel and its employees have taken the work with a great deal of seriousness in the conditions of safety measures prescribed by the Government of Serbia. Thus, we have mainly subordinated our business to the health of our guests, which turned out to be a very good decision because the reactions of the guests are excellent. In addition to new ideas and enriching our offer with a wide range of services - we believe the safety of each of our guests is the most important thing so in these difficult circumstances, we are most engaged to make the guest in Fontana feel this way.

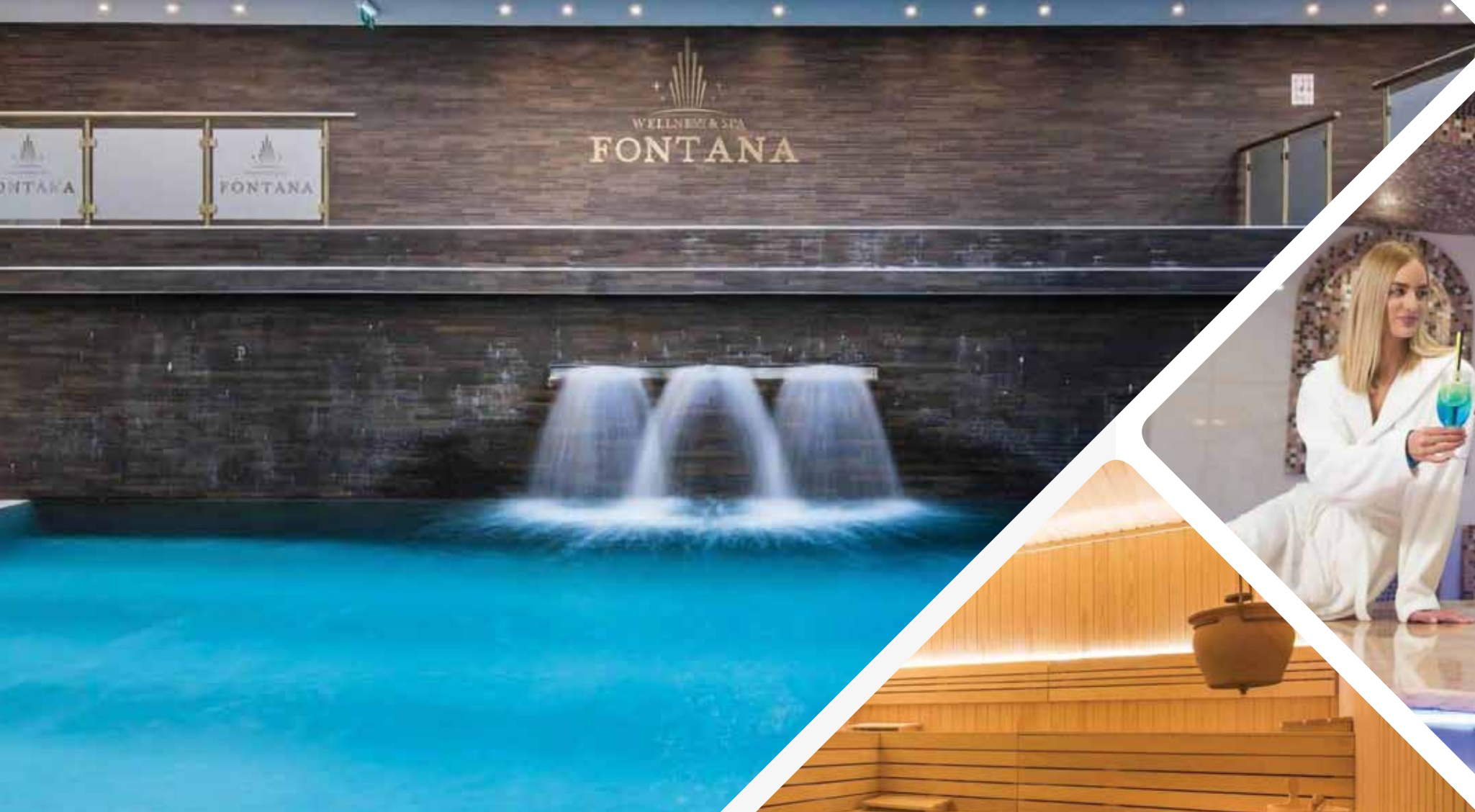
**Is there any part of the tourist offer that you can use to circumvent or reduce the consequences of emergency situation in the short term?**

The Fontana Hotel is primarily a congress facility and has been considered the carrier of congress tourism in Vrnjačka Banja for many years. It has 211 rooms and apartments. It was given a new visual identity two years ago; it has been completely renovated and absolutely justifies the rating of the four-star hotel. Therefore, 60 percent of our turnover is attributed to this type of tourism. A large number of congresses, "team buildings", corporate events, previously scheduled for April and May, have been moved to autumn. We are glad that they were not canceled. Of course, everything will depend on the development of the epidemiological situation and the attitude of the Crisis Staff and the Government of Serbia. A significant item for our hotel is the good summer season and a large number of individual guests with the emphasis on the target group of families with children, couples and the elderly - our very dear guests.

**How much does state aid in terms of voucher distribution and organizational terms contribute to improving business?**

The placed state aid packages are very important for the sustainability of the hotel business not only when it comes to vouchers but also in the financial part, that is the payment of minimum wages as well as deferred payment of taxes and contributions.





nih gostiju. Hotel Fontana je od samog početka na spisku ugostitelja Ministarstva turizma koji prihvataju vaučere. Upravo zato smo za naše najstarije sugrađane osmislili zanimljive pakete kako bismo im maksimalno izašli u susret. Posebno je značajna informacija da je i studentima u novom krugu omogućeno da ih koriste, što je podstaklo mlade da se uvere da Vrnjačka Banja nije samo lečilište, nego i idealna destinacija za leto sa mnogobrojnim sadržajima.

**Velik broj građana koji su se odlučili za „domaće letovanje“ žali se na ničim opravdana poskupljenja. Kakva je u tom smislu poslovna politika Fontane?**

Zadržali smo cenovnike iz perioda pre početka vanrednog stanja. Imajući u vidu trenutne okolnosti, cilj nam je da na taj način, ali i kreiranjem specijalnih ponuda za građane Srbije, pokažemo

Such assistance is especially important in cities such as Belgrade, Novi Sad, and Niš... In the hotel industry, the situation is much worse in these locations because the highest percentage of occupancy there depends on the arrival of foreign guests. From the very beginning, the Fontana Hotel has been on the list of caterers of the Ministry of Tourism who accept vouchers. That is why we have designed interesting packages for our elderly fellow citizens in order to meet their needs to the maximum. The especially important information is that students are enabled to use them in the new circle, which encouraged young people to be convinced that Vrnjačka Banja is not only a health resort but also an ideal summer destination with numerous facilities.



solidarnost i lojalnost prema našim gostima. Verujem da je to i naša obaveza.

**Postoje li neke povoljnosti na koje građani mogu računati?**

Naravno. One se ogledaju kroz mnogobrojne pakete plasirane na našem sajtu. Tako smo za naše najstarije plasirali "Sinior" pakete, za boravak od pet noći, plus jedna noć gratis. Cene su i više nego pristojne, kreću se od 319 evra. Za nezaboravno leto u Vrnjačkoj Banji, plasirali smo pakete za porodice koji se kreću od 285 evra. Za one koji žele aktivan odmor postoje paketi sa aktivnostima na Goču poput streličarstva, biciklizma, vožnje kvadovima, a za još hrabrije tu je paket "Iz drugog ugla" koji podrazumeva panoramsko

**A large number of citizens who have decided for a "domestic summer holiday" complain about the unjustified price increases. What is Fontana's business policy in this respect?**

We have kept the price lists from the period before the beginning of the state of emergency. Having in mind the current circumstances, our goal is to show solidarity and loyalty to our guests in that way but also by creating special offers for the citizens of Serbia. I believe that is also our obligation.

**Are there any benefits that citizens can count on?**

Of course. They are reflected in the numerous packages placed on our site. We have placed "Senior" packages for our elderly for a stay of five nights plus one night for free. The prices are more than decent ranging from € 319. For an unforgettable summer in Vrnjačka Banja we have placed packages for families ranging from € 285. For those who want an active holiday, there are packages with activities on Goč such as archery, cycling, quad biking and for the even braver ones there is a package "From another angle" which includes a panoramic tour of Vrnjačka Banja and its surroundings - by plane.

**What do we offer in the summer, autumn and winter seasons?**

During 2019, Vrnjačka Banja, after Belgrade, was the destination with the highest percentage of occupancy because it has experienced an incredible boom in the last few years. It attracts a certain target group in all periods during the year. Summer is reserved for "leisure" tourism; individual guests are looking for a holiday in a good wellness and spa center combined with the attractions that Vrnjačka Banja offers. In autumn, we expect an increased number of corporate guests in the form of congresses and "team buildings" while winter is reserved for numerous New Year's arrangements in the form of packages because then individual visitors return to experience the winter idyll that has a special note in Vrnjačka Banja.



razgledanje Vrnjačke Banje i okoline - avionom.

### **Šta nudimo u letnjoj, jesenjoj i zimskoj sezoni?**

U toku 2019. godine Vrnjačka Banja je posle Beograda, bila destinacija sa najvećim procentom popunjenosti, jer je u poslednjih par godina doživela neverovatan procvat. Tako da u svim periodima tokom godine privlači određenu ciljnu grupu. Leto je rezervisano za "leisure" turizam; individualni gosti željni su odmora u dobrom velnes i spa centru u kombinaciji sa atrakcijama koje Vrnjačka Banja nudi. Na jesen očekujemo povećan broj korporativnih gostiju, u vidu kongresa i "tim bildinga", dok je zima rezervisana za mnogobrojne novogodišnje aranžmane u vidu paketa, jer nam se tada vraćaju individualni posetioци željni da iskuse zimsku idilu koja ima posebnu notu u Vrnjačkoj Banji.

**„Fontana“ je u prvoj godini nakon privatizacije zabeležila pozitivno poslovanje, a usledilo je zaključivanje znatnog broja aranžmana sa stranim gostima. Da li postoji njihova zainteresovanost da nakon stabilizacije prilika, ipak posete Vrnjačku Banju?**

Grupe koje su nas posetile iz inostranstva su ponele sa sobom pozitivne utiske o Hotelu, ali i o destinaciji. Interesovanje postoji, očekujemo realizaciju velikog broja grupa iz Slovenije, Bugarske, Španije već krajem godine i početkom naredne. Naravno, ukoliko situacija bude zadovoljavajuća i stabilna. Nadamo se uspešnijoj sledećoj godini kada je reč o stranim gostima, jer sudeći po upitima i interesovanju, jedina prepreka je kovid pandemija.

**Da li „korona“, čiji tragovi će se još dugo osećati, umešnijom poslovnom politikom, ipak može doprineti dugoročnijem privlačenju domaćeg gosta?**

**“Fontana” recorded positive business in the first year after privatization and a significant number of arrangements with foreign guests followed. Is there their interest to visit Vrnjačka Banja after the stabilization of the situation?**

The groups from abroad that have visited us took with them positive impressions about the Hotel but also about the destination. There is interest, we expect the realization of a large number of groups from Slovenia, Bulgaria, and Spain at the end of the year and at the beginning of the next year. Of course, if the situation is satisfactory and stable. We hope for a more successful next year when it comes to foreign guests because judging

  
HOTEL  
**FONTANA**  
VRNJAČKA BANJA

by the inquiries and interest, the only obstacle is the Covid pandemic.

**Can the “coronavirus”, whose traces will be felt for a long time to come, still contribute to a long-term attraction of a domestic guest with a more skillful business policy?**

Nepovoljne okolnosti sa kojima smo se svi susreli, promenile su ne samo naše navike, nego su nas naučile, ili još uvek uče, novom načinu života. Zatvaranjem granica, građani Srbije su bili prinuđeni da se odluče za domaću ponudu, ukoliko žele da pobjegnu negde iz svakidašnje rutine. To je mnogim domaćim hotelima bila prilika da ih "kupe" za godine koje dolaze. Hotel Fontana svojim gostima takav tretman pruža već dugi niz godina. Izvesno je da smo zadobili nove lojalne goste i gotovo sam sigurna da će mnogi svoje godišnje odmore u budućnosti provoditi barem delom u Vrnjačkoj Banji i u Hotelu Fontana.

The unfavorable circumstances we have all encountered have not only changed our habits but have taught us, or are still teaching us, a new way of life. By closing the borders, the citizens of Serbia have been forced to decide on the domestic offer if they want to escape somewhere from the everyday routine. This was an opportunity for many domestic hotels to "win" them for years to come. The Fontana Hotel has been providing such treatment to its guests for many years. It is certain that we have gained new loyal guests and I am almost certain that many will spend their holidays in the future at least partly in Vrnjačka Banja and in the Fontana Hotel.



Srbija dobila najsavremeniji evropski detoks program  
Serbia received the most modern European detox program

# U Fontanu po zdravlje, smirenje i „šlank“ izgled

Go to Fontana to become healthy, relaxed and look slim

**J**edan od lidera srpskog hotelijerstva „Fontana“ u Vrnjačkoj Banji svojim gostima od skoro nudi i jedinstven program na tržištu naše zemlje – detoks. Zamišljeno je da program traje sedam dana. Detoks program bi trebalo da se organizuje jednom mesečno, ali sve će zavisi od situacije sa pandemijom korona virusa. Kako kaže Ivona Borojević, direktor marketinga i prodaje hotela „Fontana“, reč je o veoma ozbiljnoj organizaciji u kojoj je, pored standardno zaposlenih, uključen iskusen i stručan tim koji predvodi poznata nutricionistkinja Nađa Radonjić.

- Kompletna ideja Detoks centra u našem Hotelu nastala je po uzoru na najprestižnije evropske programa. Ranije je bilo sličnih pokušaja u pojedinim hotelima u Srbiji, ali je ovaj koncept zaista jedinstven na našim prostorima. Nađa Radonjić je vlasnica WAGA centra u Novom Sadu, koji u toj oblasti stekao ozbiljan renome. Ona ima odlične reference, školovala se i radila u Londonu, a u sličnim programima radila je u inostranstvu – istakla je Borojevićeva.

Akcent detoks programa je na pravilnoj ishrani koja će na prirodan način da podstakne čišćenje organizma, uz propisanu fizičku aktivnost, programiranu suplementaciju, jogu i meditaciju. Ceo program sprovodi se uz

**O**ne of the leaders of the Serbian hotel industry, „Fontana“ in Vrnjačka Banja, has recently offered its guests a unique program on the market of our country - detox. The detox program should be organized once a month, but everything will depend on the situation with the corona virus pandemic. According to Ivona Borojević, director of marketing and sales at the Fontana Hotel, this is a very serious organization which, in addition to standard employees, includes an experienced and professional team led by the well-known nutritionist Nađa Radonjić.

- The complete idea of the Detox Center in our

Hotel was modeled on the most prestigious European programs. There have been similar attempts in some hotels in Serbia before, but this concept is really unique in our area. Nađa Radonjić is the owner of the WAGA center in Novi Sad, which has gained a serious reputation in that area. She has excellent references, she was educated and worked in London, and she worked abroad in similar programs - Borojević pointed out.

The emphasis of the detox program is on a proper diet that will naturally encourage cleansing of the body, with prescribed physical activity, programmed supplementation, yoga and meditation. The entire program is carried out under the constant supervision of a professional team that







konstantan nadzor stručnog tima u čijem sastavu je i lekar opšte prakse Sanja Bjelan, inače specijalizant neuropsihijatrije na Klinici za psihijatriju Kliničkog centra Vojvodine i sertifikovani psihoterapeut u transakcionoj analizi.

- Prvi dan programa radi se osnovni pregled, kompletna laboratorijska analiza i razgovor sa svim članovima tima. Na osnovu dobijenih rezultata program se personalizuje. Svrha programa nije samo gubitak kilograma, nego pre svega preventiva i briga o sebi i svom zdravlju. Većina ljudi vodi se logikom „daj da smršam“, a mi se nalazimo u nekom ludom vremenu u kojem su nam se prioriteti promenili, pa sada više razmišljamo o svom i zdravlju svojih najbližih. Zato je upravo ovo idealan trenutak da se ova priča plasira i na našem tržištu. Aktivnosti polaznika grupe su, kako u hotelu, tako i izvan njega, a važni članovi tima su i Tatjana Glogov-

ac includes a general practitioner Sanja Bjelan, a specialist in neuropsychiatry at the Clinic for Psychiatry of the Clinical Center of Vojvodina and a certified psychotherapist in transactional analysis.

- On the first day of the program, a basic examination, complete laboratory analysis and interview with all team members are performed. Based on the obtained results, the program is personalized. The purpose of the program is not only weight loss, but above all prevention and care for yourself and your health. Most people are guided by the logic of “let me lose weight”, and we are in a crazy time when our priorities have changed, so now we think more about our own health and the health of our loved ones. That is why this is the ideal moment for such a story to be placed on our market as well. The activities of the group’s participants are both inside and outside the hotel, and important team members are Tatjana Glogovac, a yoga instructor



vac joga instruktor iz Vrnjačke Banje i Andrija Đurđević. Tatjana je kurs joge i meditacije završila u Indiji i ima bogato iskustvo iz inostranstva. Andrija je diplomirani profesor fizičkog vaspitanja i osnivač „Avanturističkog centra V.B. 036“ koji se bavi organizacijom sportsko – rekreativnih aktivnosti u prirodi. On je organizovao šetnje polaznika promo grupe u prelepoj prirodi planine Goč – kazala je Borojovića.

from Vrnjačka Banja, and Andrija Đurđević. Tatjana completed a yoga and meditation course in India and has a wealth of experience from abroad. Andrija is a graduated professor of physical education and the founder of the “Adventure Center V.B. 036” which deals with the organization of sports - recreational activities in nature. He organized walks of the participants of the promo group in the beautiful nature of the mountain Goč - said Borojović.



Prva grupa detoks programa bila je sastavljena uglavnom od poznatih domaćih ličnosti, kako bi one što bolje iz ličnog iskustva program predstavile svojim pratiteljima na društvenim mrežama i gledateljima kraj tv ekrana. Učesnici promo grupe bili su između ostalih glumac i voditelj Dragan Marinković Maca, voditeljke Snežana Dakić i Dušica Jakovljević, pevačica Tanja Banjanin, operni pevači Dragoljub Bajić i Ljubica Vraneš, te novinar i voditelj Aleksandar Filipović, odnosno glavni i odgovorni urednik RTV-a Nenad Čačić.

- Grupa je izolovana u odnosu na druge goste hotela. Za njih se organizuju i posebni termini u velnes i spa centru, te akvarobik na bazenu, a na raspolaganju su im i masaže. Naša kuhinja u saradnji sa Nađom Radonjić kreira specijalni meni za svih sedam dana. Naš šef kuhinje Siniša Stojanović prošao je ozbiljnu obuku kako se priprema takva hrana. I namirnice su specifične i nabavljaju se isključivo za članove detoks grupe. Ono što je još važno je da polaznici tokom trajanja programa imaju i radionice, a predavači su Nađa ili Sanja. One im daju instrukcije na koji način treba da brinu o svom zdravlju, kao i savete koji će im koristiti u daljem životu. Ljudi danas žive brzo, svi smo posvećeni poslu, ne razmišljamo mnogo o zdravlju, a ovaj program može da nam ukaže pravi put. Želeli smo da prvi polaznici budu javne ličnosti kako bi što bolje promovisali naš program, a Ljubica Vraneš i Tanja Banjanin došle su sa ćerkama, jer je program namenjen i za mlađu populaciju – rekla je Ivona Borojević i dodala:

- Želimo da pozovemo sve zainteresovane polaznike da se prijave u naš Detoks centar. Čeka ih zaista dobar tretman i tim stručnjaka koji sve vreme brinu o njima, a najvažnije je da program daje rezultate. Zainteresovani mogu da nas kontaktiraju telefonom, ili preko društvenih mreža Instragam i Fejsbuk, kao i na sajtu hotela.

Nutricionista Nađa Radonjić je naglasila da je briga o sopstvenom zdravlju veoma važna.

- Nedavno je jedan momak iz hotela izrekao rečenicu da je „zdravlje odsustvo bolesti“, ali nije baš tako. Mi se u ovom detoks programu bavimo zdravljem na drugačijem, višem nivou. Veoma vodimo računa o prevenciji. Prvog dana

## Srpski „selebritiji“ oduševljeni ponudom

**Snežana Dakić, novinar, voditeljka i TV lice:  
Detoksikacija je veoma važna**



- Detoksikacija organizma je jako važna. Verujem da bi ljudi trebalo dva puta godišnje da primenjuju detoks, kako bi očistili organizam od raznih otrova, nepravilne ishrane i zagađenja kojima se izlažu. Ovo što

sam ja probala je zaista fenomenalno zato što dijeta nije rigorozna, ishrana je raznovrsna i nikada niste gladni. Nije to ona vrsta iscrpljujuće dijeta i zato je preporučujem svima. Namirnice su kvalitetne i program se lako podnosi – rekla je Snežana Dakić.

**Nenad Čačić, novinar i glavni i odgovorni urednik RTV-a:**

**Nikada se nisam susreo sa ovakvom ishranom**

- Ovaj program je jedna od najboljih stvari koje sam video u poslednjih 10,15 godina. Sve je do tačina isplanirano, doručak, ručak, večera, uz užine, a između ozbiljne šetnje, plivanje, akvarobik, joga, masaže, predavanja. Ne sećam se da sam skoro imao bolji odmor. Nikada se do sada nisam susretao sa ovakvim ishranom. Kada sam već došao odlučio sam da sve ispoštujem maksimalno i video sam da i tako može da se živi. Program preporučujem svakome, posebno ljudima poput mene koji imaju višak kilograma. Doduše, većina je bila na programu zbog detoksikacije, ali video sam da su i oni prezadovoljni. Nadam se da ću se većeg dela programa držati i kada se vratim kući. Video sam šta sam sve pogrešno radio i čime sam ugrožavao svoje zdravlje – kazao je Nenad Čačić.

**Aleksandar Filipović, novinar i voditelj RTV:  
Najbolji program do sada**

- Detoks program je izvanredan, čovek za sedam dana uradi više nego u drugim uslovima. Pošto sam prošao ovaj program verujem da je on

## Serbian celebrities delighted with the offer

**Snežana Dakić, journalist, TV hostess  
and TV personality:**

**Detoxification is very important**

- Detoxification of the body is very important. I believe that people should apply detox twice a year, in order to cleanse the body of various toxins, improper diet and pollution to which they are exposed. What I tried is really phenomenal because the diet is not rigorous, the diet is varied and you are never hungry. It's not that kind of exhausting diet and that is why I recommend it to everyone. The food is of high quality and the program is easy to bear - said Snežana Dakić.

**Nenad Čačić, journalist and editor-in-chief of RTV:  
I have never encountered a diet like this**

- This program is one of the best things I have seen in the last 10 or 15 years. Everything is planned down to the last detail, breakfast, lunch, dinner, with snacks, and between are serious walks, swimming, aqua aerobics, yoga, massages, lectures. I don't



remember having a better vacation. I have never encountered a diet like this before. When I came, I decided to respect everything to the maximum and I saw that you can live like that. I recommend the program to everyone, especially to people like me who are overweight. Admittedly, most were on the program for detoxification, but I saw that they were very satisfied too. I hope to stick to most of the program when I get home. I saw what I did wrong and what I endangered my health with - said Nenad Čačić.

**Aleksandar Filipović, journalist and RTV host:  
The best program so far**

- The detox program is extraordinary, a person does more in seven days than in other conditions. Since I went through this program, I believe that

The first group of detox programs was composed mainly of famous local personalities, in order for them to as best as possible from personal experience present the program to their followers on social networks and viewers near the TV screen. Participants in the promo group were, among others, actor and TV host Dragan Marinković Maca, TV hostesses Snežana Dakić and Dušica Jakovljević, singer Tanja Banjanin, opera singers Dragoljub Bajić and Ljubica Vraneš, and journalist and TV host Aleksandar Filipović, editor-in-chief of RTV Nenad Čačić.

- The group is isolated from other hotel guests. Special appointments are organized for them in the wellness and spa center, as well as aqua aerobics by the pool, and massages are also available. Our kitchen in cooperation with Nađa Radonjić creates a special menu for all seven days. Our chef Siniša Stojanović underwent serious training on how to prepare such food. Groceries are also specific and are procured exclusively for members of the detox group. Another important fact is that the participants have workshops during the program, and the lecturers are Nađa or Sanja. They give them instructions on how to take care of their health, as well as advice that will benefit them in later life. People today live fast, we are all dedicated to work, we do not think much about health, and this program can point us in the right direction. We wanted the first participants to be public figures in order to better promote our program, and Ljubica Vraneš and Tanja Banjanin came with their daughters, because the program is also intended for the younger population - said Ivona Borojević and added:

- We would like to invite all interested participants to apply to our Detox Center. What awaits them is a really good treatment and a team of experts who will take care of them all the time, and the most important thing is that the program gives results. Those interested can contact us by phone, or via social networks Instragam and Facebook, as well as via the hotel website.

Nutritionist Nađa Radonjić emphasized that taking care of one's own health is very important.

- Recently, a guy from the hotel said that "health is the absence of disease", but this is not quite true. In this detox program, we deal with health on a different, higher level. We take great care of



programa radi se osnovni pregled, kao i dodatni razgovori kod svih članova stručnog tima. Osnovni pregled po sistemima se obavlja kod lekara opšte prakse i uključuje dodatni razgovor sa nutricionistom. Fitnes trener utvrđuje stepen fizičke spremne, a joga instruktor obavlja procenu spremnosti za fizičke i meditacione aktivnosti. Sledećeg dana radi se kompletna laboratorijska analiza koja uključuje detaljnu analizu svih ključnih parametara, takođe detaljne analize lipidnog statusa, hormona i procenu nivoa toksičnosti organizma. Na osnovu dobijenih rezultata pravimo i adaptiramo program za narednih sedam dana. To je zapravo koncept aktivnog odmora, gde se polazniku posvećuje potpuna pažnja. Trudimo se da zdravlje stavimo u prvi plan i da sve aktivnosti tokom detoks programa budu usmerene ka unapređenju zdravlja – rekla je Nađa Radonjić.

Ona ovaj koncept programa prvi put radi u Srbiji, mada ima dugogodišnje iskustvo rada u inostranstvu.

- Imam iskustva u ovakvim programima, imala sam i prethodnih sedam godina detoks centar u Crnoj Gori. Školovala sam se i radila u inostranstvu, a imam ordinaciju u Novom Sadu. Imala sam ponude i iz drugih hotela, ali mi je „Fontana“ omogućila najbolje uslove. Pošto je hotel velik postoji mogućnost potpune izolacije polaznika. Detoks program je potpuno odvojen, hrani se u odvojenom delu, tako da polaznici nisu izloženi nikakvim izazovima. Detoks program obuhvata: dijetu, sve aktivnosti usmerene ka poboljšanju fizičke spremne i opšteg boljeg fizičkog i mentalnog zdravlja, sve spa tretmane, masaže i dodatne aktivnosti, preglede, razgovore, konsultacije i druženje. Dijeta za detoksikaciju podrazumeva ishranu bez glutena, mesa, šećera, aditiva i konzervansa, uz smanjen unos mlečnih proizvoda – kazala je Radonjićeva.

Detoks program se preporučuje svim osobama koje nemaju vremena za sebe i kojima je uvek „kratak dan“, zatim osobama izloženim stresu i onima koji već pate od hormonalnog disbalansa ili imaju predispozicije za isti. Posebno se preporučuje osobama sa viškom kilograma.

G. Malenović



jedino rešenje za detoks u Srbiji. Bili smo izolovani i živeli smo sedam dana po posebnom režimu, a izuzetno je to što sve ovo imamo u Srbiji i ne moramo da idemo u inostranstvo. Rezultate koje sam postigao su izvanredni.

Program je pravi antidepresiv za psihu u pandemiji korona virusa. Poznajem sve ljude koji se u Srbiji bave dijetama i zdravom ishranom i ovo je najbolji program do sada. Ceo dan nam je bio ispunjen, stvorila se jedna divna atmosfera među nama u grupi, naučili smo ponovo da se družimo. Moram da pohvalim i izuzetno ljubazne ljude u hotelu i tim koji vodi ovaj program. Vrnjačka Banja je poznata po svom gostoprimstvu, a ja sam se vratio na staze svog detinjstva, jer sam ovde dolazio još kao dečak, pošto mi stric živi u banji. Drago mi je što sam Vrnjačku Banju sada upoznao iz drugog ugla – rekao je Aleksandar Filipović.

#### **Dragoljub Bajić, prvak Beogradske opere: Prevaziđene sve granice mojih očekivanja**

- Veoma sam zadovoljan detoks programom, pomerio je sve granice mog očekivanja. Svima savetujem da dođu u hotel „Fontana“ i da isprobaju ovaj program, jer je jedinstven na ovim prostorima i daje najbolje rezultate i kod mršavljenja i kod detoksikacije organizma. Zato ne pokušavajte na brzinu kod kuće da rešite problem, jedino kako možete da ga rešite je da dođete u Vrnjačku Banju, u „Fontanu“ i da za sedam dana smršate minimum pet kilograma, a pri tom i da detoksikujete organizam – rekao je Dragoljub Bajić.

#### **Ljubica Vraneš, operna pevačica i solista Beogradske opere: Topla preporuka svima**



- Izuzetno sam zadovoljna i detoks program toplo preporučujem svima. I to ne samo ljudima koji imaju problem sa kilažom, već svima koji žele da se zdravo hrane i da nastave zdrav život

posle detoksikacije – istakla je Ljubica Vraneš.

it is the only solution for detox in Serbia. We were isolated and lived for seven days under a special regime, and it is exceptional that we have all this in Serbia and we do not have to go abroad. The results I have achieved are extraordinary. The program is a real antidepressant for the psyche in the coronary virus pandemic. I know all the people in Serbia who deal with diets and healthy eating, and this is the best program so far. The whole day was full for us, a wonderful atmosphere was created among us in the group, we learned to hang out again. I must also praise the extremely kind people in the hotel and the team that runs this program. Vrnjačka Banja is known for its hospitality, and I returned to the paths of my childhood, because I came here as a boy, since my uncle lives in the spa. I am glad that I have now met Vrnjačka Banja from another angle - said Aleksandar Filipović.

#### **Dragoljub Bajić, Belgrade opera singer: All the limits of my expectations have been exceeded**

- I am very satisfied with the detox program, it pushed all the limits of my expectations. I advise everyone to come to the hotel “Fontana” and try this program, because it is unique in this area and gives the best results in weight loss and detoxification of the body. So do not try to quickly solve the problem at home, the only way you can solve it is to come to Vrnjačka Banja, to “Fontana” and lose at least five kilograms in seven days, and at the same time detoxify the body - said Dragoljub Bajić.



#### **Ljubica Vraneš, opera singer and soloist of Belgrade opera: Warmly recommending the detox to everyone**

- I am extremely satisfied and I warmly recommend the detox program to everyone. And not only to people who have a problem with weight, but to everyone who wants to eat healthily and continue a healthy life after detoxification - said Ljubica Vraneš.

prevention. On the first day of the program, a basic examination is performed, as well as additional interviews with all members of the professional team. The basic examination by systems is performed by a general practitioner and includes an additional conversation with a nutritionist. The fitness trainer determines the degree of physical fitness, and the yoga instructor performs an assessment of readiness for physical and meditation activities. The next day, a complete laboratory analysis is performed, which includes a detailed analysis of all key parameters, as well as a detailed analysis of lipid status, hormones and assessment of the level of toxicity of the organism. Based on the obtained results, we create and adapt the program for the next seven days. It is actually a concept of active vacation, where the participant is given full attention. We try to put health in the foreground and that all activities during the detox program are aimed at improving health - said Nađa Radonjić.

She is working on this program concept for the first time in Serbia, although she has many years of experience working abroad.

- I have experience of such programs, I had a detox center in Montenegro for the previous seven years. I was educated and worked abroad, and I have a doctor's office in Novi Sad. I had offers from other hotels as well, but “Fontana” provided me with the best conditions. Since the hotel is large, there is a possibility of complete isolation of participants. The detox program is completely separate, food is served in a separate part, so that the participants are not exposed to any challenges. The detox program includes: diet, all activities aimed at improving physical fitness and general better physical and mental health, all spa treatments, massages and additional activities, examinations, conversations, consultations and socializing. The diet for detoxification includes a diet without gluten, meat, sugar, additives and preservatives, with a reduced intake of dairy products - said Radonjić.

The detox program is recommended to all people who do not have time for themselves and who always have a “short day”, then to people exposed to stress and those who already suffer from hormonal imbalance or have a predisposition for it. It is especially recommended to people with excess weight.

G. Malenović



**Slobodan Boškan**  
Sportski direktor Odbojkaškog kluba Vojvodina  
Sporting director of Vojvodina Volleyball club

# Radimo šampionski u dobrim i teškim vremenima

We work as  
champions in good  
and difficult times



**D**a će sezona 2020/2021. biti drugačija od prethodnih moglo se naslutiti i nekoliko meseci ranije pre njenog početka. Korona virus promenio je čitav svet, način funkcionisanja, života, rada, pa i takmičenja. Kraj prethodne sezone bio je uvertira u ono sa čime je svaki sportski kolektiv morao da se suoči u novim izazovima i da se, pre svega, za to pripremi.

Odbojkaški klub Vojvodina pokazao je da ga vodećim kolektivom u Srbiji ne čine samo rezultati i igre na terenu, nego i organizacija, ponašanje i funkcionisanje u dobrim i lošim vremenima. Letnju pauzu menadžment je iskoristio da sačuva ekipu (90 posto tima ostalo na okupu), ali i da maksimalno spremno uđe u novu sezonu, sigurno i bezbedno na svim poljima.

Sve akcije i organizaciju prilagodila je okolnostima, stavljajući na prvo mesto bezbednost i odgovornost prema sebi i prema drugima. Prazne

**I**t could have been anticipated that the 2020/2021 season would be different from the previous ones. Coronavirus has changed the whole world, the way of operation, life, work, and even competitions. The end of the previous season was an introduction to what every sports team had to face under new challenging conditions, and, above all, to prepare for it.

Vojvodina Volleyball Club has shown that it is not the leading team in Serbia only because of the results and performance on the court, but also due to the organization, behaviour and functioning in good and bad times. The management used the summer break to save the team (90 percent of the team remained together), but also to begin the new season with maximum readiness, confidently and safely in all aspects.

It adapted all actions and organization to the circumstances, putting safety and responsibility towards itself and others in the first place. Empty stands, a changed

tribine, izmenjeni sistem takmičenja, pre svega na evropskoj sceni, nešto je što se podrazumevalo uz sve mere opreza.

- Sport mora da živi, tako da je bilo jako važno nove uslove prihvatiti i takmičiti se. Ovo će sve proći, pa ćemo se ponovo svi zajedno radovati, više okupljati – ističe sportski direktor Slobodan Boškan i nastavlja: - Važno je to što smo počeli sezonu osvajanjem trofeja, a ono što se posle dešavalo, odraz je i slika onoga što se dešava oko nas, u Srbiji i van nje. Svi mi koji se bavimo sprotom smo dotaknuti i prodrmani, jedino što možemo jeste to da se ponašamo u skladu sa merama i da budemo odgovorni. Odigrali smo jedan deo sezone uspešno, poštovali smo sve mere, ali smo u jednom momentu morali da odgodimo mečeve, jer je jedan deo igrača bio pozitivan na korona virus. Taman su svi ozdravili, međutim, kako se i očekivalo, korona nije zaobišla ni ostale ekipe, kompletna situacija u zemlji je bila epidemiološki teška, pa je u skladu sa tim Odbojkaški savez Srbije zaustavio takmičenja

system of competition, primarily on the European scene, was something reasonable including all precautions.

- Sport must live, so it was very important to accept the new conditions and compete. This too shall pass, and we will all rejoice together again, gather more - sports director Slobodan Boškan points out and continues: - It is important that we have started the season by winning trophies, and what happened afterwards is a reflection of what is happening around us, in Serbia and abroad. All of us who deal with sports are touched and shaken, and the only thing we can do is comply with the measures and be responsible. We played one part of the season successfully, we complied with all measures, but at one point we had to postpone the matches because one part of the players was positive for coronavirus. Not long since everyone had recovered, and as expected, coronavirus did not miss other teams, the complete situation in the country was epidemiologically difficult, so following that, the Volleyball Federation of Serbia stopped the competitions until December 11. The thing that mat-



### **Vojvodina je ostala porodica, a čini se da je zajedništvo i integritet još više učvrstila u novonastaloj situaciji**

- Koliko je naša odbojkaška priča zdrava dovoljno potvrđuje i to što je devedeset odsto sponzora samoinicijativno zvalo i reklo da bez obzira na krizu izazvanu epidemijom, želi da ostane uz Vojvodinu. Ja sam privrednik i znam koliko je teško izdvojiti sredstva, posebno u ovoj situaciji. Zato se ovim putem zahvaljujem svima, pre svega generalnom sponzoru Institutu za ratarstvo i povrtarstvo, Gradu Novom Sadu, NIS-u i svim ostalim kompanijama. Zaista je važno da u ovim teškim vremenima ostanemo zajedno, da na našem putu istrajemo, jer su ambicije kluba uvek velike – govorio je uoči početka sezone predsednik kluba Dragoljub Zbiljić.

do 11.decembra. On što je nama bitno, jeste to da nas sve to nije mnogo uzdrimalo, osim toga što su neko vreme pozitivni bili van trenažnog procesa. Vojvodina je, kao i na drugim poljima, bila primer, reagovala je pravovremeno, istupila u javnost, postavila se prema situaciji na pravi način. Imali smo sve spremno, tako da je proces funkcionisanja kluba, uz sve preduzete mere, bio normalan. Nije bilo više novih slučajeva i ni u jednom segmentu se nije posebno osetilo nešto što remeti rad i treninge. Već dugo je klub lider, neko ko predvodi odbojkašku scenu, rezultatima, organizacijom, sistemom rada, postupcima. I ovo sa virusom isto je jedan od načina na koji klub reaguje na drugačije situacije. To je odraz iskustva, uigranog sistema. Pripremljeno je sve tako da kada dođu teža vremena znamo kako da se postavimo, radimo, ponašamo, bilo da je u pitanju rad u administraciji, ili treninzi svih selekcija. Jednostavno, funkcionišemo u dobrim i teškim vremenima.

U svemu tome za klub kakav je Vojvodina, rezultati i napredak u igri, dobre partije na terenu, ostaju prioritet.

- Prva dobra stvar je to što smo osvojili Superkup, važno je to što smo sezonu počeli na taj način. I pre toga smo osvojili tri turnira u pripremnom periodu. Zadovoljan kako smo odigrali generalno taj

### **Vojvodina remained a family, and it seems that unity and integrity have been further strengthened in the newly-emerged situation.**

- The fact that ninety percent of sponsors called us on their own initiative and said that regardless of the crisis caused by the epidemic, they want to stay with Vojvodina confirms how healthy our volleyball story is. I am a businessman and I know how difficult it is to allocate funds, especially in this situation. That is why I would like to thank everyone, first of all, the general sponsor, the Institute of Field and Vegetable Crops, the City of Novi Sad, NIS and all other companies. It is really important that we stay together in these difficult times, that we persevere on our path because the club's ambitions are always great - said the club's president Dragoljub Zbiljić before the start of the season.

ters is that all this did not shake us much, except that positive players were not in the training process for a while. As well as in other fields, Vojvodina was exemplary, it reacted in a timely manner, appeared in public, approached the situation in the right way. We had everything ready, thus the process of club operation was regular, including all measures taken. There were no more new cases and in none of the segments was anything particularly perceived to disrupt work and training. For a long time, the club has been the leader, playing the leading role on the volleyball scene, with its results, organization, a system of work, actions. And this issue with the virus is also one of how the club reacts to different situations. It is a reflection of experience, of a well-coordinated system. Everything was prepared so that when hard times come, we know how to set up, work, behave, both regarding work in the administration, or training of all selections. We simply operate in good and difficult times.

For a club like Vojvodina, the results and progress in the game, good games on the field, remain the priority in this whole situation.

- The first good thing is that we won the Super Cup, and it is important that we started the season that way. Even before that, we had won three tournaments

deo sezone. Malo nas je iznenadila Ribnica, čini mi se da je nismo shvatili ozbiljno kao ekipu, previše smo se uzdali u svoj kvalitet, a nismo odigrali kako umemo. Ipak, oni su pokazali da imaju ambiciju da se bore za sam vrh, ove sezone su možda i naš najvažiji rival. Što se nas tiče, na domaćoj sceni smo igrali dobro, podizali smo formu kako je vreme odmicalo, osim te u Kraljevu, sve ostale utakmice smo dobili bez izgubljenog seta. U Evropi smo isto imali dobar nastup u kvalifikacijama za Ligu šampiona, Trentino je bio prejak, ali smo mi igrali dobro i na tom turniru ostvarili jednu pobeđu i jedan poraz. U CEV kupu tek treba da nastupimo – kaže

Boškan i nastavlja: - Mi treniramo normalno i verujem da ćemo se dobro pripremiti za nastavak. Nadam se da će to biti kao što je predviđeno i da ćemo u dobroj fizičkoj i igračkoj formi uhvatiti ritam koji smo imali pre, odigrati sve zaostale utakmice i najspremniji biti u borbi za preostala dva domaća trofeja. Mlađe kategorije takođe dobro rade. Mislim da nam je cela situacija sa nemogućnošću korišćenja školskih sala išla malo na ruku. Našli smo alternativu, dobili smo termine na Spensu, a to je važno, jer znamo kakve mogućnosti za trenažni proces pruža Spens. Naravno, gledaćemo kada se smiri situacija, da se vratimo u neke sale.

I na polju promocija, društveno-odgovornog delovanja, raznih akcija, planiranja jubileja kluba (koji se obeležava 2021), Vojvodina je bila jednako aktivna. I ne samo to, šampionski kolektiv išao je korak napred i širio krug delovanja. Iako je celokupna situacija onemogućila prisustvo publike na tri-



in the preparation period. I am satisfied with how we played that part of the season in general. We were a little surprised by Ribnica, it seems to me that we did not take it seriously as a team, we relied too much on our quality, and we did not play as well as we could. However, they have shown that they have the ambition to fight for the very top, and they are perhaps our most important rival this season. As for us, we played well at home, we improved our form as time went on, except for that game in Kraljevo, we won all the other games without losing a single set. In Europe, we also performed well in the qualifications for the Champions League, Trentino was too strong, but we played well and

achieved one victory and one defeat in that tournament. We have yet to perform in the CEV Cup - says Boškan and continues: - We train normally and I believe that we will be well prepared for the continuation. I hope that it will be as planned and that we will catch the rhythm we had before, in good physical and playing form, play all the remaining games and be most ready to fight for the remaining two home trophies. Younger categories also perform well. I think that the whole situation with the impossibility of using school halls was a little to our advantage. We found an alternative, we got appointments at Spens, and that is important because we know what opportunities for the training process Spens provides. Of course, we will strive to return to some halls when the situation calms down.

Vojvodina was equally active in the field of promotions, socially responsible activities, various actions, planning of the club's jubilee (taking place in 2021). Also, the champion team went a step further and ex-



binama, velika i česta okupljanja, menadžment je nalazio načine da, poštujući fizičku distancu i sve ostale mere, učini nešto više za svoje navijače i kompletnu zajednicu. Dok je situacija bila nešto mirnija klub je bio aktivan učesnik, pa i organizator, humanitarnih bazara i upravo iz tih akcija rodila se ideja o velikim aukcijama dresova. Za vrlo kratko vreme uspostavljena je saradnja sa svim aktuelnim reprezentativcima, kao i starim odbojkaškim asovima, koji su donirali svoje dresove (klupske i reprezentativne) u humanitarne svrhe. Veći deo sredstava prikupljan je za decu koja boluju od spinalne mišićne atrofije tip jedan, ali je nedavno uspostavljena saradnja i sa fondacijom „Prvi korak“, koja se bori za kupovinu robotizovanog sistema Lokomat Pro. Do sada je samo kroz prodaju dresova, ne računajući druge akcije, prikupljeno 304.000 dinara, a puna kutija Vošinih dresova spremna je da dalje pomogne bolesnoj deci.

- Ta strana kluba postoji odavno. Uvek je Vojvodina redovno pomagala, kroz akcije po školama, podelu školskog pribora, pripremu prazničnih paketića, razne donacije, aktivno učešće prvotimaca... Ovo što sada radimo samo je nastavak toga. Naša je želja pre svega da pokažemo svestranost, socijalnu svest i spremnost da se uključimo u sve što je od važnosti za zajednicu. Sam odaziv aktuelnih reprezentativaca, kao i onih bivših, opet pokazuje još jednu lepu stranu, a to je zajedništvo srpske odbojkaške porodice. Predstoji nam mnogo lepih akcija. Verujem da ćemo u 2021. ući sa otvorenim internet šopom, sa svojevrsnim gnezdom u jednoj klupskoj prostoriji, koji smo nazvali „Vošin kutak sa dušom“. A aktivno se pripremamo i za veliki rođendan kluba – zaključuje Boškan.



panded the field of action. Although the overall situation prevented the audience from attending the games, large and frequent gatherings, the management found ways to do something more for its fans and the entire community, respecting the physical distance and all other measures. While the situation was somewhat calmer, the club was an active participant, and even an organizer of humanitarian bazaars and these actions resulted in the idea of large jersey auctions. In a very short

time, cooperation was established with all current national team members, as well as old volleyball aces, who donated their (club and national team) jerseys for humanitarian purposes. Most of the funds were collected for children suffering from spinal muscular atrophy type one, but cooperation was recently established with “Prvi korak” foundation, which is fighting for the purchase of the robotic Lokomat Pro system. So far, RSD 304,000 have been raised only through the sale of jerseys, excluding other actions, and a full box of Voša’s jerseys is ready to further help sick children.

- That side of the club has existed for a long time. Vojvodina has always helped regularly, through actions in schools, distribution of school supplies, preparation of holiday packages, various donations, active participation of first-team players, etc. What we are doing now is just a continuation of that. Above all, we desire to show versatility, social awareness and readiness to get involved in everything that is important for the community. The response of the current national team members, as well as the former ones, again shows another beautiful side, and that is the unity of the Serbian volleyball family. We have a lot of nice actions ahead of us. I believe that we will begin 2021 with an opened internet shop, with a kind of nest in one of the clubrooms, which we called “Vošin kutak sa dušom” (“Voša’s Place with a Soul”). And we are actively preparing for the big birthday of the club – concludes Boškan.

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