



Association  
of European  
Businesses

**OPEN EVENT**  
Languages: RU

**November 12,  
2015  
09:30-13:00  
Corinthia Hotel,  
"Stremyannaya"  
Hall  
Nevsky Prospect, 57,  
St. Petersburg**

**AEB NORTH-WESTERN REGIONAL COMMITTEE/  
HR & MIGRATION SUB-COMMITTEE**

**ANTI-CRISIS SOLUTIONS TO SUPPORT STAFF DURING  
HIGH BUSINESS TURBULENCE**

**AGENDA**

**Chaired by:** **Elena Novosylova**, Chair of the HR & Migration Sub-Committee of the AEB  
North-Western Regional Committee

**09:00 – 09:30 REGISTRATION AND WELCOME COFFEE**

**09:30 – 09:40 Welcome and opening remarks**  
**Elena Novosylova**, Chair of the HR & Migration Sub-Committee of the AEB  
North-Western Regional Committee

**09:40 – 10:10 Legal aspects of the Law on Outsourcing (№ 116): how to prepare for the  
entry into force in 2016 of the new rules**  
**Alexander Korkin**, Pepeliaev group

**10:10 – 10:40 Outsourcing of business processes**  
**Marina Borzygina**, Coleman Services

**10:40 - 11:10 Heineken: outsourcing of payroll functions**  
**Maria Surkina**, Heineken

**11:10 – 11:30 Coffee- break**

**11:30 – 11:55 Practical aspects of optimization of staff from lawyers' point of view**  
**Natalia Wilke**, Beiten Burkhard

**11:55 – 12:25 The transition from outstaffing to outsourcing: experience of foreign  
companies in Russia**  
**Nelli Mikheeva**, British American Tobacco Russia

**12:25 – 12:55 Effective HR budget management: on what to bet in 2016?**  
**Ekaterina Myshinskaya**, Ahlers

**Q/A session**

AEB SPONSORS 2015 – СПОНСОРЫ АЕБ 2015

• Allianz IC OJSC • Alstom • Atos • Bank Credit Suisse (Moscow) • BP • BSH Group • Cargill Enterprises Inc. • Caverion Elmek OOO • Clifford Chance  
• Continental Tires RUS LLC • Crocus International • Deloitte • DuPont Science & Technologies • E.ON Russia • Enel Russia OJSC • Eni SpA • EY • GDF SUEZ  
• Gestamp Russia • HeidelbergCement • ING Commercial Banking • John Deere Agricultural Holdings, Inc. • KPMG • LEROY MERLIN Russia • Mercedes-Benz Russia  
• Merck LLC • Messe Frankfurt Rus, O.O.O • MetLife • METRO Group • Michelin • MOL Plc • Novartis Group • OBI Russia • Orange Business Services • Oranta • Oriflame  
• PwC • Procter & Gamble • Raiffeisenbank ZAO • ROCA • Shell Exploration & Production Services (RF) B.V. • Statoil ASA • Telenor Russia AS  
• TMF Group • Total E&P Russia • Volkswagen Group Rus OOO • Volvo Cars LLC • YIT Rakennus Representative Office • YOKOHAMA RUSSIA LLC

Association of European Businesses  
Krasno proletarskaya str. 16, bld. 3  
127473 Moscow, Russia

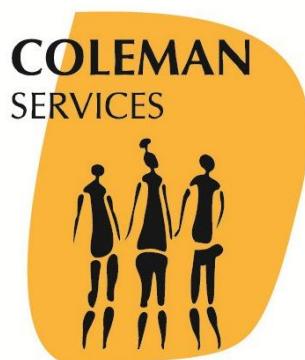
Phone: +7 (495) 234 27 64  
Fax: +7 (495) 234 28 07

E-mail: [info@aebrus.ru](mailto:info@aebrus.ru)  
[www.aebrus.ru](http://www.aebrus.ru)

**Working languages:** Russian, translation **WILL NOT** be provided

**Contact person:** **Alla Oganesian**, AEB North-Western Regional Committee Coordinator,  
Tel. +7 (911) 012 67 46; [ah@aebrus.ru](mailto:ah@aebrus.ru)

## Gold Sponsor



AEB SPONSORS 2015 – СПОНСОРЫ АЕБ 2015

• Allianz IC OJSC • Alstom • Atos • Bank Credit Suisse (Moscow) • BP • BSH Group • Cargill Enterprises Inc. • Caverion Elmek OOO • Clifford Chance  
• Continental Tires RUS LLC • Crocus International • Deloitte • DuPont Science & Technologies • E.ON Russia • Enel Russia OJSC • Eni S.p.A • EY • GDF SUEZ  
• Gestamp Russia • HeidelbergCement • ING Commercial Banking • John Deere Agricultural Holdings, Inc. • KPMG • LEROY MERLIN Russia • Mercedes-Benz Russia  
• Merck LLC • Messe Frankfurt Rus, O.O.O • MetLife • METRO Group • Michelin • MOL Plc • Novartis Group • OBI Russia • Orange Business Services • Oranta • Oriflame  
• PwC • Procter & Gamble • Raiffeisenbank ZAO • ROCA • Shell Exploration & Production Services (RF) B.V. • Statoil ASA • Telenor Russia AS  
• TMF Group • Total E&P Russie • Volkswagen Group Rus OOO • Volvo Cars LLC • YIT Rakennus Representative Office • YOKOHAMA RUSSIA LLC

Association of European Businesses  
Krasno proletarskaya str. 16, bld. 3  
127473 Moscow, Russia

Phone: +7 (495) 234 27 64  
Fax: +7 (495) 234 28 07

E-mail: [info@aebrus.ru](mailto:info@aebrus.ru)  
[www.aebrus.ru](http://www.aebrus.ru)