

To Customs, Legal, Logistics, Tax and Transport

Service Providers in Russia

2012



**Association
of European Businesses**

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The opinions and comments expressed here are those of the authors and do not necessarily reflect those of the Association of European Businesses.

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Dear Readers,

Welcome to the first issue of the AEB annual guide to Customs, Legal, Logistics, Tax and Transport Service Providers in Russia.

Despite a few considerable stumbling blocks to progress, since 2000, up until the past global financial crisis, Russia has had an average annual growth rate of over 5%. According to the OECD, Russia's economy will expand by 4% in 2012; some experts are even more optimistic. Of Russia's most striking achievements is its fiscal performance. Russia has enjoyed a series of surpluses, thanks to high and rising oil prices, economic growth, fiscal reform and prudent management. The recent steps taken by Russia on the international scene have shown that the government is committed to reducing the public budget's dependence on oil revenues; thereby, further modernising the country's economy.

With the recent, major changes on Russia's political and economic fronts, it does not come as a surprise to find many an investor wondering what the investment environment will be like with regard to import and export. Russia's membership in the European Economic Community (EurAsEc), her recent accession to the World Trade Organisation (WTO) and the implementation of the common economic space within the Customs Union of Belarus, Kazakhstan and Russia will no doubt lead to major positive changes with regard to foreign investment.

This AEB guide is meant to serve as a source of information to companies currently based in the Russian Federation and potential foreign investors, on AEB member companies providing services within the country's Customs, Legal, Logistics, Tax and Transport sectors. With over 635 member companies, the AEB strives to promote and support a favourable business environment for its members, amongst others, through the provision of accurate and up to date information on various issues pertaining investment.

I do not have any doubt that this guide will serve as a valuable source of information to many in overcoming those first hurdles faced, when establishing a business in a new country and in improving productivity, for those already here.

A handwritten signature in blue ink, appearing to read 'F. Schauff', written in a cursive style.

Dr. Frank Schauff
Chief Executive Officer
The Association of European Businesses



Dear readers,

The Customs and Transport Committee of the Association of European Businesses was founded in 1997 to bring together experts and practitioners from across the business spectrum and coordinate initiatives, ideas and concomitant actions on the most pressing concerns of its members.

It is a great honor and responsibility for the Committee members to be part of the most reputable and the fastest growing international business association in Russia. It is also a unique opportunity to lobby on concerns of member companies through constructive dialogue with the Federal Customs Service and other government bodies of the Russian Federation, and to promote the application of the industry standards in accordance with the best international business practices and trade facilitation principles.

In addition to Annual Customs Conference, regular Committee meetings, open briefings and industry events, this guide to Customs, Transport, Tax and Legal expertise is a directory that will certainly allow you find the right partners that may help you efficiently navigate through challenges and idiosyncrasy of the regulatory and operational environment in the Russian market.

Against the backdrop of the upcoming formation of the Common Economic Space of Russia, Belorussia and Kazakhstan and Russia's joining the WTO in 2012, it could be an advantage to have a link to competent and reliable market experts and operators that also played an active role in the process of developing, amending and perfecting critical provisions of the national Law on Customs Regulation and the Customs Union Customs Code in collaboration with relevant authorities.

We feel confident that professionalism, insight and experience of the AEB member companies will assist you in quality strategy execution and catering to increasingly diverse range of business and customer requirements.

A handwritten signature in blue ink, appearing to read 'Dmitry Tcheltsov'.

Dmitry Tcheltsov
Chairman, Transport and Customs Committee



Antal
Russia

Antal Russia

Executive Recruitment
Supply Chain Management Practice (Logistics and Purchasing)

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Our specialisation

Supply Chain Recruitment is a key department within Antal Russia's Industrial Recruitment Practice.

We focus on Middle and Senior Managerial recruitment for

- Logistics and Purchasing departments for companies across a variety of industry sectors;
- Logistics companies (3PL), transportation and shipping companies.

What makes us different

- **Expertise.** We have extensive experience in logistics recruitment as well as experience of working within such functions as logistics, purchasing and sales. Each of us focuses on a specific discipline: purchasing, logistics, logistic companies. We provide clients with expert market knowledge and insight, the ability to speak the same language both with our clients and candidates, understanding of the latest trends, and employer requirements (including qualifications, experience and candidate personality).
- **Partnership.** We are recognised as a reliable partner for our clients – both companies established in Russia and businesses that have operations across the Russian market. We successfully find professionals with niche skill sets, conducting analysis and targeted search throughout target companies and industry sectors. We can help to revise and enhance target search parameters, and can advise clients regarding building logistics or purchasing functions within the organisation.
- **Geographical coverage.** The majority of va-

cancies we fill are located in Moscow and the Moscow Region, but we work successfully on a range of regional recruitment projects in cities such as St. Petersburg, Efremov, Kaluga, Yekaterinburg and others. Thanks to close cooperation with our office in Almaty, we can cooperate and provide our services to local and international companies in Kazakhstan, finding required professionals on the local market or handling relocation from Russia. We also work with clients in Ukraine.

For more information please contact Tatiana Radina at tatiana.radina@antalrussia.com or call + 7 (495) 935 86 06

Client's references:

"Antal Russia stands out by the high professionalism of its employees who demonstrate excellent knowledge of the market, providing necessary information in a short timeframe, finding high profile candidates, and fully understanding tasks & caring both about their clients and candidates.

I would especially like to thank Tatiana Radina, the manager responsible for supply chain and purchasing recruitment, who constantly helps us to fill quite complicated roles and find real professionals in this area, which is a not an easy task on the contemporary Russian market."

Marina Sedova,

Operational Director, PUIG RUS

"I am completely satisfied with the cooperation with Antal Russia whose consultants successfully filled the Purchasing Manager vacancy quickly and effectively. All of the candidates requirements as well as corporate cultural peculiarities were taken into consideration. To support the hiring decision, experienced Antal Russia consultants offered us information on the recent trends on the labour market required to evaluate the situation as well as their own recommendations which were incredibly useful."

Lyudmila Kadubovskaya,

Head of logistics department, Oriflame

BEITEN BURKHARDT

BEITEN BURKHARDT

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BEITEN BURKHARDT has been providing legal services in Russia for 20 years. Owing to our extensive experience and understanding of client expectations we offer comprehensive legal services on issues arising from Russian and international law, advise companies in all sectors on corporate and commercial law, antimonopoly and labor legislation, real estate issues, tax, state orders, dispute resolution, restructuring, bankruptcy and the protection of IP rights in Russia.

About us

BEITEN BURKHARDT is an independent law firm with over 300 lawyers from different countries. The professionalism of international teams, impeccable quality of deliverables, development of customized solutions and constant readiness to provide client support are the firm's underlying principles.

BEITEN BURKHARDT is one of the largest law firms in Russia and Ukraine. The office in Moscow was opened in 1992. The opening of an office in St. Petersburg followed in 1996. In 2004 we opened an office in Kyiv.

Main practice areas

The Russian practice of BEITEN BURKHARDT offers advice on the following:

- **commercial law and civil law:** Russian civil legislation, in particular contract law, due diligence and development of contract documentation, negotiation support, preparing and filing documents with the state authorities, advice on business communications with Russian partners and clients;
- **corporate law:** legal due diligence of targets during the acquisition or alienation of interests, reorganization to optimize the tax and corporate structure; legal due diligence during the establishment of subsidiaries and joint ventures, developing share deal legal and tax

models, auditing antimonopoly compliance, negotiation support, preparing and filing documents with the antimonopoly authorities;

- **real estate law:** legal due diligence of real estate properties, support with the acquisition of land plots for construction (Greenfield, Brownfield) and other real estate investments, establishing management models, due diligence and development of draft contracts at each stage of project implementation, support after a property's commissioning and during state registration of title;
- **labor and migration law:** advice on employee business trips to Russia, new hire models, drafting employment agreements, developing and implementing in-house company rules, etc.;
- **dispute resolution:** representing client interests at all stages of dispute resolution, including pre-trial settlements, in arbitration courts and courts of general jurisdiction;
- **tax law:** all types of tax advice: structuring optimization and tax planning;
- **IP/IT:** comprehensive IP and IT legal due diligence.

Client's references:

Zehnder GmbH would like to thank BEITEN BURKHARDT for the consulting legal services that it provided in the area of Russian and German commercial law. We sincerely hope that we will continue our successful cooperation in future.

Alexander Silin, Managing Director, OOO "Zehnder GmbH"

Körner Chemieanlagenbau GmbH is grateful to our reliable partner – the firm BEITEN BURKHARDT – for the prompt legal support that it always provides to us. We wish you success and prosperity!

Franz Wurm, Managing Director, Körner Chemieanlagenbau GmbH



BLG Logistics Automobile SPb

Automobile logistics made by BLG

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Web: www.blg.de

BLG in Russia

- Ro-Ro Terminal in St. Petersburg of 100 000 sqm;
- Current storage yard capacity – 5400 CBUs simultaneously;

Core activities

- Port handling & storage;
- Dealer delivery;
- Customs clearance;
- Forwarding.

Globalization has sustained effects on the markets. Asian manufacturers have built transplants in Eastern Europe and Western European carmakers are producing in Eastern Europe. BLG with its vehicle logistics is therefore stepping into these markets more and more.

In Russia the BLG together with local partners operates already two automobile terminals, one in the Seaport of St. Petersburg and a hinterland terminal in the vicinity of Moscow. In addition to this BLG and the Russian partner company FESCO created a joint venture for integrated logistics solutions for automotive industry in Russia. The new company includes port handling of vehicles in St. Petersburg in cooperation with the JSC "Sea Port of St. Petersburg". At an area of 10ha the volume in 2011 amounted to 70000 new cars.

The growth potential of the Russian car market is supposed to reach an average rate of 15% per year and so to become the biggest car market in Europe. The joint venture enables to offer attractive automotive logistics services, with the ambition to develop in one of the leading players on the Russian market, combining sea transportation and port handling in Russia and in the Far-East with rail and truck transportation. One of the long term targets is to integrate the Transsib into the network.

The highest quality of provided services ac-

ording to the German standards, reliability and a perfect customer's care are the key principles of BLG in Russia.

BLG Worldwide

- Leading automobile logistics provider in Europe;
- 6 Million handled vehicles in 2011;
- 26 terminals on coast, major rivers and inland;
- 800 own wagons (contracted 2014 – 1300 wagons);
- 400 own trucks (incl. 78 in Poland & Ukraine);
- 7 barges (5 on Rhine, 2 on Danube).

The business division AUTOMOBILE of BLG LOGISTICS with more than six million vehicles in 2011 is the leading European logistics provider in this field. In Bremerhaven BLG operates one of the largest auto terminals in the world with the storage capacity more than 100000 cars.

With Bremerhaven and Gioia Tauro in southern Italy BLG is pursuing a "two hub port strategy". Bremerhaven plays the dominant role as the port of entry and exit for the markets in Germany, Scandinavia, Finland, Poland, as well as parts of Russia. Gioia Tauro supplies the markets in the entire Mediterranean and Black Sea region.

In addition to the original port business, such as transshipment and warehousing, BLG has developed intermodal concepts and implemented these in concert with business partners. This demand of the developing market was seen in Bremerhaven, and BLG expanded its logistic competence over and above classic port and terminal services.



Brother

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The Brother Company is one of the leaders on the American and European office equipment markets. The core of the Brother business make MFPs with printers and faxes. Resting upon the power and technological innovation the Brother Company is able to meet the wishes of medium and small businesses, home-office users. In 2008 Brother proudly celebrated its 100 year anniversary. 27 000 people are working for Brother all over the world. 2010 financial year turnover figures hit 5, 4 milliards of US dollars. Brother representative office was set up in Moscow in 2003 and subsequently Brother LLC was established in 2006. The main sphere of activities lies in promotion of Brother goods in Russia and CIS countries. The company is working with 10 distributors, 600 dealers, more than 170 service centres.



Businessland

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contact@bls.ru

Since **1998** Businessland Company has specialized in the **protection of interests of Employers** in the sphere of Labor Law. We help Companies to establish legally irreproachable relations with employees and to keep concentration on the basic goals of their business – earning profits, for example.

Rendering consultancy services in Labor Law we set and achieve following goals:

1. **Winning by Employer of legal disputes** with employees if they take place.
2. **Passing inspections** of the State bodies **without fines**.
3. **Documentary confirmation of labor record** of Company employees, based on which they will receive full scale social protection including pensions.

The major benefit to our Clients is **minimization of risks** and material costs for personnel administration.

Years of work with thousands of employees of our Clients has allowed us to accumulate experience in solving of complex and unique situations. If you meet one of them – **Businessland** already has a solution which is **time-proven** and confirmed by the Labor Inspection.

The range of BUSINESSLAND services:

■ EMPLOYMENT LAW CONSULTANCY

Experienced legal experts, specialists in Employment Law will answer any question of yours in the sphere of Labor relations, will provide a complete consultation with analysis of possible risks, will offer a course of action as well as prepare the necessary documents.

Businessland deals **only with Employers** and does not provide consultancy services to employees.

Our primary goal is to **protect Employer** from risks, related to inspections on the part of fiscal

bodies and from potential material losses caused by Labor disputes in Court.

■ Expertise (audit) of HR documentation with assessment of Employer risks

Includes examination and description of existing problems and potential risks, recommended solutions

■ Executive System for Labor Safety

Set up and implementation.

Under Russian Labor Code each Employer is obliged to ensure safe conditions of labor for employees.

■ OUTSOURCING OF HR-ADMINISTRATION

Since 1998 Businessland has created the most effective systems of HR-administration, which allow its Clients to establish legally irreproachable relations with the employees, and to constructively solve labor disputes, as well as flexibly apply Labor Code as a management tool.

A Businessland consultant conducts a **Legal evaluation** of the documents created and informs the Employer on all potential risks.

■ PAYROLL SERVICES

We will prepare timely and complete calculation of salaries, mandatory taxes and payments, reference papers for employees, and will provide data transfer into your accounting computer system, as well as prepare and submit quarterly and annual reports.

■ OUT-STAFFING

The service includes:

- registering employees;
- full HR-administration;
- Payroll service;
- settlement of Labor disputes with employees.

Concentrate on your core business and leave paper work to Businessland!

DECLARATION OF PRINCIPLES OF BUSINESSLAND

- We work in the interests of the Employers;
- Every solution offered to a Client is proved by time and experience, and we are fully responsible for it;
- Every contract we have is a complete solution of the Client problem or need;
- Preserving agreements is the basis for long-term, mutually beneficial relations;
- To be Experts in our own business.



DAHER CIS

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About DAHER CIS

Since 1992, DAHER CIS – subsidiary of the French group DAHER– provides with logistics services in Russia.

With offices in Moscow, St Petersburg, Ekaterinburg and a multicultural management team, DAHER CIS is able to offer international and domestic transportation as well as customs clearance solutions according to Russian legislation.

Areas of Activity

Our services include:

■ Customs Clearance

As a customs broker, DAHER CIS owns a Federal customs broker license.

With a guarantee among customs of 1 000 000 EUR and 100 employees dedicated to customs clearance operations, DAHER CIS is a leading company for customs clearance of industrial equipment, consumer goods and luxury goods in Russia.

All customs declarations prepared by DAHER CIS customs declarants are validated with DAHER CIS broker stamp. DAHER CIS takes the whole responsibility of customs clearance.

Regarding the heavy administrative preparation required for customs clearance in Russia, the operational and customs departments of DAHER CIS are in charge of the full administrative preparation before shipments, including checking and translations of documentations as well as interface with client and Russian Customs.

■ International and Domestic Transport

Besides this expertise in customs clearance, DAHER CIS also deals with international and domestic transportation. With specialized teams in Russia and in France, DAHER CIS offers all kind

of transportation: road freight, airfreight, sea freight and railway. DAHER operates full trucks and weekly consolidated trucks to Russia.

■ Industrial Projects Management

In addition to regular flows, DAHER CIS also deals with industrial projects and import of industrial equipment.

Within the last 20 years, DAHER CIS arranged a lot of projects everywhere within Russia including services such as: customs engineering with management of procedures for customs duties exemption, interface with the different Russian customs authorities levels, multimodal chartering and projects scheduling, heavy and oversized consignment.

DAHER CIS with support of DAHER Group teams acquired a technical expertise for transportation of industrial equipment. Moreover our customs team, including former customs officers of Federal and Regional Russian Customs dedicated to industrial projects, can ensure all required interfaces in the frame of industrial projects thanks to high level relationships within Russian Customs authorities and a long experience of industrial projects management.

A Dedicated Organization for Your Projects

Customs clearance and transportation to and within Russia must be managed by specialists.

DAHER CIS teams are available to study your project and provide with reliable solutions to import your industrial equipment or consumer goods with regular and fast services.

Each sector has its own specificities and requirements. Thanks to its organization with dedicated operational departments according to business sectors, our staff could bring you all needed support from the definition of the import scheme to customs clearance operations and delivery to final destination with a perfect knowledge of the specificities and problematics of your business sector.

Your company has regular import flows in Russia or it has a complex industrial project with equipment to be imported in Russia? Please do not hesitate to contact us in order to discuss together about your projects and needs.



DHL Express

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Tel.: in Saint Petersburg: +7 (812) 326-6400

A full list of DHL Express offices in Russia is available at www.dhl.ru

Through a network spanning more than 220 countries and territories, we provide courier and express services to business and private customers. Whether it is documents or parcels, Same Day, Time Definite or Day Definite delivery, DHL Express has the service you are looking for.

DHL in Russia is the market leading provider of Express and Logistics solutions. Established in 1984 and with over 25 years of operating expertise and experience in Russia, DHL Russia has progressively expanded to serve over 800 towns and cities across Russia, with a network of over 150 Service Points. DHL Russia has a fleet of over 750 commercial vehicles.

Useful Services

DHL IMPORT EXPRESS WORLDWIDE

The inbound door-to-door delivery to an address in Russia by the end of the next possible business day

- Time-sensitive international shipping needs
- Proactive delivery notification available on request
- Book online or via Customer Service
- Transport charges payable by receiver or third party
- Available from and to all pickup and delivery locations worldwide

DHL EXPRESS 9:00, 10:30, 12:00

Guaranteed door-to-door delivery before 9:00, 10:30 and 12:00 on the next possible business day

- Time-critical international shipping needs
- Proactive delivery notification
- Standard booking procedure and customer support
- Available from specific pickup locations to major business centers
- Guaranteed refund of the price premium in unlikely event of delay

Customs Expertise

DHL Express has been a global expert in international trade for well over 40 years and now processes several million customs entries every day. As one of the world's largest customs brokers, we use local expertise to understand diverse customs regulations. In Russia DHL Express renders customs clearance services in 22 locations from the Western point in Kaliningrad to the Far East, using advanced technologies and electronic declarations of the goods through Internet. We have about 250 well trained certified customs specialists providing customs expertise and customs clearance to DHL Express customers, ensuring highest service quality and 100% customs compliance. That's why, with DHL as a partner for your business, our in-house experts are well positioned to help you navigate the complexities of customs compliance and all of the related terminology and guidelines.

DHL's Industry Sector Approach

Every industry has its own particular characteristics and supply chain needs, which is why our sector management approach is to work with customers to optimize the value proposition for their industry's distinctive requirements. Built around expert teams of dedicated professionals who fully understand your business in-depth, our industry sector approach is designed to provide simplified and sustainable solutions that are right for your particular industry. This includes dedicated infrastructure and competence centers to provide the specialized expertise your sector requires.

While we harness the broad expertise and geographic reach of all DHL divisions to provide customers of all industries with a simplified approach and sustainable solutions, Life Sciences & Healthcare and Technology have been singled out as core strategic industries under our sector management approach.

Small & Medium Business Solutions

DHL is bringing the world to small & medium businesses – with ease. Visit our dedicated SME portal http://www.dhl.ru/en/express/small_business_solutions.html to learn how we can support you and how easy it is to start shipping with us. Browse through our helpful advice and information on shipping and trading internationally. International trade is a complex process, but also an exciting business opportunity. DHL can help not only with global customs requirements and trade terminology but also with local import and export support and resources.



DLA Piper

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DLA Piper Rus Limited is a part of DLA Piper, the largest law firm in the world by number of lawyers. With over 4,200 attorneys across 76 offices in 30 countries and states of Europe, the Middle East, Asia and the USA we provide a broad range of legal services through our global practice groups. By being a business law firm, we provide a real understanding of the commercial, managerial and personal challenges our clients and their people face every day and their need for competitive advantage.

Our practice in Russia, comprising of more than 100 professional lawyers at offices in Moscow and St. Petersburg is uniquely multi-disciplinary, offering commercial legal solutions combined with a strong tax analysis and planning component.

Areas of expertise:

- Customs Practice;
- Regulatory Practice;
- Tax Practice;
- Intellectual Property and Information Technology Protection;
- Corporate law, Mergers and Acquisitions;
- Competition Practice;
- Real Estate Practice;
- Infrastructure and Project Finance;
- Litigation Practice;
- Employment Law.

We serve automotive, manufacturing, pharmaceutical, and pulp and paper industries, as well as the hospitality, food and beverage sectors and can boast the majority of names in the region in these sectors as our clients.

Selected DLA Piper awards:

- Highly recommended tax and trade & customs team in Russia (*Who's Who Legal CIS 2011*);
- Highly recommended corporate and tax practice in Russia (*Chambers Europe 2007-2011*);
- Highly recommended corporate and tax practice in Russia (*Legal500 2005-2011*);
- Best corporate and commercial team in Russia (*World Finance, Legal Awards 2010*);
- 3 tier in Top-100 Best Law Firms and 1 tier in Tax, Corporate/M&A, IP/IT and other sectors in Russia (*PRAVO.RU, 2010*).

Clients' references:

"I never hear them saying I can't do something. Instead they tell me how to do what I want to do. I work with a real business partner not just with a lawyer who knows a lot."

Adrian D. Constant, Vice President – Europe, Orient-Express Hotels

"If your project is about setting up a joint venture with local partner or you want to set up your local project, your choice would be DLA Piper caliber. What is absolutely unique about them is lobbying. DLA Piper is your key to the doors of St. Petersburg – your key to success."

Sergey Korotkov, Head of Legal Department, General Motors



Ernst & Young

Our **Tax Services team** offers the following key integrated services:

- Business Tax;
- Human Capital;
- Indirect Tax;
- International Tax Services;
- Transaction Tax;
- Law.

Our global team of over 40,000 talented professionals bring you technical knowledge, business experience and consistent methodologies, all built on our unwavering commitment to quality service. Peter Reinhardt, CIS Tax & Law Leader
Tel. +7 (495) 705 9738; Peter.Reinhardt@ru.ey.com

Customs Advisory Services

Ernst & Young's Customs and International Trade specialists have broad experience allowing us to provide high-quality advisory services. Our credentials below include just a few key projects recently implemented by our customs professionals:

- Analysis of future transactions, contracts and concluded/to be concluded from the perspective of customs risks and effective application of available customs tools;
- Development of economic models and coordination of the application of economic customs procedures (processing, customs (bonded) warehouse, temporary import);
- Technical and economic assessment and preparation of documentation necessary to support decisions to change (reduce or increase) import customs duties;
- Audit of customs operations to detect existing customs risks; participation in overall due diligence projects;
- Assistance in appealing customs authorities' decisions (customs value, commodity classifications, eligibility for exemptions, customs payment collections and refunds, administrative liability procedures, and so on);
- Developing legislatively based approaches with respect to inclusion of license payments in the customs value of imported goods;
- Review of Russian customs legislation, legislation of the Customs Union as well as foreign customs legislation and arrangement of trainings and workshops for clients' employees;
- General advice on Russian customs legislation as well as customs legislation of the Customs Union and enforcement practice issues.

Galina Dontsova, Senior Manager, Customs Advisory
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The **Legal Services Group** offers a comprehensive array of solutions in the following key areas:

- Transactions/M&A
- Corporate and Commercial Law
- Hospitality, Real Estate and Construction
- Banking & Finance
- IPR Protection / Information Technology
- Project Development & Finance
- Employment Law

With the close and daily cooperation of our lawyers with all other divisions of Ernst & Young such as Tax, Audit, Transactions, Advisory, Corporate Finance and Real Estate, we provide our clients with special industry knowledge and a truly unique "one-stop shop" of skills, a significant advantage over traditional law firms, whereby our clients do not need to coordinate services from lawyers, tax advisors, auditors or financial and business consultants since this is part of our.

Dmitry Tetiouchev, CIS Law Leader, Partner
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Real Estate Advisory

- Real estate appraisal;
- Feasibility studies and concept development;
- Corporate real estate optimization;
- Project development and management;
- Location advisory services;
- Business process advisory for real estate developers.

Real Estate Tax

- Tax structuring of transactions;
- Tax advice related to operational activity;
- Assistance in improving tax efficiency;
- Optimization of the ownership, financing and management structure of the project.

Hospitality & Leisure, Legal services

- Legal advice for hospitality businesses;
- Feasibility studies for hotel development;
- Hotel operator selection, negotiation on management contracts.

Real Estate Audit

Audit; Review; Agreed upon procedures

Transactions in real estate

- Due diligence;
- Transaction structuring;
- Risk management.

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GOLTSBLAT BLP

Goltsblat BLP

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Goltsblat BLP is the Russian Practice of Berwin Leighton Paisner (BLP)

Our Fiscal Practice is one of the biggest among the international law firms in Russia and includes 16 tax and customs practitioners with over 150 years of cumulative experience providing full scope tax advisory and dispute resolution services. The client base includes both multinationals and big Russian companies. Industry-wise the team's experience covers most if not all industries with specific emphasis on consumer goods (including food, beverage, luxury, other personal and household goods), real estate, automotive, pharmaceutical and oil & gas.

While domestic tax advice goes without saying, the firm specifically focuses on providing tax support for M&A transactions (including the performance of tax due diligence which is extremely rare among law firms in Russia) and international tax structuring. Another significant differentiator from other reputable firms is the 8-strong customs team advising clients on the international trade puzzles created by the Russian and Russia/Kazakhstan/Belarus Customs Union legislation. The practical solutions offered by the practice lawyers are based on profound experience and outstanding track record in tax and customs litigation. Cases won by the practice attorneys number well over 1,000.

Yet another focus of the tax team in Russia is private client work which includes designing and implementing efficient corporate and personal ownership structures and trust/foundation arrangements. In this line of service, the Russian practice is supported by a dedicated team in London and the BLP's own Zurich-based fiduciary services firm (Paicolex) with more than 30

years' experience.

The expertise of the practice group extends to the related issues of international trade non-tariff regulations and currency control.

The team in Russia is supported by about 100 tax lawyers working from BLP's London and other offices. The BLP's London tax team is the biggest among the top law firms in the London City which means that the best international expertise and know-how in financial structuring are readily available for the clients in Russia. The tax team in Russia also works closely with the other practices of the office, which include, inter alia, M&A and corporate, real estate, banking and finance, competition, employment, IP, meaning that no client project goes without tax risks' analysis as tax is still one of the most problematic areas in Russia.

The expertise at one glimpse:

- Tax effective ways into and out of Russia: ownership, finance, IP and trade structures;
- Advice on all aspects of tax and customs law, including complicated high profile matters;
- Tax effective acquisitions, restructurings, due diligence, self-checks and negotiation support as regards tax driven clauses;
- Tax reviews of draft contracts to eliminate tax problems before they arise including complicated distribution, construction and other agreements;
- Private client work;
- Tax assistance in personnel related matters including secondments, stock option plans and similar arrangements;
- Building strong distribution, intra-group services, PoS advertising and promotion, investment, IP based and other complicated high scale structures;
- Tax and customs dispute resolution including in the most difficult cases.



Hellevig, Klein & Usov

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Hellevig, Klein & Usov is a Russian law firm with its shareholders from Russia, Europe and North America, serving international and Russian clients operating in Russia and CIS countries. As an integral part of the Awara Group, Hellevig, Klein & Usov provides practical solutions to major corporations as well as individual entrepreneurs in the following legal areas:

- Taxation;
- Transfer Pricing Compliance;
- Labor & Immigration;
- Intellectual Property;
- Real Estate;
- Private Equity;
- Corporate secretary outsourcing;
- Corporate Law;
- Incorporations;
- Corporate Governance;
- Joint Ventures;
- Mergers & Acquisitions;
- Restructuring;
- Litigation & Arbitration.

In November 2011 Hellevig, Klein & Usov has been invited to join TELFA (Trans European Law Firms Alliance), the alliance of European law firms, meeting its high standards of quality and service. This is the first time that a Russian law firm has been extended this opportunity, allowing Hellevig, Klein & Usov being the exclusive representative of TELFA in Russia. This part in the network guarantees clients of Hellevig, Klein & Usov assistance with legal advice anywhere in the world, providing the same level of service and quality in resolving legal issues.

The history of our company dates back to 1998 when the firm was founded by Jon Hellevig as its Managing Director and Partner. In 2002, Artem Usov became a partner of the law-firm, bringing in deep understanding of Russian taxation and labor practices. Hellevig, Klein & Usov was formed in 2005. Due to the rapidly growing Russian economy, the demand for quality legal

advice increase substantially over the years. The background in accounting, taxation and labor law contributed by the partner's expertise in real estate, finance, corporate, contract and IP matters proved to be in the right place for international companies who were entering Russian market at this time. During the past years the Awara Group and Hellevig, Klein & Usov as a part of the group have steadily expanded and opened new offices in major economic areas of the Russia and CIS area.

Our Goals

Hellevig, Klein & Usov commits to provide thorough results-oriented, comprehensive legal solutions that add value to its clients' business ventures. From the start Hellevig Klein & Usov positioned itself as a company assisting foreign investors to adopt their business goals to legal principles specific to Russian practice. With the help of accounting, audit and management specialists from Awara group we put our legal analysis in perspective. As a result our clients receive truly comprehensive and cost-effective advice that enhances shareholder value.



HOYER

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Vadim Khalme, Managing Director

HOYER – Full service logistics provider for Eastern Europe

The international logistics service provider HOYER is seen as one of the pioneers for liquid chemical transports to, from and across Russia. The area was linked to the HOYER network in the early nineties. In cooperation with partners full service packages for road and rail transports as well as for deep-sea transports are provided. HOYER has grown to one of the leading operators with regard to the transportation of liquid products. High safety standards combined with long-term customer relationship helped to achieve this.

Core activities are transport of bulk chemicals as well as oils, foodstuffs and liquefied gases. The same time HOYER in cooperation with reliable partners provides customers with logistics operations for packed cargoes, customs clearance services and projects implementation.

The target is always to ensure first class deliveries on time and in perfect quality - these high standards are also met for transports to and from Russia.

As part of the expansion of the business to the east, HOYER established an own company in Russia thereby greatly improving ability to serve customers and service providers in the Russian market and the CIS countries. The company continues to expand its infrastructure and its market position, placing particular emphasis on the intermodal split. To provide its customers with highest quality services, HOYER also has branch offices and agents in 87 countries.



INTERDEAN
RELOCATION SERVICES

Interdean International Relocation

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F.: +7 (495) 937 9533

General Manager: Viktor Gordievich

viktor.gordievich@interdean.com

Interdean International Relocation is an internationally qualified mover (FIDI FAIM and ISO 9002 certified)!

Established in 1959, this western mover has successfully assisted over one million people around the globe in relocating and settling in. In 1971, being the only Western owned moving company to have an office in the former Soviet Union, Interdean International Relocation was the first international moving company to bridge the gap between Eastern and Western Europe. Since that time, Interdean International Relocation Russia managed to keep its status of the leading Western service provider by establishing and maintaining service centres in all former Soviet countries.

In addition to that, since 2006, Interdean Russia has been a leader in project logistics for exhibitions, movement of fine arts for the galleries, vehicle expo movement for automotive companies that are in high demand on the Russian market.

Currently, Interdean International Relocation is the moving and relocation company of choice for about 500 of the world's most recognised transnational companies, for both personal and commercial freights' forwarding. Interdean's operational volume reaches an average of 35 000 moves per year worldwide. This is in addition to other special logistics projects being carried out across the world.

In 2011, Interdean united its efforts with a powerful relocation Group Santa Fe, which shared Interdean's global footprint and corporate mission and vision.

Please, visit www.interdean.com for more information on our operational network, services scope, industry awards and accreditations.

Interdean is one of the biggest relocation, moving and logistics groups worldwide, with 120 offices in 50 countries worldwide.

Interdean sets very high standards for its client centred service model and does its utmost to delight its customers with new cutting edge logistics and relocation products.

In 2012, Interdean International Relocation Russia is proud to offer the following services:

1. International logistics (door to door household goods and personally owned vehicle moves, commercial freights forwarding).

Services include all related export and import customs' formalities globally; insurance, movement tracking using a unique, Interdean Shared Intranet system; multilingual professional consultancy on logistics and customs specifics across the world.

2. International relocation, including but not limited to relocation management, location insurance, visa and immigration support, area orientation, cross cultural training, temporary housing, look and see tours, home finding, school search, settling in assistance, tenancy management, corporate relocation budgeting, costs control and reporting.

3. Office moves – planning and organisation. This service package includes (when applicable) customised design of office space, internal construction work, movement and storage of the office furniture. This service can be tailor made to suit your needs and of course, budget.

4. Door to door house and apartment moves in Moscow and within Russia, even upon short notice.

5. Transportation of antiques, fine arts, old-timers for exhibitions and owners.

To ensure top level and quality services all our employees participate regularly in training and development programmes that cover all aspects of our business. Compliance with international standards in all aspects, from European quality packing material and own international van fleet, complete with GPRS equipment, to international move coordination has been independently audited by Ernst and Young.

Keeping pace with time, we have considerably expanded our range of services in Russia and CIS countries since 1971 and are ambitiously making our way ahead to remain your most reliable international logistics and relocation partner in Russia and worldwide.

References from corporate Clients and diplomatic missions are available upon request.



IWM

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St. Petersburg office:

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Yuzhno-Sakhalinsk office:

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Baku (Azerbaijan):

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Company Description

Worldwide moving and relocation services; offices and apartment moves; moving and relocation in Russian regions; fine arts shipping; pets moving.

IWM in figures:

- 15 years of experience in Moving and Relocation services in Russia.
- 4 own operating offices: Moscow (HQ), St. Petersburg, Yuzhno-Sakhalinsk, Baku (Azerbaijan).
- Over 11 000 sq m warehouse facilities (6000 sq m in Moscow, 2000 sq m in St. Petersburg, 2000 sq m in Yuzhno-Sakhalinsk, 1200 sq m in Baku).
- 93 Russian cities coverage via own offices and approved agents network.
- 115 specialists -the biggest qualified crew in Russia: export packers, crew leaders, customs brokers, drivers and operational personal.
- 4 lingual team: Russian, English, French, Arabic

IWM is following to the "Green office" principals and aspiring to diminish negative effect on the environment, by saving resources, material recycling, reducing the wastes. IWM offers ECO utilization of the furniture, office equipment and documentation.

Clients' references:

IWM Company has made excellent service for the very difficult office move within Moscow, using its rich experience and possibilities in the field of transportation/storage of the office furniture, equipment, files and personal belongings of Company's employers.

TNK – BP Management 21.06.2011

I am very glad to recommend the IWM Company to all potential Clients as reliable, executive and professional carrier.

Caterpillar 2011



Kesarev Consulting

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Kesarev Consulting, Government Relations Firm

About Kesarev Consulting

- one of the first and among few reputable Russian firms to provide professional and compliant services in the spheres of government relations, lobbying and public affairs;
- longtime history of serving multinational corporations;
- team of 15 professionals (including 6 associate partners and 5 lawyers), who have long-term experience in legal, public and governmental affairs practice;
- priority practices: customs tariff regulations and protective measures in international trade; agribusiness/food sector; health care; financial services; mining/natural resources; energy/utilities; mechanical engineering; infrastructure;
- service regions: Russia, Customs Union (EurAsEC), Ukraine and CIS;
- Kesarev Consulting has two offices: Moscow (Russia) and Kyiv (Ukraine).

Customs tariff regulations and protective measures in international trade

- representation of industry associations and businesses;
- government relations consulting: regulatory bodies and the governments of the Customs Union (EurAsEC) member states, Eurasian Economic Commission and etc.;

- customs tariff regulations: binding tariffs, quotas and etc.;
- WTO agreements implementation: regulatory and legislative;
- antidumping, protective and compensatory investigations in compliance with regulations of WTO and the Customs Union (EurAsEC);
- advocacy in non-tariff measures of Customs Union and member states: SPS, TBT, quotas, antidumping, protective and compensatory measures, subsidies and etc.;
- modifications in the Customs Union Uniform Nomenclature of Goods in External Trade (Customs Union TN VED);
- modifications in the Unified Customs Rates of the Customs Union of the Customs Union.

Government relations and public affairs

- legislative and executive/regulatory branch lobbying;
- in-depth industry regulatory and public policy issues;
- public policy, regulatory/issues monitoring, intelligence and analysis;
- establishing relations with key stakeholders, coalition building.

Clients' references:

"We have been dealing with Kesarev Consulting on various matters and we are totally satisfied with the quality and efficiency of their services".

National Pork Producers Council (USA):



Move One

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Areas of activity:

For over a decade Move One Relocations has specialized in providing fully integrated household goods transportation and relocation services for a variety of companies and their international assignees. We have partners around the world. Move One simplifies the relocation of both inbound and outbound employees – providing all services through the ease of a single point of contract.

As part of Move One Relocations' commitment to delivering fully integrated relocation solutions we specialize in providing top quality door-to-door moving services worldwide.

Whether handling corporate, military, or diplomatic relocations, the company prides itself on providing efficient and reliable service in even the world's most difficult-to-reach corners.

- **Household Goods Moving** - from moves across the world to moves across town, Move One's expert moving professionals ensure safe and timely transport of your relocating family's possessions.
- Move One even has a dedicated **Pet Relocations** division to give extra attention to those important 4-legged relocating family members. Move One also specializes in office moves.

Visa & Immigration Services

Acquiring the necessary permits to live and work in a foreign country can be a difficult and time-consuming process. This is especially true of the regions in which Move One Relocations offers services, where immigration laws change regularly and often without prior notice.

At Move One Relocations we take all of these challenges into account when providing Visa & Immigration services to our clients. We assist in the application completion and, more importantly, we organize all of the document collections for you, as well as the deliveries to the relevant authorities and tracking of all relevant expiration dates.

Customized packages are possible for multiple services for the same transferee and based on volume.

Clients' references:

Move One Relocations regularly performs immigration and destination services and household goods moves for our expatriates. In our view they provide a high level of service and quality at a reasonable cost. Their staff are polite, flexible and well-organized and services are performed in a timely manner. Move One has for all relocation processes they have been involved in, met all of our relocation requirements and moving needs. In conclusion, as a satisfied customer of Move One we highly recommend them as a reliable and efficient expatriate relocation company, and will not hesitate in using them again.

*Annika Erkselius
Compensation Director, Treileborg Group*

Move One Relocations performs destination services and household goods moves for Boehringer Ingelheim expatriates. They provide a high level of service, quality and professionalism, and their staff are polite, flexible and well-organized. Services are performed in a timely manner. All in all, Move One has met our relocation requirements and moving needs.

In conclusion, as a satisfied customer we recommend Move One Relocations as a reliable and efficient expatriate relocation company, and will not hesitate in using them again.

*Dr. Elisabeth Tomaschko, Mag. Sandra Ziffrein
BOEHRINGER INGELHEIM
RCV GmbH & Co KG*



National Customs Broker, LLC

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National Customs Broker, LLC (NCB) is a comprehensive logistics operator, working since 1999.

Whether it is import or export; road, rail, sea or air transport; FCL, LCL or bulk cargo – **NCB** is there to handle it. We serve customers across various industries, including energy, construction, automotive, agriculture, food & drinks, pharmaceuticals, chemicals, wholesale and retail trade.

Our services include:

- Customs clearance (state license for customs brokerage No 0066/00);
- Bonded and free warehousing (all our bonded warehouses are officially certified);
- International and domestic freight forwarding;
- Third party logistics;
- Counseling in foreign trade and logistics areas;
- Legal representation of importers, exporters and shippers before Russian customs bodies, tax authorities and courts;
- Issues of tariff classification, import valuation, transfer pricing, penalties, seizures and forfeitures;
- Drafting and negotiating international contracts for our customers, including agreements involving distribution, licensing, and international property rights;
- Duty free and special duty programs (Customs Union, CIS), preference programs, temporary importation;
- Refunds of excess customs duties;
- Origin rules and country of origin marking;
- Licensing and certification;
- Customs audits;
- Logistics security.

NCB is always ready to offer tailor-made solutions for special cases such as multimodal shipment, perishable goods, oversized cargo, urgent and just-in-time (JIT) consignments, etc. You

name it – you got it!

We deliver services throughout Russia as well as abroad; our main operational areas are:

- Moscow (including Sheremetyevo and Domodedovo airports);
- Smolensk;
- North-West (including Saint-Petersburg seaport and Pulkovo airport).
- Far East (Vostochny, Nakhodka and Vladivostok seaports).

Clients' references:

...Our company regards National Customs Broker LLC as a strategic partner, and we look forward to many new achievements together...

Mars

...You are the real professionals, and it's a pleasure doing business with you...

Johnson & Johnson



National Container Company

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E-mail: mail@fct.ru

Logistika-Terminal

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E-mail: mail@logterm.ru

Ust-Luga Container Terminal

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E-mail: bkt@nwncc.ru

NCC Logistics

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St. Petersburg, Russia

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National Container Company (NCC) is the leading container terminal operator in Russia and CIS.

NCC develops the network of sea and inland container terminals providing customers with container handling services that combine world-class standard terminal operations with state-of-the-art technology. The company was founded in 2002 and at the time of its startup was the first dedicated container terminal operator to emerge in Russia.

The aggregated throughput of NCC's terminals in 2011 is about 1,3M TEU.

NCC terminals:

- **First Container Terminal** (FCT, St Petersburg), throughput capacity of 1.35 M per year.
- **Logistika-Terminal** (Shushary, St Petersburg), off-dock container terminal and logistics cen-

ter, throughput capacity of 200,000 TEU per year.

- **Ust-Luga Container Terminal** (ULCT, Leningrad region), throughput capacity of 440, 000 TEU per year, max. planned throughput capacity of 3M TEU per year. NCC develops ULCT in partnership with EUROGATE, Europe's leading container terminal logistics group.

NCC Logistics, official rail operator of NCC Group, delivers to the terminals' clients supporting transport and logistics services.

NCC's leading position in the container handling market is secured in a greater part by continuous investments in terminal infrastructure, equipment and IT.

NCC operates modern equipment which is upgraded on a regular basis to match the international standards. We invest in information technology and training of the personnel as well as in continual studies and accommodation of the increasing demands and various requirements of our diversified client base.

Being an innovative leader in stevedoring business, NCC was the first operator to have introduced and implemented EDI connection as well as on-line access for its clients.

Our commitment to match the changing requirements of our customers is the key factor for the enduring reputation of NCC as a reliable partner and the most efficient terminal operator in Russia.

NCC's strategy is aimed at the development of an integrated network of container terminals to match the anticipated growth of the Russian economy. The company realizes the most noticeable investment projects which include development of the existing Russian container terminals and greenfield construction of new modern terminals.



Pepeliaev Group

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Pepeliaev Group is the leading Russian law firm. The firm has more than 160 attorneys based in offices in Moscow and St. Petersburg. Pepeliaev Group renders legal services in Russia and CIS and also internationally. Over 60% of the firm's clients are multinational corporations implementing long-term investment projects in the Russian Federation.

Key services include: legal support for investment projects; tax advice and tax litigation; corporate; commercial/M&A; real estate and construction; dispute resolution and mediation; anti-monopoly regulation; customs and foreign trade regulation; employment and migration; intellectual property and trademarks; administrative defence for business; restructuring and insolvency; criminal defence for business; natural resources and environmental protection; pharmaceuticals and healthcare; telecommunications; FMCG, etc.

Tax Advice and Tax Litigation Practice

The Tax Practice is one of the firm's core practice areas. Tax lawyers provide comprehensive advice on all complicated tax issues and represent clients in courts at all levels. The firm has developed a reputation for being on the cutting edge of tax advocacy. The firm wins over 96% of all cases. Its services include: tax consulting; advice on financial and tax consulting; tax disputes; identification of tax risks and excess payments; transfer pricing; international taxation; foreign investments; legislative drafting. For many years independent rating agencies and

international publications consistently rank the tax practice of Pepeliaev Group as the leading tax practice in Russia and highly recommend our lawyers as "outstanding professionals".

Customs and Foreign Trade Regulation Practice

The Customs and Foreign Trade Regulation Practice provides extensive legal support, dealing primarily with complex cross-border transactions and direct investment projects, involving the import of complex manufacturing equipment into Russia. Its services include: advice on customs and foreign trade regulation; legal support for investment projects with regards to import/export of technical equipment and spare parts; lease of equipment and vehicles; disputes with the customs authorities; customs issues on the relocation of employees to/from Russia. Galina Balandina, Partner and Head of the Practice, is a member of the Council of Experts of the Customs Union of Russia, Belarus and Kazakhstan.

Clients' references:

"For seven years, Pepeliaev Group has been our reliable partner in tax law. On behalf of the company's management, I thank you for your highly professional advice and successful protection of the company's interests in tax disputes"

Sofia Kutukova, Head of Tax Department, Metro Cash & Carry

"Messe Dusseldorf GMBH expresses its deep appreciation of the finely handled successful judicial proceedings. We highly value your professionalism, sensitivity, reliability and precision. We were happy to meet you and work with you and hope to continue working with you in the future"

Bernd Jablonovski, Head of Representative office, Messe Dusseldorf GMBH

Under the leadership of Sergey Pepeliaev, who is highly rated by peers for his corporate tax work, it is one of Russia's top tax firms. Clients praise their highly professional advice.

World Tax, 2011

'Outstanding law firm' Pepeliaev Group has a particularly strong tax litigation division, with the practice's 'professionalism, speed and excellent court experience' lauded by clients.

Tax Directors Handbook, 2011

Rödl & Partner

Rödl & Partner

Rödl & Partner is a multi-profile audit, legal and consulting firm committed to one goal. We help clients grow their business internationally by increasing the value of their global organization. We view each client, and each member of our firm, as individuals. A belief in teamwork, quality and personal service is the basis of our corporate philosophy.

With over 3000 employees in 88 offices all around the world, Rödl & Partner is a leading German-speaking firm specializing in:

- audit;
- tax advice;
- legal services;
- business consulting.

Rödl & Partner was established in 1977 by Dr. Bernd Rödl in Nuremberg. Today we have expanded into 88 offices in 39 countries in Europe, Asia, Latin America and the USA. In Germany we are represented in 23 locations. Our growth has been driven by client demand rather than our ambition. So we have opened offices only where we need to look after client interests.

Rödl & Partner has been present at the Russian market for a long period, since opening an office in Moscow back in 1992 and then in St. Petersburg, Sochi and Kaluga. Our clients in Russia are primarily large and medium-sized German and international businesses.

Rödl & Partner is an integrated partnership of solicitors, chartered accountants and consulting professionals - all managed by a global board of directors. Our organization is not divided by regional associations or cluttered with area management groups. We believe that our clients need direct access to all our offices around the world - and to a group of partners with direct control over all worldwide services.

We have 111 partners worldwide and the personnel of 3050, including 349 attorneys and solicitors, 256 chartered accountants and 278 certified tax consultants. In Germany Rödl & Partner ranks as the sixth largest accounting firm and as sixteenth largest law firm. The organizations offering legal services around the world are covered by a separate partnership of attorneys/solicitors under the German law.

Rödl & Partner has been rated the Law Firm of 2011 in the area of Mergers & Acquisitions worldwide. This is the rating in an annual survey of

the British magazine Finance Monthly, in which about 36,000 independent industry experts have participated this year.

Our most recent engagements include, in particular:

- Advising „Hochland Russland“ (yoghurt producer) on the structuring of a share purchase agreement, in particular legal and tax due diligence;
- Advising “IREKS GmbH” (German brewery and bakery group) on the acquisition of interests in other companies, including legal and tax due diligence;
- Advising “Ehrmann AG” (German dairy company) on the acquisition of interests;
- Advising “Messe München GmbH” on the acquisition of another company, including legal and tax due diligence.

The way we organize ourselves as well as deal with clients makes us believe that Rödl & Partner has built quality into its structure. We offer uniform excellence of service everywhere we advise worldwide. Our approach may well be unique. More importantly, it works from the client's point of view.

RUSSIA CONSULTING

Interim Management • Accounting • Tax • HR • Office • IT



RUSSIA CONSULTING

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Areas of activity

- Accounting and Taxation
- Expert Recruiting
- IT-Services
- Office Sublease
- Interim Management
- Personnel and Migration

YOUR PARTNER FOR BUSINESS SET-UP AND DEVELOPMENT IN RUSSIA/CIS

RUSSIA CONSULTING supports international companies in business set-up and expansion in Russia, Belarus, Kazakhstan, Poland Germany and Ukraine, where we have offices in Moscow and St. Petersburg, Minsk, Almaty, Warsaw, Hamburg and Kiev, employing ca. 300 staff.

We assist initial market entry by providing a registered office address, fully equipped office accommodation and related support services, including the nominating of an experienced and trustworthy Russian/local national employee to act as interim General Director, should these services be needed.

Our main activity is in performing the outsourced accounting function under Russian accounting rules and in generating from this the management reports required by the foreign owner or auditor, including their transformation to US GAAP or IFRS.

We also provide

- accounting and tax compliance services required by local legislation;
- non complex legal services (work permit, visa support, contract advice between parent and daughter and in relation to personnel matters, shareholder resolutions, advice on capital in-

- crease);
- recruiting/assessment of experienced finance/accounting staff;
- IT consultancy on "1 C" software (the predominant Russian accounting software) and Navision, including their interface with SAP;
- formal take-over of General Director function according to local statutory legislation.

Our services will be particularly useful to companies setting up or developing a subsidiary, representative office or branch in Russia / CIS / CEE, as through our experience and focus on this activity we are able to anticipate your needs and resolve any issues that may arise.

STAFFWELL

Placing Great People

Staffwell

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About Staffwell

Staffwell is a leading recruitment company, which has for the past 12 years been providing management selection and executive search services covering Russia and the CIS countries, as well as European placements. **Staffwell's** core focus is placing the market's best top mid to senior level professionals and executives into career positions with clients, whose businesses span many different industry sectors. The company deals with placements across all main functional areas.

Staffwell was established in 2000 by the company's CEO Teri Lindeberg, who is an experienced international recruiter. The company's professionals use a highly effective team approach for every assignment they work on resulting in timely, accurate and long-term career placements. 98% of candidates recommended by **Staffwell** successfully passed their trial periods and have ever since been working with the companies.

Staffwell has offices in Moscow and St. Petersburg.

For more information or for a proposal, please visit the website: <http://www.staffwell.com>.

Clients' references:

"The quality UBS looks for when working with an employment agency is whether or not someone is listening to us. STAFFWELL not only listens, but also asks professional questions, and comes to have a true understanding not only for banking business in general, but of the vision we have for our Moscow office. We know we can expect from STAFFWELL only qualified candidates and will never have to listen to the usual agency speak (i.e., "you will love her, she's just a star"). Because we know it will be suc-

cessful, we look forward to another year of working with STAFFWELL."

Natalia Wood, HR Director, UBS Ltd.

We would like to take this opportunity to thank the STAFFWELL team for our long and productive cooperation. We particularly would like to mention the consistent high standards of recruiting services provided by the Staffwell consultants team, the ability to work effectively, ethically and with confidentiality and the support that candidates receive at all stages of the recruitment process, during the probation period and even beyond.

Elena Yudanova, HR Manager RF& Reqs, Indesit RUS LLC

"We have used STAFFWELL to recruit at all levels for our Moscow office. They have been courteous and helpful at all times and have found us good people. We wish them well in the further development of their business".

Doran Doeh, Managing Partner, SNR Denton - Moscow

"... I am very grateful for the patience and understanding that all STAFFWELL partners have been willing to give as well as their professionalism and experience. This combination has always paid off very well. STAFFWELL are a reliable partner and consultant in one and I am looking forward to doing more work with ... because I am confident that this work will be successful."

Igor Zolotaryev, Honeywell ACS HR Operations Leader, Russia/CIS



Sterh Corporation

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Sterh Corporation is North-West Russia's largest company in the customs and logistics services sector. The Corporation comprises several companies providing a full range of logistics, customs clearance, freight forwarding and storage services within the jurisdiction of Baltic Customs, St. Petersburg Customs and Central Excise Customs.

Long experience of teamwork within the corporation allows to arrange entire supply chains, from drawing contracts and shipments to safe-keeping of goods and picking. Our customers can choose the required set of services. It may be the complex service or any particular cargo operation.

Sterh Corporation implements long-term building projects for development of North-West Russia's transport infrastructure. The company takes part in federal programs and is the North-West Association of Transportation and Logistics Terminals' active member.

Customs clearance

Sterh Corporation provides its clients with full range of customs clearance services in St. Petersburg, such as:

- Customs clearance of cargoes arriving by road, by railway or by sea.
- Customs clearance of a new vehicles, car spare parts, oils and excise cargoes.
- Placement of goods under any customs procedure.
- Clearance of cargoes under veterinary and phytosanitary control.

The Corporation uses advance technological systems which makes it possible to speed up customs clearance process where the cargo can be released into free circulation within 24 hours from the beginning of customs procedures.

Customs brokers of the Corporation are regu-

lar winners in nominations "Best Customs Broker" and are leading brokers in St. Petersburg in total volume of cleared shipments.

Forwarding services

Sterh Corporation provides fast and efficient forwarding of containerized and conventional cargoes in the port of St.Petersburg.

- Intra-port forwarding.
- Pre- and on-carriage.
- Reloading.
- Customs transit.
- Bonded and non-bonded trucking.
- Insuring and securing of cargoes.

Transport services

Sterh Corporation arranges international shipments by sea, by its own fleet of tilt trailers, car carriers and container chassis.

- Door-to-door shipments.
- Multimodal shipments.
- Sea freight using all shipping lines calling port of St.Petersburg
- Trucking inside Russia.

Our transport company is a member of AS-MAP (Russian Association of International Truckers) and is allowed to use Carnet-TIR procedure. The company is licensed for bonded trucking.

Transport and logistics terminal

Osinovaya Roshcha Logopark is the extensive project of Sterh Corporation and one of the largest distribution centers in the Russian North-West region. The Logoparks area of 60 hectares comprises:

- A-class warehouses with a capacity of 15,000 pallets.
- A-class refrigerated warehouses with a capacity of 30,000 tons.
- Container yard with total area of 48,000 m².
- Open-air hard-cover storage area of 110,000 m².
- Administrative and office buildings with an area of 12,000 m².

The total area of the territory having a solid surface is 225,000 m².



TABLOGIX

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TABLOGIX is one of the leading logistics service providers operating in Russia since 1994. Managing Distribution Centers for global FMCG companies, retailers, producers of electronics and the automobile manufacturers, **TABLOGIX** has developed unique expertise and adopted best practice procedures, taking a leading position in the Russian logistics market.

TABLOGIX provides tailor made logistics solutions developed individually for each customer. Logistics services provided by **TABLOGIX** include:

- storage and handling in accordance with client's requirements as well as value added services;
- EPR-WMS data interchange interfaces development
- freight services by air, truck, rail;
- courier deliveries across Russian Federation.

Currently **TABLOGIX** has established operations in Moscow region, Saint-Petersburg, Yekaterinburg and Novosibirsk. **TABLOGIX** manages logistics operations for global companies occupying over 150 000 square meters of high class warehouse space.

TABLOGIX provides transport services under the banner **TABLOGIX EXPRESS**. In order to support customers with reliable and timely domestic transport services, **TABLOGIX EXPRESS** has developed a network including 77 agents located in key cities across Russian Federation supporting delivery of product to over 700 destinations.

TABLOGIX focuses on providing high quality logistics services. In order to evaluate and ensure high performance of operations **TABLOGIX**:

- tracks customer satisfaction;
- continuously improves business processes;
- provides continuous training and qualification to the personnel.
- develops and introduces motivation programs for warehouse employees;
- develops a system for Key Performance Indi-

cators to track quality of operations individually for every customer.

Due to well established business processes, **TABLOGIX** operations have been certified under ISO 9001-2008. Also, in October 2009 **TABLOGIX** has been granted Q1 Certificate from Ford Motor Company for achieving high quality performance managing Part Distribution Center in Russia.

TABLOGIX explores new methods for achieving higher productivity of warehouse operations by investing into modern technologies and innovating business processes. At all warehouse facilities **TABLOGIX** uses Warehouse Management System which allows the company to monitor operations providing real time information about product received, shipped as well as the quantity of product allocated in stock.

TABLOGIX provides the following IT projects:

- Interface development with SAP, Oracle, 1C and IFS;
- Implementation of voice picking at the warehouse for higher accuracy and efficiency of warehouse operation;
- Development of an automated system for operational reporting and processing of shipping documents.

Clients' references:

«Congratulations and gratitude to the **TABLOGIX** Volvo team for the outstanding performance in 2011. Every one of the KPIs were not only achieved but exceeded by a significant degree in each month of the year. It is also pleasing to see that even in November, which was the most challenging month, all targets were still achieved. A great achievement for the team building on the ISO accreditation earlier in the year and a strong platform for another good year in 2012.»

David Thomas, President, Volvo Car Russia

«The operation has been very successful and **TABLOGIX** 's has consistently achieved the high performance and quality standards required by Oriflame for the correct handling of our products..»

Konrad Gluchowski, Oriflame Cosmetics Russia



TARGO GROUP

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The Customs Holding TARGO GROUP is a Russian company which holds the leading position in the sphere of customs services and is one of the oldest on the market. We started our business in 1993, which means that we are contemporaries of the modern Russian customs system.

We specialize in assistance to foreign economic projects implementation. The companies being members of the Holding are able to provide almost any type of assistance to business projects of our clients in the customs and related spheres.

Our purpose is to be of maximum use for the client. The individual approach to each project allows us to find the best solution for the client. We can foresee and reduce expenses which the client will incur when performing customs operations.

We use all our skills, knowledge and experience in order to minimize the financial and administrative risks during the import of the goods into the territory of the Russian Federation (the Customs Union), legally correct and observing all the necessary procedures.

We guarantee high quality of services. Our clients note that with us they feel safe and confident in the success of their business.

OUR SERVICES:

- Customs broker's services;
- Services of the assistance to the import of technological equipment
- Integrated assistance to foreign economic activity;
- Audit of the foreign economic activity;

- Transportation logistics;
- Training and retraining of specialists in customs operations .

Our clients include foreign and Russian companies from various sectors of business.

Our clients have already appreciated the advantages of the civilized performance of customs operations and strict observance of the legislation. Transparency is not only an instrument of the client's image making and a plus for its reputation, but also the guarantee that customs clearance will be performed in a reliable way, without interruptions and within short time period. It also guarantees the absence of problems for the client during subsequent verifications by state authorities of the compliance with the legislation after the release of goods by the customs.

We affix the seal of TARGO GROUP on each customs declaration. Therefore, we bear joint financial and administrative responsibility with the client for the correct performance of customs operations. This is the best guarantee of the quality of our services.

We cooperate with more than thirty Russian and foreign editions in the sphere of business, economy, specialized sector mass media and representatives of business press. Our experts regularly comment on current legal issues and modifications in the customs practice. The majority of such materials is in free access and is placed on our site www.targo.ru in section "Publications/Comments/News".

There are no tasks which we would be scared to solve! We are always near and ready to help. Your successful activity in Russia is our profession.

Tatyana Kruglova – president TARGO GROUP



United Parcel Service (RUS) LLC

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UPS is the world's largest express carrier and package delivery company, and is a leading global provider of logistics services and supply chain solutions. Founded in 1907 as a messenger company in the United States, UPS has grown into a multi-billion-dollar corporation with one of the most recognized and admired brands in the world. With its unmatched array of services in more than 220 countries and territories, UPS delivers over 15.6 million packages every day. UPS owns and operates the 9th largest airline in the world.

UPS started operations in the Russian market in 1989 through a joint venture with Sovtransavto, and in 2000, established a wholly owned Russian subsidiary. UPS covers the whole territory of Russia and offers the most comprehensive portfolio of services in the Russian market, including worldwide and domestic express delivery, reverse logistics, contract logistics, freight forwarding, and supply chain solutions.

UPS is able to provide a shipping solution that fits – whether it is the fastest possible service for urgent shipments, or more economical shipping options for a larger body of goods; whether it's across town, across country, or across the world. Whether by air, ocean, road, or with a use of a multimodal option, UPS can provide transportation and freight services in every major trading lane.

UPS's logistics expertise extends beyond transportation networks and into the broader supply chain. We can help our customers design, engineer and gain maximum benefit from their supply chains, with the help of our distribution and warehousing facilities, logistics expertise and best-in-class technology. UPS's global service

parts logistics network is designed to speed up the movement of parts through the supply chain.

With UPS brokerage services, our customers' shipments cross borders quickly and arrive on time. Our experience and global knowledge ensure compliance with local legal and customs requirements. Across Europe UPS has been granted Authorized Economic Operator status as a compliant and trustworthy international supply chain partner.

UPS offers online and interactive shipping tools and innovative technologies that are designed with customers in mind. These tools create efficiencies, centralize control, cut costs, and increase productivity. They let customers ship faster, with more flexibility and better insight.

UPS has been carving out ways to improve efficiencies for more than 100 years. It wasn't always called being "green," but the idea of being a more environmentally responsible and efficient company is deeply rooted at UPS. At UPS, logistics is the path to sustainability.

About the AEB Transport & Customs committee

Chairman: Dmitry Cheltsov

Deputy Chairmen: Wilhelmina Shavshina, DLA Piper; Pavel Gromov, TNT; Dmitry Larionov, IRU

Coordinator: Irina Aksenova, AEB (irina.aksenova@aebrus.ru)

Aim:

- To lobby on the concerns of member companies through dialogue with the Federal Customs Service and other governmental bodies of the Russian Federation and to promote the application of industry standards in accordance with the best international business practices and trade facilitation principles;
- To provide AEB members with quality information on developments in customs regulations and facilitate focused business networking.

Committee members: BLG Logistics Solutions, Deloitte, DHL, DLA Piper, Ernst & Young, Ford, Ferrero, IKEA, IRU, Itella, Nestle, Pepelyaev, Goltsblat & Partners, PwC, Shell, TNT, Toyota, Zentis.

Currently the members of the AEB Transport & Customs committee are actively involved in identifying issues related to the effective implementation of the Customs Union (CU) legislation and national regulatory legal acts that have been introduced to the Customs Code of the Customs Union (CC CU).

In particular, the committee pays great attention to issues related to finalising the regulatory basis for the Customs Union and effectively launching the creation of the Common Economic Space (CES). In addition to that, the committee members actively participate in drafting the legislative and regulatory legal acts at the government level and discussing burning issues regarding the customs regulation.

The committee's achievements in 2011

- The committee participated in the preparation of the draft law "On Customs regulation in the Russian Federation" and Customs Legislation of the Customs Union;
- The committee took part in the meetings on the draft law "On customs regulation" with the participation of E.S. Nabiullina, Minister of Economic Development of the Russian Federation at the Ministry of Economic Development and other business associations;
- Alongside other foreign business associations, throughout 2011, the committee met with the Federal Customs Service (FCS). These meetings were moderated by Konstantin Chaika, Deputy Head of the FCS;
- State Duma meetings: the committee worked closely with the Expert Council at the State Duma's Committee for Budget and Tax at meetings and all official correspondence aimed at discussing the latest changes and further development in the Russian customs legislation
- The committee member visited the Port of St Petersburg, First Container Terminal on September 22nd, 2011;
- The committee member visited the Vnukovo Cargo Terminal site on October 27th, 2011;
- The committee's Editorial Board held several meetings to prepare the AEB Position Paper on transport and customs, which came out in April and December, 2011.

AEB Training

Association of European Businesses



www.aeb-training.ru



About the AEB

Founded in 1995, the AEB is an independent non-commercial association with a membership of over 635 companies from across the European Union and the Russian Federation. Our members range from large multi-national corporations to small and medium enterprises (SME's) and are united by their commitment to forging stronger economic ties between the European Union and the Russian Federation, as well as improving the business environment here in Russia.

AEB MISSION

The Association of European Businesses represents and promotes the interests of European companies conducting business in and with the Russian Federation. The AEB promotes economic integration and partnership between the Russian Federation, European Nations and the European Union.

POLICY

The AEB is a significant voice in policy making in the Russian Federation and is a forum for dialogue between international businesses and the Russian Government, which participates in lobbying on behalf of its members. For over one and a half decades, the AEB's lobbying initiatives have included a wide range of issues of importance to all sectoral and industrial areas covered by the Committees. Furthermore, the AEB participates in dialogue with European and Russian administrative bodies to promote AEB Member interests. These organisations include:

- EU Delegation to the Russian Federation (RF);
- RF Duma's committees;
- RF Ministry of Economic Development;
- RF Ministry of Industry and Trade;
- RF Ministry of Finance;
- RF Ministry of Energy;
- RF Ministry of Communications and Mass Media;
- Federal Migration Service;
- Federal Customs Service;
- Federal Anti-Monopoly Service;
- Central Bank of Russia;
- EU-Russia Industrialists' Round Table;
- Foreign Investments Advisory Council;
- Russian Union of Industrialists and Entrepreneurs;
- RF Chamber of Commerce and Industry;
- Foreign Investment Council (FIAC);
- European Bank for Reconstruction and Development (EBRD);
- Organisation for Security and Cooperation in Europe (OSCE);
- International Finance Corporation (IFC);
- International Monetary Fund (IMF).

MEMBERSHIP BENEFITS

AEB Member companies receive numerous benefits, including:

- Lobbying: cooperating with Russian authorities to solve business issues and effective interaction with lawmakers;
- Cooperation with the EU delegation;
- Access to quality information on current issues through business briefings, round tables and publications, including the biannual Position Paper and the AEB Business Quarterly magazine;
- Marketing opportunities at AEB events and in AEB publications;
- Business networking through Committee meetings and social events;