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January 30, 2015

War Clouds Darken



People wait in a shelter for the end of shelling in Donetsk Oblast's Yenakieve, near the embattled city of Debaltseve, on Jan. 29. (AFP)

BY MAXIM TUCKER
TUCKER@KYIVPOST.COM

DEBALTSEVE, Ukraine – Trails of fire lit up the sky as rockets blazed towards their targets, bright flashes visible for miles around when they hit in the fading light. Fighting for Debaltseve's strategic crossroads and rail junction grew ever more intense on Jan. 29, despite the declaration of a "humanitarian corridor" to allow civil-

ians to safely flee from a city that had 25,000 residents before the war. Explosions could be heard thundering through the fields either side of the main road just minutes after a four-vehicle convoy – three coaches and one minibus packed with civilians – passed the last checkpoint on the outskirts. One driver had written "children" on the front of his vehicle in the hope that somehow it might help spare his precious cargo.

But as night closed in, many more residents discovered they had been left behind. A government-sponsored evacuation of the town, promised for 10 a.m., arrived at 3 p.m. with just three coaches. Shell-shocked civilians complained they had been abandoned without water, electricity or heating. Others who chose to stay appeared to be hoping Ukraine's army would be next to evacuate. "What have Poroshenko, Yatsenyuk

and Kyiv done but bring destruction on us," said an aggressive old man with gold teeth, referring to the nation's president and prime minister, seemingly oblivious to several explosions nearby as shells from Russian-backed fighters rained down. "I can't go anywhere, there are too many people already in those other places and no jobs." But Ukrainian forces show no signs of going anywhere.

Over the past week, Ukraine has strengthened its positions around Debaltseve, digging bunkers and positioning enormous self-propelled howitzers in the fields and villages around it - despite the threat of imminent encirclement from an enemy force that already controls the territory on three sides. "The situation is stable. The shooting is intensive, but we are holding," said one soldier, who did not want to → **11**

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Patients risk death in Kremlin-controlled Donbas over restrictions of medication

BY OKSANA GRYTSENKO
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After the Ukrainian government imposed special passes for all traveling to and from separatist-controlled areas, the restrictions didn't interrupt delivery of food and other goods.

But the measures, designed by the Ukrainian government to force Russia to take responsibility for the three million people living under control of their proxies, interrupted vital medical supplies for as many as 10,000 of the most vulnerable residents. These are the people in the Donbas living with HIV, tuberculosis and drug addicts.

Some 37 drug addicts relying on opiate-substitution therapy have already lost their medication this month and 450 more risk losing it soon, international health nongovernmental organizations warn. They could end up dying, which is what happened to 80 former patients on methadone therapy in Crimea after Russia annexed the peninsula in March. Russia doesn't support this form of therapy.

"It became prohibited to treat with methadone in Crimea, but here we were ready to continue the program and the government refused to supply us with medication," said Valentyna Pavlenko, Donetsk regional coordinator of International HIV/AIDS Alliance in Ukraine, told the Kyiv Post by telephone.

The war-torn Donetsk and Luhansk oblasts are among those the most severely hit by communicable diseases. Just in territory controlled by Russian-backed separatists, some 16,500 people with HIV and 2,300 people with tuberculosis, including 500 people with a drug-resistant strain of TB, according to Ukrainian official statistics.

Viktor Salkov, a Health Ministry spokesman, said that all supplies to separatists-controlled areas, including delivery of medication have been terminated by Ukraine's government.

"People who are receiving special therapy may get it on Ukrainian territory. That is the only way," he said.

But doctors and social workers say those who most need the medications



Ukrainian soldiers check passengers at a checkpoint in the eastern Ukrainian city of Kurakhove, near Donetsk, on Jan. 21. (AFP)

are the poorest and least able to travel outside the war zone.

Yulia Drozd, doctor of Donetsk-bases site of substitution therapy, said supplies ran out on Jan. 5. "So 24 people were left to their own," Drozd said, with some resuming use of street drugs.

In about a month, some 155 people receiving methadone therapy in Donetsk alone may also lose their medications. "But with methadone, the withdrawals are harder and may last for over a month," Drozd said.

Drozd said that 60 percent of her patients have HIV and 20 percent TB. If they stop methadone therapy and go back to drugs, they will become transmitters. She said some patients were ready to travel from Donetsk to Ukraine-controlled territory daily to get a dose of methadone, but no one let them pass through checkpoints.

Using her personal contacts, Donetsk's Pavlenko managed on Jan.

28 to send through numerous checkpoints a parcel with antiretroviral medication for 13 children with HIV living in orphanage in Kramatorsk.

Donetsk's own supplies of antiretroviral medication are running out in March, forcing Pavlenko to travel to Ukraine-controlled territory to get new supplies of these pills.

But she is not sure the Ukrainian government will give her a permit to leave Donetsk for this purpose and notes the process takes up to 10 days. Pavlenko doesn't think it will be possible to bring methadone drugs. "It's impossible to carry drugs without special convoy," she said.

In Donetsk regional TB hospital, doctors are rationing medicine. "It's scary to think what will happen to our patients in three or four months," Dr. Oksana Serdiuk said.

State medical workers haven't received their salaries for months because of the Ukrainian government cutoff, but they keep working.

Serdiuk said that, with the new

restrictions for crossing the front line, one of her patients recently couldn't go back home to Kramatorsk after his treatment was finished. "So now people usually don't even try to leave Donetsk," she said.

Andriy Klepikov, head of International HIV/AIDS Alliance in Ukraine, said last autumn his organization purchased emergency treatment drugs worth \$4.6 million. "These medications are being delivered everywhere apart from the ATO (anti-terrorist operation) zone," he said.

Unlike medication against TB and HIV, Ukraine doesn't pay for methadone therapy out of its state budget. These drugs are supplied by foreign donors. The donors only ask the government to allow methadone supply.

Physician Drozd admits that her patients will probably go back to drugs. "Patients are dying in front of us and we cannot help them," she said.

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Lawmaker: Evidence ties Russia to Donetsk killings

BY OLEG SUKHOV
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A Ukrainian lawmaker claimed on Jan. 29 that proof had emerged of Russia's involvement in the deaths of at least eight civilians in Donetsk on Jan. 22.

The report comes amid mounting evidence of the presence of Russian weapons, mercenaries and regular army units in Donbas. During the Donetsk attack, eight to 15 civilians were killed at a bus stop, according to different sources cited by Amnesty International.

Anton Gerashchenko, a parliamentarian on the People's Front's list, wrote on Facebook that separatists had inadvertently confirmed Russia's involvement in the attack.

"A subversive group of the enemy has been detained in Donetsk," Svodki Novorossii (the Novorossiya Newsletter), a major separatist portal, reported on Jan. 28, apparently implying that the group was on the Ukrainian side in the war. "Three people were traveling by car and shelling the city from a mortar. All of them are Russian citizens: two are from Krasnodar, and one is from Krasnodar Oblast."

He said Ukrainian intelligence agencies had confirmed the report.



Anton Gerashchenko (Ukrafoto)

"The detainees are likely to be subversive agents of the GRU (Russia's Main Intelligence Directorate) sent there to fuel the hatred for Ukraine by organizing the murder of Donetsk civilians," he said.

Russia's Defense Ministry, to which the GRU reports, declined to comment.

According to Ukraine's Security Service (SBU), the pro-Russian insurgency in Donbas was launched by GRU units in April 2014. Igor Strelkov, who seized Sloviansk in Donetsk Oblast on April 12, is a GRU colonel, according to the SBU, though he denies it. Ukrainian authorities have also accused the GRU of killing Volodymyr Rybak, a member of Horlivka's city council, in April 2014 and of organizing terrorist attacks all over Ukraine over the past months.

Gerashchenko said that the Donetsk attack could have been Russian intelligence agencies' attempt to portray Ukrainian troops as murderers of civilians in order to offset the negative impact of the Jan. 13 Volnovakha attack on Kremlin-backed separatists' image. Due to the shelling of a bus in Volnovakha by Russian-backed troops, 12 civilians were killed.

Vladimir Kononov, defense minister of the self-proclaimed Donetsk People's Republic, confirmed by phone that the subversive group had been detained but said information about it was secret, and an investigation was under way. He dismissed the report that the detainees were Russian citizens.

"I think it's nonsense and looks very funny," he told the Kyiv Post. "Either someone is trying to compromise Russia or it's another journalist hoax."

Ukrainian authorities and Kremlin-backed separatists have blamed each other for the Donetsk attack.

Andrei Lysenko, a spokesman for the anti-terrorist operation's headquarters, said on Jan. 22 that, according to preliminary information, the bus stop had been shelled from a vehicle-mounted mobile mortar going around Donetsk. Ukrainian troops'



People lay flowers and set candles on Jan. 24 at a bus stop in Donetsk, where 13 people were killed when a trolleybus got shelled on Jan. 22. (AFP)

nearest positions are in Pisky, and mortars based there cannot shoot at such a distance, he added.

Gerashchenko wrote on Jan. 22 that, based on the size of impact craters, 82 mm mortar ammunition had been used for the attack. The maximum range of such mortars is 4 kilometers, while the nearest Ukrainian units are 8-10 kilometers away, he added.

The Organization for Security and Cooperation in Europe (OSCE) commented on the incident on Jan. 29.

"(The OSCE's special monitoring mission) conducted a crater analysis on both craters, and determined that the rounds that caused the two craters had been fired from a north-western direction," the OSCE said in a report. "The special monitoring mission also

determined that the weapon(s) used was most likely either a mortar or an artillery piece."

Michael Bociurkiw, a spokesman for the OSCE's monitoring mission in Ukraine, said by phone that the organization had no information on whether the bus stop was shelled from Ukrainian or separatist-controlled territory. Nor does it have any information on the subversive group detained in Donetsk, he added.

Another alleged proof of the GRU's activities in Donbas came as a resident of Vyazma in Smolensk Oblast was arrested for allegedly divulging secret information about Russian troop deployments. She faces up to 20 years in jail on treason charges.

Svetlana Davydova was arrested last

week, was subsequently sent to Moscow and is now being held at the Lefortovo detention facility, Russia's meduza.io news site reported on Jan. 29.

Davydova has noticed that the local GRU barracks were empty and overheard a serviceman saying in a minibus that GRU employees were being transferred to Moscow and subsequently sent "on an assignment" elsewhere. Davydova's husband said, as cited by meduza.io. She made the conclusion that they would be sent to fight against Ukrainian troops in Donbas and informed the Ukrainian embassy about it, the husband said.

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Editorials

Putin's holy war

As much as all civilized people hate war, Russian President Vladimir Putin is agitating for conflict not just against Ukraine, but with the West as well. The time has come for the West to put up the defenses – starting with helping Ukraine to build a first-rate military. Appeasing Russian aggression, as the West has done in Chechnya, Georgia, Moldova and now Ukraine, has only encouraged more violence from Putin.

Pavel Felgenhauer, an independent military analyst based in Russia, has it right when he told the Kyiv Post: "Ukraine is seen by Russia and the media from the imperial capital as important, but not as important as the clash with the West." And then, the optimistic note from Felgenhauer: "A head-on clash with the West will destroy Russia in its present form."

Perhaps getting rid of Russia in its present form – a murderous Putin kleptocracy – and reconstituting it as an open and liberal democracy that respects elections and human rights is the best consequence that could happen from Putin's suicide mission.

The West, as well, needs to rethink its security structures. When one nation, such as the leftist newly elected government in Greece, can block European Union sanctions, there is something wrong with the way the 28-nation bloc is governed. When Russia, an undeclared state sponsor of terrorism, can block any United Nations action, something is wrong with the global security structure.

The trouble is that the West continues to move too slowly and cautiously in responding to the Russian threat. The EU will not consider new sanctions until Feb. 12. Some misguided commentators even suggest Ukraine should surrender to whatever Putin wants – as if that will appease him.

What is not well appreciated in the West yet is that Putin has unleashed so many weapons and so much hatred against America, Europe and Ukraine that the Kremlin dictator may not even be able to deliver a peace agreement if he wanted to, which he doesn't.

Putin is backing immoral people in the separatist strongholds. Terror and war crimes are the only definitions that fit after watching their own videos of the way they kill, torture and abuse Ukrainian soldiers taken prisoner of war.

Putin's propaganda – and that of the Moscow Orthodox Church which he controls – is to portray the West as a decadent place set to destroy Russia. Most of his propaganda is, of course, untrue. It's aimed, rather, at propping up his domestic support so he can remain ruler for life.

Two small news items show how loony Putin has become: 1. Russian lawmakers are considering whether to condemn the reunification of Germany 25 years ago. (They don't do anything without Putin's permission). 2. Besides all the visa and other requirements, Russia will now require foreigners – just like in the Soviet Union – to submit detailed itineraries of their travels in Russia in advance of the trip. The daffy requirement is just an attempt by the xenophobic, homophobic Putin to keep Russians from contact with any foreigners who might have different ideas.

If Putin wants a holy war, the West must respond. The angels will be on the side of the people in the conflict who respect life, democracy and human rights. And that isn't the Kremlin side.

Slow to mobilize

Ukraine's political and military leaders have been slow to respond to the battlefield threat or mobilize the nation to defeat the Russian invaders. This must change. Every time Ukraine's military has gained an edge against the Kremlin proxies on the war front, Russia sends its heavily armed regular army in to retake ground.

Last summer's massacre of Illovaik, when hundreds of badly led and badly equipped Ukrainian soldiers were murdered, forced President Petro Poroshenko to the bargaining table with the Minsk agreements in September. The cease-fire was never honored in practice, showing the futility of negotiating with Putin.

Now, as this edition of the Kyiv Post goes to press, the Ukrainian army faces the prospect of becoming victims of more massacres in Donetsk Oblast's Debaltseve and Pisky and being forced again to make more concessions to Russian President Vladimir Putin.

This must end.

If Poroshenko and Ukraine's political leaders are serious about regaining control of the Donbas, they need to act accordingly with a more extensive mobilization and putting more resources into the war. And yes, Ukraine needs all: better weapons, more money, real training.

For civilians, life should not be business as usual in Kyiv or any other city until the invaders withdraw. The nation must sacrifice for war.

If Ukrainians decide they can live without the Donbas or Crimea, they should convey this message strongly to the nation's political leaders, who should then redraw the boundaries to the new reality of a shrunken, but defensible, nation with Kharkiv, Dnipropetrovsk and Zaporizhia oblasts as the new eastern borders.



NEWS ITEM: On Jan. 27, Ukraine's Defense Ministry reported the destruction of the separatists' air force. However, the inventory of 12 jets and helicopters include models that are 40 years ago.



NEWS ITEM: On Jan. 27 Yuriy Biriukov, an army fundraiser and adviser to President Petro Poroshenko, surprised many when he published a Facebook post saying that western Ukraine sabotages the army mobilization while central and eastern regions respond to the call. The adviser mocked the westerners, hinting that their patriotism is insincere. Many of Biriukov's followers were displeased with an official making dissociating statements in the time when the country suffers from a separatist conflict that was greatly inspired by Russian propaganda of the differences between western and eastern Ukrainians.



NEWS ITEM: Ukraine's Ministry for Information intends to create "an internet army of Ukraine" – a group of bloggers to share the truthful information about Ukraine in opposition to the Russian propaganda campaign. At the same time, a lot of evidence points that Russian government backs a huge army of internet commentators and pays popular bloggers to take sides in political matters.

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At least 1,427 soldiers killed in Russia's war against Ukraine

BY OLENA GONCHAROVA
GONCHAROVA@KYIVPOST.COM

The situation on the ground remains tough in the Donbas following a bloody bombing of Mariupol by Kremlin-backed fighters who killed 30 civilians and wounded another 100 in the Jan. 25 assault.

The renewed offensive by the Russian-led forces forced the evacuation of civilians on Jan. 29 from Debaltsevo in Donetsk Oblast. Ukrainian troops, meanwhile, were in danger of being encircled.

While Ukraine has lost at least five soldiers since Jan. 29, the Ukrainian side claims 8,000 separatists have been killed since April, but the government offers little proof to support the claim. Even though official data on

Russian casualties does not exist, the estimates of Russian soldiers killed varies from 5,924, according to Russian blogger Oleh Yarchuk, to 6,242, as reported by respected Russian human rights activist Elena Vasilieva.

On Jan. 28, Ukraine's Security Service head Valentyn Nalyvaichenko said Russia-backed terrorists use at least seven trucks to cremate Russian soldiers and local fighters in the war zone. According to Nalyvaichenko, the mission is coordinated from Russia. Andriy Lysenko, a military spokesman, said on Jan. 29 that the mobile crematories were used as early as last summer.

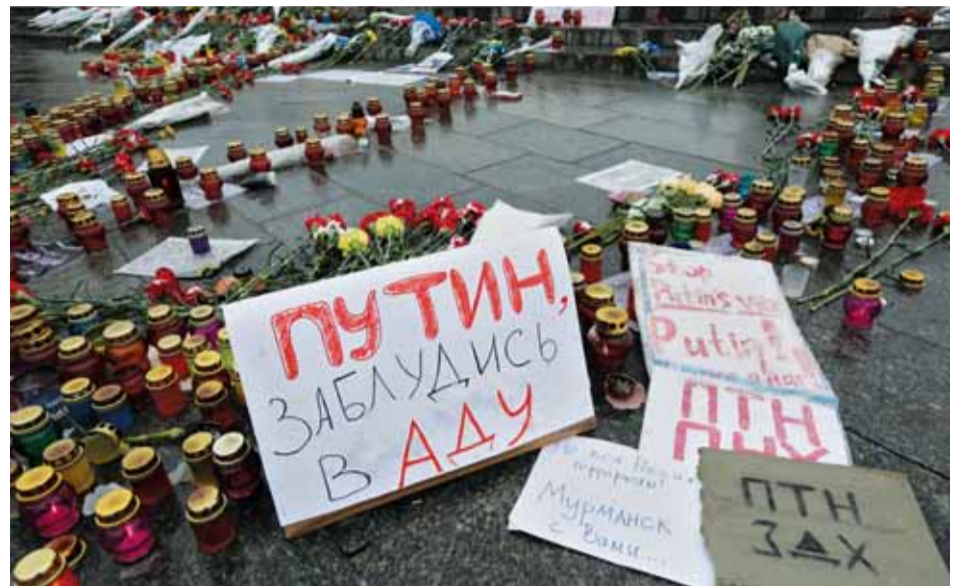
Nalyvaichenko also said the SBU's hotline receives dozens of calls from Russian citizens daily as they try to find some information about their missing relatives sent to Ukraine.

Read the full story at www.kyivpost.com

Casualties mount in Russia's war against Ukraine (through Jan. 28)

Civilians killed	5,086
Civilians wounded	10,948
Soldiers killed	1,427
Soldiers wounded	4,322
Displaced people from Donetsk, Luhansk oblasts and Crimea	921,640

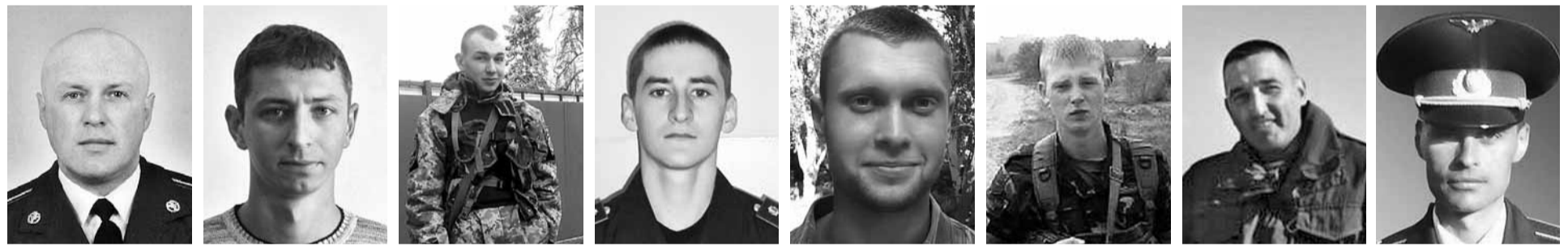
Sources: Ukrainian Health Ministry, Defense Ministry Medical Service, Defense Ministry, United Nations, anti-terrorist operation spokesman Andriy Lysenko, United Nations High Commissioner for Refugees, Russian human rights activist Elena Vasilieva



Citizens on Jan. 26 light candles on Kyiv's Maidan Nezalezhnosti to honor victims of war crimes in Russia's war against Ukraine. (Volodymyr Petrov)



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Reform Watch

Editor's Note: The Kyiv Post will be tracking the progress made by Ukraine's post-EuroMaidan Revolution leaders in making deep structural changes in the public interest. The Reform Watch project is supported by the International Renaissance Foundation. Content is independent of the financial donor.

1 Security & Defense
On Jan. 27, parliament finally recognized Russia as an aggressor state and their proxies in Donetsk and Luhansk oblast as terrorist organizations. One aim is to get Russia branded as a state sponsor of terrorism and get it excluded from the United Nations Security Council, where its permanent veto has stopped a united international response to the Kremlin-backed war on Ukraine. Out of necessity, lawmakers excluded some army officers from the new lustration law.
The Cabinet of Ministers also will pay soldiers cash rewards for destroying enemy's automobile – \$750, tank – \$3,000, rocket launch system – \$3,750, military aircraft – \$7,500.

2 Energy
On Jan. 28-29, 1,000 coal miners from all around Ukraine protested against wage arrears, the government's plans to reduce subsidies for the money-losing industry.

3 Rule of law
There has been no action on a key test of reform: canceling the immunity from prosecution of lawmakers and judges. The government, however, reported progress in the lustration process. Some 375 senior officials who worked under former President Viktor Yanukovich are subject to the lustration law and face dismissal, according to the Justice Ministry. The

Interior Ministry fired 102 state traffic police officers who made false charges against participants of the EuroMaidan Revolution. The Constitution needs to be changed before the lustration law can be applied to judges. Civic activists say officials who are targets of the lustration law are trying to avoid punishment by illegally obtaining the status of participant in Ukraine's war in the east or appealing to court.

4 Public administration
On Jan. 28 the Cabinet of Ministers adopted resolution simplifying the procedures for getting business permits in many sectors – food, agriculture, oil and gas, and information technology. It is expected to boost the economy up to \$940 million by 2020, according

to estimates. Amendments to the 2015 budget of \$34 billion are due by mid-February after many criticized unrealistic figures in a hurried-up draft. While the nation's Anti-Corruption Bureau will get money, many sectors don't have expenses budgeted for carrying out reforms, according to Viktor Kryvenko, deputy head of the parliament's budget committee.

5 Land/Agriculture
The Agriculture Ministry wants to establish the procedure for long-term land leases – from seven years up to 50 years.

By Anastasia Forina

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Audit market slows down amid economic crisis, war

BY OLENA GORDIENKO
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Russia's war in the Donbas has created a severe crisis for Ukraine's economy, including the audit industry.

A shakeout took place in 2014, with 11 percent of audit firms disappearing, bringing the number down to 1,326. Small ones – those with revenue of less than \$120,000 – in particular could not face the storm.

"The market of audit services is very sensitive to economic situation in the country. Currently it is in stagnation," said Andriy Klimov, president of Ukrainian Association of Certified Accountants and Auditors.

Other companies are laying off employees.

Larger firms fare better. The top 10, those with yearly revenue of at least \$1.2 million each, occupy 55 percent of the market.

But the Big Four, a super league of audit companies that includes Deloitte, EY, PricewaterhouseCoopers and KPMG, are also facing downturn. Klimov says they had to cut their prices, while the threshold for deals dropped from \$100,000 to \$20,000.

Sergiy Kulyk, head of Deloitte's audit department in Ukraine, confirms this unhappy story. While the amount of work has remained the same, revenue went down by some 20 percent in



Employees of Deloitte work in the company's Ukrainian office on Kyiv's Zhylyanska street on Jan. 29. (Volodymyr Petrov)

dollar terms, given the hryvnia's 50 percent devaluation.

Still, Kulyk says Deloitte expects to meet forecasts, noting that the Big Four grew even during the 2008-2009 crisis.

The number of clients for tax consulting grew because of new tax legislation, says Andriy Tsymbal, managing partner at KPMG's Kyiv office. Stress tests for banks, required by the National Bank of Ukraine and the International Monetary Fund, also supplying business.

Meanwhile, the consulting business shrank.

Service providers with foreign-owned firms in their clientele were relatively better off in 2014, like RSM APiK, who have 90 percent of clients from abroad. Tetyana Bernatovych, head of the company's Ukrainian branch with some 70 employees, says that receiving part of the revenue for 2013 contracts in hard currency with cash transfers conducted in 2014 helped to cope with the hryvnia devaluation.

"The revenue didn't decrease and no staff or salaries were cut in 2014," Bernatovych said.

Still, many 2014 deals weren't pegged to the dollar and risks were shared between both sides, auditors and their clients.

Decline in 2015 is likely.

Inefficient and corrupt government regulation also affects the industry, experts say.

Many do consulting that doesn't require registration, explains Olena Makeieva, deputy head of Council

of Independent Accountants and Auditors.

According to Klimov of the Ukrainian Association of Certified Accountants and Auditors, one has to pay \$4,375 officially to register an audit company and a \$1,250 annual fee is a burden too. Moreover, sometimes industry players have to pay up to \$10,000 in bribes to be registered. A personal certificate of professionalism costs \$5,000 in bribes.

The rules are also being constantly changed.

In 2012, the Audit Chamber introduced compulsory examination for the audit companies. "They kicked everyone out of work and managed to check only 625 companies," Klimov said, or

about half of the market. Only 291 passed the examination.

In addition, the chamber fails to provide proper quality control, experts say. Currently, there are many firms trading auditors' reports at bottom prices without even doing any independent work. "Such practice should be heavily punished, but the chamber... doesn't have time to teach personnel or monitor the quality," Klimov emphasizes.

Kulyk of Deloitte adds that the criteria for evaluating audit firms' performance is not rigorous enough and the chamber doesn't have the necessary expertise.

Kyiv Post staff writer Olena Gordienko can be reached at gordienko@kyivpost.com.

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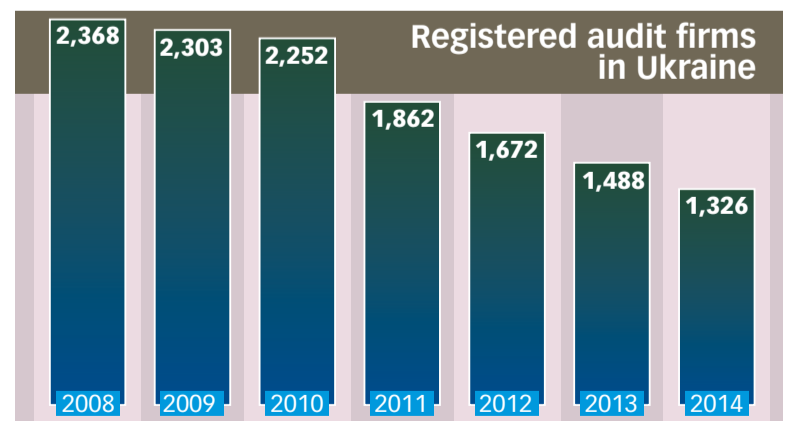
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Source: Ukrainian Association of Certified Accountants and Auditors, The Chamber of Audit of Ukraine

The number of audit companies in Ukraine has been steadily decreasing since the 2008-2009 global economic crisis. Last year saw another shakeout, amid the EuroMaidan Revolution and Russia's war against Ukraine.

CEO Watch

Editor's Note: In 2015, the Kyiv Post will offer more coverage of the leaders who run Ukraine's biggest and best companies in the CEO Watch feature.

EY's leader tackles Ukraine crisis with Western approach

BY ILYA TIMTCHENKO
TIMTCHENKO@KYIVPOST.COM

To tackle the economic crisis, Ukraine has to confront the problem of offshore firms, which many in business prefer because of lower taxes, says Oleksiy Kredisov, head of EY Ukraine, an international audit company.

Kredisov says the government should not fight offshores, but instead do a better job enforcing transfer pricing legislation.

Also, the head of EY Ukraine says businesses should adopt International Financial Reporting Standards, a set of rules on presenting financial information. "The IFRS is the language that international business speaks. Anything else creates confusion," he says.

Kredisov sees some progress in the banking sector, but not universally.

Although he respects the new government filled with a new generation of ambitious politicians, Kredisov is unhappy with the political leadership. Reforms should have been done faster and sharper, he adds. "In a situation like this – if you risked your career, reputation, everything – go and fix it!"

For now, investors are bothered by Russia's war against Ukraine, the potential of default on debts and the future of cooperation with the International Monetary Fund. Even after those questions are resolved, large-scale investment will still take time, warns Kredisov.

As of now, EY employs 500 people in Ukraine - down from its peak in 2008 of close to 700 people. The only office is in Kyiv, with the Donetsk branch shut down because of the war. Employees were transferred abroad or relocated to Kyiv. "We assisted their move, their families, provided some support and employment," he says.



(Volodymyr Petrov)

Oleksiy Kredisov

Birth: 1972
Nationality: Ukraine
Job: Managing partner of EY Ukraine and co-chair of emerging markets center EY Global
How to succeed in Ukraine: "Try not to make mistakes. In a very volatile high-risk environment making a mistake would be very painful and more noticeable than making a great gain. In our business it is crucial to have the best people because the firm's success depends on their professionalism and talent. There should be a combination of having a highly motivated team and being innovative... Doing business in Ukraine is a long-run game. If you are not prepared for a long-run it will be very difficult."

Having obtained a master's degree in business administration from America's Virginia Polytechnic Institute in 1995, he joined EY in 2002. The company entered Ukraine in 1991, the year that the Soviet Union collapsed.

His advice to businesspeople in Ukraine?

"Go beyond the borders," suggests Kredisov, pointing to such countries as Kazakhstan, Azerbaijan, Georgia, Belarus, Turkey and even Russia

as destinations that EY Ukraine is involved in.

EY provides services in assurance, audit, tax, transaction and business advice. Globally, EY has 190,000 workers based in 150 countries.

The company's Ukrainian branch has thousands of clients. Diversification of services is one of its key principles, explains Kredisov. For example, audit and statutory valuations performed well in 2014, whereas other services such

as tax and transaction support didn't do so well.

The bulk of revenue comes from multinationals, large private Ukrainian companies such as Interpipe Group Holding, state-owned Ukrainian Railways, major banks as well as the National Bank of Ukraine. The company's total net revenue in Ukraine in 2012 was Hr 296 million compared to Hr 372 million in 2011. Revenue for 2013 and 2014 were not available.

A big fan of wine, Ukraine's EY CEO also co-runs a 20-hectare winery in Georgia. He travels extensively. In addition to Ukraine, he has lived in Russia, U.K., and the U.S. He also is on EY's global assignment project in addition to his Ukraine position. "I have good mileage on my cards," he says. His wife and two daughters live in London.

Kyiv Post staff writer Ilya Timtchenko can be reached at timtchenko@kyivpost.com.

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CEO Watch

Editor's Note: In 2015, the Kyiv Post will offer more coverage of the leaders who run Ukraine's biggest and best companies in the CEO Watch feature.

Universal Bank CEO looks hard to find bright spots in economy

BY ILYA TIMTCHENKO
TIMTCHENKO@KYIVPOST.COM

Igor Volokh, Universal Bank's CEO, says foreign investors are still keenly watching Ukraine's potential. For foreign banks, with support from the parent company, Ukraine's crisis is not as big of a burden as it is to local banks who are on their own.

"I don't like boring things. What Ukraine is able to guarantee is that life is not boring and never will be," Volokh admits. Having worked for Raiffeisen Bank Aval, one of the largest in Ukraine, he joined Universal Bank, now country's 30th biggest one, in 2006.

He remains positive, even though his bank's net loss for 2014 reached \$29 million after having \$550,000 net profit in 2013.

Universal Bank is part of a bigger chain whose parent holding is called Eurobank Group, with headquarters in Greece, a presence in eight countries and \$84 billion in assets. Out of 17,500 of its employees, more than 1,000 live and work in Ukraine, a home to the bank's 50 branches, most of them in

Kyiv. Ones in Donetsk in Luhansk are put on hold.

Its management focuses on balancing its products not to depend solely on one service. Volokh is certain that Universal Bank will never stop operating regardless of the market's development. "The country is big and this is one of the few advantages," says CEO.

Russia's ongoing war in the Donbas is the absolute negative for foreign investors, but being close to the bottom also means that there are many opportunities, says Volokh. Though investors are not making official decisions, they are carefully following the political situation hoping to see a transformation in the banking standards and the rest of the economy.

"They are very cautious, they do nothing from an investment side right now, but they are here, they are analyzing the situation, and they are looking for the opportunities." If the war comes to an end and the government succeeds in conducting the reforms - the first signs of foreign investment will soon show up.

The Belarusian expatriate wants to

Igor Volokh

Birth: 1967

Nationality: Belarus

Job: CEO of Universal Bank

How to succeed in Ukraine:

"Find a strong local team which will be able to support and deliver knowledge, local expertise in order to protect their business, plus take into consideration many aspects and be able to predict the future here... to be on time, find and rely on the proper management with the very deep knowledge of the situation... Any technological decision, models - nothing helps, if you don't understand the environment, the point of authorities, the behavior of borrowers and customers... If there is a gap in the understanding, it will lead to some additional risk."

(Volodymyr Petrov)



see more in the Ukrainian customer. Compared to Europeans, Ukrainians need to catch up with their financial

knowledge. For example, European children learn from their parents how to repay loans. The Ukrainian custom-

er did some progress, but through very painful lessons.

On the positive side, Volokh sees significant progress in the National Bank, an industry regulator. It is optimizing its structure laying off more than half of the employees and concentrating them in four regional centers rather than in all the oblast centers where they would sometimes lack functions.

This leads to easier cooperation, better standards and more openness. "There are obvious signs that the transformation has started, and I don't believe that the process will be stopped."

In his spare time Volokh enjoys history books about various countries. He drives his black E-class Mercedes Benz, since he lives in the suburbs of Kyiv. While on the road, he might listen to Soviet-era rock bands such as Voskreseniye and Mashyna Vremeni. A happy husband, Universal Bank CEO has two daughters, both studying in Ukraine. "They like this country as well, by the way."

Kyiv Post staff writer Ilya Timtchenko can be reached at timtchenko@kyivpost.com.

Transparency despite the crisis



Accounting and Taxes in Ukraine

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Ukrainian hardware providers bet on outsourcing production to China

BY BOZHENA SHEREMETA
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Despite Ukraine's low wages, the nation - just like many more affluent ones in the West - outsources hardware production to China. The most famous ones - Petcube, LaMetric and iblazr - with almost \$800,000 collectively raised on Kickstarter, all have their production set up in China's Shenzhen.

LaMetric

Nazar Bilous, chief executive officer at LaMetric, which makes devices that go with one's smartphone and display some of its content, says he found all the production skills he needed in China - not in Ukraine.

Ukrainian tech production capacities simply can't meet all the criteria, Bilous said. LaMetric found Ukrainian company Obreey Products as a partner. It specializes in research and development of hardware products and helped to find the Chinese assembly plant. Crucially, their partner Obreey Products also had employees who speak Chinese; LaMetric did not. They hope to start shipping in spring.

iblazr

The team of iblazr, a portable flash for iOS, Android devices and Windows phone, has also settled on a factory in Shenzhen. They didn't find a Ukrainian producer able to meet their requirements either. Besides, making products in China is simply cheaper.

"Our factory is in between small and middle size," Vlad Tislenko, chief executive officer and founder at iblazr, says.



Chinese workers assemble computers at a factory in Jiashan, east China's Zhejiang province. (AFP)

Right after the fundraising campaign launched on Kickstarter in August 2013, the team started looking for the factory. "We were receiving tons of offers from investors, producers, logistics and distribution companies worldwide. This is a usual thing when your product gets successful on Kickstarter," Tislenko says.

At that time ARTKB, Ukrainian company that helps to develop innovative hardware products, became iblazr's partner and helped to choose the factory in China.

"Factory's management must have very good English. We got lucky as our Chinese partners could understand us at a glance," Tislenko says. "I don't think we would ever get somewhere with explaining extremely complex aspects of the device production on gestures."

Another important thing is fac-

tory's portfolio. "It was important for us to have a producer with a previous experience in working with aluminum and creating smartphone accessories," Tislenko explains. The quality of the product depends on the company that controls production, he goes on.

"We work with Chinese producers for almost 10 years. The database has been renewed couple of times already. First contacts we got were collected after visiting exhibitions, factories and meeting with their executives," says Oleksandr Nesterenko, head of ARTKB.

Defects always happen, he adds. The defect rate may start with 0.5 percent.

Kyiv Post staff writer Bozhena Sheremeta can be reached at sheremeta@kyivpost.com. The Kyiv Post's IT coverage is sponsored by Aventures Capital, Ciklum, FISON and SoftServe.

Conlon: M&A market to stay in doldrums for much of year

BY MARYANA ANTONOVYCH
MARYANAANT@GMAIL.COM

Ukraine saw 55 percent fewer corporate mergers and acquisitions last year – or 111 overall – while their total value fell even more, by some 80 percent – to €912 million, according to CMS Cameron McKenna, a law firm, whose key mergers and acquisitions expert in Kyiv, Graham Conlon, believes 2015 will also be a difficult year.

Russian Alfa Group purchased the Ukrainian branch of Bank of Cyprus for €225 million, while Austrian AMIC Energy Management GmbH paid €223 million for Lukoil-Ukraine, an oil producer. These were the biggest deals.

“We were very busy up until probably February-March last year from an M&A perspective, but as soon as Crimea happened investors put projects on hold,” says Conlon. “They still have not cancelled them, they are waiting for things to get better but it is very difficult for an investor to come in now and invest with current uncertainty.”

When asked what attracts him in Eastern Europe, Conlon, a graduate of London Business School, says it's the investment potential. Ukraine could become an investment hub for those who have interest in Eastern European emerging markets, he admits.

“Investors should not see Ukraine as Switzerland. Ukraine is not Switzerland and is not going to be Switzerland for quite some time,” he says. “What clients need to see is that Ukraine is making the concerted effort to become more investor-friendly and, crucially, to fight corruption. The laws here are not that bad. The problem is you never know whether you will enforce these laws.”

Many foreign investors who place capital in countries like Ukraine and Kazakhstan use the English law to protect their interests, Conlon explains. “It becomes obviously a little bit trickier because we have to make sure that what we are doing in English law also works in practice here in Ukraine.”

→ ‘As soon as Crimea happened, investors put projects on hold.’
– Graham Conlon

Recently introduced public access to the real estate registry is great news for investors, while the law on bringing the 60 percent corporate quorum down to 50 percent is a positive change too, “which will make it a little bit easier for investors to come in.”

“The key thing you need to be sure about as an incoming investor is that you will ultimately have control over a company,” Conlon adds.

Legal expert sees a bloated number of minority shareholders at some Ukrainian companies as a problem, since once an investor wants to consolidate his ownership over such an asset, he has to deal sometimes with thousands of shareholders. In developed economies, law usually implies that an investor who has a 90-percent stake may squeeze out the minority shareholders through forceful buyout of their stocks.

Some public offices still prefer the old corrupt ways and this is a problem. “In the past, we have found that at some occasions, applications by clients were rejected by Antimonopoly Committee for very tiny reasons. We all know why they were being rejected for such small reasons, but it is not good for the image of the country.”

Kyiv Post legal affairs reporter Maryana Antonovych can be reached at maryanaant@gmail.com.

CEO Watch

Bondar: Investors scared; tax rebates would help

BY ILYA TIMTCHENKO
TIMTCHENKO@KYIVPOST.COM

“The investors’ trust has been lost with this war,” complains Valerii Bondar, managing partner of HLB Ukraine, an audit and tax service company.

The best way to attract investors is through the government giving out tax rebates, he says. Shadow salaries should be also taken out to the light.

Creating a free economic zone with the European Union in Ukraine’s western regions to boost agriculture production would help too, explains Bondar, a native of Kirovograd Oblast who graduated from the Kyiv Economics University in 1979. This way, he says, the country’s war-torn east wouldn’t depress all of the nation’s foreign trade.

Before the crisis, HLB Ukraine had around 120 clients annually whereas today they have 65-70 – almost a 50 percent decrease. “If not for the connection with an international organization, we would have experienced a real collapse,” he says.

The company started its business in Ukraine in 1994 and now consists of five smaller entities providing such services as accounting and forensic expertise. Since 2007, a company has been a part of HLB International, a worldwide network of accounting firms and business advisors with headquarters in London that emerged in 1969.

By 2008, Ukrainian office was able to provide 50 different audit services. Today, HLB Ukraine has about 50 employees.

Due diligence, which is checking the financials behind the business deals, is the company’s most profitable service on the Ukrainian market. “When you are talking about a multi-million-dollar transaction the question is not about the price but about the quality,” says Bondar.

Big clients were mostly taken by the Big Four – Deloitte, EY, KPMG

Valerii Bondar

Nationality: Ukraine

Born: 1958

Job: Managing Partner of HLB Ukraine

How to succeed in Ukraine:

“In these difficult times you need to have a sense of purpose, self-organization... high stress tolerance, thorough analysis of business-processes, be fearless, a risk-taker. EU integration and reliable partners are also guarantees of success and prosperity.”



(Volodymyr Petrov)

and PricewaterhouseCoopers – but that doesn’t mean that HLB’s quality of service is worse, affirms Bondar.

He says that his company’s advantage is that auditors are locals and have a better understanding of the risks in Ukraine. “In a year we can do 100 audits,” Bondar emphasizes.

About a half of their customers are foreigners. Most of the clients are medium-sized businesses such as Colin’s, Loreal, Avis and Christian Dior, although HLB Ukraine also serves Ukraine’s state postal service Ukrposhta and oil and natural gas extracting company Ukrnafta. About 15-20 of their clients are international donor projects.

About 10 percent of HLB Ukraine’s clients are offshore entities and Bondar does not see more coming into the market anytime soon. Ex-President Viktor Yanykovich’s administration did a lot of money laundering involving the offshores, while the current government is much more transparent, he explains. “I welcome the new government because finally we started to work. Defeat corruption and you will build

a government,” says Bondar. “There needs to be order in everything.”

Now the government is also obliging audit companies to expose fraud. Previously, investors were losing trust and the government didn’t investigate crimes, says Bondar. He adds that the government is changing the audit system such that the Ministry of Finance will not have as much control as it did before.

Bondar is not satisfied with everything the government is doing, such as their approach to overhauling transfer pricing, exploited by many companies to avoid taxes. Before, only 15 percent of enterprises were affected by it, while today the figure has grown up to 50-60 percent, the auditor estimates. The fines are just too high, he says.

Nevertheless, he doesn’t plan to move abroad to do business. The father of one daughter, who is also employed at HLB, Bondar enjoys sports and frequently shops at Boss for suits and considers himself a fan of *Interstellar*, a science fiction movie.

Kyiv Post staff writer Ilya Timtchenko can be reached at timtchenko@kyivpost.com.

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Debaltseve evacuates as Mariupol braces for attack

→ **1** be named because he was not authorized to speak to press.

Debaltseve sits on the main road between Donetsk and Russia, and connects Luhansk and Donetsk oblasts by road and rail. Russian-backed forces are unlikely to be able to create a viable separatist state as long as it remains in Ukrainian hands.

Another strategic objective for Kremlin-backed forces is the industrial port city of Mariupol, whose 500,000 residents are bracing for a renewed offensive this weekend after rockets killed two members of the pro-Ukrainian Azov Battalion and wounded another six on Jan. 28. The soldiers were the first deaths in the city since a Jan. 24 attack on a civilian area left 30 people dead and nearly a hundred wounded.

Situated squarely between Russia and Russian-occupied Crimea on Ukraine's Black Sea coast, Mariupol's industrial and port facilities make it an attractive prize. When Russian troops surged forward to Novoazovsk in September, only the Azov battalion's 500 irregulars stood between them and Mariupol.

That situation has clearly changed.

"Our soldiers are ready at their positions, everyone is in a fighting mood and will stand until the end," said Dymtro Charli, spokesperson for Ukraine's armed forces in Mariupol.

"We have everything here; weapons and personnel that can stop a tank and even aircraft. We have our own



Volunteer soldiers with Ukraine's Azov Battalion shoot at targets during a training exercise outside Mariupol in Donetsk Oblast on Jan. 27. (Anastasia Vlasova)

air force to stop an air attack too. Separatists will not pass."

Separatist leader Aleksandr Zakharchenko had put the brakes on a planned assault following international condemnation of his forces' earlier rocket attack, which missed the heavily reinforced Vostichniy checkpoint and slammed into a densely populated residential area instead.

However, artillery again started to test city defences on Jan. 27, causing tensions in the city to soar. Busloads of

Ukrainian troops poured in an out of the command centre at Mariupol's airport complex as the army strengthened patrols outside of the base.

Five positions at key strategic locations in the city have been particularly heavily fortified, with armored fighting vehicles dug in behind a mass of concrete, barbed wire and anti-tank fixtures.

Smaller concrete block-posts were dotted around the city, supported by artillery.

vehicles and a variety of anti-tank weapons.

Recently incorporated into Ukraine's National Guard, they also have been promised a tank squadron and artillery units.

"In September, the city would have fallen easily to the Russians," said Kirt, captain of the Azov battalion's 2nd company, as he oversaw a regimental training exercise in an abandoned quarry. "But now it's war, we have more weapons, more experience and are better prepared."

Azov's latest recruit was Andrii, a 52-year-old doctor who left the rebel-held city of Luhansk last week in disgust with the separatist administration there.

Neither wanted to be fully identified because of fear of retaliation.

"There are Russian soldiers and Chechen mercenaries all over the town," Andrii said. "These are the only people making money. I haven't been paid for seven months and there is hardly any food and medicine in the city."

Andrii had never fired a weapon before. On Jan. 27 he emptied the magazine of an AK-47 into the quarry wall.

Kyiv Post editor Maxim Tucker can be reached at tucker@kyivpost.com or via Twitter @MaxRTucker

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WITH DARYNA SHEVCHENKO
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Stickers help find words of gratitude to Ukraine's soldiers

Saying 'thank you' to a stranger in a military uniform can be hard. So two women came up with the idea of letting a sticker do the job of expressing gratitude to Ukrainian soldiers risking their lives in defending the nation.

It simply says: "Thank you for what you do for me and our country." The volunteers suggest putting them on chocolate bars to give out to soldiers. The light-brown sticker shows 12 people holding the letters.

"I wanted to draw something that would be pleasant to hold in hands," artist Olena Sydko said. "Something that, when given to a soldier, would pass on our warmth and gratitude."

The idea caught on. Sydkov's fellow volunteer, Anastasia Kuzmina, printed and gave away 1,000 stickers and is printing 1,000 more. She also shares the design with people who want to print and distribute the stickers themselves. "I am so happy people take the responsibility to print and distribute the stickers. It means the idea is working," Kuzmina said.

Kuzmina says she's been to the war zone and, as a volunteer, often talks to soldiers on the phone and knows how they feel – that no one cares about them.

"When riding a bus or walking the street you can't say who helps and who doesn't," she said. "What you do see though are the indifferent glances."

A week after Kuzmina first wrote about the stickers on Facebook, more than 400 people shared her post and more than 100 asked for stickers.

Olha Ohrimenko, 32, of Kyiv is one of them. She plans to give them out to a departing soldier and to other soldiers at the railway station. "I think it is best to help them with money, but I am on maternity leave now, so I don't always have money and such stickers are a great idea," she said.

Ohrimenko says she also personally thanks the soldiers, but sees that other people don't.

"I hope the stickers will help with that," she said. "After all, these people are giving their lives for us."

Kyiv Post staff writer Daryna Shevchenko can be reached at shevchenko@kyivpost.com



A snowboarder enjoys the track in the Protasiv Yar ski complex in Kyiv in this file photo from 2007. In recent years, Kyiv has seen several new skiing spots open in the city and nearby. (PHL)

BY ANNA YAKUTENKO
AND OKSANA TORHAN

A healthy way to survive a cloudy cold day is with ski poles in hands. The Kyiv Post found some nearby ski tracks for those who don't want to go far from Kyiv this winter.

Protasiv Yar

The ski complex Protasiv Yar is conveniently located close to downtown Kyiv. It was opened in 1998 and remains the most popular destination for local ski lovers.

Protasiv Yar also serves as a base for Ukrainian teams training for Olympic Games and hosts Ukrainian and inter-

national competitions in skiing and snowboarding. Four runs are available. The smallest is a 150 meter children track, the longest is a 500 meter professional one. Two ski lifts transport the skiers up the hills. On Saturday, the complex works throughout the night, with lifts operating until 4 a.m.

Protasiv Yar is open 10 a.m. to 10

p.m., 2 p.m. to 10 p.m. on Mondays and holidays.

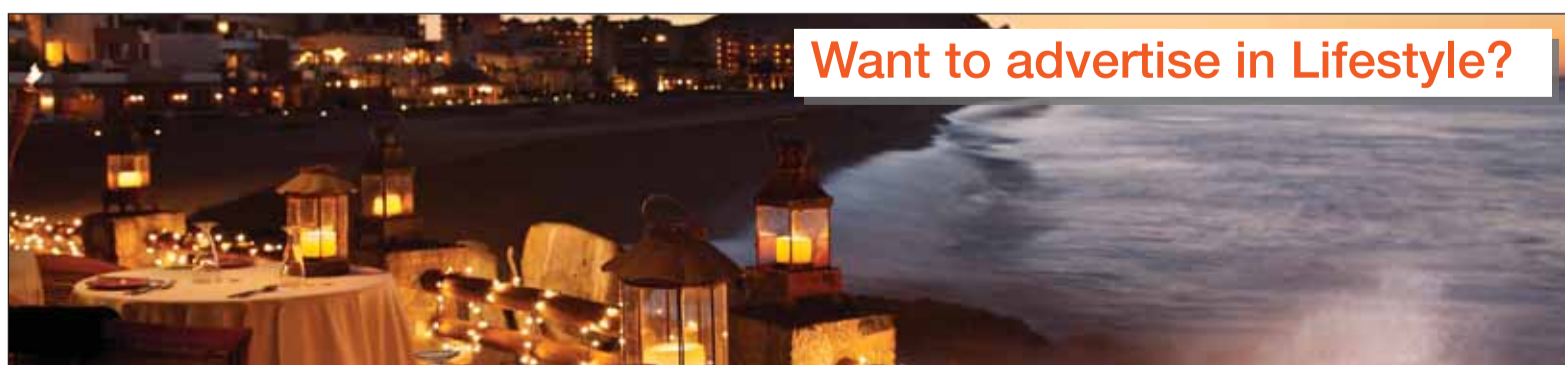
Price. Entrance is Hr 15, Hr 20 on weekends. A ski pass is Hr 4-15 per lift. Rental of skis and boots is Hr 120 for three hours, Hr 140 on weekends.

How to get there. From Olympiiska metro station, take bus 495, 450, or trolley bus 40 to the Protasiv → 13

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KyivPost

New metro maps hope to create modern look

BY YULIANA ROMANYSHYN
ROMANYSHYN@KYIVPOST.COM

The Kyiv metro is ready to test a new metro map.

The new Kyiv Rapid Transit Map has a modern look and represents the location of the stations more accurately. Unlike those in use, the updated one also includes the speed tram and city train routes.

The map was created by a team of enthusiastic Ukrainian designers under the guidance of Ihor Sklyarevskiy.

"The former authorities didn't listen to the opinion of the citizens, thus the idea was rejected," Sklyarevskiy, team leader of the designer group Agents of Change said. "But after the EuroMaidan Revolution, the management of the Kyiv metro was replaced and the new one gave way for the metro map design made by active citizens."

The story of the new map goes back to 2011, when Sklyarevskiy first started to work on it. In 2014 he revived the project with the help of the Agents of Change group of some 15 designers, translators and editors.

The group has been consulting with their Facebook audience about

every feature of the map. In October, Kyiv metro managers agreed to try out the new map.

The Kyiv metro has already placed part of the scheme, featuring only the red line, inside a few cars. If it gets positive reactions from passengers, the full map will be approved. But even if it gets the green light, the map may not be put in trains soon. The metro has no money for printing, according to metro spokeswoman Nataliya Makogon.

The new map has more accurate transliterations of station names. It features custom-designed font by Andriy Konstantynov, an artist. The authors also added the icons for Boryspil and Zhuliany airports, which are not on the current metro map.

The Agents of Change team plans to develop a new interface for the token machines and guide signs for the stations. Besides that, Sklyarevskiy's redesign of street signs is being considered by the Kyiv City Council. If approved, the signs will be brown and green, colors that blend in better with the natural environment.

Kyiv Post staff writer Yuliana Romanyshyn can be reached at romanyshyn@kyivpost.com



If the Kyiv metro finds the money, riders could be looking at a redesigned public transportation map in cars. (Volodymyr Petrov)

No need to travel to Carpathians for skiing



Most of the Kyiv ski complexes have tracks of varying difficulty. (vishgora.com.ua)

→ **12** Yar stop. From Vokzalna metro station, take bus 198 to the Amosov National Institute of Cardiovascular Surgery.

Holosivko

Although the hills at Holosiivskiy Park have always been popular among skiers and snowboarders, it wasn't until this winter that two ski runs opened there. The Holosiivko tracks are now equipped with a ski lift and snow-making cannons. The infrastructure here

includes parking, a first aid center, shops, free Wi-Fi and even a hotel for 15 rooms that will open by the end of the season. Skiers and snowboarders have separate tracks. The runs are open for night skiing on Fridays and weekends.

Price. A ski pass is Hr 20 per lift, Hr 25 on weekends, Hr 120 per day. The rental price for a ski kit with boots ranges from Hr 45 to Hr 60. A passport or a driving license must be left as a deposit.

How to get there. The address is

8 Gen. Rodimtsev St. Take bus 212 from metro station Golosiyivska to the Second Corpus (Drugiy Korpus) stop.

Vyshgora

Even though it is located several kilometers away from the city, Vyshgora is often crowded. Ski tracks with jumps, rails, kickers, boxes attract experienced and adventurous skiers. The unquestionable advantage of the resort is the magnificent view on the waterfront of the Kyiv Reservoir. Another extraordinary detail is the old bobsled track where the Soviets coached their Olympic champions. The disadvantage of Vyshgora is a slow – and often crowded – ski lift.

Price. Ski pass is Hr 10-15 per lift, Hr 90 for a half-day on weekdays, Hr 120 for a half-day on weekends. Ski kit rent is Hr 50 (Hr 70 on weekends). A driver's license, a car registration certificate or Hr 2,500-3,000 in cash is accepted as a deposit. Passports are not accepted.

How to get there. Take bus 397 from metro station Heroyiv Dnipra or Taras Shevchenko Square.

Vodyanyky

The Vodyanyky ski resort is located in Cherkasy Oblast, 200 kilometers away from Kyiv, a three-hour drive. It opened in 2008 and provides more than 2,000 meters of skiing tracks, a hotel, several restaurants, and a bathhouse with hot tubs. Vodyanyky is the best choice for those who want rest from the crowded tracks and plan a weekend getaway.

Price. A room for two in Vodyanyky is Hr 800-1,100. Ski pass for a day is Hr 360, Hr 420 on weekends and holidays. One lift is Hr 15-20. Half a day ticket is Hr 150-250. Ski kit rent is Hr 90-140, Hr 45-80 for kids. Snowboard rent is Hr 100-160.

How to get there. Three highways go from Kyiv to Vodyanyky – Obukhiv, Zhshkiv, and Bila Tserkva highway.



Serhiy Zhadan and Sobaki v Kosmose

Serhiy Zhadan, one of the most popular modern Ukrainian authors, and Kharkiv band "Sobaki v Kosmose" present another one of their trademark shows where they match Zhadan's poetry with the music mix of ska, jazz, disco, rock and drum'n' bass. **Serhiy Zhadan and "Sobaki v Kosmose" show. Feb. 5 at 8 p.m. Bochka Pub (22 Verhniy Val). Hr 100**



'Prayer of Mother Teresa' concert

The Latvian Radio Choir and Chamber Orchestra "Sinfonietta Riga" will give a concert in Kyiv. The show will tell a story of the power of faith and inspiration. It is designed as a musical prayer, where humanity, like Mother Teresa, prays for the world. **"Prayer of Mother Teresa" concert. Feb. 12 at 7 p.m. National Philharmonic of Ukraine (2 Volodymyrsky Uzviz St.). Hr. 30-120**

DakhaBrakha and 'Earth' silent film

A renovated version of "Earth" (1930), a silent movie by outstanding Ukrainian film director Oleksandr Dovzhenko, will be screened with a live concert by Ukrainian music band DakhaBrakha. In 1958, a film critics' forum in Brussels named "Earth" one of the 12 best films in a history of the world cinema.

DakhaBrakha and "Earth." Kinopanorama (19 Shota Rustaveli St.). Feb. 4-5 at 7:30 p.m. Hr 150 - 220.

Feb. 4-5



(Courtesy)

Windows and folk costumes exhibition

Ethnography researcher Petro Gonchar gathered a collection of photos of remarkable windows from his travels around Ukraine and will show them at Mystetsky Arsenal, with a collection of 100 Ukrainian national costumes of late 19th and early 20th century.



Feb. 5 - March 1

Windows and folk costumes exhibition. Mystetsky Arsenal (10-12 Lavrska St.). Feb. 5 - March 1 from 11 a.m. - 8 p.m. Closed on Mondays. Hr 40 (Hr 100 on Feb. 5)

Feb. 4, April 9



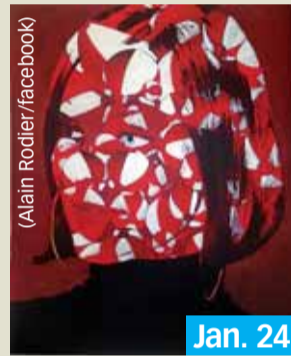
(operetta.com.ua)

'Tango of Life' dance show

In "Tango of Life," the dancers perform passionate tango to the mix of various music genres, from techno to classical compositions. **"Tango of Life" show. Kyiv National Academic Operetta Theater (53/3 Velyka Vasylkivska St.). Feb. 4, April 9 at 7 p.m. Hr 20-100.**

'Balloon People' exhibition by Alan Rodier

French artist and photographer Alan Rodier's genre includes portraits and fashion photography. His photos have been published in major magazines, and he shoots ads for Givenchy and Dior. Since the '90s, Rodier has focused on photo collages. Eleven art works



(Alain Rodier/facebook)

Jan. 24

from Rodier's "Balloon People" series are exhibited in Kyiv. **Alan Rodier "Balloon People" exhibition. Dymchuk Gallery (Yaroslavskva, 21). Jan. 28 - March 2 from 11 a.m. - 7 p.m. Closed on Mondays. Free**

Fighting championship: Kyiv vs. Zaporizhya

Since November, Ukraine has been hosting a series of qualifying rounds of the World Warriors Fighting Championship, a mixed martial arts tournament. The strongest fighters will participate in Europe championship. On Jan. 31 representatives of Kyiv and Zaporizhya will meet at the arena.



Jan. 31

(Faylo-Podkaiiv)

WWFC Fighting championship. School of Physical Education (4 Mateyuka Mykolya St., Lisova metro). Jan. 31 at 6 p.m. Hr 100-200

Compiled by Victoria Petrenko

Employment



EuroCape New Energy (www.eurocape.eu) is a Pan-European wind park developer/operator that has been working in Europe since 2003 and Ukraine since 2008. EuroCape currently employs >30 people across three offices in Ukraine. EuroCape seeks to fill the following position, to support our steadily growing business in Ukraine:

OFFICE MANAGER, KYIV

This position is available for immediate hire

Job Requirements

- Ukrainian citizen
- Fluent Russian, Ukrainian, business functional English
- College degree
- 2-5 years' professional work experience preferred but not mandatory
- Punctual arrival to work and professional attire
- Hard working and enthusiastic
- Honest, ethical and transparent relationship to work
- Ability to work in small teams
- Detail-oriented with an ability to understand the larger picture and to multi-task

Compensation

- Market competitive and based upon experience
- Medical and life insurance from Year 2
- Mobile phone and corporate calling plan
- 24 calendar days' paid annual leave
- Dynamic, professional, international-class work environment, with opportunities for long-term professional development and training

Contact

Please send resume and cover letter to:
Mariya Ptuschenko, EuroCape New Energy
mvp@eurocape.kiev.ua

The Business Ombudsman Council (BOC), with its office located in Kiev, Ukraine, is a non-governmental, independent institution which had been recently created under Regulation 691 of the Cabinet of Ministers of Ukraine dated 26 November 2014 to help improve the investment climate in Ukraine and to assist in the fight against corruption in the country. One of the key objectives of the BOC is to enhance transparency of the public authorities, local governments and state owned and/or controlled businesses. Its role also includes assistance in preventing violations of the legitimate interests of business.

We are looking for successful candidates for two positions of **Deputy Business Ombudsmen**:

Role Overview

A Deputy Business Ombudsman (DBO) assists the Business Ombudsman (BO) with effective management of the BOC. He/she may be responsible for the conduct of investigations into allegations of business malpractice and/or the preparation of systemic advice to governmental authorities designed to improve investment climate based on the lessons learned from the activities of the BOC. The DBO leads, supervises and guides professional and support staff of the BOC. He/she ensures that the BOC builds and maintains appropriate resources and expertise and maintains at all times effective policies and procedures. The DBO develops and maintains effective liaison with key stakeholders in businesses, national, regional and local authorities, and helps to promote awareness of the BOC's activities across the business community. Both positions are being offered under a two-year fixed-term contract, with the possibility of further renewal.

Key Responsibilities and Deliverables

- Under direction and guidance of the Business Ombudsman, the key responsibilities of the DBO will be as follows:
- Manages the resources and workload associated with the BOC's investigation function and/or the systemic and policy function;
- Leads and manages professional and support staff in the BOC and ensures efficient, effective and consistent performance by such personnel.
- Ensures that all BOC investigations are completed within the expected timeframe and investigation reports are completed to a high standard. Ensures that investigative findings and conclusions are appropriate and sufficiently supported.
- Leads and assists the BO with high-level dialogue and cooperation with other institutions, national and international organisations in areas of ethics, investigations and compliance. Where relevant, actively contributes to international cooperation designed to further combat corruption and/or other violations of the legitimate interests of businesses.
- Provides substantive input to the BO in connection with the development of the BOC policies and procedures, preparation of investigative reports, periodic reports and systemic advice to different authorities.
- Leads special initiatives/projects and undertakes other ad hoc assignments as required by the BO.

Essential skills, Experience and Qualifications:

- A Master's degree in law or its equivalent in a relevant area (finance, banking, accounting).
- Substantial degree of relevant professional experience with appropriate degree of seniority.
- Acknowledged within the business community as being of impeccable standing, both professionally and personally.
- Proven expertise in conducting and managing complex investigations.
- Successful management of diverse teams and practice areas.
- Ability to lead or direct and coordinate the decision-making processes in public and private organisations.
- Exemplary advocacy and liaison skills, established peer network and proven ability to communicate with stakeholders.
- Track record of investigation policy development more generally.
- Experience of the investigation and integrity processes.
- Excellent command of English, Ukrainian and Russian with ability to communicate and write clearly and concisely in these languages.

Competencies & Personal Attributes

- High integrity, intellect and discretion.
- Proven ability to make well-reasoned and considered judgement in complex situations.
- First rate communication skills.
- Diplomacy, at ease in complex environments.
- Strong leadership qualities.
- Confidence and ability to work at all levels in the BOC – from Business Ombudsman and Supervisory Board downwards.
- Ability to handle pressure, to work to challenging deadlines, and with a positive problem-solving attitude.
- Demonstrates ability and judgement to handle confidential matters in a discreet and respectful manner.

Please send your CV and recommendation letters to boc.kiev.hr@gmail.com by 15 February 2015. Only candidates who meet the above-described requirements will be contacted.



COUNTRY MARKETING COORDINATOR
required for Global Bio-Technology Company
in Kiev, Ukraine

Alltech is a global animal health and nutrition company with offices in over 128 countries throughout the world. The company is headquartered in Kentucky, USA and the European Bioscience Centre, which includes the company's European marketing headquarters, is located in Ireland. Alltech has strategic offices throughout the world, including one in Kiev, Ukraine.

THE ROLE:

We are looking for Marketing Coordinator for our office in Kiev, Ukraine. The successful candidate will be responsible for developing and implementing a localized marketing campaign that supports the sales team while maintaining the corporate image of the company. The candidate will also be responsible for tradeshow coordination, event planning, public relations support, and assistance with social media and web campaigns. This requires strong multi-tasking abilities and clear communications skills. A strong background in marketing is essential.

RESPONSIBILITIES:

- Create and implement the marketing strategy for the Ukraine based on our corporate communication strategy.
- Plan, coordinate and execute regional and national Alltech events and tradeshows.
- Develop the communication strategy, including advertisement, public relations and maintenance of the local website.
- Develop specific marketing projects to target customers.
- Work closely with the sales team to build relationships with key customers and potential customers.
- Develop, produce and distribute marketing materials.
- Maintain the marketing budget.
- Occasional international travel will be required.

REQUIREMENTS:

- Degree in business, marketing or related field.
- Minimum two (2) years marketing experience, preferably within the animal feed or agribusiness industry.
- Exceptional organizational skills and ability to multi task.
- Excellent communication skills both verbal and written.
- Good computer skills, preferably with knowledge and experience of graphic design packages.
- Fluent English essential.
- The ideal candidate will be confident and have experience working under pressure and to deadlines.

Applications with a cover letter and curriculum vitae (in English) should be sent to the following email address: Lzmeyeva@alltech.com
The deadline for the Applications is 15th February 2015.

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It monitors open-source foreign media from over 150 countries throughout the world in over 70 languages. BBC Monitoring has a central office in the UK and international offices all over the world, including Kiev.

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You will have an excellent knowledge of international affairs, especially in relation to Ukraine, Russia, Belarus, Europe and Latin America. You will have excellent English, Russian and Ukrainian. Ability to understand and translate to/from another European language would be an advantage. Journalistic experience and knowledge of social media would be an advantage. Good typing and IT skills are also required.

We offer competitive pay and extensive training opportunities. You will be hired on an initial one-year contract, subject to further extension if both parties agree.

Shortlisted candidates will be invited to sit a test. To apply please go to: <http://careerssearch.bbc.co.uk/jobs/job/Monitoring-Journalist/10950>

Applications must be received by 10 February.



United Nations Children's Fund (UNICEF) is looking for qualified professionals to fill in the following appointments:

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Please submit your applications to recruitment_kiev@unicef.org.

More detailed information can be found at http://www.unicef.org/ukraine/overview_10566.html



Ich habe viele Parks in Städten gesehen, aber noch nie eine Stadt, die in einem Park liegt.
(Charles de Gaulle)

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- Ferner erhalten Sie Unterstützung bei der Wohnungssuche und beim Abschluss des Mietvertrages, bei der Inanspruchnahme ärztlicher Dienstleistungen in Kiev.
- Die Bewältigung der Visa- und Angelegenheiten der Aufenthalts- und Arbeitsgenehmigung erfolgt durch die DSK.
- Die kleinen Klassen und Lerngruppen sind eine hervorragende Voraussetzung für eine erfüllende Lehrertätigkeit an der DSK. Das engagierte und kooperative Kollegium von derzeit 20 Lehrkräften bietet außerdem gute Möglichkeiten für eigene Akzente und kreatives, eigenverantwortliches Arbeiten.

Kontakt:

Wollen nun auch Sie die Stadt «erobern»? Ihre schriftliche Bewerbung senden Sie bitte mit Angaben zu Ihrer Gehaltsvorstellung und zur Anzahl der von Ihnen beabsichtigten Dienstjahre in den nächsten Tagen an folgende E-Mail-Adresse:

mail@deutscheschule.kiev.ua

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