



# CERBA would like to thank



its sustaining members for their commitment to making the Association a success

QUARTERLY NEWS



The future  
the natural way



CIRQUE DU SOLEIL



**BOMBARDIER**



### In This Issue:

- Cannon Design becomes the partner in the Olympic construction
- A new Calgary member – Hyduke Energy
- BlackBerry Bold 9700 smartphone is now in Russia
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AUTUMN  
**2010**



Типография «Дрофа-Принт» основана в 2001г. Основное направление – изготовление качественной картонной упаковки, разнообразной полиграфической продукции и P.O.S. материалов. За время существования на постоянно развивающемся российском рынке полиграфической продукции-упаковки, POS-материалов, настольных игр и детских обучающих изданий типография «Дрофа-Принт» приобрела статус стабильной и надежной компании. Опытные менеджеры всегда готовы проконсультировать и предложить оптимальные решения вопросов, связанных с производством полиграфической продукции в типографии ООО «Дрофа-Принт». ООО «Дрофа-Принт» ценит время своих клиентов поэтому гарантирует не только быстрое и качественное выполнение своих обязательств, но и предлагает следующие услуги:

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1. Офсетная многокрасочная печать А3, А2, А1;
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3. Кашировка А1, А2, А3 на двух и трехслойный МГК, переплетный картон, хромэрзац на хромэрзац;
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5. Тиснение фольгой А2;
6. Упаковка в термоусадочную пленку (350 x 500 мм);
7. Ультрафиолетовый лак (глянцевый, матовый, выборочный);
8. Ламинация (глянцевая, матовая);
9. Обтяжка коробок.

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1. Установка фурнитуры (пикколо, хольнитенов, кнопок и т.д.);
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3. Вдевание веревок;
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5. Вклеивание окошек из ПВХ;
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7. Упаковка комплектующих частей изделий в зиплоки;
8. Сборка гирлянд из флажков.

Сложные конструкторские решения, нестандартное технологическое исполнение, высокое качество послепечатных процессов позволяют выполнять заказы любой сложности из различных полиграфических материалов: от тонкой бумаги до толстого переплетного картона. Оборудование типографии обеспечивает полный цикл работ, начиная от конструирования и верстки, заканчивая упаковкой готовой продукции.

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At the International Architecture Congress in Krasnaya Polyana (May 24-25, 2010)

Left to Right: James Bones (Cannon Design), Yury Rysin (Krasnodar Regional Government), Tatiana Domilovskaya (CERBA-Vancouver), Robert Johnston (Cannon Design), Oleg Kharchenko (State Corporation Olympstroy)

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# CHAIRMAN'S MESSAGE



Nathan Hunt

The past six months have seen more success for Canadian business in Russia and CERBA, as always, has been at the forefront. A «mini-summit» with First Deputy Prime Minister Viktor Zubkov was held in Ottawa and April, laying the foundation for a major Russian delegation to visit Ottawa and Saskatchewan in the fall. We completed our Annual General Meeting with a newly elected board and an appearance by the ever-supportive Minister of International Trade Peter Van Loan. Minister Van Loan has attended no less than three CERBA activities since assuming his post in January, starting with his keynote address at our Vancouver Executive Summit during the Winter Olympics. We were honoured to greet him and his wife during their visit to Moscow in July.

We were also pleased to host Presidential Adviser Arkadi Dvorkovich at a lunch in Moscow in May. Mr. Dvorkovich provided an excellent overview of President Medvedev's innovation and modernization campaign. When queried about how to focus the attention of Russia's leadership on opportunities in Canada, the key message was «personal involvement from the highest echelons of leadership – corporate and political – will bring rewards!» We are grateful to Kinross Mining and Lou Naumovski for their assistance in organizing that event.

Our nascent chapters in Vancouver and Almaty continue to develop. Almaty RD Irina Tabarina is planning an official launch with the election of a local board in September; special thanks are due to Ambassador Stephen Millar for his support of the effort. Vancouver RD Tatyana Domilovskaya has taken a hands-on approach to supporting projects of specific members with excellent results.

This autumn many chapters will begin the program planning process for the 2010-11 business year. As always we encourage

members to get involved in this process to the greatest extent possible. If CERBA can be viewed as a business, then the program is what we are selling in exchange for membership dues, and it is important that we provide value to our constituents. A solid program will be RELEVANT to members' needs and wishes, TOPICAL vis-a-vis the current business and political climate, and USEFUL to a wide spectrum of the membership.

Members' needs vary from chapter to chapter; social functions, for instance, may be in demand in one locale but irrelevant in another. Needs vary among types of companies as well. Larger members will be interested in political networking and/or lobbying functions to move major projects or sales contracts forward. Smaller members are often more focused on market penetration activities, such as business missions to new regions and receptions to facilitate contact with potential clients. A well-rounded program includes activities that meet the needs of both constituencies, for instance a seminar on natural resources with political and business leaders for the larger companies and a smaller meet-and-greet reception with an incoming delegation for smaller companies. In either case, CERBA must remain focused on bringing VALUE to a CERBA membership for all our constituents.

Members turn to CERBA for the latest news on important political and economic issues. CERBA's informational events should provide up-to-date information on the most topical subjects, such as relations in the North, the evolving investment climate, and/or the newly developing agricultural partnership between Russia and Canada. Political/economic reports with qualified speakers are also useful to the membership, such as the recent four-year overview of Russia/Canada relations by outgoing Ambassador Ralph Lysyshyn.

Finally activities should be useful to a broad spectrum of the CERBA membership, not only to a single company. Many companies will utilize CERBA as a platform to market their own products or services, through a morning informational session, for instance. These «breakfast briefs» are fine, as long as the product or service being offered is useful to a number of constituents. Relocation companies, legal companies, and audit/accounting companies often find such events an excellent way to showcase their expertise to a large audience at a relatively minor cost.

The local program should be developed with a view to providing VALUE to a CERBA membership. While many of us support CERBA because we are loyal to the organization and proud of what we have created, at the end of the day our constituents pay money for membership and have the right to expect a return on the investment. Chapter boards and planning committees need to keep this overriding principle in mind as they put together events and programs for the upcoming 12 months.

I would like to close by thanking outgoing Ambassador Ralph Lysyshyn for his four years of service to Canada and CERBA at the helm of the Canadian Embassy here in Moscow. He was perhaps the most accessible ambassador we have seen since the association's inception, taking an active interest in many of our activities and helping to resolve complex issues that a lesser man would have avoided. We are grateful, among other things, for his support during the planning and execution of our Vancouver Executive Summit in February. Ralph has proven himself to be a friend of CERBA, a supporter of Canadian culture, and a champion of Canadian business in Russia. We wish him and his bride Renata the very best in life and their future endeavours.

## CERBA Chapter in Vancouver is officially launched



Left to Right: Doug Allen (SNC Lavalin), Micheal Maximenko (Sudoimport), Pavel Borisovich (Sudoimport), Tatiana Domilovskaya (CERBA-Vancouver), Oleg Tchoubarov (Sea Green Entreprises), Sandy Ferguson (Chair, Vancouver Chapter), Vladimir Shtrebrandt (Rosmorport), Alexander Plaxunov (Sudoimport), Joe Shoelte (Sandwell Engineering), Robert Johnston (Cannon Design).

CERBA Chapter in Vancouver was officially launched on May 14, 2010. The event took place at the BC Commerce Centre 2010, a CERBA partner since August 2009 in conjunction with a networking reception to welcome port management companies from Russia. Sandy Ferguson, Chair of the Vancouver Chapter Board of Directors, welcomed members and friends to the event and thanked the sponsors, SNC Lavalin and Cannon Design.

Regional Director Tatiana Domilovskaya introduced CERBA Vancouver Board member, Oleg Tchoubarov and the representatives from Rosmorport and Sudoimport who were in Vancouver for a fact finding mission to establish business connections. After almost a week of fruitful meetings with the Pacific Gateway Branch of the BC Ministry of Transportation, Vancouver Port Authority, and a number of local port management and operations companies, the General Director of Sudoimport, Mr. Maksimenko and the Head of Construction and Development Department of Rosmorport, Mr. Shtrebrandt were eager to share with the guests their positive impressions and strong intentions for a future cooperation.

The event was well attended by both business and government officials and provided the perfect opportunity for networking and discussions. It brought two new members to the Vancouver Chapter – Steveston Net and Gear and GreenEng Systems Ltd.

## Cannon Design becomes the partner in the Olympic construction



After negotiations in Sochi, July 23-24  
Left to Right: Tatiana Domilovskaya (CERBA-Vancouver), Robert Johnston (Cannon Design), Alexander Ivanov (Vice-Governor of Krasnodar Region), James Bones (Cannon Design), Michael Kapirulin (Centre for Construction Technologies Transfer «Omega»).

Cannon Design Architecture Inc., founded over 60 years ago, has been a world leader in the development of sport venues since the mid-1980's. Their skill and experience in the design of Olympic speed skating ovals is unique and unparalleled. Over that time Cannon Design has been involved with the development of three Olympic speed skating oval projects, including the first indoor oval conceived in the world, the Calgary Olympic Oval and the Utah Olympic Oval in Salt Lake City. The most advanced refrigeration and air-conditioning technologies applied at the Richmond Oval for Olympic Winter Games 2010 provided favourable conditions for multiple Olympic records in various speed skating disciplines, although the location of this venue below the sea level created a lot of concerns before.

The Richmond Olympic Oval is not just an efficient and environment friendly venue, but is also a state of the art building, harmonized with the beautiful local landscape and using the latest materials, technologies and architectural features for the benefit of the Olympic and post-Olympic performance.

Like many 2010 suppliers, Cannon Design saw an opportunity to share their knowledge and apply their expertise at the Sochi 2014 Russian Olympic Oval. After two years of development work by the firm and recent support by the CERBA Vancouver office, the dream is coming true. Cannon Design's Principle and National Sport Practice Leader, Robert Johnston, was introduced to the Chief Architect of Krasnodar

region Yuri Rysin and his delegation from Krasnodar Regional government during their visit to Vancouver during the Games to learn more about the Vancouver 2010 experience. The meeting with Cannon Design was a part of the business program organized by CERBA Regional Director Tatiana Domilovskaya, who also facilitated an invitation to attend the International Architecture Congress in Sochi.

The Congress took place on May 24-25 at the beautiful Krasnaya Polyana mountain resort and included a visit to Imeretin Lowland, the site of the main Olympic Park. In addition, the Congress included a number of plenary sessions attended by the representatives of State Corporation Olympstroy, major Russian Architect studios, designers and government officials. Cannon Design was able to meet with Michael Kapirulin, the Head of the Centre for Construction Technologies Transfer «Omega» who is the General Contractor for the Sochi 2014 Speed Skating Oval to discuss the potential for Cannon Design to provide expert venue consultancy and support. Assisted by Tatiana Domilovskaya, these discussions resulted in a verbal agreement of cooperation which led to a second visit to Russia on July 23-24.

With the support of the Vice-Governor of Krasnodar region in Charge of the Olympic Winter Games, Alexander Ivanov, Cannon Design's Principal Robert Johnston and the Associate Principal James Bones, again accompanied by Tatiana Domilovskaya, met in Sochi to continue discussions and negotiations with General Director of the «Omega» Centre Michael Kapirulin. This last stage of the challenging and constructive negotiations attended also by Arthur Avanesyan, the CEO of the project sub-contractor company «Stroi-International» will result in an agreement that makes Cannon Design a part of the team for developing of one of the most sophisticated venues for the Sochi Olympics 2014 – «The Covered Speed Skating Oval for 8000 spectators in Imeretin Lowland».

Vice-Governor Mr. Ivanov briefly met with Robert Johnston, James Bones and Tatiana Domilovskaya just before their boarding on the flight out of Sochi on July 25th. «We welcome you to our team, «he said» and hope, that our joint work will produce an extraordinary result: the Speed Skating Oval in Sochi must be the most advanced Olympic venue that was ever built on Earth».

A formal Master Contract declaring details of the parties' relationships is under development now and intends to be signed in the near future.

# Canadian Quality – Global Focus



Hyduke Energy Services Inc. is an integrated oilfield services company specializing in the manufacture, repair and distribution of oilfield equipment and supplies. Hyduke was formed in 1995 with a diversified business model to bring together core strengths and be a one stop shop for the oilfield services companies of Alberta and the world. Hyduke and its operating divisions offer turnkey drilling rig and service rig packages, Lifecycle management and single-source supply for drilling, well servicing and other oilfield services. Hyduke is headquartered in Nisku, Alberta and has facilities in Edmonton, Calgary, Nisku, Leduc, Red Deer and Lloydminster, Alberta. Hyduke trades on the TSX Exchange under the symbol HYD.

Hyduke operates in three industry segments:

The Drilling Equipment segment includes manufacture and repair of land based drilling rigs and drilling rig structures, supply and repair of drilling rig equipment, procurement and distribution of drilling supplies, supply and service of pneumatic controls, engineering and design of drilling rigs and inspection and certification of drilling rig equipment.

The Well Service Equipment segment includes manufacture, retrofit and repair of well service rigs, mobile and skid mounted pump units and other well service equipment, procurement and distribution of well servicing supplies, supply and service of pneumatic controls, engineering and design of well service rigs and inspection and certification of well service equipment.

The Other Oilfield Services segment includes manufacture and distribution of cased hole and overburden drill bits and drilling systems, custom and production machining services, industrial sandblasting, painting and collision repair, and distribution and repair of truck-mounted equipment including cranes and winches.

Hyduke's operating divisions and their primary operating segments are:

**Hyduke Drilling Solutions («HDS»)** is a wholly-owned subsidiary of Hyduke Energy Services Inc. and has been designing,

manufacturing, repairing and retrofitting drilling equipment since 1977. Operating out of five facilities in Nisku, Alberta, comprising over 120,000 square feet, HDS provides new build and repair services to a wide variety of Canadian and international drilling contractors.

New build equipment ranges from the HDS Models of single, double and triple drilling rigs to custom built drilling rigs and ancillary equipment. API 4F certified since February 2005, our quality assurance program meets the highest quality standards. All new equipment meets Transport Canada's motor vehicle safety standards as HWS is licensed to certify equipment with the National Safety Mark. HDS offers 24 hour on-call repair services for both in the field and in the shop emergencies.

HDS encompasses all the elements required to provide full-service turnkey equipment solutions to the drilling industry: the facilities, the experienced and qualified staff, strong relationships with all major component suppliers, the knowledge of customers' equipment needs and the access to the integrated services of the Hyduke group of companies.

**Hyduke Well Service Solutions («HWS»)** has been manufacturing, repairing and retrofitting well service equipment since 1972. Operating out of a 42,000 square foot facility in Edmonton, Alberta, HWS provides new build and repair services to a wide variety of publicly traded and privately owned well service contractors.

New build equipment ranges from the HWS Models of service rigs, pump trucks and drawworks to custom built service rigs, pump trucks, pump buildings, mud tanks, doghouses, junk trucks, etc. HWS offers 24 hour on-call repair services for both in the field and in the shop emergencies. All new equipment meets Transport Canada's motor vehicle safety standards as HWS is licensed to certify equipment with the National Safety Mark.

HWS manufactures their own standard models of single and telescoping double service rigs (HWS 400, HWS 600 and HWS 750 Desert King series) in Arctic, Tropical and Desert applications and will also design, engineer and manufacture customized service rigs to meet specialized customer needs.

HWS also manufactures standard models of double drum drawworks (HWS 400 and HWS 600). Additionally, HWS is the exclusive distributor for the XJ line of drawworks manufactured by the SJ Petroleum Machinery Co. in China.

HWS is also the exclusive distributor of the SJ line of plunger pumps for well service applications.

HWS encompasses all the elements required to provide full-service turn-key equipment solutions to the well service industry: the facilities, the experienced and qualified staff, relationships with all major component suppliers, the knowledge of customers' equipment needs and the access to the integrated services of the Hyduke group of companies.

**BW Rig Supply** - representing a distribution network of three oilfield supply stores located in Nisku, Red Deer and Lloydminster, Alberta. BW Rig specializes in general oilfield supply sales and carries over 20,000 items in stock.

**Hyduke Mechanical and Machining** - Hyduke Mechanical operates out of a modern, 13,500 square foot facility with three ten-ton overhead cranes situated on three acres of fenced yard. Hyduke Mechanical provides full mechanical and machining repair services on mud pumps, rotary tables, drawworks, handling equipment and traveling equipment.

**Reliable Airflow Sales & Service** - Operating since 1984, Reliable Airflow provides sales and service of pneumatic and air-control products used on drilling rigs, service rigs and other industrial equipment.

**T & T Inspections and Engineering** - Operating since 1996, T&T provides full engineering and inspection services for oilfield equipment and overhead equipment.

**Hyduke Machining Solutions** - Calgary, Alberta. Operating since 1980, HMS operates out of a 30,000 square foot facility with state of the art CNC machining equipment. HMS specializes in general machining, production machining, structural fabrication and the manufacture and distribution of proprietary overburden drilling tools marketed under the brand name «Stratex».

**CanWest Crane and Equipment** - Operating since 1992, Canwest Crane specializes in the sale, installation and repair of truck mounted boom cranes, folding cranes, winches and gravel boxes used in the oilfield, mining and construction industries.

**Big Rig Sandblasting, Painting & Repair** - Leduc, Alberta. Operating since 2000, Big Rig offers the newest technology available in indoor sandblasting, painting and collision repair. Big Rig operates out of a modern 32,000 square foot facility with 5 paint booths ranging from 42' to 100' long. With two twenty ton overhead cranes in each bay, large jobs are handled with ease. Additionally, Big Rig specializes in collision repairs to heavy trucks, automotive, recreational vehicles and boats.



Hyduke has a proven track record around the world. Whether its the frozen tundra of Northern Canada and Siberian Russia, the extreme desert environments of North Africa, the Middle East and Australia or the tropical jungles of South America and South East Asia, Hyduke has effective equipment solutions in action. Over the past thirty years, we've successfully built long lasting relationships with our Canadian customers. Our emerging global focus has further resulted in strong relationships with new customers in over twenty countries. Regardless of location, our commitment to our customers and their markets is second to none. Our customers can rely on Hyduke for high quality products, 24/7 availability and strong after sales support.

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### Oilfield Supplies

B.W. Rig Supplies  
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Red Deer, Alberta; 403-309-4445

### Mechanical & Machining

Hyduke Mechanical  
Nisku, Alberta; 780-955-9559  
Hyduke Machining Solutions  
Calgary, Alberta; 403-250-5322

### Pneumatic Controls

Reliable Airflow  
Edmonton, Alberta; 780-462-4383

### Truck Mounted Equipment

Canwest Crane & Equipment Ltd  
Edmonton, Alberta; 780-463-8688

### Inspection & Certification

T&T Inspections & Engineering  
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### Painting & Sandblasting

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Painting & Repair



# Welcome to CERBA

## Vancouver new members:



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• Supportive Industrial Equipment Supply

• Process control design (P&ID), instrumentation selection, sizing calculation.

• Installation, customer support, equipment deployment at customer facility, maintenance and calibration services.

• Custom process control solutions for specified industries.

GreenEng Systems LTD acting as a bridge between Canadian and Russian technological companies

GreenEng Systems LTD provides full support, program and project management, sales and marketing, commissioning, installation and customer support.

## JOHN DEERE | HITACHI

### DEERE HITACHI

Deere Hitachi Specialty Products is a joint venture, 50% owned by Hitachi Construction Machinery of Tokyo Japan and 50% owned by Deere & Company of Moline Illinois that was formed in 1998 to provide John Deere and Hitachi dealers in North & South America with excavators based solutions for specialty applications. Deere Hitachi Specialty Products is located in Langley British Columbia; our core competencies include forest industry knowledge, product design and manufacturing. Our current product line includes four models, two brands per model, configured to work in various logging applications, including but not limited to tree harvesting, log merchandizing & material handling. With the support of our parent companies we expanded our sales area in 2005 to include Russia. Marketing and product support for our products in Russia is managed through John Deere distributors.

### RAYA TRADE

RAYA TRADE operates entirely within AMOR RAYA ENTERPRISES CORP (AR). RAYA TRADE, based in Vancouver Canada, provides min-



ing and heavy equipment supply, addresses the booming infrastructure, and outsources to preferred suppliers who have an understanding of the quality and standards that we expect.

Our company keeps on growing and developing under worldwide customers' continuing support. We expect the opportunity to build business connection with your esteemed company. Your inquiry and quote are always welcome.

### Drilling supplies:

#### Diamond Drill

##### UltraTerra:

This is our premium, longest life, fastest cutting product designed to be used on the most advanced, high speed, powerful drilling machines. It uses our most up-to-date matrix technology, Uses the most expensive diamonds and silver metal alloys. All matrix numbers are offered, from #2-#11. Matrix depth: 12 mm. Suitable for Canada, USA, Australia

##### Diaset Standard:

This is our standard product. These products can be used successfully on older or lower speed drilling machines, Uses the most expensive diamonds and silver metal alloys. Suitable for export where Chinese products are not performing well enough. Especially for very hard rock. All matrix numbers are offered. Matrix depth: 9,5 mm.

##### Geotechnical:

This is a low cost product, using older matrix technology; designed to compete price-wise with Chinese products. The performance, however, will very satisfactory when compared to other products in the same price range. Most popular are matrices G7 (harder) and G8 (softer), but all matrix numbers can be produced. Matrix depth: 6.5 mm.

Premium diamond drilling equipment. Core bits, reaming shells, casing shoes and other downhole equipment of all sizes is engineered, designed and manufactured. Our supplier uses state of the art computerized CNC manufacturing techniques combined with advanced metallurgy to produce tools that are priced competitively, drill very fast, and are long lasting.

### Contact Information:

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Address: 9603 manchester Dr #1705 Burnaby, V3N 4Y7, BC, Canada

## Almaty new sustaining members:



### TETHYS PETROLEUM LIMITED

Tethys Petroleum Limited is an oil and gas exploration and production company listed on the Toronto Stock Exchange (symbol «TPL») and Kazakhstan Stock Exchange.

Tethys Petroleum is focused on the prolific sedimentary basins of Central Asia, with its current projects in Kazakh-

stan, Tajikistan and Uzbekistan. The Company owns and operates its own drilling rigs, pipelines, production facilities and related equipment, and is the first independent oil and gas company to have operations in three Central Asian republics.

In Kazakhstan, Tethys Petroleum is operating through its wholly owned subsidiaries, TethysAralGas LLP and Kul-Bas LLP, under four contracts in the North Ustyurt basin to the west of the Aral Sea adjacent to the prolific Pre-Caspian basin. This highly prolific oil and gas area is rapidly developing and the Company believes significant potential exists in both exploration and in discovered deposits. The Company is currently developing two shallow gas fields, namely Kyzylai and Akkulka, and has plans to further expand this gas development. Its recent exploration oil discovery lies at deeper levels in the same area and the Company believes that this discovery (currently named «Doris») has substantial potential. The AKD01 well is the first deep exploration well drilled under the Akkulka Exploration Contract on the Akkulka block and has tested oil at over 6,800 barrels of oil per day. Appraisal of Doris and further oil exploration activities are currently underway.

### Contact Information:

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E-mail: info@tethys.kz  
Website: www.tethyspetroleum.com



### URANIUM ONE INC.

Uranium One Inc. is a Canadian-based company and is one of the world's largest publicly traded uranium producers with a primary listing on the Toronto Stock Exchange and a secondary listing on the JSE Limited (the Johannesburg stock exchange). The Company has a 70% interest in the Betpak Dala joint venture in Kazakhstan which owns the Akdala Uranium Mine and the South Inkai Uranium Mine. Uranium One also owns a 50% interest in the Karatau joint venture, which owns the Karatau Uranium Mine in Kazakhstan, and a 30% interest in the Kyzylkum joint venture, which owns the Kharasan Uranium Project in Kazakhstan. In the United States, Uranium One owns projects in the Powder River and Great Divide Basins in Wyoming. In Australia, the Corporation owns a 51% interest in the Honeymoon Uranium Project.

In June 2010, Uranium One entered into an agreement to acquire a 50% interest in the Akbastau Uranium Mine and a 49.67% interest in the Zarechnoye Uranium Mine from ARMZ. Both mines are located in southern Kazakhstan. Uranium One expects the transaction to acquire interests in the Akbastau and Zarechnoye mines will close before the end of 2010.

## MTS and RIM Introduce the BlackBerry Bold 9700 Smartphone to Customers in Russia



Mobile TeleSystems OJSC (MTS) (NYSE: MBT) and Research In Motion (RIM) (NASDAQ: RIMM; TSX: RIM) launched the BlackBerry® Bold™ 9700 smartphone for customers in Russia. The new smartphone is now available in all MTS shops in Russia on both personal and corporate subscriber plans at a price of 25 000 rubles.

The BlackBerry Bold 9700 smartphone offers top-of-the-line performance, functionality and features with support for 3G HSDPA networks around the world, a next-generation (624 MHz) processor, 256 MB Flash memory, built-in GPS and Wi-Fi®, a 3.2MP camera and a sharp, dazzling display. Cutting edge engineering and premium finishes extend to the exterior of the handset as well, with a smoothly integrated touch-sensitive trackpad and a highly tactile, distinctive, fretted keyboard. The dark chrome frame and leatherette back add to the new smartphone's sleek and elegant look, while the narrow profile, balanced weight and soft-touch sides allow it to feel incredibly comfortable in one hand.

«BlackBerry smartphones address the growing demand for easy and reliable access to mobile email, multimedia and other services among corporate clients and consumers. We believe the BlackBerry® Bold 9700, with its high performance and extensive feature set, will be perfect for MTS' subscribers for both professional and personal use,» said Mikhail Gerchuk, vice president for commercial affairs at MTS.

«The BlackBerry Bold 9700 builds on the success of the original BlackBerry Bold with its state-of-the-art features, yet comes in a smaller, lighter and highly optimized design that looks, feels and performs great,» said Paul Lucier, Managing Director, Northern Europe and Russia, Research In Motion.

### Key features of the BlackBerry Bold 9700 smartphone include:

- Sleek design measuring 109 mm x 60 mm x 14.1 mm and weighing only 122 grams
- Sharp and dazzling 2.44" light-sensing display (480 x 360 resolution at 245 ppi)
- Highly tactile full-QWERTY keyboard - with finely sculpted keys and chrome frets - for fast, accurate typing
- Innovative touch-sensitive trackpad that allows intuitive and responsive navigation
- Built-in Wi-Fi (802.11 b/g) for faster Internet access and extended data coverage
- 3.2 MP camera with variable zoom, autofocus, flash and video recording
- BlackBerry® OS 5, offering users email management and calendar enhancements\* as well as a better browsing experience with faster JavaScript and CSS processing
- Built-in GPS for maps and other location-based applications, as well as photo geotagging
- Media player for videos, pictures and music, and BlackBerry® Media Sync for easily syncing photos as well as iTunes® and Windows Media® Player music with the smartphone\*\*
- 3.5 mm stereo headset jack, dedicated volume controls, Lock and Mute keys seamlessly integrated across the top of the handset
- microSD/SDHD memory card slot that supports up to 32 GB cards
- 256 MB of Flash memory
- Premium and easy-to-access phone features, background noise suppression technology and high quality speakerphone
- Bluetooth® (2.1) with support for Secure Simple Pairing, hands-free headsets, stereo headsets, car kits and other Bluetooth peripherals
- Support for BlackBerry® Internet Service and BlackBerry® Enterprise Server
- Global connectivity support: UMTS/HSDPA 2100/1900/850/800 MHz and quad-band EDGE/GPRS/GSM
- Removable, rechargeable 1500 mAh battery that provides approximately 6 hours of talk time and 17 days of standby time in 3G mode

MTS provides maintenance and 12 months warranty service for BlackBerry® smartphones.

For more information visit: [www.blackberry.mts.ru](http://www.blackberry.mts.ru)

**CERBA would like to thank RIM for the kindness of the recent donation of 3 Blackberry devices to the CERBA Moscow office**

## From Political Support to New Trade Leads – The Government of Canada works with Canadian business to create opportunities in Russia



Minister Van Loan

The Trade Section of the Canadian Embassy in Moscow continues to work proactively to support our clients and partners in a number of sectors of strong commercial potential which have attracted the interest of Canadian companies and organizations in the Russian market. The objective of the Canadian Trade Commissioner Service is to assist Canadian business abroad – both by working on individual company service requests and by creating venues for high level political engagement on increased cooperation between both countries.

In recent months a number of activities have taken place which contributed to the expansion of opportunities for cooperation between Canada and Russia. A key event was the visit of Minister of International Trade Peter Van Loan to Moscow and St-Petersburg on July 5-9, 2010. This was Minister Van Loan's first visit to Russia as the new Co-Chair of the Canada-Russia Intergovernmental Economic Commission (IEC). During his visit Minister Van Loan met with the Russian Co-Chair of the IEC First Deputy Prime Minister Viktor Zubkov and a number of Russian federal ministers and senior officials, as well as senior managers from the Russian private sector. The Minister also discussed opportunities for Canadian businesses operating in Russia

with some members of the Canada Eurasia Russia Business Association during a meeting with the business community.

Minister Van Loan's visit sent a strong message of Canada's interest in improving and expanding bilateral commercial ties with Russia. During the meeting in Moscow Mr. Zubkov confirmed Russian participation in several key activities proposed by the Canadian side for the fall, including the Canada-Russia Agri-Business Forum in Regina. Both sides also confirmed their commitment to convene the next IEC session in Ottawa in spring 2011. Minister Van Loan highlighted Canadian priority areas for developing cooperation and advised of measures the Canadian side has undertaken in areas the Russian side has identified as priorities. These include forestry, aquaculture, science and technology, and energy. Progress was noted on market access issues with respect to Canadian meat imports, as well as the successful cooperation between the Canadian and Russian veterinary services.

Other senior officials from Canada visited Russia in June 2010. Minister of Indian and Northern Affairs Chuck Strahl met on June 4 with his Russian counterpart, Minister of Regional Development Viktor Basargin. Among the topics discussed was economic cooperation between the Canadian and Russian Northern regions. Also, both Quebec Minister Clement Gignac and Premier of Newfoundland and Labrador Danny Williams attended the St-Petersburg International Economic Forum, a prestigious event held under the patronage of Russian President Medvedev. Premier Williams held productive meetings on the margins of the Forum with several key decision-makers from Russia's oil and gas industry, including Aleksandr Medvedev, Deputy Chairman of Gazprom.

Throughout the spring the Trade Section of the Embassy proactively organized several missions to Canada and Russia. In recognition of aquaculture as an area of interest for Russia including representatives of Russian companies and the Russian Federal Fisheries Agency to Vancouver was organized in June 2010 in cooperation with Agriculture and Agri-Food Canada. The Russian representa-

tives were provided an opportunity to learn about the legal aspects of aquaculture development in Canada in general and British Columbia in particular. The mission resulted in a number of concrete business opportunities for Canadian companies.

The Embassy also recruited a Russian buyers' mission to attend the Western Farm Progress Show in Regina in June 2010. Sixty Russian participants in this mission, the first of this size and scope, represented farms and dealers interested in buying agricultural equipment and cattle raising technologies from Canada. Another important event was the Canada-Russia Forestry Forum which was held in Irkutsk in June 2010 – an example of successful partnership between the Trade Section, EDC and CERBA.

Currently the Embassy is working to recruit companies for several initiatives planned for the fall. These include the World Food Moscow Trade Show in September, Golden Autumn in October, and the Moscow ProdExpo Show in February 2011. These are important events demonstrating Russian and international products, developments and technologies in the agriculture and agri-food sectors.

A senior-level Russian delegation is expected to attend the 21st World Energy Congress in Montreal in September. Also in the energy sector, the Embassy will lead a trade mission to Moscow and Murmansk from September 27 to October 1, which will focus on showcasing Canadian offshore technologies for overcoming harsh environments in the oil and gas sector. The delegation, which will feature companies from Newfoundland and Labrador as well as other provinces, will attend the Murmansk International Economic Forum and SevTEK Oil and Gas Trade Show.

The Trade Section of the Canadian Embassy looks forward to working with our clients and partners, including CERBA, in the coming months to implement the planned initiatives. You can reach us at +7 (495) 925-6000 (phone), +7 (495) 925-6025 (fax), e-mail: [mosco-td@international.gc.ca](mailto:mosco-td@international.gc.ca), website: [www.canadianembassy.ru](http://www.canadianembassy.ru); [www.tradecommissioner.gc.ca](http://www.tradecommissioner.gc.ca)

# Save on Air

## CERBA's New Agreement with Canadian Gateway and Transaero Airlines



Canadian Gateway (of YYZ Travel Group) have initiated a tripartite agreement for cooperation with CERBA and Transaero Airlines and is please to inform the members that the Agreement has been signed by all parties. The subject of this Agreement is the provision by Transaero Airlines of air transportation services on its regular domestic and international flights under special conditions of sale to CERBA members and association's meetings and events' delegates. The discount resulting from this agreement amounts to 7% on business class flights and 5% on economy class tickets to and from all Transaero's destinations which includes Moscow, St.Petersburg, Sochi, Yekaterinburg, Kazan, Krasnodar, Ulan Ude Vladivostok, Odessa, Minsk, Astana, Almaty, Tel Aviv, Barcelona,

London, Miami, New York, Salzburg, Beijing, Tokyo, Hong Kong and many others cities around the world. To book the flights please call Canadian Gateway at 905-660-1100.

Transaero Airlines is an airline based in Moscow, Russia. It operates scheduled and charter flights to more than 70 domestic and international destinations. Its main hubs are Domodedovo International Airport, Moscow and Pulkovo Airport, Saint-Petersburg. Transaero Airlines is IATA member since 1993 and IOSA Operator. Transaero has its own program for frequent flying passengers - FFP-Transaero Privilege Program. Transaero offers Tourist Economy, Premium Economy, Business and Imperial Classes of Service.

Canadian Gateway is a tour operator and a full service wholesaler, part of YYZ Travel Group, founded in Toronto in 1986 and servicing CERBA members since 2006. Canadian Gateway specializes in Russia, former USSR republics; Eastern and Central Europe; Middle East destinations and provides the services of flight, tour, car, group, meetings and incentive arrangements. Canadian Gateway is an active member of CERBA, International Air Transport Association (IATA), Travel Industry Council of Ontario (TICO), Association of Canadian Travel Agencies (ACTA), Cruise Lines International Organization (CLIA), SKAL International and Association of Corporate Travel Executives (ACTE).

For more information please contact Katherine Balabanova, MarCom Manager, YYZ Travel Group at 905-660-7000 Ext 355

To book the flights please call Canadian Gateway at 905-660-1100.



Alla Grishkova and Vladimir Gavrilenko, Transaero Airlines, at Russian Canadian Festival on Dundas Square.

# ABC LANGUAGE SOLUTIONS



Working with a reliable, fast and flexible Language Services Provider will give you the confidence you need to become a leader in your multilingual field. Here are some tips on how to choose a reliable linguistic partner:

- a) You need to work with a company that understands your goals and needs.
- b) You need to find a multifaceted translation company that can offer a range of services such as linguistic proofreading and cultural adaptation in the languages that you need.
- c) The right Language Services Provider must be flexible and must be able to work on your terms and within your deadlines.

ABC Language Solutions is a professional translation agency based in Vancouver, Canada.

We help companies representing many diverse industries, from aerospace to mining, to succeed in foreign and domestic markets by providing fast, professional, culturally sensitive, and competitively priced one-stop translation services and comprehensive linguistic support in most language combinations, with a special focus on Russian / Ukrainian. From cutting-edge engineering manuals translated into Dutch, to aerospace projects in Kazakh, and even a script from a 16th-century Armenian rug, our experience is broad and deep; you can rely on us to accurately convey your message to the target audience on time and on budget!

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Globalization and Internet have brought countless opportunities to organizations and businesses around the world, which has helped them to excel in foreign and domestic markets like never before. Together with the incoming benefits of new markets and the expansion of business boundaries come new challenges. Domestic and international customers expect your services to follow best practices and industry standards – and one of these essential criteria is multilingual communication, which enables buyers to understand you and your goals in their own language. However, taking your business to an international level can be complicated, as it requires the localization of a multitude of materials: from complex legal contracts to simple emails.

Consequently, integrating your service into another culture can be difficult. You have to make sure that your overseas partners correctly understand you, your products and your intentions because even a minor miscommunication due to linguistic barriers can interfere with your negotiations, harm your business or even lead to a lawsuit. Not only is it good business to reach out to your audience in their own language, but in some cases it is a matter of regulatory compliance and legal responsibility to provide certain information to customers and partners in their native language. Companies and organizations all over the world recognize the importance of foreign market participation, observing that it can transform and reinvent any business – taking it to new dimensions. If you want to get ahead of your global competition, boost your international sales, provide better customer service or minimize risks and reduce liability, you need to communicate your ideas accurately and effectively to your international partners, workers and customers.

# MACLEOD DIXON – A CERBA SUSTAINING MEMBER

Macleod Dixon LLP  
Маклауд Диксон ЛЛП



## Macleod Dixon's legal professionals: Our natural resources.

**Macleod Dixon is honoured to be selected as the 2010 Who's Who Legal Global Mining Law Firm of the Year.**

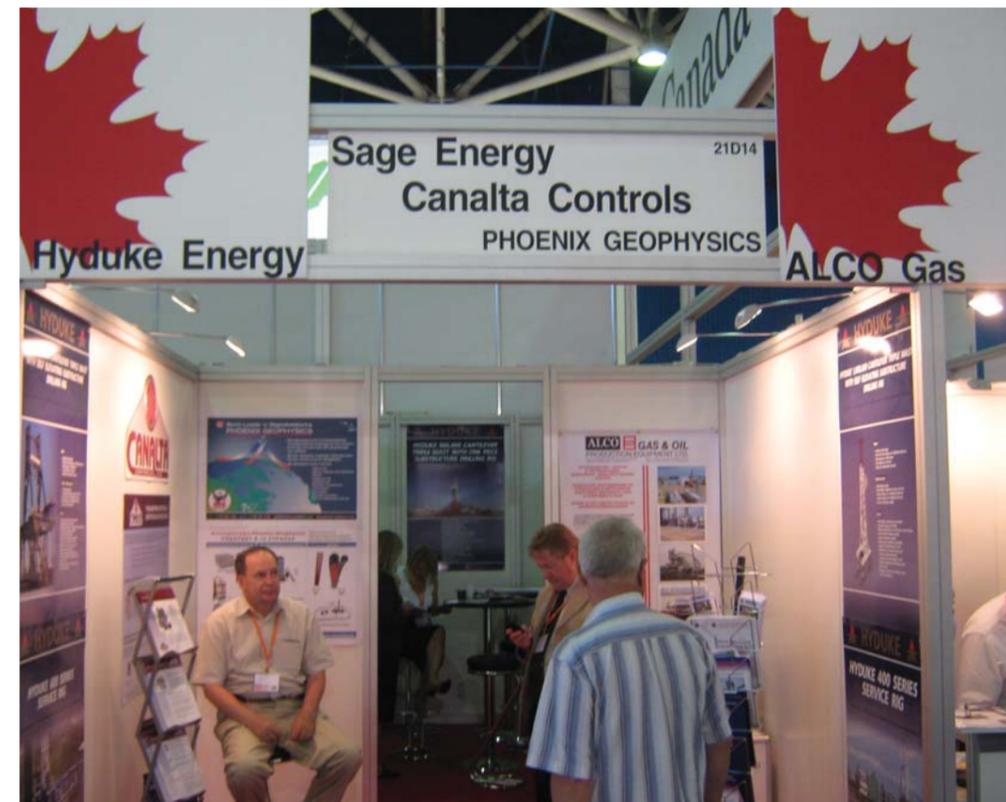
This coveted award is presented based on feedback from our clients and others in the legal profession – testament to the hard work and strategic thinking of our dedicated legal professionals.

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# CERBA at Neftegas 2010



Neftegas-2010 Canadian booth

For the first time, the Calgary and Moscow Chapters of CERBA organized a Canada Pavilion at the Neftegas Oil and Gas Show in Moscow from June 21st through 25th, 2010 (see <http://www.neftegaz-expo.ru/en/>). Since 2007, CERBA has participated in the MIOGE Show. MIOGE runs every alternate year and the Neftegas Show falls within the gap years.

As we started to do a couple of years back, CERBA offers two ways in which companies can participate in the Canada Pavilion. For those companies who are active in this market already and wish to maintain a strong presence, there is the 9 sq metre plus booth option available. Four companies exhibited as Full Exhibitors – **FARR/ McCoy, KUDU Industries, Velosi and Canam Pipe and Supply/CCI Thermal.**

In addition, we had five companies join us as Associate Exhibitors. These may be companies that are just «testing the waters» in this marketplace and wish to initiate preliminary contacts or those that are more focused on working the show but yet have some presence as well. The Associates included **SAGE Energy, Phoenix Geophysics Limited, Canalta Controls, ALCO Gas and Hyduke Energy Services.**

Everyone participating in the Neftegas Show was impressed with the calibre of the Show and the quality of the visitors. Most of the companies reported some good leads from the show and some even initiated more serious discussions with prospective buyers.

Everyone felt however that having the Show run for 5 days was a bit much and that a 3-4 day show would have produced simi-

lar results. We are not sure why this Show runs longer than most.

In addition to the Show participation, CERBA did work with the staff at the Canadian Embassy in trying to promote our Canadian companies to potential interested Russian partners. To this end, participating companies completed a Company Profile information form which the Trade Commission staff used to determine which Russian companies may be suitable matches. The Embassy then generously coordinated an afternoon seminar on Tuesday June 22 at the Embassy itself in which a number of brief presentations were made by all the companies present. This was followed by a networking opportunity over a delicious buffet supper in the intimate Embassy garden. All participants found this seminar/networking event to be very worthwhile and it is so-

omething we will endeavour to do again in the future.

We extend our appreciation to the Trade Commissioner Stephen Basadur and his team at the Embassy for their continuing support.



Neftegas-2010 Booth of Kudu

# Looking Back

## Ottawa Chapter

CERBA AGM held during visit of FDPM Zubkov on April 28. Minister Van Loan addressed the CERBA membership during the AGM reception at Chateau Laurier supported by Cameco and Ronald A. Chisholm.

On the eve of the June G8/G20 Summits in Toronto, Uzbek Deputy Minister of Foreign Economic Relations participated in a CERBA-Ottawa Roundtable hosted by Heenan Blaikie.

## Montreal Chapter

John Sloan, incoming Canadian Ambassador to Russia joined CERBA-Montreal members for a Roundtable discussion at SNC-Lavalin on August 30 before his departure on posting to Moscow. We wish him success and look forward to working together over the next three years.

Canada Russia Energy Forum: Innovation and Investment, September 11th brought together a large Russian energy delegation led by Deputy Minister of Energy RF, Anatoly Yanovsky, including RusHydro Chairman, Evgeny Dod for a bilateral discussion of energy cooperation in different sub-sectors on the event of the World Energy Congress in Montreal (12-16 September 2010).

## Vancouver Chapter

### Aquaculture and Fisheries Delegation

A delegation of Aquaculture and Fisheries companies from the Russian Far East visited Vancouver from June 11 to 16, 2010. This joint project of the Vancouver Chapter with the Canadian Embassy in Moscow and Agri-Food Canada, which has taken many months of planning, brought some positive results in establishing promising connections between the Aquaculture and Fisheries sector in BC and Russian companies. The delegation consisted of four businessmen, Viktor Pokotilov, Vladislav Voytenko and Alexander Kolesnikov of BioBank Ltd; Sergey Saksin, Preobrazhensky Pybokombinat Ltd. and a Representative of the Russian Fisheries Agency in Canada, Mr. Temur Tairov.

The visit program was organized by Agri-Food Canada, represented by the Trade Commissioner Emily MacKenzie and Vancouver Board member, Oleg Tchoubarov, the President of Sea Green Enterprises. The delegates spent the first three days in Nanaimo visiting local aquaculture farms. These site visits were organized with the support of the BC Ministry of Aquaculture and Lands (AI Catledine) and included also an information session attended by Canada Oceans and Fisheries Agency where the Russian group discussed various Canadian aquaculture technologies.

Sea Green Enterprise also arranged a visit to the ship maintenance yards and profiled Can-

nadian machinery and equipment used in the protection of the harbour waters from oil spills and other pollutions.

CERBA Vancouver Chapter organized the networking event on June 15<sup>th</sup>, where the Russian delegation met with Vancouver business community and government officials in a cozy and informal environment provided by the BC Commerce Centre 2010.

### Visit in Ekaterinburg

Regional Director Tatiana Domilovskaya visited Ekaterinburg from May 29 to June 5, where she met with the Sverdlovsk Regional Government representatives, including Minister of International and Foreign Economic Relations Mr. Kharlov, Minister of Industry and Science Mr. Petrov, Minister of Construction Mr. Zharebtsov. She has also met an Executive Director of Association of the Construction Industry Enterprises and a number of companies, interested in developing of business and trade contacts with Canada. The program of meetings was organized by the regional department of Foreign Investment – the division of the Ministry of International and Foreign Economic Relations.

A number of constructive discussions led to the verbal agreement to cooperate in such areas as: forestry and wood processing, construction technologies and building materials, nano- and bio-technologies. Strong interest was indicated by the Minister of Industry and Science Mr. Petrov in mining exploration and processing technologies.

Few consequent meetings with Association of Construction Industry Enterprises resulted in signing an Agreement of Cooperation between its Ekaterinburg Chapter and CERBA Chapter in Vancouver. CERBA members are invited to benefit from this agreement by free publishing of promotional information and business offers at the official web site of this highly respected non-profit organization. Future cooperation includes joint projects in construction technologies and building materials as well as participation in the program of sustainable development of Northern regions of the Urals Federal District.

## Moscow chapter

### April 4, 2010-09-02

CERBA held its annual Easter brunch at the Hilton Moscow Leningradskaya Hotel, one of seven famous «Stalin» towers. Over 100 CERBA members and friends enjoyed the Hilton's chef's delicious cuisine and Easter's cheerful atmosphere.

### April 19, 2010

#### CERBA-AMCHAM Joint Networking Event

The event took place at the Renaissance Moscow Monarch Centre Hotel, the newest and largest Moscow luxury hotel near city centre. The event became an excellent platform where guests had a chance to meet AmCham



Looking Back AmCham & CERBA

and CERBA members, establish partnerships and strengthen friendly ties between two North-American nations. The party was very well attended: we had over 130 guests.

### May 18, 2010 VINO E FORMAGGIO



Vino e Formaggio reception



The Moscow chapter of CERBA and the Italian Business Club ITAM held its annual Networking Reception VINO E FORMAGGIO. The event took place at the gorgeous Italian restaurant NOA. The organisers did their best to make the evening full of fun and entertainment where guests had the chance to socialize with ITAM and CERBA members and enjoy delicious Italian cheeses and olives (generously provided by Reginella company) and Italian wines. The water was provided by one of CERBA's friendly sponsors – Buguruslanskaya. The Canadian Ambassador Ralph Lysyshyn and the Italian Embassy First Counselor Giovanni Iannuzzi attended the event and delivered speeches in English and Italian.

### May 20, 2010

#### BREAKFAST BRIEF WITH ARKADY DVORKOVICH, Presidential Aide, Russia's G-8 Sherpa – On the Eve of the Summit: Russia and the G-8 / G-20



Nathan Hunt, CERBA, Roman Kanevsky, Rosan, Arkady Dvorkovich, James Crossland, Kinross, Lou Naumovski, Kinross

On the 20th of May, 2010 at the Marriott Aurora Hotel CERBA – Moscow held a business breakfast with Arkady Dvorkovich – Presidential Aide, Russia's G-8 Sherpa – On the Eve of the Summit: Russia and the G-8 / G-20. Mr. Dvorkovich was speaking about Russia's modernization plans and process of developing innovative changes, meaningful cooperation between the state and business and society, an open, honest and ongoing dialogue between government leaders and the private sector, e-Government programme as Government's anticorruption efforts, country's internetization plans, and Russia – Canada trade and economic relations. CERBA would like to express its thanks to Kinross and personally to Lou Naumovski for helping CERBA to arrange this remarkable event.

**THANKS TO OUR SPONSORS – Kinross and Rosan – FOR KINDLY SUPPORTING THIS EVENT**



### May 29, 2010 13th ANNUAL LOBSTERFEST



Alex Grichine is enjoying lobsters

On the 29th of May the Moscow chapter held its 13th Annual Lobsterfest. As usual the event took place at the Le Meridien Country Club. The guests enjoyed both fresh Canadian lobsters, the lottery and the spring's sunny rays.

### June 7, 2010

#### CANADA-RUSSIA FORESTRY FORUM

On June 7 to 10th 2010 Canadian-Russian Forestry Forum took place in Irkutsk. The event was jointly organized by Canadian Forest Technologies and CERBA with support by the Embassy of Canada and EDC. The first event of its kind in the Russian Federation, this forum provided the opportunity for Canadian manufactures and service providers involved with the forestry sector to present their capabilities and products to a focused group of Russian buyers within the Irkutsk and adjacent regions. Also in attendance were high-level representatives from both Canadian and Russian govern-

ment agencies with direct interest in the development of the Irkutsk forestry industry. Two days of presentations and face-to-face meetings between potential partners were followed by the FORESTRY COMMITTEE MEETING of the Canada-Russia Business Council (CRBC) co-chaired by CERBA and RSPP.

Participants have expressed full confidence that the Forestry Committee of the CRBC will continue to work on a constant basis during and in between Canada-Russia business summits. An unforgettable boat excursion to the lake Baikal was an excellent opportunity to network in an informal atmosphere.

### June 17-19, 2010 SPIEF, visit to St-Petersburg



Stephane Bertrand, WEC, Montreal – 2010 is welcoming the guests of the Global Energy award

Stephane Bertrand, Executive Director of the World Energy Congress - Montreal 2010 and Olga Mazurova, CERBA – Moscow attended the St-Petersburg International Economic Forum where Stephane Bertrand used that opportunity to invite the Russian top managers of the energy industry to participate in the World Energy Congress – Montreal 2010. Stephane Bertrand and Olga Mazurova also attended the 2010 Global Energy Prize ceremony and the reception.

### June 20, 2010

#### YACHTING REGATTA OF THE MOSCOW BUSINESS CLUBS



Canadian crew

The Moscow Sailing Regatta of the Business Clubs took place in one of the oldest yacht clubs of Russia, «Club Vodnik» at the Klyazminskoe reservoir. For the first time the business associations of Russia, Italy, Australia, Great Britain and Canada met sailing together. Every business club presented one boat and a crew of 6 non-professional members. The best Australian wines and Italian cuisine were offered to enjoy.



**The results were the following:**  
**1st Place – Russia – on «GulfStream»,**  
**2nd Place – Great Britain – on «North»,**  
**3rd Place – Canada – on «Mart»,**  
**4th Place – Australia – on «Freedom»,**  
**5th Place – Italy – on «Gera».**

### July 28, 2010

#### AMBASSADOR FAREWELL RECEPTION AND CERBA-MOSCOW CHAPTER AGM CERBA Annual General Meeting and a Reception in Honour of the Canadian Ambassador RALPH LYSYSHYN



Ralph Lysyshyn: Canadian Ambassador to Russia

On July 28th CERBA Moscow held a reception in honour of the Canadian Ambassador Ralph Lysyshyn who has left Russia after four successful years. The event was held at the Baltshug Kempinski hotel, a place, which welcomed many Canadian events over the years. Ralph delivered a straightforward and still very warm speech about the past four years in Russia, his experience, thoughts about country's current situation and its future. Ralph expressed gratitude to the Canadian society that supported him during his stay in Russia. The address was extremely well received by over one hundred guests who came to honour and thank the Ambassador. Before the reception CERBA Moscow chapter held its Annual General Meeting electing the Board of Directors.

**THANKS TO OUR SPONSORS – Kinross, Bombardier and Nova Scotia Bank – FOR KINDLY SUPPORTING THIS EVENT:**



**BOMBARDIER**

## Kazakhstan: The war for talent has just begun

By Natalia Kurkchi, Country Manager – Antal Kazakhstan & Luc Jones, Partner – Antal Russia

The current downturn has forced many international companies to search for new markets, a process known as decoupling. The developing countries' markets have always represented a combination of risk and attractiveness, and Kazakhstan is no exception. Nevertheless, 2010 is already beginning to show positive tendencies on the recruitment market in Kazakhstan and other surrounding countries of Central Asia: the number of «start-ups» has increased, the demand for qualified and experienced specialists and managers from more developed countries has increased, the interest towards Kazakhstan and Central Asia from the M&A companies has also risen. All these and many other facts prove some very serious intentions of both local and international companies to develop in this region in 2010.

The candidate market in Kazakhstan has always been very narrow, both recruiters and employers very often happen to know the same candidates who are open on the market; whilst many people hoped that the economic recession would change this situation for the better and despite the general expectations and predictions though, it hasn't resulted in lots of highly-skilled and experienced people suddenly ready to work for half price. Why? Because put simply «high quality» is never «cheap».

Of course, the inflow of candidates on the market has increased significantly over the last 1,5 years: there are now 3-4 times more responses to vacancies than before. Unfortunately we can hardly speak about an increased quality of the candidates' market: only 1-2 candidates out of 10 get to interview stage. In turn, 80% of mid-to-senior-level managers, who are still working and are still valued by their employers – are simply not considering any other job opportunities and are not open on the market. All this statistics make the opinion regarding «employers» market» quite questionable.

Employers compensate for the lack of qualified personnel by either head-hunting candidates from the competitors on the local market or attracting candidates from outside of Kazakhstan. There is obviously another way which includes developing your own staff. This is a less expensive way, but it tends to be too long and quite risky: you spend the time and money training young people, only for them to leave to a competitor after a few years.

Companies operating on the Kazakh market continue to open new vacancies in 2010. Over 60% of Antal's clients have a rather optimistic view regarding market development in Kazakhstan and Central Asia, and 40% of these are already actively hiring new people. The firing process in late 2008 and early 2009 was in many cases spontaneous and quite drastic during the worst times of the recent downturn. This has led to the situation where a lot of companies found themselves lacking certain crucial people within their organizations. Now when the market starts showing signs of growth again, it's becoming clear that a company simply cannot develop without a highly-qualified team in place.

During 2009 many companies struggled to maintain market share, companies with enough working capital have taken this new competitive advantage to build their businesses at the expense or poorly run ones, filling the gaps. Likewise well run companies now need to look at the availability of the good talent, as the global and domestic economies become stronger we'll soon see firms competing for a small pool of the best candidates. Now is a good time to review your organization chart.

### Main Trends on the Kazakhstan Recruitment Market:

- The global recession has forced employers to take a different view of the quality of the employees that they hire, as well as prioritising in terms of which of the structures within the organization need to be reinforced.



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A good example is the Controlling function - whether it's Finance, Internal Control, Risk Management or any other departments controlling the company's activities and setting up limits to prevent the company from too risky or even threatening situations. Sales positions have probably received the greatest attention and development in the last several months - as was said before, no development is possible without professional Sales and Business Development people. The HR function has also developed considerably: it became clear that a proper HR Manager should not be performing only recruitment and admin functions, but should play a very important role in implementing the correct motivation and career plans for staff, thus increasing their loyalty and effectiveness. The role of IT Managers has also risen from a simple knowledge of IT programs to the implementation of the complex IT solutions for the company, data protection, secure storage of information.

- Replacement of existing employees is another noticeable tendency on the market at present. This current crisis has become a serious reason for companies to replace «quantity» with «quality», even though this sounds rather harsh. Such occurrences were frequent in 2009, and around 30% of Antal's clients in Kazakhstan are still planning to replace some members of their existing teams with more professional and experienced ones in 2010 who can develop the company faster and more efficiently.

- The present situation on the market has resulted in serious corrections in salaries from both employers' and candidates' perspectives. In spite of the general perception, salaries on the market have not fallen as dramatically as they were expected to. The main change has been not in the salaries themselves, but rather in the candidates' expectations when moving to another job. In the pre-crisis times candidates would normally expect a pay rise of 50% – sometimes even 100% and more – these expectations have now fallen down to around a 15% – 40% increase on average during tougher times. Of course if talking about people who have lost their jobs, then the situation is considerably different: these candidates would usually be much more flexible in terms of their salary requirements. However, those candidates who are employed and are not actively looking for a job would have no reason to move to another job unless the salary and package are considerably more attractive.

Antal Russia and Antal Kazakhstan are part of The FiveTen Group, a global recruitment consultancy in the field of specialist, executive recruitment. With offices in Moscow and Almaty, Antal is the leading international recruitment firm specialising in mid-to-senior level positions in most key disciplines and industry sectors.

To find out how your business can be improved by hiring the best talent, please contact:

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