



Accounting • Audit • Legal • Recruitment  
Marketing • IT Solutions • Trainings



# Awara is a leading business administration services provider

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Awara is a leading consulting and outsourcing services provider in Russia, Asia and the CIS countries.

We offer business administration services covering all your company needs. We serve with accounting, tax compliance, audit, law services (under BRICS Consulting brand), IT solutions, market research and headhunting.

We take a very pragmatic approach to our work, therefore we don't only consult, we actually offer to implement our advice by the work of our practical specialists and by means of a variety of very strong outsourcing services.

At Awara we combine all our fields of expertise in an integrated act of professional services to meet our clients' specific needs. As a result we deliver truly comprehensive and cost-efficient solutions that increase the competitive advantage, enable profitable growth, and enhance shareholder value. Our efficient and accurate solutions derive from our international background and superior knowledge of local practices.

Learn more about Awara services at [www.awaragroup.com](http://www.awaragroup.com)

*Only one is unique - Awara*





## ACCOUNTING AND TAX COMPLIANCE

Awara provides professional services designed to overcome cross-cultural challenges in all accounting, tax compliance, and financial administration issues and ensure full compliance with Russian statutory financial and tax accounting rules. The services include:

- Russian bookkeeping
- Financial accounting
- Tax compliance services
- Payroll accounting outsourcing
- HR administration
- Management and group reporting with international standards (US GAAP, IFRS)
- Functions of chief accountant
- Customized IT-solutions for accounting and financial administration

Learn more about our accounting services at [www.awara-accounting.com](http://www.awara-accounting.com)

## AUDIT SERVICES

The quality of services provided by Awara is comparable to the level of the Big 4, and is much more affordable. Here is the full list of our audit services:

- Local statutory financial audit according to Russian accounting standards (RAS)
- Audit in accordance with international standards (IFRS, GAAP)

- Review of tax risks (tax audit)
- Express and Spot Audit Services
- Audit of HR documentation
- Special audits
- Voluntary audit
- Fraud audit and investigations

Here is a list of other assignments Awara frequently undertakes:

- Internal control audit
- Implementation of a proper reporting system for international standards (IFRS, GAAP, etc)
- Transformation of Russian (RAS) accounting standards into international standards (IFRS, GAAP, etc).
- Tax, legal and financial due diligence
- IT audits

Learn what more Awara can do at [www.awara-accounting.com](http://www.awara-accounting.com)





## LEGAL SERVICES

BRICS Consulting is our new brand for providing legal services for international and local clients who invest and conduct business operations in Russia, CIS & BRICS countries. We focus on practical solutions for business needs and clear guidance for risk management. We are especially focused on tax compliance and tax advice work.

Through our global network we also advise Russian firms in all their legal matters abroad, all over the world.

We have a very special competitive edge in tax law. And in view of our emphasis on delivering practical solutions and implementing our advice, we are especially strong in all kinds of compliance services starting with tax compliance services which we produce on an outsourced basis. Another area where we are unrivalled in Russia is our employment and labor law practice.

We assist continuously and successfully with all immigration law issues, such as receiving work permits and visas.

In view of our practical approach to legal matters we have developed a very cost-efficient approach for all matters of registration, notifications and other regulatory filings. These include:

- Company set-up, registration and liquidation of a company (incorporations)
- Registration of branch office or representative office
- Tax registrations
- Registration of changes to charter and by-laws
- Registration of change of legal address
- Registration of change of general director
- Tax filings and individual tax returns
- Anti-trust (anti-monopoly) filings
- Work permit assistance
- Visa assistance
- Legal audit

Learn more about BRICS Consulting at [www.brics-consulting.ru](http://www.brics-consulting.ru)





## INTERIM MANAGEMENT

Awara offers outsourced business management services and provides the client with all the needed management resources. We provide Interim Directors and Managers at executive and senior management level.

Our service includes the provision of nominal General Director for a Russian firm. To note, in Russia a management company can act in the capacity of general manager, something of which Awara has a solid experience.

Our interim executives and managers are in demand for various reasons, for example, at start of the market entry to Russia when the foreign investor wants to keep the formal decision making and signature in trusted hands. And also to help overcome staff shortages, bring in new skills, project management, and for introduction of new technologies.

Hand in hand with Interim Management goes organizational change management (OCM). Our Change Management services offer a structured approach to change the business for the better by shifting individuals, teams, and organizations from a current state to a desired future state. We help to create the processes and culture that enables employees to accept and embrace changes in their current business environment and management to reach their goals. Change Management (OCM) is needed, for example, for a successful implementations of Enterprise Resource Planning (ERP) applications, something we do together with Awara IT Solutions. In fact, we approach each of our assignments with the principles of good Project Management. We can thus help organizations change faster, more decisively and more meaningfully than their competitors.

We are not restricted to specific industries and functional positions and can therefore introduce in a short time Interim Managers and Change Managers across all industries and disciplines. This provision includes CEO's, Executives, Directors, Senior Managers, IT directors and specialists, Sales and Marketing Executives, Financial Directors, CFO's, Chief Accountants, Production and Operations directors and managers, Logistics and Supply Chain Managers, HR directors.

Learn what more Awara can do at [www.awaragroup.com](http://www.awaragroup.com)

## HEADHUNTING & RECRUITMENT SERVICES

Awara is a leading social media and Internet recruitment company in Russia and CIS countries. We specialize in finding the best people for the best firms and the best jobs for the best people in Russia. We believe that you cannot find the best people by referring to candidate that you "have in a database." Each and any candidate database will always be hopelessly



outdated and limited. Even the biggest recruiting firms could not possibly cover but a small portion of the market with this method. (And think about the conflict of interest when they want to rotate the same candidates from their “database”). Therefore when we are hired to do a recruitment we always do it by the method of headhunting, or direct search.

We work on a success fee basis at the rate of 19%, and charge no retainers. This means that our clients pay us a recruitment fee when they decide to hire one of our candidates. If no candidate is hired, no fee is paid.

Learn what more Awara can do at [www.awara-search.com](http://www.awara-search.com)

## MARKETING SERVICES

Awara is a unique service provider of marketing solutions and services for any business that wants to enter a new market or industry in order to sell well targeted products or services. Awara’s role is to help our clients maximize their profitability by applying the correct business strategies to

the environment where they operate. We enable this by conducting thorough market research of all essential aspects of the business.

Our services extend to customer relationship management services, and many other value-added marketing services.

Read more about our marketing and market research services at [www.awara-marketing.com](http://www.awara-marketing.com)

## AWARA IT SOLUTIONS

Awara IT Solutions provides the optimal IT solutions for business management in Russia, tailored to the clients’ real needs and always in accordance with local rules and regulations. Our solutions include the implementation and customization of IT Strategy, ERP systems, Task management, CRM systems, Financial Administration Processes.

Learn what more Awara IT Solutions can do at [www.awara-itsolutions.com](http://www.awara-itsolutions.com)



## TRAININGS & SEMINARS

Awara Eduhouse Training organizes corporate trainings and open seminars for international and local companies in Russia and the CIS. We understand that every business and organization is different and prepackaged training programs don't work for everyone. Our client-focused approach allows us to design training programs that are customized to deliver the results you need.

Our competency areas consist of:

- Leadership and management
- Sales and marketing
- Customer service development
- Business communication
- Project management
- Management accounting
- Financial accounting
- Controlling and risk management
- Legal training – international law
- Corporate awareness
- Personal development

We offer a wide range of training programs and open seminars for all the major industries:

- Aerospace
- Agriculture
- Timber industry
- Tobacco industry
- Chemical industry
- Pharmaceutical industry
- Computer and software industry
- Construction industry
- Energy industry: electrical power industry, petroleum industry
- Entertainment industry
- Financial services industry
- Food industry
- Health care industry
- Hospitality industry
- Information industry
- Insurance industry

- Manufacturing industry
- Automotive industry
- Pulp and paper industry
- Steel industry
- Ship building industry
- Mass media: broadcasting, internet, music industry, news media, publishing
- Telecommunications industry
- Water industry

We approach each engagement with our long-term goal in mind; a lasting, beneficial relationship with our clients. We know that in order to achieve that goal, we need to meet and exceed your expectations. We do that by spending time up front to understand the challenges your business faces and the uniqueness of your organization so we can help you get the best return on your investment.

Read more about Awara Eduhouse Training at [www.awaraeduhouse.com](http://www.awaraeduhouse.com)





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*Only One Is Unique — Awara*