



**Outsourcing**

**GOLTSBLAT | BLP**

**BLP** BERWIN  
LEIGHTON  
PAISNER

*According to PLC  
Which Lawyer?  
2010 research, for  
Labour and Employee  
Benefits the Goltsblat  
BLP Employment,  
Pensions & Benefits  
Practice was  
ranked as "highly  
recommended" in  
Russia.*

The Goltsblat BLP/Berwin Leighton Paisner outsourcing group is currently one of the strongest and most experienced in Russia, including experts based in Moscow, London and Brussels.

The specialists of the Group have tremendous experience of advising and representing international corporations and major Russian companies on various types of outsourcing transaction both in Russia and abroad, such as financial accounting, legal support, recruiting, IT, translation, advertising and other services, including with the participation of foreign citizens.

We advise on legal risks associated with outsourcing, outstaffing, secondment and other ways of using borrowed staff, particularly under Russian conditions. The Group's extensive practice allows it both to take account of the objectives of our clients' outsourcing transactions and offer them the most convenient and safe legal solutions for their businesses. We also have expertise in handling litigation connected with outsourcing and secondment.

### **Areas of outsourcing:**

- IT outsourcing (ITO) (programming, network administration, IT system maintenance, software development )
- Business process outsourcing (BPO) (legal services, logistics, advertising, human resources outsourcing, outsourcing in the spheres of finances and accounting, salary calculation and taxes, etc.)
- Production outsourcing (partial or complete transfer of output production)
- Human resources outsourcing (HRO)
- Knowledge process outsourcing (KPO)
- Other outsourcing services

### **Our services:**

- Advising on outsourcing and use of hired labour, including on ensuring information security and using intellectual property
- Assessment of tax, civil, labour, immigration, advertising and intellectual property law risks associated with outsourcing, secondment, outstaffing, and personnel leasing and development of recommendations to minimise them
- Advice on outsourcing and use of hired labour involving foreign citizens
- Development of model agreements based on current legislation and practices (service agreements, contractor agreements, SLA, etc.) for outsourcing purposes
- Support for transfer of business services to and engagement of outsourcing companies
- Assessment of the prospects for resolving disputes associated with outsourcing and use of hired labour
- Analysis and development of strategies for resolving disputes arising from outsourcing and use of hired labour
- Training events for companies on minimising and avoiding disputes relating to outsourcing and use of hired labour

## Some of our recent projects:

### WRIGLEY, MARS

Support for a global IT-service transfer from Wrigley to outsourcing to Mars in Russia and the CIS (preparation of an action plan and documents, including an IT services agreement, and advising on labour and civil law matters).

### ENKA, GEFKO, ETC.

Advising companies, including Enka and GEFKO, on engaging non-staff (including foreign) personnel, risk assessment and recommendations for minimising any risks identified.

### KRAFT FOODS RUS

Advice to OOO Kraft Foods Rus on legal aspects of outsourcing sales functions.

### MARS

Consulting on aspects of outsourcing services and advertising campaigns, observance of the advertising and intellectual property legislation, drafting of agreements with service providers, advising on software development and observance of the intellectual property legislation, including to Mars.

### YUM, BERLITZ, LAFARGE

Drafting of outsourcing service agreements on personnel documentation for Yum, on accounting services for Berlitz, and management services for Lafarge.

### BERLITZ, SCHLUMBERGER

Drafting of agreements on provision by personnel of consulting services in the foreign languages sphere for Berlitz and in the sphere of oil-field services for Schlumberger.

### KELLY SERVICES, AGEKKE

Participation in drafting agreements with recruiting agencies, including Kelly Services and Agekke, on provision of personnel for major manufacturing companies.

### VOLKSWAGEN GROUP FINANCE

Development for Volkswagen Group Finance of material incentive systems for individual employees of outsourcing companies.

### TCHIBO CIS

Recommendations for formalisation of services of promo service providers for TCHIBO CIS in order to minimise the labour law risks.

### AIR DECCAN

Air Deccan, on various outsourcing contractual and commercial issues, including its reservations and departure control systems outsourcing project.

### AGFA HEALTHCARE (AGFA)

Agfa Healthcare, on a contract with Nuffield Hospitals for the provision, integration and support of a group of systems including Picture Archiving Communication System (PACS), Radiology Information System (RIS), Computer Radiography (CR), Master Patient Index and Enterprise Application Integration tools.

### LARSEN & TOUBRO INFOTECH, HCL TECHNOLOGIES

Larsen & Toubro Infotech and HCL Technologies in connection with expansion of the business of its IT subdivision.

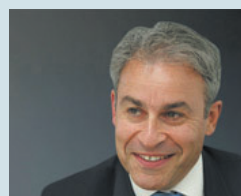
## Outsourcing Contacts



**Anton Sitnikov**  
Partner,  
Head of Corporate/M&A  
anton.sitnikov@gbplaw.com  
Tel.: 8 495 287 44 44 (Moscow)



**Inna Kachalova**  
Senior Associate  
Employment, Pensions &  
Benefits Practice  
Inna.Kachalova@gbplaw.com  
Tel.: 8 495 287 44 44 (Moscow)



**Mark Lewis**  
Partner,  
Corporate practice  
Mark.Lewis@blplaw.com  
Tel.: +44 (0)20 7760 1000 (London)



**Adam Rose**  
Partner,  
Corporate practice, Outsourcing  
Adam.Rose@blplaw.com  
Tel.: +44 (0)20 7760 1000 (London)

### MOSCOW

Capital City Complex  
Moscow City Business Centre  
8, Presnenskaya Nab., Bldg.1  
Moscow 123100, Russia  
Tel.: +7 495 287 44 44  
Fax: +7 495 287 44 45  
Email: info@gbplaw.com

[www.gbplaw.com](http://www.gbplaw.com)

### LONDON

Adelaide House  
London Bridge,  
London EC4R 9HA  
United Kingdom  
Tel.: +44 (0) 20 7760 1000  
Fax: +44 (0) 20 7760 1111  
Email: info@blplaw.com

[www.blplaw.com](http://www.blplaw.com)