



VOLGA-DNEPR
GROUP

about
& for



VD LEADERS

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MONTHLY CORPORATE MAGAZINE

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NUMBER OF THE MONTH:

25 years is celebrating Volga-Dnepr Group in 2015.

QUOTATION OF THE MONTH:

«As long as you live, keep learning how to live».

Seneca

HAPPY NEW YEAR!

We are greeting the New Year 2015, the year of our 25th Anniversary. Our corporate newspaper asked the Group leaders to say a few well-wishings to the employees:

Alexey ISAYKIN, Group President:

– My wish to managers: learn and labor, labor and learn, and have faith in the success of your work!



Sergey SHKLYANIK, Group Senior VP:

– Dear Friends!

In 2014, we witnessed and were involved in many important events which would, no doubt, have impact on the future of the global economy, as well as the companies of the Group playing an active part in it. We have reached many milestones and once again proved to everyone, and,

first of all, to ourselves, that we can handle the most complex challenges and build our future with our own hands.

I want to extend my thanks to all employees of Volga-Dnepr Group for conscientious and constructive work in 2014 and wish new achievements in the new year of 2015.

Tatyana ARSLANOVA, Group VP, Strategy Management and Charter Operations:

– Our aim in 2014 was to Survive and find the potential to develop. Thanks to our joint and harmonious efforts we have Survived and used opportunities to Develop. We have accomplished what we planned and, surely, this brings purely positive emotions. "Yes, well done!" – these words should be said to every employee, whether in the office or airport, at the control wheel or in the field. We have received words of

gratitude and congratulation from our customers from all over the world.

The year was marked by a string of meetings with our customers, conferences, unique transportations, corporate university schools and, most importantly, by the atmosphere of kindness and support from colleagues of different nationalities and different professions working in the Group. In the started new year I would like to wish "Carry on!", as well as good health, love and inexhaustible energy in pursuing leadership in the market that



would bring recognition and pleasure to each employee.



Denis ILYIN, Executive President, AirBridgeCargo Airlines:

– We begin 2015 – the year of the 25th anniversary for Volga-Dnepr Group. 25 years is the age when a person reaches the optimum balance of physical and intellectual capabilities and robust life ambitions. This is the period when the future does not scare, but promis-

es tempting prospects and an infinite field of opportunities. This is the time for achievements and heroic deeds. The time when the whole world seems to be beneath your feet.

It is probably impossible to link business to a human age directly. A successful 25-year old company is already a matured business that has proved itself to clients and competitors.

Volga-Dnepr Group today is the fusion of tremendous experience, the track record of wins and events to learn from, the history of unique cargo airplanes and the unique team which is capable to solve any task for our clients anywhere in the world. Volga-Dnepr of the 2015 edition is an international team of professionals which is proud of its products and respectfully supplies them to our

customers.

Indeed, 25 years is a milestone differing for a man and a business. Nevertheless, I wish our company and the entire people of the Group to demonstrate in this year of 2015 the youthful spirit and striving to the future. The synthesis of young spirit and matured experience is the driving force for the success of the company and each of us. And all this – despite any circumstances.

We have everything to be successful – the best airplanes, superb team and respect of the clients. That is why I believe that our success is inevitable. 25 years for us is just the beginning!

I wish good winter holidays to all employees! Happiness, love, and, of course, health to you and your close ones!

Happy New Year!

Alexander BASHKOV, Executive President, Volga-Dnepr Airlines:

– The year we left behind was one of the most difficult, but also one of the most successful in the company's history. Why? First of all, we survived in such hard political and economic environment. Second, we laid the

basis for growth in 2015 to properly mark our 25th anniversary.

I wish successful implementation of the potential gained in 2014 and, most importantly, health to all employees of the Group!



Third session of the Global Volga-Dnepr School in Ulyanovsk

3rd session to be held in Ulyanovsk, 09-10 February 2015 (Monday-Tuesday), in park hotel "Arkhangelskaya Sloboda". It's located in the pine forest, on the banks of the Volga river.

Session topic: "The development strategy of the Group 2015 and further". Head speakers: Tatyana Arslanova, VP strategy and charter; Robert van de Weg, senior VP marketing and sales AFL.

Should you have any questions feel free to contact us:

Lilia Khusnutdinova, Global VD School Leader:
lilia.khusnutdinova@airbridgecargo.com

Ekaterina Kantalinskaya-Rodina, VD Group Corporate University Expert:



ekaterina.kantalinskaya-rodina@volga-dnepr.com

See more information on **my.volga-dnepr.com** corporate portal, in "School for foreign VD business units" community.



Sergey PEDAN, Group VP, Economics, Finances and Accounting:

– I wish financial stability, self-belief, and never stop at what has been accomplished, including in personal life!

THE WINNERS OF "THE BEST IN PROFESSION 2014" CONTEST

Ceremony of awarding the winners of "The best in profession 2014" contest took place at New Year's party in Moscow on 22th of December.

We are glad to present you the photo-report.



Irina RODIONOVA, the winner in the "Best manager" nomination



Vladimir AVAEV, the winner in the "Best second pilot Boeing-747-400" nomination



Andrey GUZHVIN, the winner in the "Best Instructor Pilot Boeing 747-400/8" nomination



Pavel BIRUKOV, the winner in the "Best Flight Engineer AN-124" nomination



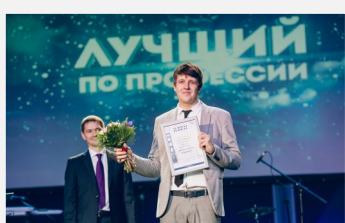
Igor GABALAEV, the winner in the "Best Navigator AN-124" nomination



Konstantin ZARAYSKIY, the winner in the "Best Flight Dispatcher Boeing 747" nomination



Konstantin TYAZHELOV, the winner in the "Best Best Flight Dispatcher AN-124" nomination



Kamil KHABIBULIN, the winner in the "Procurement Expert" nomination



Dmitry DRESVYANNIKOV, the winner in the "Best Customer Service Expert" nomination



Dmitry MAKAROV, the winner in the "Best Accident Prevention Expert" nomination



Olga BALASHOVA, the winner in the "finance expert" nomination



Denis SELEZNEV, the winner in the "Best economist" nomination



Elena VOLKOVA, the winner in the "Best accountant" nomination



Elena LEBEDEVA, the winner in the "Best Legal Expert" nomination

(the end of the article see on page 4)

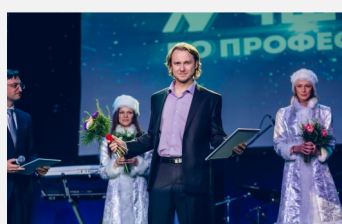
THE WINNERS OF "THE BEST IN PROFESSION 2014" CONTEST



Kirill KHRONI, the winner in the "Best Analyst" nomination



Julia GERUS, the winner in the "Best HR Manager" nomination



Denis MURZAEV, the winner in the "Best specialist of IT Support" nomination



Maksim CHERNIKOV, the winner in the "Project Administrator" nomination



Marina ASHIROVA, the winner in the "Best Personal Assistant/Office Manager" nomination

70-Ton Vibration Tester from Shanghai to Russia Marks Start of Volga-Dnepr Airlines' 25th Anniversary Year

Volga-Dnepr Airlines has started its 25th anniversary year by moving a 70-ton electrodynamic vibration tester from Shanghai to Russia, reinforcing its position as the world's largest carrier of unique, outsize and heavy-weight air cargo.



Prize rebus!

Dear friends!

To participate in this prize rebus please send your answer to: aleksey.seryogin@volga-dnepr.com (**Alexey Seryogin**). The original prize are expecting the employee, who first will send correct answer of the rebus. We wish you success!

Book of the month. Eleonora Surina. "Be There The Promised Sky...". How our company garners its flight experience



We decided to pick a recently released book by our colleague **Eleonora Surina** – a lead human factors expert and member of the strategic personnel training task force – as the book of January.

"The next year will mark 25 years of my service in civil aviation," says the author of the book **Eleonora Surina**. "And all this time I have worked with pilots – as a teacher in a pilot school, aviation psychologist, or HR director. But

above all, I have dealt with pilots' human factors for almost 20 years and hold qualification of an instructor in crew resource management. I have always pondered the thought of whether a panacea from "not falling" exists, are there the recipes of how to work without making errors. That is why the book compiles various psychological effects to which the crew is exposed in the flight deck, supported by real life examples from flight experience of our pilots. Why is it the right time to release

the book now? First of all, because we have set the objective to collect and successively transfer the flight experience. This can be achieved by different means, and one of them is to write it down, but to write it in a plain language to allow easy understanding and perceiving of what goes in the flight deck."

The book can be read in the Flight Training Section of Flight Department and will be available for free access. *The book was published in Russian, but in future will be issued in English.*