

# VSP-2020.

26.12.2019

Time is flying away quickly. It seems just recently we verified plans for 2019, summed up results of the first half of the year,... On December 20, the whole team got together in the Moscow VSP office to discuss the results of operations for 2019 and tasks for the new year 2020.



## Summing up 2019.

The company is consistent in providing for 7 prioritized groups of tasks:

- (1) VSP in the Ufa Region;
- (2) Electromechanics;
- (3) VSP Special Customers;
- (4) Loyalty Program;
- (5) Instrumentation products;
- (6) VSP extended marketing program;
- (7) Program practice.

2019 coming to the end, the year was full of important events for VSP. No doubt, the most important — three new employees joined the team, two colleagues are working in Ufa, another specialist is in the Moscow office. A lot has been done under the frame of implementation of a long-term programme «ROSNEFT: Special Customer», including multiple trips all over Russia during the year to present the latest engineering developments on IS and Instrumentation products to specialists; a specialized seminar on MTL solutions in terms of Functional Safety Standards, which we carried out jointly with colleagues from Eaton Electric (former MTL Instruments) for ROSNEFT and SIBINTEK in Moscow; a business trip with SIBINTEK representatives to an MTL manufacturing site in England. In 2019 the team launched a new business product line into operation — HMI-Solutions by initiating cooperation with new suppliers and partners Systec and Siemens; under the frames of a new business line there was work started on a frame contract for the supply of equipment for one of the leading pharmaceutical companies in Russia; a marketing team started a corresponding new special site section as well. Sales & Marketing team participated in some exhibition events — Minsk, Ufa, Kazan, Samara; organized and carried out a specialized seminar on Instrumentation products for a strategic company customer — KINEF. A lot of work has been done to further develop a VSP information basis — technical data sheets and new information bulletins, new brochures,

an updated catalogue on intrinsic safety solutions, some video clips. A marketing team carried out an extensive advertising campaign on the internet, in industry publications, in social accounts. VSP specialists intensified work fundamentally on further development of Instrumentation products business. This was done by drawing upon updated and extended capabilities of new suppliers and manufacturers too, providing for participation with visible results in the projects which earlier would have been just a waste of time and effort. And of course, good job was done on the Program of Education and Development — English and McKinsey business practices, laboratory practice, visits to suppliers and manufacturers sites, ...

*The year 2019 turned out to be an extremely busy and interesting, its results providing VSP with a new level of potential for the next even a more noticeable step.*

## «3I: Learn and Research» Programme.

A programme of an extended meeting comprised two main parts — (1) summing up operations results and main plans and tasks for 2020, (2) a report of the VSP marketing team specialists on the programme «3I: Learn and Research». This year the 3I programme focused on practices of the IT companies — Amazon, Apple, Microsoft and Yandex — «3I: 4 IT-Grands». Each of the companies with its unique culture and approach, studying their practices and experience we would like to extend capabilities of our team.

In the same way as we did with the «3I: Learn and Research» programme in 2018 (the main theme of 3I in 2018 — Dentsu company's practice; [https://www.vsp-co.org/assets/3i\\_dentsu\\_2018l.pdf](https://www.vsp-co.org/assets/3i_dentsu_2018l.pdf)), we are preparing a special report on «3I: 4 IT-Grands» 2019 and will be glad to present it early next year.

## Distinguished Employees.

Traditionally at the final extended meeting the company celebrates employees who could be distinguished by the way they worked throughout the year.

«Employee of the Year» 2019 — Andrey Malakhov!

Professionalism, personal development and loyalty — three key criteria, based on which unambiguous results provided for the appropriate choice. Andrey received a good bonus and a possibility to take a fifth additional paid week of holidays during 2020.

«The Brightest Employee» 2019 — Victoria Perepelyatnik.

For the third year in a row, taking into account the exceptional contribution by Victoria to the work on Educational Programs and development of VSP employees, on the «3I: Learn and Research» practice, as well as a number of other jobs performed, the choice of «The Brightest Employee» was unanimous. Victoria has a chance to use a fifth additional paid week of holidays during 2020.

Sergey Kosik, Leading technical specialist.

In line with the company practice, at the beginning of 2019 an individual extended plan and programme of development was discussed with Sergey, embracing various facets of personal professional growth of the employee. At the same meeting early in the year, goals and possibilities were fixed which would be made available in case of the successful programme results.

Sergey having realized the programme of development for 2019, provided for a possibility to take a new position in the company — a Leading technical specialist. Besides, starting with January 2020, Sergey's income will be raised by 15%.

*Our congratulations to the colleagues, Andrey Malakhov, Victoria Perepelyatnik and Sergey Kosik with distinguished results achieved!*

*We have approached the new year with even stronger team of members, with confident operations results for 2019, with a clear understanding of plans for 2020. Happy New 2020 Year to VSP customers and partners, to VSP team! Our best wishes of luck and success in the New Year!*

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The logo for VSP, featuring the letters 'VSP' in a bold, sans-serif font. The 'V' is orange, and the 'S' and 'P' are black.