

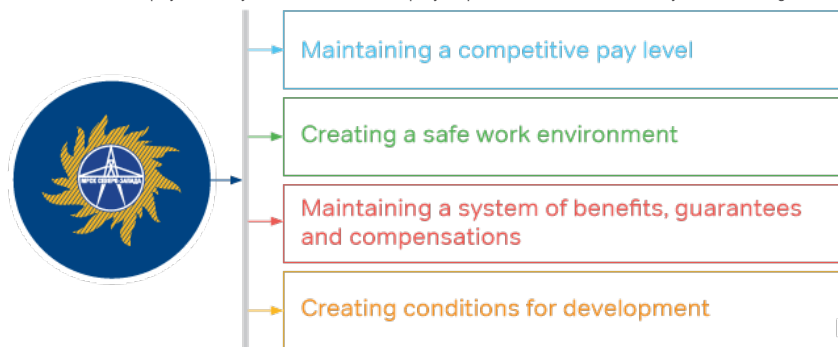


Personnel



IDGC of the North-West is more than 15 thousand people who are the main value and driving force of the Company ensuring progress and development and creating conditions for successful operation of the Company in the future.

We believe that a stable and professional team interested and responsible in its work is the key factor of sustainable development of IDGC of the North-West. We try to be an attractive and competitive in the labor market employer in the eyes of this team. The Company is open for constructive and mutually beneficial dialogue with its employees.



Forms of interaction

2011-2012 events

Social work	<p>2011 The draft Collective Agreement of JSC IDGC of the North-West for 2012 was developed and coordinated.</p> <p>2012 JSC IDGC of the North-West became a participant of the international project "Collaboration between the North-West of Russia and Northern Countries in the Field of Corporate Social Responsibility, Including Anti-Corruption Measures".</p> <p>Karelenenergo Branch won a republican stage of All-Russian Competition "Russian Entity of High Social Accountability" in the nomination "For Development of Social Partnership in Entities of the Production Sector".</p> <p>A draft agreement on making amendments and supplements to the Collective Agreement of IDGC of the North-West for 2012 and renewal of its term was developed and approved.</p>
Youth Council	<p>2011 On the initiative and with the active participation of the Youth Council the lessons in electrical safety were given in orphanages as well as congratulation of their residents with the New Year.</p> <p>2012 Employees of JSC IDGC of the North-West gave 415 lessons in electrical safety to 15.8 thousand children and 4 seminars for teachers and parents.</p> <p>The Company organized festive events for veterans devoted to the celebration of the anniversary of the Lifting of the Siege of Leningrad and Victory Day. Sporting and mass cultural events were organized together with the Youth Councils of JSC Lenenergo, JSC TGC-1. The Youth Council of the Executive Apparatus of JSC IDGC of the North-West was named the best among associations of young people in large companies of Saint-Petersburg within the framework of the City Award "PRIZVANIE".</p>
Corporate cultural and sporting events	<p>2011 About 200 sporting events were held, with participation of about 5.9 thousand employees. The Company's team took the 7th place in the Winter and the 9th in the Summer Games of JSC IDGC Holding (Russian Grids).</p> <p>800 mass cultural events were held with the participation of about 33 thousand people. The Company's team took part in the First All-Russian KVN (Club of the Funny and Inventive) Games among Power Engineers of the Distribution Electric Grid Complex. In December 2011, based on the results of creative contests held in the Company's branches a Gala Concert of Creative Work of Power Engineers took place in Veliky Novgorod for an award of IDGC of the North-West.</p> <p>2012 About 700 mass cultural events were held with the participation of about 30 thousand people.</p> <p>The Company's team took part in the Second All-Russian KVN (Club of the Funny and Inventive) Games among Power Engineers of the Distribution Electric Grid Complex.</p> <p>The Company's employees took part in the children's drawing contest held by JSC FGC UPS and Russian Grids, dedicated to the Power Engineer's Day.</p> <p>About 200 sporting events were held, with participation of about 6.5 thousand employees. Company's team took part in the Winter and Summer Games of power engineers of the distribution grid complex.</p>
Training and	<p>2011 New methods and areas of work were implemented, including visits of teachers from educational institutions for on-site training of employees.</p>

Teams of the Company's branches took part in regional competition of professional mastership: dispatchers of operative and control services and operating repair personnel of distribution electric grids of IDGC of the North-West. "Best Accountant of JSC IDGC of the North-West" Award was organized for the first time.

The Regulation on Personnel Reserve of Young Specialists of JSC IDGC of the North-West was approved.

2012 On the base of the Petersburg Energy Institute of Advanced Training School of REG Managers started its work. Educational materials for Masters' School arrangement were prepared.

The team of JSC IDGC of the North-West became the 7th out of 13 participants in the All-Russian Competition for Professional Mastership of Brigades of Services of Insulation and Protection of Electric Equipment from Overvoltage in the distribution grid complex of IDGC Holding in Astrakhan.