



American Chamber of  
**AMCHAM**  
Commerce in Azerbaijan



# ANNUAL REPORT 2014-2015



## TABLE OF CONTENTS

---

YEAR AT A GLANCE	2
MESSAGE FROM THE PRESIDENT	4
AMCHAM STRUCTURE	6
MEMBERSHIP	8
CHARITY	15
FINANCIAL STATEMENTS	16
COMMITTEES	20
PROJECTS	28
GOVERNMENT RELATIONS	31
INTERNATIONAL RELATIONS	34
EVENTS	36
IMPACT AZERBAIJAN	44
M2M & M2M+ DISCOUNT PROGRAMS	46
INTERNSHIP	49
MEMBERSHIP LIST	50
E-AMCHAM	63
CONTACT US	64

# 2014



- CSR Committee meeting
- AmCham Tax & Customs Committee Meeting
- AmCham ICT Committee Meeting
- AmCham January Members' Luncheon & Fair



- Travel, Hospitality and Tourism Committee Meeting
- "E-Government in Action Conference" working group
- CEO Breakfast at Hilton
- Monthly Members Luncheon: AmCham Annual General Assembly 2014



- ICT Conference working group meeting
- Labor/Human Resources Committee Meeting
- AmCham March Banking Finance & Insurance Committee Meeting
- Tax&Customs Committee Meeting



- AmCham Members' Luncheon
- HR Committee Meeting
- ICT Committee Meeting
- CEOs Breakfast
- Tax&Customs Committee Meeting
- AmCham April Members' Luncheon
- New Business Opportunities in Kazakhstan



- HR Committee Meeting
- Joint Banking, Finance & Insurance and Tax & Customs Committees Meeting
- AmCham May Board Meeting
- CSR Committee Meeting
- AmCham May Members' Luncheon



- AmCham Trade Mission to the Western Regions
- Working Group on Education
- AmCham and PASHA Bank Summer Business-After-Hours cocktail
- Healthcare and Medical Insurance Committee Meeting
- Business-after-hours Summer Party
- CEO Breakfast
- June joint Banking, Finance & Insurance and Tax & Customs Committees Meeting
- AmCham June Members' Luncheon
- 19th Annual US Independence Day Picnic
- CSR June Committee Meeting



- AmCham Summer Marketing Seminar
- Seminar on Practical aspects of employment contracts' e-registration
- Roundtable on Caucasus Transit Corridor
- Workshop on AmCham 2014 National Employee Salary Survey



- 2014 ICT Conference Seminar
- AmCham & Deloitte Back to Business Cocktail
- AmCham Autumn Project Management
- AmCham September Members' Luncheon
- Canadian Trade Mission to Azerbaijan



- AmCham October HR Committee Meeting
- Joint Banking, Finance & Insurance and Tax & Customs Committees Meeting
- Workshop for Young HR professionals
- Session on Cyber Crime and Bank Fraud
- AmCham October Members' Luncheon
- CSR Committee October Meeting



- Banking, Finance & Insurance Committee Meeting



- 4th AmCham Annual Tax Conference
- AmCham December Members' Luncheon
- Seminar on "Redefining Entrepreneurship" by Gary Schoeniger
- HR Committee Meeting
- Training on "Salary Management"

# 2015



- CSR Committee January Meeting
- AmCham January Members` Luncheon
- AmCham Joint ICT and Tax & Customs Committees Meeting



- AmCham 2014 CSR Excellence Award
- AmCham BFI Committee February Meeting
- CEO Breakfast
- February Monthly Members Luncheon:
- AmCham Annual General Assembly 2015
- AmCham Healthcare&Medical Insurance Committee February Meeting



- AmCham Tax and Customs Committee March Meeting
- CEO Breakfast
- Banking, Finance and Insurance Committee Meeting
- AmCham Members` March Luncheon



- AmCham, Aquavita and Nar Mobile Spring Cocktail
- HMI Committee April Meeting
- CSR Committee April Meeting
- T&C and HR Joint April Committee Meeting
- AmCham Members` April Luncheon



- AmCham Black and White Ball
- BFI and CSR Joint Committee May Meeting
- HR Committee's May Meeting
- Azerbaijan Job Fair Project
- AmCham Joint T&C and BFI Committee Meeting
- 6)May CEO Breakfast
- 7)AmCham Members` May Luncheon



- AmCham HMI Committee's June Meeting
- AmCham HMI Committee's June Meeting
- AmCham HMI Committee's June Meeting



- AmCham Summer Closeout Luncheon



- AmCham HMI Committee Meeting
- AmCham THT Committee Meeting
- AmCham Members` September Luncheon
- AmCham & Deloitte Back 2 Business Cocktail
- AmCham T&C Committee Meeting
- AmCham CSR Committee Meeting



- Young HR Workshop
- AmCham CSR Excellence Award Ceremony
- AmCham Members` October Luncheon
- AmCham and USACC webinar: U.S visas for foreign entrepreneurs



- AmCham Tax and Customs Committee Meeting
- AmCham Member's Thematic CEO Breakfast
- Young HR Workshop
- AmCham Members November Luncheon
- AmCham Banking, Finance and Insurance Committee's November Meeting
- AmCham Travel, Hospitality and Tourism Committee's November Meeting



- AmCham CSR Committee Meeting
- AmCham T&C Committee's December Meeting
- AmCham and IE joint Venture Day
- AmCham Health and Medical Insurance Committee Meeting
- AmCham Human Resources Committee's December Meeting
- Stimulation of Non-Oil Export Practical
- Conference by AmCham and Pasha Bank
- AmCham Membership Loyalty Appreciation Cocktail
- AmCham ICT Committee's December Meeting
- Tax and Customs Committee's Working Group Meeting
- WEBINAR: "How to Get a U.S. Franchise Across the Borders"



2014-2015 has been productive years for AmCham Azerbaijan. We have continued to develop further by increasing the size of the membership and the variety of our activities. Our membership now consists of 273 leading international

and Azerbaijani companies, including many of the largest and important firms in Azerbaijan.

Continued engaging in advocacy and public policy activities, AmCham has issued several position papers on important issues as the draft law on Advertisement, on the Law on E-trade, and on the draft law on Securities Market. These papers have made significant impact while raising continuous discussions on implementation of practical mechanisms of different laws that have been under deliberation this year. Our significant highlights of collaboration with government also included successful implementation of 2nd ICT Conference and two Annual Tax Conferences organized with unprecedented level of engagement of the Ministry of Taxes, roundtable meeting with the Tariff (price) Council of the Republic of Azerbaijan on regulation of medicine prices and State Customs Committee on simplification of customs procedures. AmCham also partners with other state agencies such as the National Assembly of Azerbaijan, the Cabinet of Ministers, the Ministry of Labor and Social Protection, the State Social Protection Fund and the Ministry of Education on implementation of future projects.

Member enquiries have been raised and addressed to the Ministry of Economy, the State Committee on Property Issues and number of other state agencies. In 2015, analysing and following the current trends in the market, AmCham organized practical conference on stimulation of non-oil export, which brought together regional traders, financial institutions and industry representatives to discuss situation in the market as well as exploring exporting potential of Azerbaijan. Over the past two years, AmCham have organized and co-organized over 212 events. Varied in type, format and target audience these events included 18 Monthly Members' Luncheons, 7 CEO breakfasts, over 50 committee meetings and workshops with participation of relevant Government officials, number of business mixers, including USACC Trade Mission, End-of-season and Back-to-business cocktails - and, of course, two signature social events: Independence Day Picnic with over 2247 (2014 and 2015) and 10th Annual Black & White Ball with over 500 people in attend-

ance. Maintaining and growing number, quality and popularity of events in increasingly busy business and social scene of Baku is one of our most remarkable achievements for these years.

We have continued expanding AmCham services provided to members as well dedicated to meeting facilitation, market research service, e-AmCham online communication network, biggest ever National Employee Salary Survey with over 100 participating companies, Quarterly Inflation Survey and Member2Member Discount Program and etc. AmCham has also covered more than 100 various member enquiries which were taken in each as a separate case followed by individual and targeted assistance, In 2014-2015 over 87 employees of AmCham Member companies received B1/B2 visas under special Interview Waiver Pilot Program (without personal appearance at the Embassy) within the framework of Visa Facilitation Program with US Embassy, launched in 2013.

Our special pride of the past two years are the collaboration initiatives, developed by the Chamber and supported by business circles and State Agencies. Launch of Annual AmCham CSR Excellence Award in 2014 was aimed to increase support to the Government of Azerbaijan in developing Corporate Social Responsibility as well as to celebrate the success of winning innovative CSR projects implemented by AmCham members. We all understand that day-to-day activity of every business today is to increase its profits to be stronger tomorrow. Being responsible corporation today for businesses means building sustainable future. CSR and Sustainability projects, implemented by responsible Azerbaijani businesses, which have been nominated as most outstanding, signal us, that the business today is managing its impact on Azerbaijani society and communicate very close with the communities they work in and for. Another great initiative was the first ever "Azerbaijan Job Fair" project, implemented by AmCham and BAT together with Ministry of Education. In 2015 this project brought together 39 AmCham member companies and more than 300 students from all fields for exploring employment opportunities among AmCham members.

Overall, 2014-2015 have indeed been successful and exciting for the American Chamber of Commerce in Azerbaijan. We look forward to sustaining and increasing this success next year, together with you!

Ilgar Veliyev, President  
AmCham Azerbaijan

With over 290 companies, AmCham represents 80% of all foreign investment to Azerbaijan

The American Chamber of Commerce in Azerbaijan (hereinafter AmCham) is a private, non-profit business association supporting the interests of our member businesses while promoting a healthy, open and productive business climate in Azerbaijan. Established in 1996, AmCham has over 290 members and associates active in every sector of the Azerbaijani economy. We represent 80% of all foreign, as well as a significant portion of local investment in Azerbaijan. AmCham's committees covering seven different sectors provide a space for business leaders with similar interests to share best practices and discuss ideas and issues relevant to their subject of business.

## What is AmCham?

- Founded in 1996
- Over 290 significant member businesses
- 80% of total foreign investment
- Primary voice of business community
- Promoting American, Azerbaijani and multi-national companies
- Access to global networks in business through AmChams worldwide
- High level of professional experience and expertise
- Broad sectorial representation in Energy, Banking, ICT, Legislative/ Financial Consulting, Professional Services, Education, Real Estate Development, Health, Transportation, Travel and Production fields
- Advocate for an optimal business climate for both foreign and local companies operating in Azerbaijan
- Timely knowledge exchange on recent developments concerning finance and policy among its members



# 2014

## Board of Directors



Ilgar Veliyev  
Ernst & Young  
President



Teyba Gouliyeva  
Societe Generale  
First Vice President



Eric Walker  
Chevron  
Board Member



Dereck Hogan  
US Embassy  
Board Member



Farid Ismayilzada  
GoldenPay  
Board Member



Gunduz Karimov  
Baker & McKenzie  
Board Member



Kent McNeley  
Azerfon  
Board Member



Movlan Pashayev  
PwC Azerbaijan  
Board Member



Nargiz Nasrullayeva- Muduroglu  
AmCham Azerbaijan  
Executive Director



Nuran Kerimov  
Deloitte & Touche LLC.  
Board Member



Vugar Aliyev  
KPMG Azerbaijan  
Board Member



Wilbert Long  
BP  
Board Member

## Committee Chairs



Aynura Piriyeva  
Corporate Social Responsibility



Ayten Rustamova  
Banking, Finance and Insurance



Hasan Guliyev  
Tax & Customs



Jeyhun Alibayov  
Healthcare & Medical Insurance



Leyla Maharramova  
Human Resources



Nicholas Rana  
Travel, Hospitality and Tourism



Tural Hajiyev  
ICT

## AmCham Team



Nargiz Nasrullayeva-Muduroglu  
Executive Director



Zaur Kerimov  
Deputy Director



Orkhan Jafarli  
Legal and Policy Officer



Turab Teymurov  
Member Services Specialist



Jeyhun Atayev  
Editor-in-Chief



# 2015

## Board of Directors



Ilgar Veliyev  
Ernst & Young  
President



Teyba Gouliyeva  
Societe Generale  
First Vice President



Eric Walker  
Chevron  
Board Member



Dereck Hogan  
US Embassy  
Board Member



Farid Ismayilzada  
GoldenPay  
Board Member



Kent McNeley  
Azerfon  
Board Member



Movlan Pashayev  
PwC Azerbaijan  
Board Member



Natavan Mammadova  
AmCham Azerbaijan  
Executive Director



Taleh Kazimov,  
Pasha Bank  
Board Member



Nuran Kerimov  
Deloitte & Touche LLC.  
Board Member



Yugar Aliyev  
KPMG Azerbaijan  
Board Member



Wilbert Long  
BP  
Board Member

## Committee Chairs



Ayten Rustamova  
Banking, Finance and Insurance



Bakhtiyar Aslanbayli  
Tax & Customs



Aynura Piriyeva  
Corporate Social Responsibility



Leyla Maharramova  
Human Resources



Murad Seyidov  
ICT



Martin Kleinmann  
Travel, Hospitality and Tourism



Jeyhun Alibayov  
Healthcare & Medical Insurance

## AmCham Team



Natavan Mammadova  
Executive Director



Zaur Kerimov  
Deputy Director



Zamira Abbasova  
Member Services officer



Rashid Mammadov  
Legal and Policy Officer



Turana Zamanova  
Financial Officer



Aydan Huseynova  
Member Services specialist



Nigar Musayeva  
Administrative Assistant



Saida Kerimova  
Administrative Assistant

## A Chance to Shape the Future

Our mission is to promote the business interests of our members by working to improve the business climate in Azerbaijan and by providing services to our members.

Our organization makes a dynamic and positive influence in Azerbaijan, our mission is executed with integrity and respect for the country, observing all local laws and insisting on the highest ethical standards in all relationships and transactions.

AmCham membership is available to both major corporations along with small businesses that reveal a common interest in the mission of the Chamber. AmCham sustains the collective interest and concerns of its members by suggesting changes to improve the business environment for both local and international companies in Azerbaijan. Members represent their companies on committees in the areas of Tax and Customs (T&C), Banking, Finance, Insurance (BFI), Human Resources (HR), Information Communication Technologies (ICT), Hospitality, Travel and Tourism (HT&T), Corporate Social Responsibility (CSR) and Health and Medical Insurance (HMI) as well as through forums for expressing member views on issues and problems. Proposals and ideas are compiled and submitted to the relevant government bodies and often go on to become a law.

While actively involved at AmCham's Committee work, companies raise and advocate for the interest of their enterprise along with others raising burning issues which ensures an effective business habitat for others. Till today, AmCham committees have influenced by drafting and amending crucial Azerbaijani laws and presented practical recommendations for attaining a far more beneficial environment.

We facilitate regular and open dialogue between our members and key decision makers, voice members' concerns and contribute to developing sustainable solutions.



## Why Join?

As a member of AmCham, your company will have access to a vast network of business information and contacts in Azerbaijan as well as valuable information on US businesses across Europe through AmChams in Europe (European Council of American Chambers of Commerce) and the US Chamber of Commerce. AmCham keeps its members up to date on the current situation and latest changes in the legislation as well as general state of business in Azerbaijan. We work to facilitate regular and open dialogue between our members and key decision makers, voice members' concerns and contribute to developing sustainable solutions. AmCham offers extensive and credible connections in the business arena. You can use this network to connect, communicate and stay on top of issues that impact your business. From exclusive, targeted marketing opportunities to special events organization and company promotion AmCham makes our members' needs a priority. It is a good business decision that will add value to your business.

### Key member benefit – best networking opportunities in Azerbaijan!

As a member, you are invited to attend a variety of events throughout the year, all planned to help your business develop. These include mixers for networking, luncheons for learning and promoting, charity sponsorships for high profile visibility and social contributions.

#### AmCham Resources Library includes:

- Annual National Employee Salary Survey
- Quarterly Inflation Survey
- AmCham Membership Directory
- AmCham White Papers
- AmCham CSR Guide
- AmCham Annual Reports
- IMPACT Azerbaijan Quarterly Magazine
- “Doing Business in Azerbaijan” guides
- Business briefs and tax & legal alerts from the leading consulting firms
- Parliamentary Guide



### Business Promotion

We offer extensive and credible connections in the business arena. You can use this network to connect, communicate and stay on top of issues that impact your business. From exclusive, targeted marketing opportunities to special events organization and company promotion we make our members' needs a priority. It is a good business decision that will add value to your operations.

### Sharing Best Practice and Policy Work

We advocate for an optimal business climate for both foreign and local companies operating in Azerbaijan. AmCham provides a platform for members to share information, raise issues of common concern and propose possible solutions.

### Membership Directory

Updated constantly, the online membership directory is a complete listing of AmCham member companies and organizations with a description of their activities and up-to-date contact information. Using a special "Members only" section of AmCham website members can access and browse the Membership Directory choosing companies according to sectors and reaching their contact info in one click, as well as easily update their company information, to provide other members with their accurate contacts.

### Access to Information Resources

As a member you have full access to a resource library, that includes AmCham Membership Directory, Annual Salary Survey, Quarterly Inflation Survey, Quarterly IMPACT Magazine, CSR Guide and Legal Updates and other publications, as well as newsletters and business briefs from the leading consulting firms.

### Annual National Employee Salary Survey

Conducted for the past thirteen years AmCham National Employee Salary Survey is now the largest in the country continuing to be very useful for the entire business community in Azerbaijan. The survey gives a detailed report in terms of employment and benefits provided by the leading foreign and local companies and organizations operating in Azerbaijan as well as remuneration packages for more than a hundred different positions.

### Quarterly Inflation Survey

AmCham Azerbaijan prepares a quarterly inflation survey aimed at providing our members with reliable information on the level of price fluctuation for local and expatriate consumers. The Consumer Price Index (CPI) is designed to measure the change in the average level of prices paid for consumer goods and services by private households. AmCham members find it useful in setting pay increases, product prices, etc. The CPI can also be used to determine the value of a sum of money from the past at today's level

### Timely and Precise Legal Updates

AmCham carefully scrutinizes all laws and regulations passed by the Government of Azerbaijan including court decisions to identify those that might affect member's business and gives bi-weekly timely reports. We constantly brief our members on all newly adopted legal acts some of which we elaborate on, analyze and take on as legislatives.

### High Profile Social Events

As a member, you are invited to attend a variety of events throughout the year, all planned to help your business develop. These include mixers for networking, luncheons for learning, networking and promoting, sponsorships for high profile visibility and social contributions. During the events members have a great opportunity to meet their current and potential clients, partners, vendors and key counterparts.

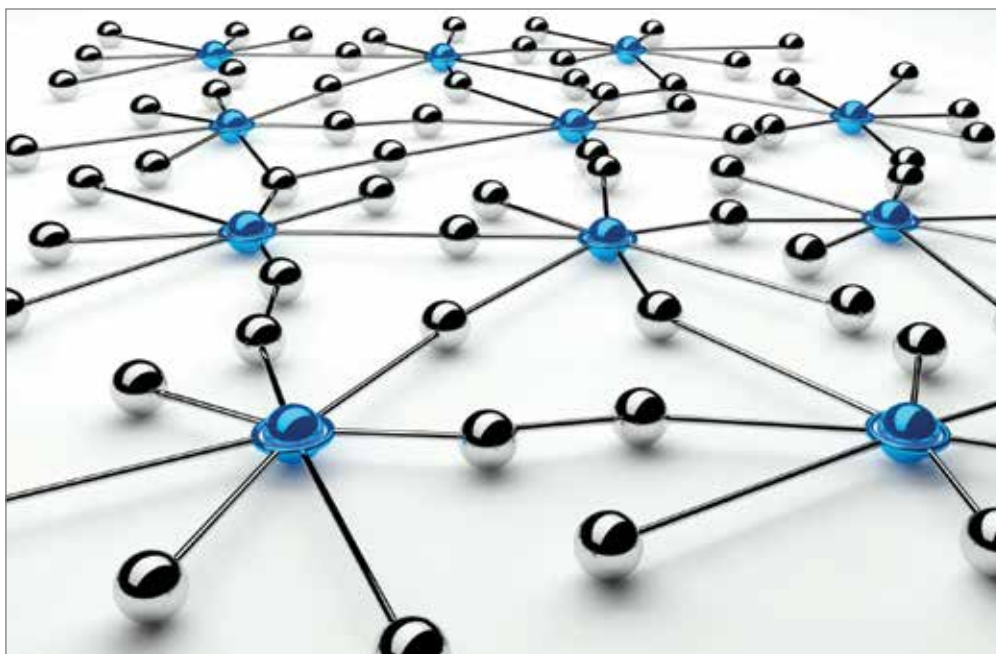
### Visa Facilitation Program

Since 2013, AmCham Azerbaijan together with the U.S Embassy in Azerbaijan is successfully implementing Visa Facilitation Program according to the MoU signed between parties. During the past year a number of applicants have successfully obtained their visas via AmCham Visa Facilitation Program. The US Embassy offers two services for processing B1/2 Tourism / Business non-immigrant visa (NIV)

applications of employees and accompanying family members of companies who are Full Members (not Associate) in AmCham. The first service is an “AmCham Member Interview Day.” Four (4) times a year - approximately every quarter (or more frequently if both sides agree) - the Consular Section will close for regular NIV interviews and only hold interviews for applicants (and their accompanying family members) employed by AmCham member companies. The second service is an “AmCham Member Drop-box Visa Renewal Service.” AmCham may collect and submit to the Embassy visa application packets of employees (and accompanying family members) of companies holding Full Membership in AmCham who meet the requirements for visa renewal. This service is permitted under the Interview Waiver Pilot Program (IWPP) set by the Bureau of Consular Affairs and such renewals will follow those requirements and regulations. To view the requirements and process flow please visit our website: [www.amchamaz.org](http://www.amchamaz.org)

### Member Inquires

As a member of AmCham Azerbaijan, you can fully experience the benefits of meeting facilitation (incl. Government officials) and customized market information services that we provide. Upon receiving a request from a member company we provide our support to arrange meetings with the second party including government officials. Moreover a member can use our customized market information service that we provide by collecting and handling all the data that is of inquirer’s interest.



We addressed over 250 individual member inquires during 2014-2015 highlighted in the middle.

### Promotional & Sponsorship Opportunities

AmCham members collectively represent a desirable target market for a variety of goods and services. With many different types of events taking place throughout the year, we provide numerous opportunities to make sure your company gets noticed at events, in publications, online and during AmCham promotions.

### Constant Dialogue with the Government of Azerbaijan

AmCham’s committees contribute to the process of amending a number of key Azerbaijani laws, ultimately achieving a more conducive environment in which to do business.

Working on these committees gives your company the opportunity to make a real contribution to the future of business in Azerbaijan. We work to facilitate regular and open dialogue between our members and key decision makers, voice members’ concerns and contribute to developing sustainable solutions

## Membership types

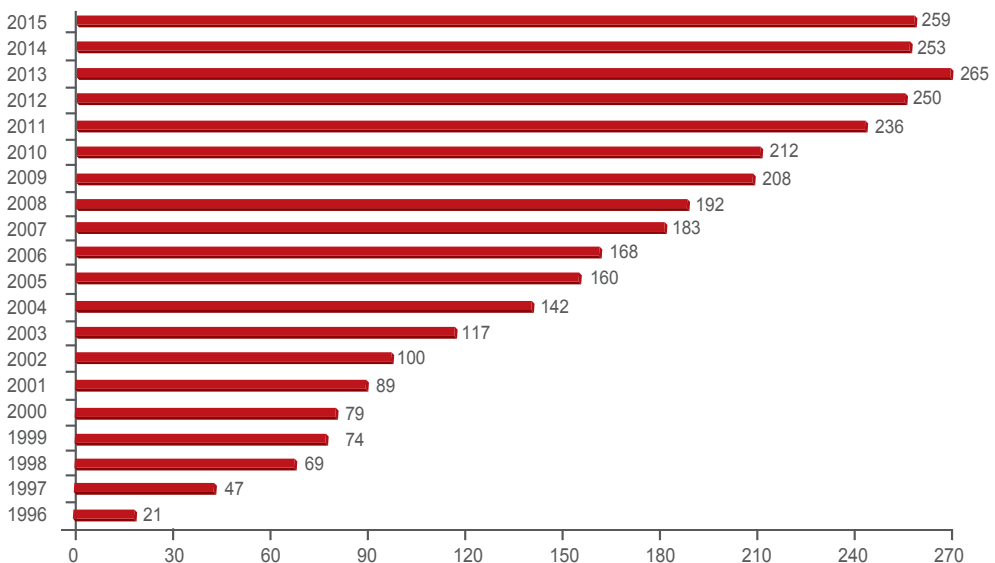
We currently have over 280 members and associates and the number is constantly increasing. To be admitted to and maintain membership in the American Chamber of Commerce, candidates for membership and Members must be in good standing in the community and acceptable to the Chamber. Membership of the Chamber is composed of Members and Associates.

Member Companies of the Chamber are legal entities, doing business in Azerbaijan and interested in the purposes for which the Chamber is organized. Member Companies are entitled to vote, i.e. they have a right to vote and nominate themselves for election to the Board of Directors. Given advantage is the great opportunity to get in close contact with the Government, attend meetings with corresponding state authorities, participate in Chamber's decision making, promote your business more efficiently and attend various events at government level. AmCham Board of Directors is the Supreme Body of the Chamber. Other benefits include: larger representation of Member companies in our publications; complimentary attendance to our monthly luncheons (1 person per company); logo displayed on the website and on our stands on the various exhibitions, Member2Member Program specifically designed for this type of membership as well as meeting facilitation with senior government officials and submission of customized market information. In addition to that, top management of Regular Member companies is invited to exclusive Monthly GM Breakfasts. The Annual Fee for this type of membership is AZN 2500.

Associates of the Chamber are eligible to participate in all kinds of activities; receive our regular publications, including Membership Directory and Quarterly Inflation Survey and participate in the Annual National Employee Salary Survey. Associates, however, are not entitled to vote or serve on our Board of Directors. The Annual Fee is AZN 1500.

To apply for affiliation with AmCham, a candidate must submit an online application in the form adopted by the Board of Directors. Membership applications are available on our website at [www.amchamaz.org](http://www.amchamaz.org). Company registration certificate issued either by Ministry of Taxes or the Ministry of Justice should be attached to the application. A candidate meeting the objective and subjective requirements for affiliation with AmCham is accepted as either a Member or Associate upon receiving an affirmative majority vote of the Board of Directors and paying the first year's fee for the candidate's category of affiliation. To maintain affiliation with AmCham Member and Associates must continue to meet our eligibility requirements, be in good standing in the community and be current with all financial obligations to AmCham

## Members increase 1996-2015



MEMBER	ASSOCIATE
Invitations to all Chamber events and access to AmCham member network	Invitations to all Chamber events and access to AmCham member network
Participation in AmCham Industry Committees	Participation in AmCham Industry Committees
Company CSR articles included in CSR Newsletter	Company CSR articles included in CSR Newsletter
Company postings in Members News & Recruitment sections on AmCham website	Company postings in Members News on AmCham website
Logo in the New Members section in Impact Azerbaijan quarterly magazine	Logo in the New Members section in Impact Azerbaijan quarterly magazine
Brief company news in AmCham section of Impact Azerbaijan quarterly magazine	Brief company news in AmCham section of Impact Azerbaijan quarterly magazine
Subject articles in Member Contributions section of Impact quarterly magazine	Subject articles in Member Contributions section of Impact quarterly magazine
Monthly legal updates	Monthly legal updates
Company postings (News, Events, Vacancies) included in Monthly Newsletter	Company postings (News) included in Monthly Newsletter
Access to quarterly Inflation Survey	Access to quarterly Inflation Survey
Luncheon presentation (3min) & Membership Plaque	Luncheon presentation (3min) & Membership Plaque
AmCham Loyalty Award - For members that have been with AmCham Azerbaijan for more than 5, 10 and 15 years	AmCham Loyalty Award - For members that have been with AmCham Azerbaijan for more than 5, 10 and 15 years
Gold and Silver Members' Fair	Gold and Silver Members' Fair
Corporate profile, logo and short description and contacts in the online Membership Directory	Corporate profile, logo and short description and contacts in the online Membership Directory
Membership level rates at events	Membership level rates at events
Membership level rates for advertisement in Impact Azerbaijan quarterly magazine	Membership level rates for advertisement in Impact Azerbaijan quarterly magazine
Larger size logo in AmCham Annual Report	Regular size logo in AmCham Annual Report
US Visa Facilitation Program	
Member price for open events of 45 American Chambers of Commerce (AmChams in Europe network)	
Face time with Executive Directors of 45 American Chambers of Commerce (AmChams in Europe network)	
Member-to-member referrals/introductions in 45 American Chambers of Commerce (AmChams in Europe network)	
Voting right at the General Meeting	
Eligible for AmCham Board of Directors	
Free admission for AmCham Monthly Luncheon	
Member Calendar of Events	
Personalized Member2Member Discount cards for two company representatives	
CEO breakfasts	
Meeting facilitation (with senior Government officials accompanied by AmCham introduction letter)	
Customized market information	
Company logo on AmCham website	
Company logo on AmCham stand on the Oil&Gas Expo	

## AmCham Loyalty Awards

Since 2013 we hold AmCham Loyalty Awards -5 years, 10 years and 15 years with AmCham Azerbaijan. Established in 1996 AmCham Azerbaijan has gone a long way from being a group of 13 American companies to becoming one of the largest and most influential business associations in Azerbaijan uniting over 290 leading international and Azerbaijani companies. Key to this success are our members - companies that make up the very core of all of our activities, so we would like to make a special mention of those members that have been with us for 5, 10 and 15 continuous years. There were 21 companies that have been members of AmCham Azerbaijan for over 15 years – our Gold Members, 43 companies for over 10 years- Silver Members and 60 companies for over 5 years- Bronze members of AmCham Azerbaijan. We celebrated this accomplishment in a variety of different ways

### Gold Members

**(15+ years with AmCham Azerbaijan):**

- Gold Member Plaque signed by AmCham President and two Vice Presidents
- Announcement on the Black and White Ball
- Special Gold Member Luncheon including honorary tables, company logo projected on the large screen, cake cutting ceremony and group photo
- Gold Member Fair in Guba Ballroom lobby
- E-Catalogue
- IMPACT Azerbaijan Report
- Gold Member Logo wall displayed on AmCham event

### Silver Members

**(10+ years with AmCham Azerbaijan)**

- Silver Member certificate signed by AmCham President and two Vice Presidents
- Special Silver Member Luncheon Invitation including honorary tables, company logo projected on the large screen, and group photo
- Silver Member fair in Guba Ballroom lobby
- E-Catalogue
- Promotion on AmCham Facebook page for 1 month

### Bronze Members

**(5+ years with AmCham Azerbaijan)**

- Bronze Member Certificate
- Bronze Member Honorary tables, company logos projected on the large screen and a group photo on one of AmCham Monthly Members' Luncheons
- Promotion on AmCham Facebook page for 1 month







**Rotary Club of Baku International and Baku Khazar Rotary Club**

We by signing below confirm that money on the amount of 5007 AZN (five thousands seven Azerbaijan manat) raised out of raffle tickets at the annual AmCham Independence Day Picnic on July 11, 2015 was donated by the American Chamber of Commerce in Azerbaijan to the joint project of Rotary Club of Baku International and Baku Khazar Rotary Club – RYLA 2016.

**Annex I: Rotary Youth Leadership Awards - Project Description**

Donated: by: American Chamber of Commerce in Azerbaijan  
*Natavan Mammadova*

Accepted: by: Rotary Club of Baku International  
*Myrtidiotissa Petropoulou*

Baku Khazar Rotary Club  
*Oguz Pardun*

All proceeds raised out of raffle tickets at the 20th Annual Independence Day Picnic, - 5007 AZN, have been donated by AmCham Azerbaijan to the joint project of Rotary Club of Baku International and Baku Khazar Rotary Club- Ryla 2016. Rotary Youth Leadership Awards (RYLA) is an intensive training program that brings together youth and young adults, ages 18-22, to further develop character and leadership skills and learn about Rotary. For these young adults, this recognition offers the opportunity to build self-confidence, gain exposure to a variety of issues and people, meet active community leaders, and learn valuable information and career skills.

The report of the independent auditor issued on the full set of consolidated financial statements of the American Chamber of Commerce in Azerbaijan for the year ended 31 December 2013 was as follows:



## **Independent auditor's report** **To the Members of American Chamber of Commerce in Azerbaijan**

### **Report on the consolidated financial statements**

We have audited the accompanying consolidated financial statements of American Chamber of Commerce in Azerbaijan (the "Chamber" and its subsidiary (the "Group")), which comprise the consolidated statement of financial position as at December 31, 2015, and the consolidated statement of financial performance, consolidated statement of changes in net assets and consolidated cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's responsibility for the consolidated financial statements**

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with International Public Sector Accounting Standards issued by the International Public Sector Accounting Standards Board, and for such internal control as management determines is necessary to enable the preparation of these consolidated financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's responsibility**

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether these consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, these consolidated financial statements give a true and fair view of the financial position of the Group as at December 31, 2015, and of its financial performance and its cash flows for the year then ended in accordance with International Public Sector Accounting Standards.

**Grant Thornton**  
**Baku, Republic of Azerbaijan**

Azerbaijani Member Firm of Grant Thornton International Ltd.

## American Chamber of Commerce in Azerbaijan Consolidated Financial Statements

Consolidated statement of financial performance for the year ended  
December 31, 2015

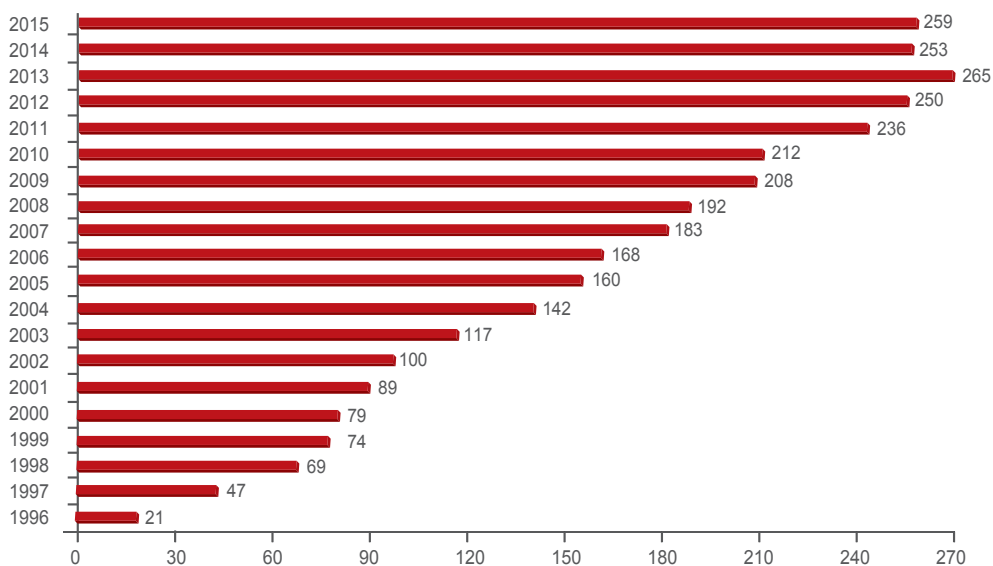
	2015 AZN	2014 AZN
<b>Revenue</b>		
Membership fees	551,000	545,000
Donations	203,680	122,675
Revenue from IMPACT Magazine	6,404	8,483
Interest income	-	27,338
<b>Total revenue</b>	<b><u>761,084</u></b>	<b><u>703,496</u></b>
<b>Expenses</b>		
Member services	(346,782)	(265,275)
Staff costs	(313,208)	(262,718)
Administrative expenses	(158,103)	(162,576)
IMPACT magazine direct expenses	-	(21,948)
<b>Total operating expenses</b>	<b><u>(818,093)</u></b>	<b><u>(712,517)</u></b>
Exchange gain/(loss)	129,267	(124)
<b>Surplus/(deficit) for the year before tax</b>	<b>548,307</b>	<b>(9,145)</b>
Tax expense	-	(1,006)
<b>Surplus/(deficit) for the year</b>	<b><u>548,307</u></b>	<b><u>(10,151)</u></b>

## American Chamber of Commerce in Azerbaijan Consolidated Financial Statements

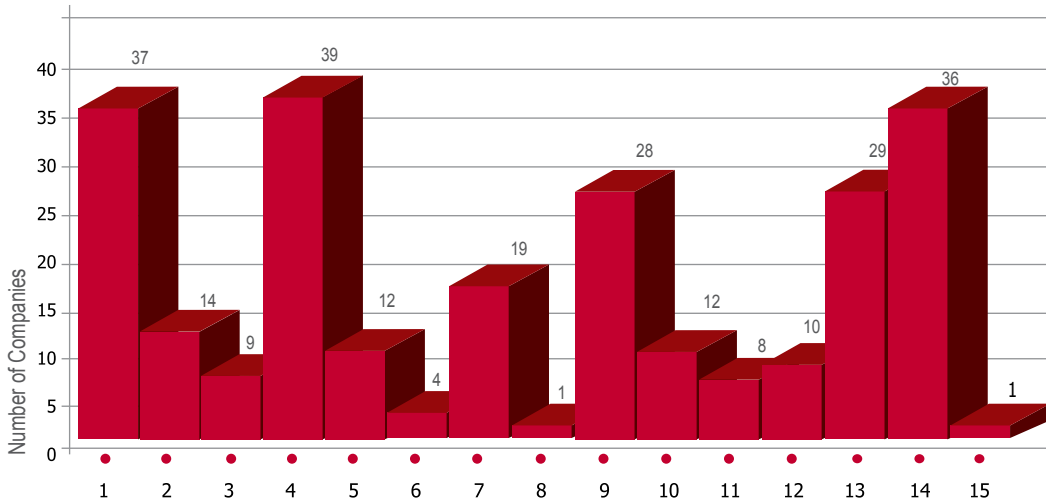
Consolidated statement of financial position for the year ended December 31, 2015

	2015 AZN	2014 AZN
<b>ASSETS</b>		
<b>Non-current</b>		
Property and equipment	6,221	7,079
Intangible assets	811	937
	<u>7,032</u>	<u>8,016</u>
<b>Current</b>		
Cash and cash equivalents	273,575	171,655
Receivables	100,899	169,550
	<u>374,474</u>	<u>341,205</u>
<b>Total assets</b>	<b><u>381,506</u></b>	<b><u>349,221</u></b>
<b>LIABILITIES</b>		
<b>Current</b>		
Payables	65,964	105,937
<b>Net assets</b>	<b>315,542</b>	<b>243,284</b>
Accumulated surplus	315,542	243,284
<b>Total net assets</b>	<b><u>315,542</u></b>	<b><u>243,284</u></b>

### Members increase 1996-2015

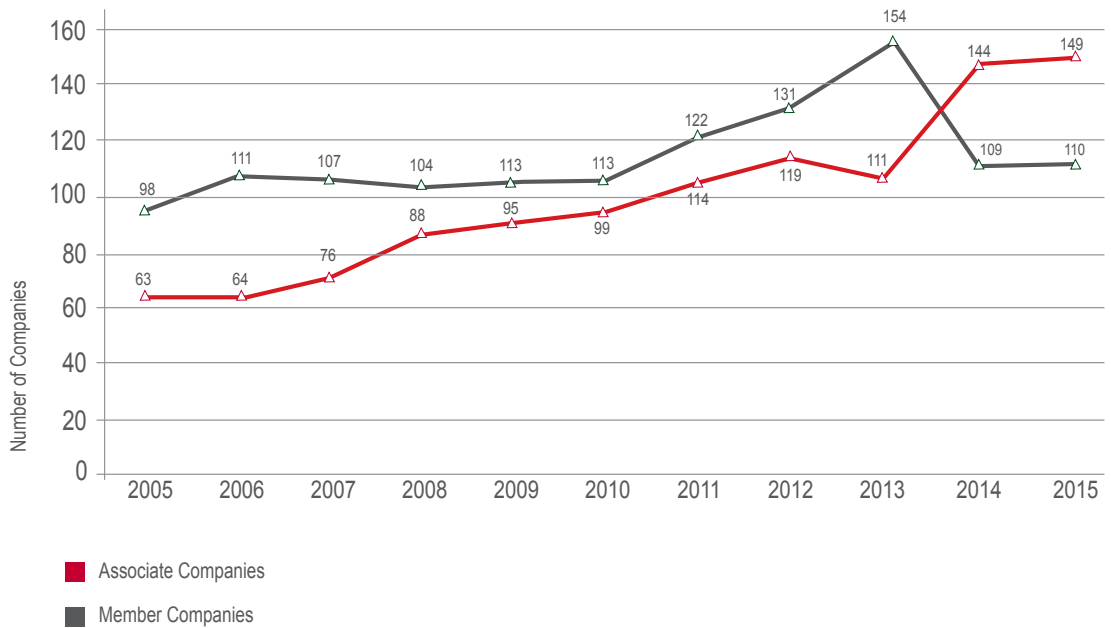


## Members by Sectors for 2015



- |                                 |                       |
|---------------------------------|-----------------------|
| 1. Energy                       | 9. Banking/Financial  |
| 2. Consumer Products            | 10. Production/Mnfg   |
| 3. Real Estate Development/Mgmt | 11. Education         |
| 4. Professional Services        | 12. Transportation    |
| 5. Health/Medical               | 13. IT/Communications |
| 6. Non Profit and Development   | 14. Other             |
| 7. Travel/Tourism               | 15. Agriculture       |
| 8. Diplomacy                    |                       |

## Members Growth in 2005-2015



## Committees

AmCham includes seven industry sector committees. The work is carried out by a group of qualified representatives of our membership on a voluntary basis. The focus of each meeting depends on what is topical and current events in Azerbaijan and includes newly adopted laws, regulations and amendments, industry specific problems of committee members plus sharing of best practice. Any employee of any member company can participate in relevant committee activities and be elected for the chairmanship or deputy chairmanship on opening basis.



## Committee meetings

Our committee meetings provide a platform for members, colleagues and professionals to stay in touch, network in an informal environment, contribute by sharing best practices and discussing mutually important issues. A total of 51 committee meetings were held during 2014-2015. The most prominent achievements of all the work in these years were AmCham Position Papers on specific subjects aimed to reach out to the government officials on a variety of issues.



## Banking, Finance and Insurance Committee

### Committee Mission and Purpose

The mission of the Banking, Finance, and Insurance Committee (BFI Committee) is to provide cutting-edge, practical knowledge and guidance for commercial finance, insurance, and other related companies' members of American Chamber of Commerce in Azerbaijan (AmCham), hold discussions of current and urgent topics with the Committee members, provide preparation of necessary advice to the AmCham Board and then to all members, state authorities and business units, share knowledge and focus on new developments and industry practices in finance and insurance, as well as to facilitate the development and evolution of local commercial finance and insurance and restructuring laws.

### Target Areas

To assist the Board of Directors, the BFI Committee is responsible for reviewing with Committee members the strategies, operating plans, policies, and actions related to the significant finance and insurance matters of the market. Within the authorized levels delegated to it by the Board, the BFI Committee may approve certain actions within these areas. The main matters within its review scope include:

The committee regularly informs its members on newly adopted laws and regulations as well as on draft legislation requiring certain actions within the committee framework.

- Market situation in banking, finance and insurance
- New approaches in development of banking, finance, and insurance businesses
- Management in crisis period
- Development and advice in revision of legislation regarding the banking, finance and insurance activity
- Credit policy and other financial products and services
- Implementation of new financial tools
- New financial projects and activities

### Working Structure

AmCham's BFI Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to its members, depending on the topic of discussion, the Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson and relevant curator(s) from AmCham Board. The Chairperson (elected from regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Committee Chairperson:** Mrs. Ayten Rustamova

**Committee Deputy Chairperson:** Mr. Teymur Akhundov

### Achievements in 2014-2015

During 2014-2015, the committee has conducted 4 standing committee meetings and 5 joint committee meetings for its members. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- Energo credit (Mr. Sanan Hasanov, Demirbank) Case studies from Georgia (Mr. Nazim Mammadov, Energocredit expert);
- US Policy & Sanctions on Russia and Iran (Mrs. Julie Nutter, Director of the Office of Economic Sanctions Policy and Implementation (SPI) in the Department of State's Bureau of Economic and Business Affairs (EB));
- Corporate social responsibility in Azerbaijani banks (Ms. Natavan Hasanova);
- UAFA in Azerbaijan (Mrs. Gwen Burchell, UAFA);
- Tax audits: recent trends and challenges (Mr. Nuran Kerimov, Deloitte & Touche, Azerbaijan);
- Current and future activities and plans of Azerbaijan Banks Association (Mr. Yunus Abdulov, ABA).

## Tax and Customs Committee

### Committee Mission and Purpose

AmCham Tax and Customs Committee proactively addresses both existing and new tax and customs issues by maintaining a dialogue with the Ministry of Taxes, Ministry of Finance and State Customs Committee and promotes change in the tax and customs system through consistent interpretation and application of existing regulations. The Committee's mission is to act as a professional body seeking to benefit its members by sharing best tax and customs practices and to actively contribute to the development of business-friendly fiscal policies in the country. The Committee is dedicated to maintaining a strong network of its members, keeping them updated on changes in tax and customs legislation.

The committee maintained regular dialogue with a number of key government bodies including the Social Protection Fund, Ministry of Taxes and Ministry of Finances.

### Target Areas

- Awareness of and communication of present and potential changes in tax and customs legislation and regulations
- Promoting the business interests of members by working to improve the business climate
- Lobbying changes in the tax and customs system through consistent interpretation and application of existing regulations
- Sharing experiences across members on tax and customs concerns and creating dialogue between businesses and governmental bodies
- Further building of tax and customs professionals' capabilities
- Cooperation with other AmCham Committees
- Contributing to AmCham's White Paper

### Working Structure

AmCham's Tax and Customs Committee holds regular meetings on a monthly basis excluding July and August and gathers for additional meetings as the interests of the membership may require. Though AmCham Committees are exclusive to its members, depending on the topic of discussion, the Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson, and relevant curator(s) from the AmCham Board. A Chairperson (elected among regular members only) and Deputy Chairperson are elected and serve for two years from among the members of AmCham based on a competitive election process and are approved by the President of AmCham based on consultation with the members of the Board.

**Committee Chairperson:** Mr. Bakhtiyar Aslanbayli

**Committee Deputy Chairperson:** Mrs. Arzu Hajiyeva

### Achievements in 2014-2015

During 2014-2015, the committee conducted 6 standing committee meetings, 1 survey, 2 conferences with the Ministry of Taxes and 1 conference with the State Customs Committee. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- Recent amendments to the tax and customs legislation
- Tax audit administration
- Practical aspects of the audits by the State Social Protection Fund
- Proposed amendments to the tax legislation



## Information and Communication Technologies Committee

### ICT Committee Mission and Purpose

The ICT Committee is dedicated to establishing and maintaining a strong network for its members, keeping them updated on the latest developments and trends in Information and Communication Technologies, and sharing information about the regulatory environment and proposed changes that would affect businesses. The committee plays an active role in encouraging innovation and therefore economic growth and improvements in daily life. The ICT Committee aims to take a leading role in supporting the community to serve as the voice of businesses on e-Government and other Information and Communications Technology issues. The committee promotes the industry and advocates for infrastructure improvements in the field of IT and Communications.

The committee took part in the “Gate Keeping” project carried out in collaboration with The World Vision Azerbaijan and UAFA. In the project framework the disabled children living in low-income families were provided with more than 100 technology items by ICT Committee.

### Target Areas and Activity

- Close collaboration with the ICT community via Committee panel meetings and one-to one meetings with key stakeholders, including government and business community
- Improvement of the ICT regulatory environment and provision of concrete recommendations to government via an AMCHAM White Paper
- Enabling closer interaction between the ICT Community, the general public, and government officials via conferences and public events
- Focus on keeping members current on the latest trends in the industry including cloud computing, big data, smart cities, cyber security and data protection
- Cooperation with other Committees on the form of cross-functional/committee events

### ICT Committee Working Structure

AmCham’s ICT Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to its members, depending on the topic of discussion, the Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson, and relevant curator(s) from the AmCham Board. A Chairperson (elected among Regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Chairperson:** Mr. Murad Seyidov

**Deputy Chairperson:** Ms. Kamilla Shakbazov

### Achievements in 2014-2015

During 2014-2015, the committee conducted 5 standing committee meetings, 2 working group meetings, and 1 ICT conference in cooperation with the Ministry of Communication and Information Technologies for its members. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- E-signature – issues and difficulties with the system
- Intellectual property rights
- Technical and business management concepts
- Improving the Azerbaijan business climate for communication and high tech sector

## Corporate Social Responsibility Committee

### Committee Mission and Vision

The AmCham CSR Committee functions as a platform for AmCham members to share local and global practices and raise private and public sector awareness on CSR in a sustainable and coherent way.

While CSR implies diverse notions to different companies, it might be extensively understood as the idea that businesses should voluntarily contribute to ethical and responsible business practices, highlighting the actual pursuits of all stakeholders within the corporation's policies as well as measures. Crucial aspects of concern include, but are not limited to: employee relations, environmental sustainability, local outreach, and corporate governance.

Our vision is to be a unique platform that always stays ahead to spread the notion and value of CSR and contribute extensively to the society. Our mission is to achieve a strong and sustainable future through sound and transparent business conduct.

As a part of our commitment to foster CSR best practices within Azerbaijan the Committee launched an AmCham CSR Best-Practices Newsletter that contains informative success stories of our members. Two issues were published in 2013.

### Target Areas and Activity

- Spreading the notion and value of CSR and Sustainability practices
- Encouragement and support of members' CSR activities
- Organization of various seminars and trainings for capacity building
- Acting as a bridge to connect the business community, non-for profit, and public sectors

### CSR Committee Working Structure

AmCham's CSR Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to its members, depending on the topic of discussion Committees may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson and relevant curator(s) from AmCham Board. The Chairperson (elected among Regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Chairperson:** Mrs. Aynura Piriyeva

**Deputy Chairperson:** Mr. Orkhan Rajabov

### Achievements in 2014-2015

During 2014-2015, the committee conducted 8 standing committee meetings, 1 joint committee meeting, 2 Annual CSR Award Ceremonies for its members. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- Review of CSR and Sustainability stance in the country
- Contributing to the CSR section of AmCham's White Paper 2016
- Achieving Sustainable Development through Corporate Social Responsibility
- Sustainability reporting and audit

## Travel, Hospitality and Tourism Committee

### Committee Mission and Purpose

The AmCham THT Committee sees itself as a supporting body to the overall AmCham organization with the distinct purpose of promoting the travel, tourism, and hospitality sectors in Azerbaijan locally as well as internationally, popularizing the country as a unique destination for leisure and business travellers alike as well as its businesses operating in the country. It does so by raising awareness of businesses and events to enhance the economic vitality of this sphere. It provides a forum for businesses in the industry as well as outside to promote collaboration and to discuss how the local government can further support the growth of this important sector.

Travel, Hospitality and Tourism Committee is a liaison-point between business and state in such areas as tourism policy issues, socio-economic influence of tourism, statistical data and analytical issues.

### Target Areas

- Improving visa regulation in Azerbaijan
- Involvement of AmCham's business community in work on drafting new tourism strategy for Azerbaijan
- Assisting tourism authorities in identifying value proposition for Azerbaijan's tourism sphere

### Working structure

AmCham's THT Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to its members, depending on the topic of discussion, the Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson and relevant curator(s) from the AmCham Board. The Chairperson (elected among Regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Committee Chairperson:** Mr. Martin Kleinmann

**Committee Deputy Chairperson:** Mr. Farid Isayev

### Achievements in 2014-2015

During 2014-2015, the committee conducted 3 standing committee meetings and 1 efficiency survey for its members. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- Baku 2015 European Games and opportunities for Tourism and Hospitality Sector;
- Update on Latest Tourism News;
- Contributing to the THT section of the AmCham White Paper 2016.

## Human Resources Committee

### Committee Mission and purpose

Established in 2005, the AmCham HR Committee is dedicated to maintaining a strong network of members, keeping them updated on changes in labour legislation, recent labour market updates, and the best practices, procedures, and processes. The HR committee is committed to contributing to the development of human resources professionals through networking, sharing experience and expertise.

### Target Areas

- Awareness of and communication of present and potential changes in labour legislation and regulations
- Further building of HR Professionals' Capabilities
- Supporting University Relations/Graduate Programs
- Cooperation between HR and Legal
- Managing AmCham's Annual National Employee Salary Survey
- Monitoring of the market changes as a result of local currency devaluation and potential inflation
- Contributing to AmCham's bi-annual White Paper in order to impact certain aspects of legislation

In regular meetings members are provided with an opportunity to share best practices in different aspects of HR activities such as recruitment, reward, employee relations, training and development, performance appraisals, graduate and internship programs.

### Working structure

AmCham's HR Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to their members, depending on the topic of discussion a Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson and relevant curator(s) from the AmCham Board. A Chairperson (elected among Regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Committee Chairperson:** Mrs. Leyla Maharramova

**Committee Deputy Chairperson:** Mrs. Banu Kokoz

### Achievements in 2014-2015

During 2014-2015, the committee conducted 9 standing committee meetings, 2 surveys, 6 workshops and 1 job fair for its members. For a detailed list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- E-signature – issues and difficulties with the system
- Workshops for Young HRs on HR trends in talent management; Emotional Intelligence; Employee Retention Systems; Types of Interview
- Azerbaijan salary market overview
- Azerbaijan Job Fair Project
- Social Payment Regulations
- Electronic registration of employee contracts

## Health and Medical

### Committee Mission and purpose

The Health and Medical Committee dedicates its efforts towards improving efficiency of the health care sector and facilitating policy settings in Azerbaijan for the purpose of providing better care of patients, the business environment, and society as a whole. The Committee aims to provide patients with the right of treatment with all products available according to the law. Likewise, the Committee will strive to increase the transparency of the health care system in Azerbaijan and raise awareness about access to modern health care solutions.

### Target Areas

- Access to innovations (including innovations in medical technologies)
- Clinical trials
- Healthcare system's financing
- E-health, electronic database for registration of both medicines and patients, history of their diseases, medical prescriptions and treatments in Azerbaijan
- Education and training
- Business ethics and anti-corruption practices
- Cooperation with counterpart organizations
- Contributing to AmCham's White Paper in order to impact certain aspects of legislation
- Mandatory medical insurance

### Working structure

AmCham's HR Committee meets once a month excluding July and August. Though AmCham Committees are exclusive to their members, depending on the topic of discussion, a Committee may involve external parties, foreign experts, etc. The management of the committee is comprised of the Chairperson, Deputy Chairperson and relevant curator(s) from the AmCham Board. A Chairperson (elected among Regular members only) and Deputy Chairperson are elected and serve for two years among the members of AmCham based on a competitive election process.

**Committee Chairperson:** Mr. Jeyhun Alibayov

### Achievements in 2014-2015

During 2014-2015, the committee conducted 8 standing committee meetings for its members. For detailed a list of events, please check the calendar section of the report. Some of the topics covered by the Committee are as follows:

- Mandatory medical insurance
- Reference Price control
- Price Reference Control of Medicines
- Legal evaluation of the published documents
- Price regulation in Azerbaijan

## 2014- 2015 Annual National Employee Salary Survey

During this reporting period, AmCham has conducted its 16th and 17th Annual National Salary Surveys with 120 (2014) and 97 (2015) member companies participating.

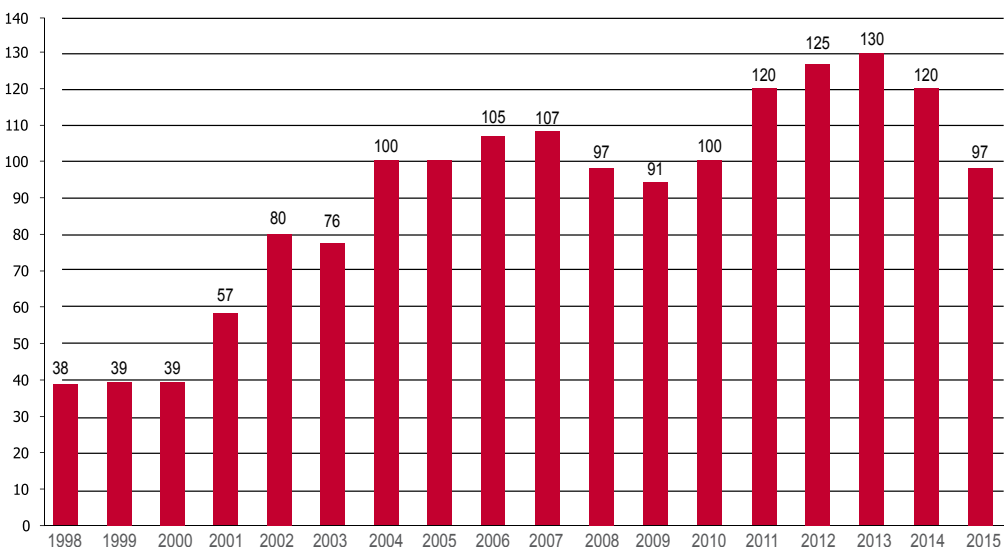
Both surveys presented a detailed report on terms of employment and benefits packages provided by the leading foreign and local companies represented at AmCham. The survey covered topics like insurance, meal allowances, salary planning methodology, housing, redundancy payment and retention schemes used by companies as well as remuneration packages for more than a hundred different positions.

The outcome of surveys was presented in the form of reports. Please note that the number and structure of reports were different for both years. In parenthesis you can see years of the reports covered:

- General report for all of the participating companies
- Oil sector report
- Oil services sector report
- Banking sector report
- Information and Telecommunications sector report
- Hospitality sector report
- FMCG sector report (2014)
- Pharmaceutical sector report (2014)
- Tax/Legal and Audit Sector Report (added in 2015)
- Regional employees - the questionnaire has a page for those individuals that are employed outside Baku, in the regions and are paid on a different pay scale.
- Top 20 highest employers

### Method of Survey

AmCham National Salary Survey is a confidential report. The information submitted by the participants is not disclosed to anyone. The data is collected anonymously through a Confidential Code Procedure which hides company identity. After publication all submitted raw data gets destroyed. AmCham's secure software ensures the highest level of confidentiality and efficiency during the survey process. The survey is open to all our members as well as non-member companies. Participation in the survey is free of charge however, the results are only available to companies who have participated, members, and non-members.



## Jobs Surveyed

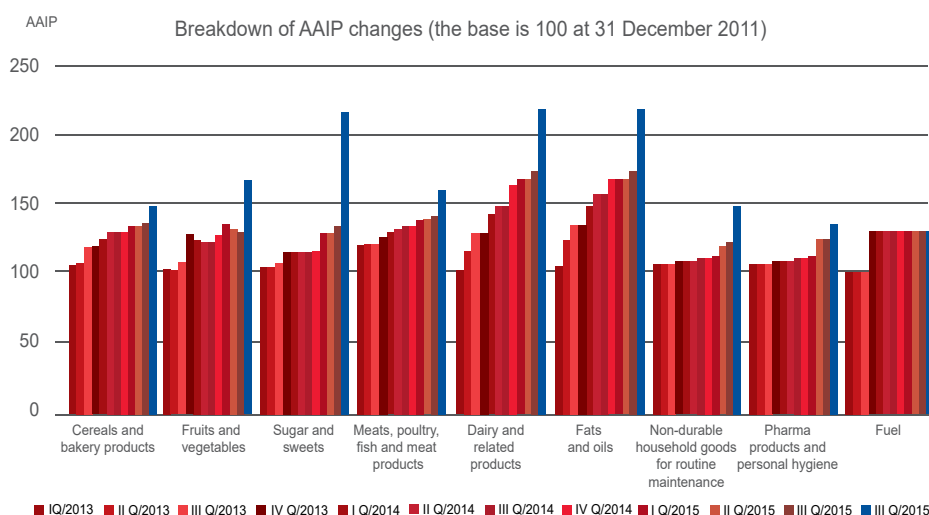
Forty three job families have been identified:

- Management
- Administration & Support
- Audit
- Banking
- Business Development
- Conferences & Events
- Customer Care/ Services
- Drilling Engineering
- Driver
- Engineering / Construction
- Finance/Accounting
- Food & Beverage Service
- Fraud Expose
- Guest Services
- Housekeeping & Laundry
- Human Resources
- Health & Safety
- Environment
- Information and Communication
- Technologies
- Insurance
- Insurance claims
- Interpreter/ Translator
- Kitchen
- Lending/Credit
- Marine Specialists
- Marketing
- Medical
- Offshore Technician Staff
- Oil & Gas/ Facilities Engineering
- Public & Government Relations
- Purchasing, Warehouse & Logistics
- Quality Control
- Quality Management
- Risk Management
- Sales & Marketing Support
- Security
- Semi-Skilled/ Manual Worker
- Skilled
- SPA & Recreation
- Stewarding
- Subsurface Staff
- Tax and Legal
- Training
- Other

## Inflation Survey

During two reporting years in 2014 (the base is 100 at 31 December 2013), the AAIP rose by 9.82 percent for Azerbaijani consumers and 7.67 for Expatriate consumers. While in 2015 (the base is 100 at 31 December 2014), the AAIP rose by 18.19 percent for Azerbaijani consumers and 20.82 for expatriate consumers.

In contrast, there was a marked difference in the 4th quarter of 2014 and 2015. The AAIP in 2014 rose by 3.81 percent for Azerbaijani consumers and 3.56 for Expatriate consumers. However, in the 4th quarter of 2015 the AAIP rose by 12.23 percent for Azerbaijani consumers and 14.49 for Expatriate consumers, and the reason was that the 50% devaluation of Manat that took place on December 21, 2015 caused widespread price increases. During the last week of December of 2015, some prices were raised by 50, 100, or even 200%.



## Cooperation with the Government of Azerbaijan

Creation of successful business climate by serving its members is a key objective of American Chamber of Commerce in Azerbaijan. Public organizations are our main partners in this process as cooperation with governmental bodies is a main performance method of this function. AmCham has made important paces in this direction during 2014, and acknowledges positive developments with a great pleasure.

During 2014 we organized intensive meetings with governmental bodies and were involved in preparation of some important documents which were presented to the relevant bodies at the meetings. High level public officials were invited to our traditional monthly member luncheons. That was a great chance for our member companies to communicate with officials, to address their questions directly and to have final answer.

As a successful business association AmCham always tries to hold its position in the process of positive reforms and support them by involving the private sector. We have always been proud of our role of bridge between the private and the public sector.

In 2014 AmCham worked on the following Position Papers:

- 2nd Position Paper on the draft law on Advertisement
- Position Paper on the Law on E-trade

Discussions around the draft law on advertisement came to agenda again in the beginning of autumn session of the Parliament. On October 15th AmCham organized meeting between the head of the Department on Economic Legislation of the Parliament Staff Rauf Hajiyev and AmCham working group on the mentioned draft law. During the meeting necessity of presenting second position paper on the draft law was stressed. The second issue discussed during the meeting was the current situation of E-trade legislation. In conclusion we agreed to prepare the 2nd position paper on the draft law on advertisement and to summarize all problems which our members face in the process implementation of the E-trade legislation.

On November 14th AmCham working group on the draft law on Advertisement attended the public hearing organized in the building of Milli Majlis. The hearing was organized by the Milli Majlis jointly with the Administration of the President of Azerbaijan Republic. During the event members of the working group had chance to discuss their proposals with high ranking officials as Ali Hasanov, Ziyad Samedzade, Ali Masimov, Safa Mirzayev and etc. On February 11 both position papers were officially sent to the Parliament.







In 2014 AmCham cooperated with the Ministry of Labor and Social Protection on several issues. The most important among them is electronic registration of labor contracts. As this system is newly established, there are many problems our members face during the use. We organized practical seminars explaining HRs of our member companies how to use the system. Representatives from the Ministry and independent experts were invited to deliver presentations on this issue. After the seminars AmCham summarized all the problems our members face and applied them to the Ministry with official letters. Many problems of our members found solution within the framework of cooperation between AmCham and the Ministry of Labor and Social Protection.

From June 2014 Ministry of Education began the implementation of SABAH project. On July 8 meeting with representatives of Ministry of Education was held. Representatives from Ministry of Education Elchin Aghakishiyev- executor of SABAH Groups Project, Sulhaddin Gozalov-Sector of Students Support and Exchange Programs Department of Science and Higher Education provided us with general information about the project, formation process of SABAH groups, measures taken by Ministry of Education to implement the project, possible ways of cooperation between AmCham and the ministry in the process of SABAH implementation. AmCham played an active role in implementation of that project by sharing the information among its members. Elchin Aghakishiyev made a presentation about the SABAH project during one of our member luncheons. Many specialists from our member companies were involved in the practical classes of within the project.

Another big project which AmCham implement with the Ministry of Education is Job Fair project. Job Fair is 3-5 years sustainable program and the aim of the project is to provide students with - job interview experience, networking, employment opportunities. In July 2014 AmCham Executive Director and Deputy Executive Director met with the Minister of Education to discuss the cooperation between AmCham and the Ministry of Education within the framework of this project. That meeting was the basis for the further cooperation and AmCham organized several meetings and followed this project step by step with the Director of Department of Higher and Secondary Special Education Mr. Ilham Mustafaev. Today electronic database for the project is ready and is planned to be brought into service in 2015.

We have a solid partnership with State Social Protection Fund. The Head of the Fund Elman Mehdiyev has attended our April member Luncheon as a guest speaker. He made a speech and answered questions on the topic "Realities and Perspectives in the Social Insurance Sphere". The next step in our cooperation was the meeting between AmCham Big4 representatives and the team members of Twinning Project - "Support to the State Social Protection Fund on the introduction of funded element

within the insurance- pension system, establishment of non-state pension funds and development of legal framework for regulating their activity". With the attendance of Nigar Panahova, the Head of Personal Accounts Department, possible ways of non-state pension funds establishment were discussed. AmCham has established very strong partnership with the Ministry of Taxes during many years. Today we cooperate almost in all spheres of the reforms performed by the Ministry. On June 24 AmCham held its AmCham Banking Finance & Insurance and Tax & Customs Committees joint meeting. Detailed presentation on FATCA was delivered to our committee members during the session. Representative from the Ministry of Taxes Jeyhun Ismayilov answered the questions of our members which was an important contribution to the users of the newly established system.

On September 25, 2014 Deputy Minister of Taxes Natig Amirov attended monthly business Luncheon as a guest speaker. He made a speech on the topic "Recent goals and current reforms in the tax system". Importance of the reforms in the tax compliance and the modernization spheres was stressed. He encouraged the business subjects to take part actively in this process. Deputy Minister stated that cooperation between AmCham and the Ministry of Taxes is a key mechanism to make private sector involved in tax reforms. His speech was followed with Q and A session.

On December 1, 2014, AmCham Azerbaijan hosted its IV Annual Tax Conference jointly with Ministry of Taxes at JW Marriott Absheron Baku. The program featured distinguished speakers from the private sector as well as high-level officials from State Agencies.

The President of AmCham, Mr. Ilgar Veliyev, opened the event, welcoming guests of the Conference. In his speech, Mr. Veliyev emphasized the importance of enhanced cooperation between tax authorities and business circles. He also stated that the main purpose of IV Annual Tax Conference was creating a dialogue on tax policy and harmonization, corporate compliance and modernization of the tax system. Furthermore, the floor was passed to Mr. Ziyad Samedzadeh, Chairman of the Economic Policy Committee of Milli Majlis, who stated in his speech that the establishment of e-government in the country facilitates the transparency of the economic system; and that improvement of tax administration does not only affect activities of the tax authorities in general, but also improves tax compliance.

Afterwards, Mr. Akif Musayev, Advisor to the Minister of Taxes, informed conference participants on current tax reforms in Azerbaijan.

Mr. Shahin Sadigov, Head of the Economic and Financial-Credit Department of the Cabinet of Ministers' Apparatus, who had also been the guest speaker at the conference, mentioned about the importance of cooperation between the Cabinet of Ministers and private sector in this sphere. He emphasized the considerable role of IV Annual Tax Conference in development of dialogue between sectors.

The conference had also been featured by speeches and presentations of Mr. Natig Shirinov, Head of the Main Department on Tax Policy and Strategic Researches at the Ministry of Taxes and Mr. Alakbar Mammadov, Advisor to the Minister of Taxes and representatives of private sector.

The conference was organized with the support of "PASHA Bank", "EY Azerbaijan", "Deloitte & Touche", "KPMG Azerbaijan", "PwC Azerbaijan" and "Synergy Group".

## Taxation

As in previous years, in 2014-2016, AmCham Azerbaijan hosted its 4th (on “Transparency and Compliance in the Tax System”) and 5th (on “Development and Compliance in the Tax System”) Annual Tax Conferences conducted jointly with the Ministry of Taxes. Representatives of Milli Majlis, the Presidential Administration, the Cabinet of Ministers, the U.S. Embassy, the American Chamber of Commerce, officials of the Ministry of Taxes, and media representatives attended the events.

The main purposes of the conferences were to establish a dialogue on reforms carried out in the tax system, amendments to the Tax Code, continuing improvements to taxpayers’ compliance with tax obligations, strengthening the partnership between tax authority and business institutions, the formation of a well-established tax culture, corporate compliance, and modernization of the tax system.

“The establishment of e-government in the country facilitates the transparency of the economic system and that improvement of tax administration does not only affect activities of the tax authorities in general, but also improves tax compliance.”

– Mr. Ziyad Samedzadeh, Chairman of the Economic Policy Committee of Milli Majlis

Mr. Natig Shirinov, Head of the Main Department on Tax Policy and Strategic Researches of the Ministry of Taxes, stated in his speech that tax policy implemented in Azerbaijan serves to improve the business environment in the country. The Ministry of Taxes attaches a considerable importance to holding various discussions with NGOs in order to further improve this climate. In case of any changes to the legislation, in order to liberalize the tax environment, improve tax administration, and optimize tax rates, the Ministry of Taxes takes into account the opinions of local and foreign business entities and public organizations operating in Azerbaijan.

Conference participants shared ideas and recommendations on “Strengthening the control of compliance with tax legislation,” “Innovative services to increase transparency in taxation,” “Main characteristics of criminal cases on tax matters,” “Role of taxation system in boosting business and attracting investments,” “Tax policy and harmonization,” “Corporate compliance: the international experience and the experience of Azerbaijan,” “Modernization in the tax system,” and other issues.



## AmCham Hosted U.S and Canadian Trade Missions to Azerbaijan

### Canadian Trade Mission to Azerbaijan

On September, 2014 AmCham, in cooperation with Canada Eurasia Russia Business Association (CERBA), organized a special business-to-business meeting hosting a Canadian trade mission to Azerbaijan comprised of 12 companies including Knowledge Exchange International (KEI), Ezeflow, Snc Lavalin, Technology Links, Canada Petrus Oil and Gas, Opsens/Geoptics, Sage Energy Corp, Sprung Instant Structure Ltd., Sparrow Electronics Inc., CAE, Golder Associates, and Export Québec. The delegation led by Canadian Ambassador to Turkey John Holmes met with the AmCham business community and covered a broad variety of sectors including oil and gas, IT, agriculture, construction, engineering, and education.



### U.S Trade Mission to Azerbaijan

On November 19, 2015 AmCham hosted the USACC led U.S. Trade Mission to Azerbaijan. Chaired by Deputy Assistant Secretary of U.S. Department of Commerce, Mr. Michael Lally, USACC Co-Chairmen Mr. Reza Vaziri, and Mr. Bill Delahunt, the trade mission was represented by 15 companies comprised of: Baxter, Bloomberg LP, Capstone Turbine, Dow, Honeywell, Globalise, Mezun Group, Miyamoto International, Osisoft, P&G, Thomson Reuters, Turner International, Wayback's Burgers, WSP/Parsons Brinkerhoff, and Langan.

During his opening speech, Mr. Michael Lally stressed the importance of such trade missions and mentioned that 'B2Bs present unique opportunities and benefits to both sides'. Followed by formal presentations of guest speakers, AmCham announced a B2B session to give an opportunity for its members and trade mission companies to introduce themselves and explore future cooperation and investment options in both countries. Pre-scheduled sessions and ad-hoc appointments provided an efficient way for 100 business professionals to discuss their business portfolios while maximizing future prospects, and to network with key members of the visitor industry.

## Azerbaijan Job Fair Project

On May 23, 2015 AmCham Azerbaijan, together with its implementing partner the Ministry of Education of AR and invaluable support of British American Tobacco has successfully implemented its first “Azerbaijan Job Fair” project. Organized at Haydar Aliyev Center the project brought together 39 member companies of AmCham and more than 300 students from all fields of Azerbaijani universities to explore employment opportunities. The first of its kind, the fair was the result of a year of hard work and fruitful collaboration between different parties.

In order to bring the potential employers and students together before the fair itself, the collaboration team designed a special portal under the domain [jobfair.az](http://jobfair.az) (currently inactive) where students and employers registered. With the help of a sophisticated search system, employers were able to choose qualified candidates within their desired parameters and request an interview. Unlike other job fairs, students had a choice to either approve or decline the interview request. This system allowed students and employers to effectively use their time without any waste as they were both coming to the fair with a prepared interview schedule.

In order to reach a broader community, representatives of AmCham, the Ministry of Education of AR, and BAT conducted informational sessions at various educational institutions.

At the earliest stages of the project, about 2,933 students and 62 companies registered in the system. Out of 2,933 students, 778 students received interview requests of which 638 accepted, 115 rejected, and 25 neglected any response. On the day of the fair, 39 companies conducted about 629 interviews.

Based on the results of the post project survey, AmCham, the Ministry of Education of AR, and BAT will decide whether the project will be repeated in 2016.



## Monthly Member Luncheons

In order to establish a cooperative business culture, maintain sustainable communication among enterprises, and facilitate professional networking process, AmCham holds monthly member luncheons. These luncheons feature high level presentations from government officials to diplomats of foreign embassies in Azerbaijan as well as introduce businesses new to the AmCham family. Over a meal, members interact on pressing business and social issues, and, ultimately, build relationships and long lasting partnerships.

AmCham held eight luncheons in 2014 and nine luncheons in 2015 with the participation of more than 1,500 member representatives and guests. AmCham guest speakers included Mr. Firudin Nabiyeu, Head of the State Migration Service of Azerbaijan Republic, Mr. Elshad Nassirov, SOCAR Vice-President on Investments and Marketing, Mr. Elman Mehdiyev, Chairman of The State Social Protection Fund, Mr. Richard L. Morningstar, the United States Ambassador to the Republic of Azerbaijan, Mr. Natig Amirov, First Deputy Minister of Taxes, Dr. Ruth A. Shapiro, Senior Advisor to the Asia Business Council and Mr. Fariz Azizov, Chairman of the Board of Baku Stock Exchange.

Nine luncheons were organized by Amcham in 2015. A list of guest speakers included Shahmar Movsumov, Chief Executive Director of State Oil Fund; Mr. Robert Cekuta, U.S Ambassador in Azerbaijan; Mr. Firudin Nabiyeu, The Chair of State Migration Committee of AR; Mr. Simon Clegg, the Chief Operating Officer, Baku 2015 Olympic Games; Mrs. Larisa Leshchenko, World Bank Country Manager for Azerbaijan; Mr. Neil McKain, Head of the Office of European Bank for Reconstruction and Development (EBRD); Michael Lally, Deputy Assistant Secretary of Commerce for Europe, the Middle East, and Africa (EMEA).

AmCham's Monthly Member Luncheons covered a broad range of topics including the stock exchange, the implementation of state migration policy, entrepreneurship, etc.



## Monthly CEO Breakfasts

Since 2011, AmCham organizes regular CEO Breakfasts for CEOs, GMs, and owners of Baku's leading businesses. These breakfasts realized in the form of informal sessions are being generously hosted by leaders of Azerbaijan's hospitality sector and facilitated by representatives of AmCham's Board of Directors. CEO breakfast events allows general managers to start their busy work schedule with a royal breakfast which allows them to network with their counterparts in an informal environment away from business deliberations.

In 2014 and 2015, AmCham organized six CEO Breakfast events hosted by Hilton, Hyatt Regency, JW Marriott Hotel, and Excelsior by bringing together in total 60 senior managers of AmCham member businesses.

## Business Cocktails

AmCham organized business cocktails are festive business after hour events which offers our members an opportunity to socialize in a soothing environment after a heavy work routine. Featured with special themes, these events are sponsored by our members. Each cocktail reflects the sponsoring company's own individual sense of style as events are held in a variety of locations, allowing for both a restful atmosphere and a varying range of delicious refreshments. In 2014, AmCham in cooperation with Deloitte held its kick off business season cocktail at gorgeous H2O Poolside at Fairmont Baku Flame Towers. The event has brought together about 150 members and friends of AmCham. Also in 2015, Amcham held three other cocktails. Amcham together with Aquavita and Nar Mobile organized an amazing cocktail in Fairmont. Later, on September 17th, Amcham and Deloitte held a Back to Business cocktail in Dreamland. On December 16th in the Boulevard Hotel, AmCham, together with the Baku City Circuit Operations Company held a sparkling cocktail reception to celebrate AmCham's Membership Loyalty Awards as well as present the preparations for Formula 1 Grand Prix of Europe.



## AmCham Annual Black & White Ball

AmCham's 10th Annual Black & White Ball was held on May 1st in the main ballroom of the Fairmont Hotel. With over 500 guests in attendance, it was a truly remarkable evening filled with elegance, music, and entertainment.

As always, this event gave Chamber members and guests an opportunity to entertain friends, clients, colleagues, and business associates in an absolutely unique environment, this time more spectacular than ever as it was the 10th Black & White Ball! Amcham combined the most memorable moments of the past events and presented a truly outstanding program and experience! The main sponsors of event were Pasha Bank and Azerfon.







## AmCham Annual Independence Day Picnics

During these two years AmCham hosted two Annual Independence Day Picnics; one of them was in Sea Breeze Nardaran, which was visited by 1300 people, and the second was in Mambo Beach Club & Restaurant. Traditionally, the 2014 official ceremony started with Azerbaijani and U.S. American National Anthems with the US Marine Color Guard followed by welcome addresses from the AmCham President Ilgar Veliev (EY Azerbaijan) and US Ambassador to Azerbaijan, Richard Morningstar. Representatives of the main sponsors of the event - Sona Abbasova, Director of Corporate Communications of PASHA Bank, Kent McNeley, Chief Executive Officer of Nar Mobile and Asgar Alakbarov, Chairman of Management Board of Qala Life - welcomed the guests in their speeches, and Nargiz Nasrullayeva-Muduorglu, the Executive Director of the American Chamber of Commerce in Azerbaijan announced the official opening of the 19th Annual US Independence Day Picnic.



It should be emphasized that the 2015 20th Annual Picnic welcomed the new US Ambassador to Azerbaijan Republic, Mr. Robert Cekuta, and Executive Director of AmCham, Ms. Natavan Mammadova. Representative of the Gold sponsors of the event – Ms. Sona Abbasova, Director of Corporate Communications at PASHA Bank, expressed her pleasure to be part of AmCham and traditional sponsor of AmCham's Independence Day Picnics.

A live music band and BBQ party started at 17:00 and continued till dawn. Guests enjoyed the kids club, various games and competitions for adults and kids, the amenities and activities of Village

Brazil 2014 including samba & salsa dancers, performance by New Gypsies, and live broadcast of the 2014 FIFA World Cup. Picnic guests also had a chance to participate in PASHA Bank Football and Qala Life Volleyball Tournaments. The highlight of the event was AmCham's first ever "Sing Like a Star Contest" Team members of PwC Azerbaijan, the Four Seasons Hotel, AmCham, Deloitte Azerbaijan, and Isa Aydin Production participated in the show and the winners were Yevgeniya and Tural Hajiyev from Deloitte Azerbaijan who performed Eros Ramazzotti and Tina Turner's Cose Della Vita.



In 2015, guests enjoyed delicious food generously provided by Mambo Beach Club & Restaurant alongside the music of Live music bands “JazzeriBand” and “Latino Boys”.

The Gold sponsors of the 19th Annual Independence Day Picnic were PASHA Bank, NarMobile and Qala Life. Our Bronze Sponsors were British Airways and Tuborg. General Sponsors - Cross Caspian, Chevron Khazar, Coca-Cola, A+A Group, PwC Azerbaijan, and International SOS. Gold sponsors of the 20th Annual Independence Day Picnic were PASHA Bank and Nar Mobile.

Both Picnics finished up with a raffle drawing, fireworks, and were followed by a disco.







IMPACT Azerbaijan is the official publication of the American Chamber of Commerce in Azerbaijan.

Since its first issue in November 2007 it has grown from 36 to 78 pages, a testament of the increasing interest and contributions from the business community. Our magazine is widely recognized as one of the best publications in Azerbaijan, with a consistently high quality of content and production values.



IMPACT Azerbaijan is published quarterly, with issues in Spring, Summer, Autumn and Winter. The magazine is distributed free of charge to all of our members. We also distribute to all major hotels, agencies of the government and international organizations. The print run is 1500 to 2000 copies.



Every issue of the magazine is devoted to the special topic and is divided into four sections:

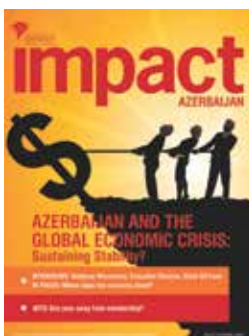
### In Focus

This section features articles relating to the chosen theme of the magazine. Past themes have included Energy Security, Sustainable Economic Development, Banking and Finance, e-Government, Corporate Social Responsibility, Migration and Travel, Healthcare, Education, etc. It includes interviews with government officials and AmCham members active in the sector.



### Member Contribution

This section features articles written by AmCham member companies on various aspects of doing business in Azerbaijan, tax and legal updates and overviews of draft legislation. All members are welcome to write for our magazine. The articles are published free of charge. This is an opportunity for our members to share best practices and draw attention to their knowledge and expertise, thus increasing their desirability as business partners.



### Development & Education

The idea of this section is to give the floor to institutions, programs or initiatives and through the latter to spread the word about the power of systematic approach and education in the nation's economic growth and sustainability.





## AmCham Azerbaijan

This section reports on AmCham's cooperation with various organizations and governmental agencies, business and social events, the important work done by various AmCham committees and projects undertaken by AmCham, such as the Salary Survey, Consumer Price Index and Membership Surveys aimed at increasing the effectiveness of the work of the Chamber. The Member to Member Discount Programme is also included in this section.



## Members' News

Members' News Section publicizes members' achievements and milestones such as awards and anniversaries. It introduces new personnel to the business community and highlights our members' valuable contributions to the community through CSR and CSI programs.



Additionally, **IMPACT Azerbaijan** offers advertising opportunities to both members and non-members to enhance the visibility and networking of your companies.



Advertising in **IMPACT Azerbaijan** brings benefit to your business in Azerbaijan and also provides valuable financial support for the continued publication of our magazine. For all queries about advertising or publishing an article, please contact [editor@amchamaz.org](mailto:editor@amchamaz.org)



## Discount Conditions

We do believe our members appreciate an opportunity to benefit from AmCham M2M and M2M Plus Discount Programs exclusively designed for our Member Companies to obtain as well as for the Associates to provide discounts on a wide range of products and services from the hotel stays to food and beverage outlets. This AmCham initiative is recognized as a strong promotional vehicle aimed to add more value to companies' membership by helping to increase the volume of sales and to save costs. To become a discount provider you need to complete M2M Discount Program Agreement, print it out and return the signed copy to us. Please mention in the agreement if you wish to participate in M2M Plus as well.

## M2M – Individual Discounts

This program allows two people from each Member company to obtain discounts in below mentioned companies upon presentation of special M2M cards.



### TRAVEL, HOSPITALITY AND LEISURE

#### BRITISH AIRWAYS

- British Airways is ready to match Silver/Gold cards of other airlines mentioned in the detailed offer to British Airways Executive Club Silver Status
- British Airways offers 10% to AmCham members (M2M and M2M Plus)

#### QATAR AIRWAYS

- 10% discount on both economy and business class tickets valid only on QR flights applies to bookings made on Qatar Airways's booking engine when especially dedicated Promo Code is entered in Promo Code Field (M2M and M2M Plus)

#### HYATT REGENCY BAKU

- 15% discount on restaurant and bar
- 15% discount on laundry and dry cleaning
- 30% discount on Spa treatments at Armaiti Spa & Fitness

#### EXCELSIOR HOTEL AND SPA BAKU

- 10% discount on all F&B Outlets
- 15% discount on Aura Wellness Centre Memberships and massages
- 25% discount for Women on Aura Wellness Centre Memberships

#### JUMEIRAH BILGAH BEACH HOTEL

- 10% on F&B in all outlets
- 10% on accommodation
- 10% on Talise Spa & Fitness Center, Beach and Waterpark (M2M and M2M Plus)

#### JW MARRIOTT ABSHERON BAKU

- 10% discount on all Food & Beverages – Discount is applicable maximum for 20 people per card. The card cannot be applied for meetings & events held in hotel.
- 10% discount on all Spa Treatments – The limit is 20 guests per card. Discount does not apply for spa products retail
- 30% discount on Laundry & Cleaning – Discount is applicable for minimum on 3 days service. All above discounts do not apply in conjunction with other promotions.

#### KEMPINSKI HOTEL BADAMDAR BAKU

##### Kempinski Conference and Meetings

Book a conference for 100 and more participants and get an upgrade on a coffee break: from classic to premium  
Coffee break classic includes: tea/coffee, assortment of cookies. Upgrade to premium includes additional sweets of the chef's choice: Azeri sweets or French pastry

#### GARAGE ISKENDER

-20% discount on food and beverages  
Note: This discount will be applicable to all items on our menu except "Business Lunch Menus" and "Ramadan Menus"

#### GAZELLI International ltd.

- 15% discount on cosmetic products made by Gazelli Group at Gazelli SPA@Wellness centers.
- 15% discount on SPA treatment at Gazelli Evi: pilling (all kinds), wrapping (all kinds), cedar barrel, hydro massage, Aroma cabin.



**SCALINI**

- 10% discount on food and beverages

**SCALINI LOUNGE**

- 10% discount on food and beverages

**SUNSET**

- 10% discount on food and beverages

**DOUBLE COFFEE**

- 10% discount on food and beverages

**AMAREDDINE+**

- 10% discount on food and beverages

**WOK INN**

- 10% discount on food and beverages

**ZADIG & VOLTAIRE**

- 15% collection discount

**MAFRAT**

- 15% collection discount

**MIRTILLO**

- 15% collection discount

**SIMONETTA**

- 15% collection discount

**E. MARINELLA+**

- 15% collection discount

**PULS DRUGSTORES**

- 15% on all medications

**SEABAK LLC**

- up to 5% on IT Equipment, Cartridges and Software Licensing

**STS INTERNATIONAL**

- 15% discount on any oil change (motor oil, antifreeze, ATF, power steering) at STS oil change service (M2M and M2M Plus)

**PROFESSIONAL SERVICES****BIZNESINFO.AZ**

- 15% discount on all banner advertising on biznesinfo.az

**ACT AZERBAIJAN**

- 10% discount on all services

**MOZAIK**

- 10% on all products

**SEABAK LLC**

- up to 10% on IT Support Services
- FREE migration to CLOUD.AZ Services

**STMARK Marketing & Consulting+**

- 10% discount for each marketing and consulting service

**Azqtel+**

- 20% discount for the product Skyport

**INTERNET AND COMMUNICATIONS****NETTRENDS**

- 10% discount on the quoted monthly subscription tariffs for the online media monitoring services

**SAZZ 4G INTERNET**

- Connect to Sazz 4G Internet and receive AX 326 Sazz USB Modem as a gift in return for user charge (50 AZN)
- M2M Plus users will be presented with special offers on an individual basis.

**SEABAK LLC**

- up to 15% on Internet Services at Landmark and other business centers

**BANKING, FINANCE AND INSURANCE****A-GROUP INSURANCE COMPANY OJSC**

- 15% on all types of insurance

**INDIAN CLINIC**

- 15% on medical services

**ANADOLU MEDICAL CENTER**

- 10% on all services at the clinic excluding materials, drugs and applied taxes
- 5% on all services at the clinic excluding materials, drugs and applied taxes (M2M and M2M Plus)

**REAL ESTATE****ALTES GROUP**

- 5% on "Altes Group" apartments

**EDUCATION****ADA UNIVERSITY**

- 10% on Executive Education Corporate Training Programs (M2M and M2M Plus)

**A-LEVEL**

- 15% discount for education and support services

**OTHER****Office Systems+**

- 10% discount for office chairs
- 15% discount for hard furniture
- 40% discount for office partitions



**M2M+**  
Corporate Discounts

AmCham Azerbaijan has a groundbreaking commercial initiative to make membership in the Chamber even more valuable. Analyzing our members businesses and daily operations, it was a demand-driven initiative to expand M2M to something bigger and tangible. With this in mind, we developed M2M+ Discount Program envisaging corporate discount rates not only for two delegates, but for a whole company within AmCham Azerbaijan network.

**BRITISH AIRWAYS**

- 10% to AmCham M2M and M2M Plus card holders

**QATAR AIRWAYS**

- 10% on both economy and business class tickets valid only on QR flights to bookings made on Qatar Airways's booking engine when especially dedicated Promo Code is entered in Promo Code Field

**HYATT REGENCY BAKU+**

- 15% on restaurant and bar
- 15% on laundry and dry cleaning
- 30% on Spa treatments at Armaiti Spa & Fitness

**Xazar Investment Company LLC**

- 10% on food and beverages at AMAREDDINE

- 15% collection discount at E. MARINELLA

**STS INTERNATIONAL MMC**

- 15% on any oil change (motor oil, antifreeze, ATF, power steering) at STS oil change service (M2M and M2M Plus)

**NETTRENDS**

- 10% on the quoted monthly subscription tariffs for the online media monitoring services

**ANADOLU MEDICAL CENTER**

- 10% on all services at the clinic excluding materials, drugs and applied taxes
- 5% on all services at the clinic excluding materials, drugs and applied taxes (M2M and M2M Plus)



## AmCham Youth Internship Program



### Overview

The AmCham Youth Internship Program was formally established in 2013 in order to enable Azerbaijani students with on-the-job training and professional development. The program is open to undergraduate and graduate students from all Azerbaijani universities who are ready to commit their time and energy to the highly challenging one to six month internship at the AmCham office. Internships are unpaid and offered on a rolling basis for halftime and fulltime depending on the need at the time of recruitment.

During 2014-2015, more than 20 students from different universities participated at the program. Students of ADA University, Baku State University, Azerbaijan State University of Oil and Industry, and Azerbaijan State University of Economics were actively involved in AmCham activities in the framework of the internship program.

### Eligibility Criteria

To be eligible to participate, students must have: 1) advanced knowledge of the English and Azerbaijani languages; 2) completion of at least two semesters of university; 3) commitment to complete a one to six month internship with consistent attendance and; 4) readiness to be challenged by business professionals.



















### Application Process

In order to participate in the internship program, students should submit their resume to the career centre of the University. After a review process of the resume, AmCham calls the student for an interview. In case of an opening, a successful candidate gets the approval within a week. If there is no opening at the time of application, AmCham defers the student to the next opening. During the orientation meeting, AmCham gives the student information on AmCham, expectations as well as clarifies working hours, possible time off, dress code, and communication ethics with members, etc.

To learn more about the program, please contact [admin@amchamaz.org](mailto:admin@amchamaz.org)

## Member companies

 <p><b>A+A</b> GROUP OF COMPANIES</p>	A+A GROUP OF COMPANIES	 <p><b>ABDIİBRAHİM</b> ABDI İBRAHİM İLAC SANAYİ VE TİCARET A. Ş.</p>	ABDI İBRAHİM İLAC SANAYİ VE TİCARET A. Ş.
 <p><b>Abbott</b> A Promise for Life</p>	ABBOTT PRODUCTS GMBH	 <p>INTOURIST HOTEL BAKU AUTOGRAPH COLLECTION HOTELS</p>	ABSHERON HOTEL GROUP
 <p><b>AccessBank</b> Your Accessible European bank</p>	ACCESSBANK	 <p><b>ACE Consultants</b></p>	ACE GROUP CONSULTANTS LLC
 <p><b>act</b></p>	ACT AZERBAIJAN	 <p>AZERBAIJAN DIPLOMATIC ACADEMY <b>ADA</b> SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS SCHOOL OF MANAGEMENT AND BUSINESS SCHOOL OF BUSINESS</p>	ADA UNIVERSITY
 <p><b>ADO-G</b> GROUP OF COMPANIES ADO-G CONSTRUCTION SUPPLY AND INSTALLATION</p>	ADO-G CONSTRUCTION SUPPLY AND INSTALLATION	 <p><b>AECOM</b></p>	BRANCH OFFICE OF AECOM EXP RUSSIA LIMITED IN THE AZERBAIJAN REPUBLIC
 <p><b>AGBANK</b> AGBANK</p>	AGBANK	 <p><b>aimroc</b></p>	AIMROC (AZERBAIJAN INTERNATIONAL MINERAL RESOURCES OPERATING COMPANY)
 <p><b>AKKORD</b> SƏNAYE TİCƏRİTİ İNVESTİSİYƏ KÖRPORASIYASI</p>	AKKORD INDUSTRY CONSTRUCTION INVESTMENT CORPORATION	 <p><b>A-LEVEL</b> education center</p>	A-LEVEL EDUCATION CENTER
 <p><b>ALTES GROUP</b> Aim is perfection</p>	ALTES GROUP		AMG OFFSHORE, B.V.
 <p><b>ANADOLU</b> In Affiliation with JOHNS HOPKINS MEDICINE</p>	ANADOLU MEDICAL CENTER	 <p><b>A-GROUP</b> INSURANCE COMPANY</p>	A-QROUP INSURANCE COMPANY OJSC
 <p><b>AQUAVITA</b></p>	AQUAVITA "TAJ" LTD	 <p><b>SAVALAN</b> ASPI WINERY</p>	ASPI AGRO
 <p><b>AtaBank</b> One step ahead</p>	ATA BANK JSC	 <p><b>atəşgahsığorta</b></p>	ATESHGAH I NSURANCE COMPANY
 <p><b>atropatena</b></p>	ATROPATENA	 <p><b>AutoStar Kaukasus</b> Official Dealer</p>	AUTOSTAR KAVKASUS GMBH AZERBAIJAN
























	AZENCO OJSC		AZERBAIJAN GOLF FEDERATION
	AZERCELL TELECOM LLC		"AZERCOSMOS" OJSC
	AZERFON		AZERINTELTEK CJSC
	AZERTELEKOM LLC		AZMECO (AZERBAIJAN METHANOL COMPANY)
	AZPROMO		BAGHLAN GROUP
	BAKER & MCKENZIE		BAKER HUGHES
	BAKER TILLY AZERBAIJAN		BAKU CONSULTING GROUP-2011
	BAKU FOOTBALL CLUB		BALTIKA - BAKU LLC
	BANK OF BAKU		BANK OF BAKU
	BANK RESPUBLIKA JSC		BANK TECHNIQUE OJSC
	BANK VTB (AZERBAIJAN) OJSC		BRITISH AMERICAN TOBACCO (UNITED KINGDOM & EXPORT) LIMITED
	BASF CASPIAN YKS LLC		BDO AZERBAIJAN LLC

 <p>BECHTEL INTERNATIONAL SYSTEMS INC</p>	 <p>BEST Solutions BEST SOLUTIONS LLC</p>
<p>Booz   Allen   Hamilton</p> <p>BOOZ ALLEN HAMILTON</p>	 <p>BORUSAN MAKINA VE GUC SISTEMLERI SANAYI VE TICARET A.Ş AZERBAIJAN REPRESENTATIVE</p>
 <p>BOS SHELF LLC</p>	 <p>BP EXPLORATION (CASPIAN SEA) LTD.</p>
 <p>BRITISH SCHOOL IN BAKU</p>	 <p>BUSINESS SERVICE CENTRE</p>
 <p>CASPIAN ACCOUNTING &amp; CONSULTING SERVICES</p>	 <p>CAMERON PETROLEUM EQUIPMENT GROUP INC</p>
 <p>CAPITAL RESOURCES ADVISORS LTD</p>	 <p>CASPIAN INVESTMENT CENTRE</p>
 <p>CASPIAN MARINE SERVICES</p>	 <p>CASPIAN SHIPYARD COMPANY LLC</p>
 <p>CERTUS PHARMA LLC</p>	 <p>CHEVRON CORPORATION</p>
 <p>CNIM AZERBAIJAN LTD</p>	 <p>AZERBAIJAN COCA-COLA BOTTLERS LTD.</p>
 <p>CONNECT</p>	 <p>CONOCOPHILLIPS</p>
 <p>CYBERNET LLC</p>	 <p>DDB AZERBAIJAN</p>
 <p>DELOITTE &amp; TOUCHE LLC</p>	 <p>DEMIRBANK</p>

 DENTONS	DENTONS	 DORCE DORCE PREFABRICATED BUILDING & CONSTRUCTION INDUSTRY TRADE INC. AZERBAIJAN BRANCH	
 DOW	DOW TURKEY	 dvc	DVC
 EY Building a better working world	EARNST & YOUNG HOLDINGS (CIS) B.V.	 EKVITA LEGAL & TAX SERVICES	EKVITA
 EMERSON Process Management	EMERSON LLC	ESTÉE LAUDER	ESTEE LAUDER AZERBAIJAN
 EURODESIGN	EURODESIGN CSC	 EXCELSIOR HOTEL & SPA BAKU	EXCELSIOR HOTEL & SPA BAKU
 EXXON	EXXON AZERBAIJAN LIMITED	 Fairmont BAKU FLAME TOWERS	FAIRMONT BAKU
 FINCA®	FINCA AZERBAIJAN	 GARANT HOLDING	GARANT HOLDING LLC
 GAZELLI GROUP AZERBAIJAN EST. 1999	GAZELLI INTERNATIONAL LTD.	 GDF SUEZ	GDF SUEZ E&P ABSHERON B.V.
 GE	GENERAL ELECTRIC INTERNATIONAL INC.	 Genercon	GENERCON
 arawak energy	GOBUSTAN OPERATING COMPANY	 golden pay	GOLDENPAY
 Gorgud Media Group GMD	GORGUD MEDIA GROUP	 GRC ASSURANCE & ADVISORY	GRC ASSURANCE AND ADVISORY SERVICES
 GULF DRILLING AZERBAIJAN	GULF DRILLING AZERBAIJAN	<b>HALLIBURTON</b> HALLIBURTON EURASIA LIMITED	

 <p>HERBALIFE HERBALIFE</p>	<p>HERBALIFE INTERNATIONAL RS</p>	 <p><b>Hewlett Packard Enterprise</b></p>	<p>HEWLETT PACKARD</p>
 <p><b>Hill International</b></p>	<p>HILL INTERNATIONAL (AZERBAIJAN) LIMITED</p>	 <p><b>Holcim</b></p>	<p>HOLCIM (AZERBAIJAN) OJSC</p>
 <p><b>Holiday Inn</b></p>	<p>HOLIDAY INN BAKU</p>	 <p><b>Honeywell</b></p>	<p>HONEYWELL CONTROLS INTERNATIONAL LIMITED</p>
 <p><b>HYATT REGENCY</b></p>	<p>HYATT REGENCY BAKU</p>	 <p><b>THE INTERNATIONAL BANK OF AZERBAIJAN</b></p>	<p>INTERNATIONAL BANK OF AZERBAIJAN</p>
 <p><b>IBM</b></p>	<p>IBM EAST EUROPE/ASIA LTD.</p>	 <p><b>IDEAL DIZAYN</b></p>	<p>IDEAL DIZAYN</p>
 <p><b>Imperial Tobacco</b></p>	<p>IMPERIAL TOBACCO GROUP PLC</p>	 <p><b>ELMI INNOVASİYALAR MƏRKƏZİ</b></p>	<p>INNOVATIONS CENTER</p>
 <p><b>Indian Clinic</b></p>	<p>INDIAN CLINIC</p>	 <p><b>INFIPRO</b></p>	<p>INFIPRO INC.</p>
 <p><b>Intertek</b></p>	<p>INTERTEK GLOBAL LIMITED</p>	 <p><b>ISRA</b> GROUP OF COMPANIES</p>	<p>ISRA GROUP OF COMPANIES</p>
 <p><b>Iteca CASPIAN</b></p>	<p>ITECA CASPIAN LLC</p>	 <p><b>Jeykhun Imanov Studio</b></p>	<p>JEYKHUN IMANOV STUDIO</p>
 <p><b>JTI</b></p>	<p>REPRESENTATIVE OFFICE OF "JT INTERNATIONAL LUXEMBOURG SA" IN THE REPUBLIC OF AZERBAIJAN</p>	 <p><b>Jumeirah</b> BILGAH BEACH HOTEL BAKU</p>	<p>JUMEIRAH BILGAH BEACH HOTEL</p>
 <p><b>JW MARRIOTT ABSHERON BAKU</b></p>	<p>JW MARRIOTT ABSHERON BAKU</p>	 <p><b>Kapital Bank</b></p>	<p>KAPITAL BANK</p>
 <p><b>KARVAN LOGISTICS</b></p>	<p>KARVAN LOGISTICS LLC</p>	 <p><b>KBR</b></p>	<p>KBR</p>



 <p>Kempinski Hotel Badamdar <small>BAKU</small></p>	KEMPINSKI HOTEL BADAMDAR BAKU	 <p>komtec LTD e-payment solutions</p>	KOMTEC LTD
	KPMG AZERBAIJAN LIMITED	 <p>Lufthansa A STAR ALLIANCE MEMBER</p>	LUFTHANSA
 <p>LUKOIL OIL COMPANY</p>	<p>LUKOIL OVERSEAS SHAH DENIZ LTD. Representative Office in Baku, Republic of Azerbaijan</p> <p>LUKOIL OVERSEAS SHAH-DENIZ LTD.</p>	 <p>MAERSK DRILLING</p>	MAERSK DRILLING
 <p>McCANN BAKU</p>	MCCANN ERICKSON AZERBAIJAN		MCDERMOTT
 <p>I'm lovin' it</p>	MCDONALD'S AZERBAIJAN	 <p>ISAAYDIN™</p>	METROPOLITAN FILMWORKS INC
 <p>Microsoft</p>	MICROSOFT	 <p>mozaik Your Best Source in Design and Printing</p>	MOZAIK PRINTING AND DESIGN
 <p>MURPHY</p>	MURPHY SHIPPING & COMMERCIAL SERVICES AZERBAIJAN LTD	 <p>NARGIS MAGAZINE</p>	NARGIS PUBLISHING HOUSE
 <p>TheLandmark World-class offices in the heart of Baku</p>	NEPTUNE J.V.	 <p>NESS CO</p>	NESS CO.
 <p>NETTRENDS</p>	NETTRENDS	 <p>NEW EUROPE REAL ESTATE</p>	"NEW EUROPE" REAL ESTATE
 <p>NJT</p>	NJT GROUP OF COMPANIES	 <p>NOBEL OIL</p>	NOBEL OIL
 <p>NOVARTIS PHARMACEUTICALS</p>	NOVARTIS PHARMA SERVICES AG	 <p>OfficeSystems® www.officesystems.az</p>	OFFICE SYSTEMS
 <p>ORACLE</p>	ORACLE CORPORATION / THE BRANCH OFFICE OF "ORACLE NEDERLAND B.V." IN THE REPUBLIC OF AZERBAIJAN		PROCTER & GAMBLE INC. AZERBAIJAN BRANCH

 <p>PANALPINA</p>	 <p>PAŞA BANK</p>
 <p>PASHA CONSTRUCTION</p>	 <p>PASHA HOLDING</p>
 <p>PASHA INSURANCE</p>	 <p>PASHA LIFE INSURANCE OJSC</p>
 <p>PASHA TRAVEL</p>	 <p>PATRIGEST, S.A.</p>
 <p>PFIZER HCP CORPORATION REPRESENTATIVE OFFICE IN AZERBAIJAN</p>	 <p>PREMIER AUDIT &amp; CONSULTING LLC</p>
 <p>PROCTER &amp; GAMBLE INC. AZERBAIJAN BRANCH</p>	 <p>PWC AZERBAIJAN</p>
 <p>Q2B GROUP</p>	 <p>QALA INSURANCE OJSC</p>
 <p>QALA HƏYAT SİĞORTA ŞİRKƏTİ</p>	 <p>QAFQAZ BAKU CITY HOTEL &amp; RESIDENCES</p>
 <p>QATAR AIRWAYS</p>	 <p>QAYA REAL ESTATE</p>
 <p>RAPID SOLUTIONS</p>	 <p>R.I.S.K.</p>
 <p>RDS (TECHNICAL) LTD</p>	 <p>RED COMMUNICATIONS</p>
 <p>ROCHE AZERBAIJAN LLC</p>	 <p>SABIS<sup>®</sup> SUN International School Dreamland • Baku, Azerbaijan SABIS SUN INTERNATIONAL SCHOOL LLC</p>

	SAFE LIFE LLC		SAP
	SCHLUMBERGER LOGELCO INC.		SCHNEIDER ELECTRIC AZERBAIJAN REP. OFFICE
	SEA BREEZE RESIDENCES & HOTEL		SEACOR MARINE AZ LLC
	SERVIER AZERBAIJAN LLC		SET-AUTO LTD. MMM
	"SCHERING-PLOUGH CENTRAL EAST AG" RO IN AZERBAIJAN (MSD)		SIAR RESEARCH AND CONSULTING GROUP
	SOCAR		SOCIETE GENERALE Corporate & Investment Banking SOCIETE GENERALE
	STATOIL APHERON AS		STEEL REPAIR SERVICES LLC
	STMARK MARKETING & CONSULTING		STS INTERNATIONAL
	SW HOLDING		SYNERGY GROUP OJSC
	TEMP LTD		TTE-PETROFAC
	TRITON CONSULTING MMC		TURANBANK OJSC <i>...On confidence with us</i>
	ULTEL LTD.		UNIBANK

 <p>UPS-AZ LLC</p>	 <p>VAN DER WAL INTERNATIONAL TRANSPORT BAKU</p>
 <p>VAULT PRIVE</p>	 <p>WEIR SOS LTD</p>
 <p>KHAZAR INVESTMENT COMPANY LLC</p>	 <p>YAPIKREDI BANK AZERBAIJAN LTD.</p>

AmCham Azerbaijan is the member of the following organizations:



U.S. CHAMBER OF COMMERCE



AMCHAMS IN EUROPE



AZERBAIJAN EXPORT AND INVESTMENT PROMOTION FOUNDATION



THE EUROPEAN AZERBAIJAN SOCIETY















CASPIAN INTEGRATION BUSINESS CLUB

## Associates

 AA SERVICES	 ABB LIMITED	 ABS (AMERICAN BUREAU OF SHIPPING)
 ACE FORWARDING CASPIAN	 AIR ASTANA	 AIT - HRG AZERBAIJAN
 ALCATEL-LUCENT	 ALSTOM GRID	 AMEC
 AMERICAN ELITE SYSTEM (LUXE LIFE GROUP)	 ANGLO - AMERICAN DEVELOPMENT CO.	 AZERBAIJAN PROPERTY SOLUTIONS
 AZERBAIJAN PROPERTY SOLUTIONS	 ASCO CASPIAN HOLDINGS SA	 ASPI CONSULTING ENGINEERS, INC.
 AVANTEQ LTD	 AXA MBASK INSURANCE COMPANY	 AZECOLAB COMPANY
 AZEL (AZERBAIJAN ELECTRONICS)	 AZERBAIJAN STATE UNIVERSITY OF ECONOMICS	 AZERI MI
 AZERTRANS LTD	 AZQTEL LLC	 AZRE REINSURANCE
 BAKCELL LTD	 BAKU GRAND PRIX	 BAKU INTERNATIONAL SCHOOL
 BAKU PLAZA	 BANK STANDARD	 BAYHOLDING INVESTMENT LIMITED
 B&B TV COMMUNICATION	 BCD TRAVEL AZERBAIJAN GLOBAL TRAVEL	 BCP CASPIAN
 BESMART.AZ	 BERLIN-CHEMIE MENARINI	 BESTCOMP GROUP
 BRITISH AIRWAYS	 BSKOM LTD	 CARLSON WAGONLIT TRAVEL/CWT

 CASPEL	 CASPIAN EUROPEAN CLUB	 CASPIAN INVESTMENT AND DEVELOPMENT CORPORATION (CIDC BAKU LLC)
 CASPIAN OILFIELD SERVICES, INC.	 CBSOLUTIONS	 COLGATE-PALMOLIVE
 CONTRAST COMPANY	 CROSS CASPIAN OIL AND GAS LOGISTICS LLC	 DE BEERS AZERBAIJAN
 DIVI	 E&C TRAVEL	 EDEM ART & DESIGN
 EKOL ENGINEERING SERVICE CJSC	 ENERMECH	 EURASIA PARTNERSHIP FOUNDATION
 EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT	 EXPERT SM	 EXPRESSBANK
 FIRCROFT AZERBAIJAN	 FIREWORKS HRM	 FACILITY MANAGEMENT SOLUTIONS & SUPPLY LLC
 FOREVER LIVING PRODUCTS AZERBAIJAN	 FORMAG BAKU	 FOUR SEASONS HOTEL BAKU
 GLAXOSMITHKLINE	 GLOBAL INVEST (PARK INN)	 GLOBALINK LOGISTICS GROUP LTD
 GRANT THORNTON	 GRATA AZERBAIJAN LAW FIRM	 HAYAT ACIBADEM
 HERTZ AZERBAIJAN LLC	 HILTON HOTEL	 THE HR COMPANY INC. (HRC)
 INKOEL MMC	 INTERCOMP (INTERCOMP OUTSOURCING AZERBAIJAN)	 INTERNATIONAL INSURANCE COMPANY
 INTERNATIONAL SOS LTD.	 IRON MOUNTAIN CIS LLC	 ISR PLAZA HOTEL AND BUSINESS CENTRE

 <p>ITOCHU OIL EXPLORATION (AZERBAIJAN) INC</p>	 <p>KALIBRI KALIBRI MEDIA PRO</p>	 <p>KCA DEUTAG KCA DEUTAG</p>
 <p>KERMUR SPECIALIZED BUREAU OF ADVOCATES</p>	 <p>XalqBank UGURLA BİRLİK DƏYİK! KHALG BANK</p>	 <p>KHAZAR UNIVERSITY</p>
 <p>KMT helping people in communication</p>	 <p>Lex Global LEX GLOBAL</p>	 <p>LTScientific Striving for Excellence LTSIENTIFIC</p>
 <p>MARS TECH MARS TECH AZERBAIJAN</p>	 <p>MCS LLC</p>	 <p>METAK METAK</p>
 <p>MGB Law Offices MGB LAW OFFICES LIMITED</p>	 <p>MIDDLE EAST PETROL FARM</p>	 <p>MILLIKART LLC</p>
 <p>MOLEX PREMISE NETWORKS</p>	 <p>MOORE STEPHENS AZERBAIJAN</p>	 <p>NEXIA AZERBAIJAN (MEMBER OF NEXIA INTERNATIONAL) NEXIA EA LLC</p>
 <p>NORM LLC</p>	 <p>NURLAR</p>	 <p>OCEANEERING INTERNATIONAL SERVICES LTD</p>
 <p>ORIFLAME COSMETICS</p>	 <p>PARTNER LLC</p>	 <p>PEDERSEN &amp; PARTNERS</p>
 <p>PHILOSOPHY TRAVEL</p>	 <p>PPG Protective &amp; Marine Coatings Bringing innovation to the surface! PPG PROTECTIVE AND MARINE COATINGS - CASPIAN SEA</p>	 <p>PRINCEPS LEGEM</p>
 <p>PROSPER LLC</p>	 <p>PROVIDENCE DOYTCH LTD.</p>	 <p>PURPLE CREATIVE AGENCY</p>
 <p>QUADRO M media &amp; advertising QUADRO M</p>	 <p>RABITABANK</p>	 <p>RELAZ CONSULT AND SERVICES LLC</p>
 <p>RE/MAX AZERBAIJAN</p>	 <p>GLOBAL EQUIPMENT SPECIALISTS REPRESENTATIVE OFFICE OF ATR CASPIAN LTD. IN AZERBAIJAN</p>	 <p>RESM</p>
 <p>ROLLS ROYCE</p>	 <p>ROYALTON HOLDINGS LTD.</p>	 <p>SAFAROFF CA</p>

 <p>SAFFRON RESTAURANT GROUP</p>	 <p>SANDOZ PHARMACEUTICALS D.D. SC</p>	 <p>SANOFI</p>
 <p>SEABAK LLC</p>	 <p>SI TRAVEL-AMERICAN EXPRESS TRAVEL REPRESENTATIVE</p>	 <p>SIBLEY INTERNATIONAL LLC</p>
 <p>SINAM LLC</p>	 <p>SKYLIFE TRAVEL</p>	 <p>TBC KREDIT</p>
 <p>THE EUROPEAN AZERBAIJAN SOCIETY</p>	 <p>TOTAL</p>	 <p>TRUMP INTERNATIONAL HOTEL &amp; TOWER BAKU</p>
 <p>UNIVERSE AZERBAIJAN</p>	 <p>UNIVERSE AZERBAIJAN</p>	 <p>US EMBASSY BAKU</p>
 <p>US EMBASSY BAKU</p>	 <p>VALLOUREC MANNESMANN OIL &amp; GAS FRANCE BAKU BRANCH</p>	 <p>VERIZON BUSINESS</p>
 <p>WARTSILA AZERBAIJAN LLC</p>	 <p>WEUS HOLDING, LLC</p>	 <p>WORLD VISION</p>
 <p>YAY GALLERY</p>	 <p>YOUR EVENT SOLUTION</p>	



## E-AmCham

The original e-AmCham software system was created when the Chamber was about half the size it is today. Its main purpose was to replace the cumbersome membership directory that was sent out every year on a compact disc. Our team members were the first to benefit from the original system because it provided a means to organize a growing membership base. Conversely, there were few features attractive to the members themselves, other than receiving electronic event invitations and streamlining the salary survey process. We attempted to improve this feature set out over the past few years by adding committee meeting, legal update, and inflation survey sections; however it soon became clear that we have been growing too quickly for the system to keep up.

### **e-AmCham is a customized system tailored for AmCham and our Members to automatize most of the internal and external processes**

In the middle of 2011, together with our partner and creator of the original e-AmCham system SilverKey/GoldenPay, we decided that a new version of the system was necessary. It needed to be faster than the current version, as well as provide both our team and members with more features. For team members, this meant adding the ability to synchronize their mailing lists with the system, implementing a file sharing module, making necessary changes to the invoicing module, and generally improving the usability of the features that already existed. Members, on the other hand, needed something that would keep them coming back to e-AmCham more frequently.

The first feature chosen for members is a calendar of events. One thing that was missing from the original E-AmCham system was the ability for members to let other members know what they were doing. This feature solves that problem by allowing only member companies to announce any upcoming events it has. Other members, upon logging into the system, would see upcoming events. We do hope that this new feature will increase communication amongst members.

The second feature is a recruitment board. This is already available on the AmCham website; however we decided that it would better serve if members are provided with the technical access to post their employment opportunities. Only member companies can post available vacancy announcements. As with events, other members would see newly added opportunities upon login.

The third feature is member news. This feature is already available on our website but with a limited number of posts; however the updated version envisages an increase in the number of posts and ensures relevance of the information posted. All members can upload news to increase awareness about their activities among members and the general public.

In the first quarter of 2012, the first release of the new e-AmCham including all aforementioned features as well as the calendar of events and recruitment board was launched. We now have better access to the information contained within our database. For example, team members can track member participation by checking how many events a member attended in a given year. It is features like this that will help us to provide a more consistent and streamlined service to our members in the future.

Over the last years, our website and software system have evolved to provide members with a more dynamic online experience. This has included new features and enhancements such as:



- Access to new laws and regulations released by the government (members only)
- Committee Highlights section that keeps members up to date with the work of our committees
- Improved recruitment section where each member is now able to post their vacancy
- Improved member news section where members can post their news
- Member calendar or events to feature functions hosted by members
- Links with Doing Business in Azerbaijan/US
- List of member representatives and committee members (members only)
- Ability to comment on and download committee meeting minutes (members only)
- Increased frequency of website updates
- Access to the U.S. Chamber of Commerce newsletter
- Current Member-to-Member Discount information
- Travel System where members can check the availability of flights, hotels and transfers

All of this is in addition to the membership directory, event photos, membership application form, event invitations, and the ability to keep your member information current.

We remain dedicated to using our website and software system as the primary source of information relating to our activities. If you do not already use them, we encourage you to take a look and see how they can work for you.

We would also appreciate any comments, concerns or requests regarding our website and software system. Please email [chamber@amchamaz.org](mailto:chamber@amchamaz.org) or call our office if you have something to say. With your help we can continue to improve our services and offer our members even more!



## Contact us

AmCham Azerbaijan welcomes new members and all types of contributions to our activities. If you are interested in becoming an active AmCham Member, please contact us:

### American Chamber of Commerce in Azerbaijan

Natavan Mammadova  
Executive Director  
45A Khagani str,  
Landmark Building 2

Tel.: (994 12) 497 13 33  
Fax.: (994 12) 497 10 91  
E-mail: [chamber@amchamaz.org](mailto:chamber@amchamaz.org)



