

Beating the Crisis

Win or Lose



Alevtina Borisova

Partner,
People Services, Tax,
KPMG in Russia and the CIS

Qualification

Alevtina graduated Military University with the Ministry of Defense.

Experience

Alevtina has been working with KPMG People Services since 1996.

During the 1998 crisis Alevtina participated in a number of projects primarily dealing with anti crisis optimization of compensation and benefit system and headcount, alternative structures for financing salary payments based on the requirements of Russian labor and tax legislation.

Alevtina advises a number of domestic and foreign companies on HR and tax matters in the sphere of application of Russian labor and tax legislation.

As director and then partner, she was in charge of many projects including but not limited to HR Due Diligence, design of Mobility/Assignment Policies, optimization of employment structures, Salary, Compensation & Benefit and Employee Loyalty Surveys. She has also strong experience in the development of corporate long term stock-based incentive programs and pension plans or adaptation of such international plans to the requirements of Russian tax, currency and labor law.