

EMPLOYMENT-RELATED RISKS AND CONTROLS

ORDINAL No.	RISKS FOR THE COMPANY	INTERNAL CONTROLS	AIMS OF CONTROLS
1.	The risk of mischanneled selection due to the poor input from business.	<ul style="list-style-type: none"> - Selection to be based on the key competences, company values and operating principles. - Insure clear business inputs about unambiguous directives for company development and about required profile of future employees. 	Insure precisely channeled selection of resources to enable achievement of the company's business goals.
2.	The risk of poor selection of candidates.	<ul style="list-style-type: none"> - Define the recruitment procedure. - Define the reassignment procedure. 	Insure objective assessment of candidates, process transparency and legal compliance through employment of standard methods for the assessment and selection of candidates.
3.	The risk of feasibility of the selection method.	<ul style="list-style-type: none"> - Engage the experts to design a new IQ test for the candidates. 	Meet business requirements with the upgraded IQ test.

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4.	The risk of failing to achieve the image of the «employer of choice»	<ul style="list-style-type: none"> - Actively participate in attracting the applicants and employing the best ones through scholarships to students. - Participate in presenting the company at "Career days" and cooperate with various students' associations so as to present the company as an employer of choice. - Design, together with Corporate Communications, a new more attractive ad 	Achieve the image of the "employer of choice" through various activities and, thus, attract the best candidates as potential employees.
5.	The risk of lack in the resources with necessary competences	<ul style="list-style-type: none"> - Establish cooperation with universities to introduce specific optional subjects into curricula. 	Through employment of the competent candidates speed up their tuning-in and reduce subsequent training expenses for them.

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6.	The risk of unfamiliarity with labor market.	- Develop adequate program for the collection of data about work force.	With standard modes of data collection, the available program will insure faster and financially more affordable access to information about experts in specific areas.
7.	The risk of unauthorized access to the candidates' database.	- Prevent users' access to database i.e. introduction of the password.	Prevent unauthorized access to and use of the data from database.