



Construction company

for your success

believe in your dreams

Nr. 141, 2018

In relation to customers we strive to ensure a professional, responsible and qualified attitude to satisfy the market requirements. The primary value of the Company is our customers' appreciation and full satisfaction, as far as our services are concerned.

Extract from the statement of Litana Group

2018

WORK RESULTS

JANUARY / FEBRUARY

– A symbol of the winner of the month	Construction				Production		Shipbuilding		
	Russia	Belarus	Industrial projects	Europe	Lithuania	Russia	Finland	France	Holland
Performed plan in volumes	–	100 % / 91,4 %	55 % / 60 %	111 % / 84,11 %	80 % / 48 %	99 % / 75 %	102 % / 117 %	100 % / 103 %	91 % / 104 %
Output	–	101 % / 93,3 %	95 % / 96 %	95 % / 97,79 %	83 % / 48 %	87 % / 76 %	98 % / 99 %	94 % / 95 %	96 % / 97 %
Primary works execution	–	40 % / 100 %	31 % / 8 %	100 % / 100 %	80 % / 50 %	100 % / 75 %	100 % / 100 %	100 % / 100 %	90 % / 100 %
Results of the competition									

The winners of January are the builders from Europe while the winners of February are the shipbuilders from Finland. CONGRATULATIONS!

2018

PROJECT ASSESSMENT RESULTS

FEBRUARY

Site name	Shopping center No: 170608 (Lithuania)	Industrial project No: 160825 (Lithuania)	Shopping center No: 171101 (Latvia)	Residential building No: 161026 (Latvia)	Factory development No: 170730 (Latvia)	University building No: 170201 (Sweden)
Site evaluation average score	4.06	3.68	3.61	3.68	0.96	4.73
Site manager	P. Kamaitis	E. Nekoz	A. Dibirows	S. Aleksejevs	V. Liepiņš	J. Beniušis
Site name	Residential building No: 170822 (Sweden)	Industrial project No: 170325 (Sweden)	Industrial project No: 170204 (Sweden)	Shopping center No: 170505 (Belarus)		
Site evaluation average score	4.37	3.82	3.91	4.10		
Site manager	M. Šalčius	A. Bondarenko	D. Jakštas	A. Kacora		

MAIN ACTIVITY

The scope of works planned for March for the whole "Litana" group amounts to 93 940 hours. During this month it is planned to produce 450 tons of metal structures for those facilities being under construction in Russia, Belarus, Lithuania, France, Latvia, Finland, Sweden, and 2 990 tons of metal structures for shipbuilding industry.

Russia. In Kaliningrad, the design works of the shopping and leisure centre are continued.

Belarus. In Gomel, the handing over of the new shopping center to the customer is in process.

Lithuania. The construction of "Lidl" shopping center in Palanga town is initiated; the design and construction works of the manufacturing workshop in Kazlų Rūda town are going on. The fabrication of metal structures for the electrostatic filter and gas flues for the oil refinery in Mažeikiai town is continued.

Latvia. In Riga, the construction works of the new trade centre are started, the design and construction works of the new apartment complexes are continued. In Rezekne, the construction of manufacturing buildings is in progress.

MARCH

Sweden. The manufacturing and installation of metal structures for the customer in Stenungsund city are going on; the works on structural steel erection are carried out at the thermofication station in Boden. In Lund, "Litana" works at the next construction stage – structural steel and reinforced concrete erection. The works on construction of the multifamily housing in Örebro city and the school in Stockholm city will be started.

Finland. "Litana" continues the ship hull assembling works in Turku, the door and hatchway installation works at the nuclear power plant in Olkiluoto, as well as the pipefitting and equipment installation works in Helsinki.

France. At the shipbuilding yards, ship hull assembling works, piping and painting works are carried out.

Holland. "Litana" continues equipment installation works and piping works at "Damen" dock yard.

Germany. The ship hull assembly and welding works to build the ship blocks are started.



As a general contractor, "Litana" has successfully completed the construction of four "Lidl" shopping centres and looks forward to further fruitful cooperation with the customer.

Almost at the same time, two "Lidl" shopping centres, built by "Litana" group of companies, opened their doors: in Plungė, J. Tumo-Vaižganto str.110 (the project was supervised by deputy construction director **Vytautas Razmus**) and in Klaipėda, Tilžės str. 56B (the project was supervised by projects director **Vaidas Stankus**).

News #1

Starting this year, the corporate newsletter will be released once in 2 months. The volume of our newsletter may be larger than usual to accommodate all news from all subdivisions. It is likely to have new sections. If you have any wishes about what you would like to read in our newspaper, feel free to send your suggestions to personalas@litana-group.com

News #2

EARN OFFERING SAVINGS

Any employee of "Litana" group of companies may propose how to cut down the operational expenses. The part of saving will be given to the employee as a bonus. JSC "Litana ir Ko" supply chain manager **Darius Šikšnis** has made a very good proposal regarding the economical replacement of filters and lamps in the headquarters. Send your suggestions with a brief calculation of savings to internal.control@litana-group.com

NEW MARKETS: GERMANY

Starting March, the shipbuilding department of "Litana" group of companies begins its work in Germany. The customer is "Meyer Werft GmbH & Co. KG", this is a well-known leader among cruise liners manufacturers. At the shipbuilding yards, they will carry out ship hull and welding works to assembly ship blocks.

THE BIGGEST FURNITURE SUPERMARKET HAS BEEN BUILT IN BELARUS

In February, FCUE "Litana BelStroy" handed over to the customer SLC "Beltorproduct" the biggest furniture supermarket in the region. Despite of the torrential autumn rains and heavy snowfalls, unusual for the Gomel region, the object with the total area of 10 500 sq. meters has been erected just in 7 months. The project was headed by the construction manager **Alexander Katsora**.



INTERNATIONAL DAY OF WOMEN'S SOLIDARITY (WOMEN'S DAY) – the 8th of March

This holiday traces its origins back to the ancient times. According to some sources, there is knowledge that in Ancient Greece, women called for a special attention from men during one of the days. Even in the period of military operations, men had to stop their battles and stay near their beloved ones. The present International Women's Day was due to political considerations rather than romantic ones – vindication of the rights of women equal to men for voting, study and work. International Women's Day on the 8th of March is a public holiday in some countries (CIS, etc.). In Lithuania, the 8th of March is a red-letter day, International Women's Solidarity Day. Since 1975, International Women's Day is celebrated under the auspices of the United Nations.

"Litana" group of companies congratulates all female employees of the company with this beautiful spring holiday and gives all them a paid day off.



Olga Sivak.

project manager assistant (Finland): For me, March 8 is always tons of flowers, smiles, pleasant surprises and particular attention from the stronger gender. And in Russia, where I came from, it's always a day off. In Finland, they do not celebrate International Women's Day so wide. This year I'm going to celebrate it in "Litana Finland" team the first time.

The sun rises higher, dissolving the winter restraint and stimulating activity. I do not celebrate March 8 in some particular way, but nevertheless, I like the attention of colleagues and my beloved ones, and I like to get flowers for no reason.



Ernesta Apanavičiūtė-Salčiė.

project manager assistant (Lithuania): My associations with March 8 are progress, equal rights and opportunities for women. I do not celebrate this day in any special way.



Renata Luotienė.

economist (Lithuania): March 8 is a holiday of spring for me first of all, when everything starts to wake up from its winter sleep. I've been celebrating this day since my childhood, and I always had the feeling that this day is something special, wrapped in warmth, attention, a lot of smiles, beautiful words and flowers. Flowers and attention follow me throughout the day, and I try to look more elegant, go out to some place, have dinner with my family. In the morning, the husband and son congratulate my daughter and me, and in the evening, they treat us with a delicious dinner.



Natalia Družinina.

director of economics (Lithuania): The celebration of March 8 is just like any other holiday, it is a special opportunity... A special opportunity to see not only beautiful and elegant women in the beginning of spring, once again show them respect and admiration, but to see well-groomed men rushing to congratulate women. There are so many flowers and smiles around, that even the cloudiest day seems shiny and bright. This is the day when we discover our best human qualities and abilities...



Rengata Abramavičiienė.

engineer-estimator (Lithuania): As for me, March is the beginning of spring – snow starts to melt, nature wakes up, the first flowers blossom.

NEW OBJECTS IN SWEDEN

On the 8th of January, based on the order from "Baumat Sp. z o. o.", "Litana" Group of companies together with the general contractor "Byggteknik AB", started the construction of "Selmas Park" object with an area of 8215 sq. meters in the city of Örebro, Sweden. In the scope of this project, "Litana" will carry out the works on the installation of reinforced concrete structures (columns, beams, walls), as well as works on reinforcing and concreting of filigree inter-floor covering. At the same time, four five-storied multifamily houses will be erected; therefore the special attention should be paid to the careful scheduling and clear arrangement of works. **Mantas Salčiūs** is appointed as project manager. Facility commissioning is scheduled on the 19th of August, 2018.





Veronika Matusevič.

legal counsel (Belarus): March 8 means for me a holiday of spring, love, warmth. I always celebrate it in the family, it's a good occasion to get together. Besides, this day carry a whiff of flowers, congratulations, gifts, and smiles.



Anastasia Boquk.

executive assistant (Belarus): March 8 is the most tender, bright and beautiful day of the year. I would like to wish everlasting happiness, magical feeling of love, high spirits and non-stopping interest for everything new in life. After all, the beginning of the spring symbolizes the beginning of something very desired and beautiful! I celebrate March 8 in a big family circle, this is a wonderful occasion to gather the whole family at one table. Happy holiday and spring beginning to all!



Lilia Bogomolova.

accountant (Belarus): March 8 means to me a nice "sweet buffet", spring flowers and the sun. And, of course, an extra day off.



Elena Jurgel.

economist for contractual work (Belarus): March 8 is one of the most pleasant holidays in the year, this day is related with plenty of flowers, smiles and congratulations, with the beginning of spring, warmth and love. It's nice, when so many guys show much attention. I celebrate it every year in a different way, this year we'll go out with friends, or go to the country house.



Anna Butskaya.

office manager (Russia): On the day of March 8, one can hear compliments and toasts everywhere... One cannot imagine its celebration without traditional flowers for ladies. March is the first spring month; it is associated with the awakening of nature and, of course, with the fair gender. In our family, there is a tradition to celebrate International Women's Day in a family circle,

with friends and relatives. Often March brings warmth and sunshine, and my family, like many residents of our beautiful city, is going out into nature; flowers, sea, shashliks, loud laughter are essential attributes of the first spring days.



Ksenia Efremenko.

commercial department manager (Russia): For me March 8 is synonymous with a plenty of flowers, smiles and congratulations. In family we have a tradition to arrange a feast in the company of close people, to cook signature dishes, to interchange gifts. And then with friends we can visit artistic events – to go to the exhibition, to the cinema or to the performance, which we dreamed to watch.



Daria Putintseva.

design engineer (Russia): March 8 is one of my most favourite holidays. This is the day when one can really feel that spring and warm weather are coming, all people smile and are full of joy, the city is filled with sun and flowers. Each year we gather around our family and celebrate the holiday together, having fun and distracting from everyday troubles. Men in our family take upon themselves all domestic chores, and women can relax, enjoying attention and care. This is a day of beauty, positive emotions, bright colours and in high spirits!



Irina Brillet.

interpreter (France): March 8 for me is the memories of my childhood. A Russian provincial town is covered with snow. Many men rush with bouquets to please their women that holiday. At home, there are a delicate scent of mimosa and a festive table. My well-dressed, cheerful mother takes another box with a bottle of perfume from my father... Here, in France, March 8 symbolizes the success of the women's struggle for equal rights with men. This is a normal working day. And only the delicate scent of mimosa reminds me that March 8 is approaching.



Anna Moshul.

interpreter (France): This holiday is related to tulips for me since childhood. Daddy brought three bouquets in the morning on that day – for my

mother, my sister and me. And even when I was a little, I felt something tender and warm in that day. And besides, I am always happy, knowing how massively it is celebrated in Russia and the countries of Eastern Europe, how our men buy flowers trying to outdo each other. Let every day a woman feels March 8 in her soul; give flowers more often to your women, dear men!



Maria Alekseyeva.

assistant to HR supervisor (Latvia): March 8 is my favourite holiday, which is always associated with the scent of tulips of different colours, with people's smiles and the sun. All women, girls, our beloved moms and grandmothers are especially beautiful and charming on this day. All this creates a warm, cosy atmosphere in which you want to plunge into, and a feeling of joy and good mood inspires everyone around with positive emotions. I would like to thank all men for the fact that they make this wonderful holiday for us with their attention and care, thus emphasizing the value of women's beauty.



Inga Pavitola

(Latvia): March 8 for me is a day that always brings the good mood, regardless of what is going on around. I have no special traditions or rituals associated with this day. Only one rule – to have a smile on my face during this day. And it is so nice, that I always succeed in it.

On the 5th of February, "Litana" group of companies signed an agreement with "Erlandsson Bygg | Stockholm AB" for the installation of metal and reinforced concrete structures for the construction of a school in Stockholm (Sweden). The total area of the facility will reach 6000 square meters. The school building will be erected according to the latest Swedish standards, meeting particularly strict requirements. The beginning of the works is scheduled on the 9th of April, with the estimated completion date on the 26th of June. The project is headed by **Povilas Kamaitis**.



CAREER

In January, there were organizational changes in HR department of the headquarters. Recruitment manager **Tadas Drevinskas** was appointed as head of HR department; deputy managing director on HR matters **Diana Zarumskienė** took the position of director of corporate communication and employer branding.

T. Drevinskas will continue searching and selection of candidates for vacant positions; nevertheless, the new position will allow him to use his personnel management competence more widely, which he acquired before his employment in "Litana". Tadas will be directly engaged with the document management and the legal issues of the staff.

D. Zarumskienė: „I was always interested in communication psychology issues, communication both at corporate and interpersonal level. It is a pity, when good purposes remain unrealized, sometimes even not heard due to ineffective communication. It is painful to see when people leave the company without seeing their contribution to its business. The employees' desire to stay in the company will become the high priority task

for me in this position. I see a lot of things ahead that could be improved in staff relations, to help everyone to understand our company's strategic goals, their importance, as well as to wake up one's own importance and the ability to have influence over these goals, and to form effective feedback.

The previously completed studies in the area of organizational psychology, as well as "Leader as a Coach" program, completed at the end of this year, resulting in the certificate of a coach-consultant, will allow me to use these professional techniques at both individual and group work. I can guide the employees both personally and with the help of popular communicative platforms, that is why the distance between subdivisions is not a problem.

A lot of time will be devoted not only to internal communication; external communication and employer branding in the society was also one of the prior tasks for the last year. As a longstanding worker of the company, I would like to talk as loudly as possible about our most ambitious projects in more than 7 business areas; about social support initiatives, induction programs, training and personal development programs for employees, modern workplaces and many other attractive things in our international organization."

QUALIFICATION UPGRADING

At regular times, the management of LLC "Litana" arranges various activities to improve the operating personnel qualification in the construction department. The employees attended a "Business communication" workshop held by the business coach **A. Moskalenko**. The trainer from "SPECIALIST" training center gave a lecture on "How to provide the first medical aid in case of accidents at construction site and at production". During the lectures, most of time the trainees focused on practical studies and teamwork skills. The staff members gave their positive feedback on the workshops, which increased their motivation to do their work more qualitatively.



"Litana" in Russia



As from the 30th of January, **Sergey Nenashev** started to work as design engineer.



As from the 7th of February, **Valeriy Bondarev** started to work as design engineer.



As from the 1st of December 2017, **Ernesta Apanavičiūtė-Salčė** started to work as assistant to projects manager.



As from the 8th of January, **Renata Luotienė** started to work as economist.

"Litana" in Lithuania



As from the 22nd of January, **Indrė Andrejevė** started to work as HR executive.



As from the 25th of January, **Airidas Rimkus** started to work as assistant to projects manager.



As from the 2nd of February, **Akvilė Kazlauskaitė** started to work as design engineer.



As from the 3rd of January, **Oleg Minzar** started to work as a foreman.

"Litana" in Latvia

Anniversaries celebrated in February: *Congratulation to those celebrating a jubilee!*

65-years... **Donatas Backunas**, foreman.

55-years... **Vitaliy Zima**, ship metal hull assembler.

50-years... **Sergey Grishko**, pipe fitter; **Andrii Budilovskiy**, pipe fitter;

Gintautas Blaževičius, pipe fitter; **Volodimir Vivsianyi**, ship metal hull assembler.

45-years... **Sergiy Datsyuk**, painter; **Yuriy Oleynik**, welder; **Oleksandr Mazur**, ship metal hull assembler.

40-years... **Vitaliy Chenusha**, ship metal hull assembler; **Cristian-Aurel Avram**, ship metal hull assembler.

35-years... **Roman Penskiy**, welder; **Oleksandr Andrievskiy**, ship metal hull assembler.

30-years... **Tadas Klimas**, manager sales projects; **Vitaliy Kulnev**, welder.

20-years... **Aurimas Kundrotas**, support worker.

Anniversaries celebrated in March:

55-years... **Alexander Shashkov**, warehouse keeper-repairer.

50-years... **Rasa Samaitienė**, industrial projects management department's administrator;

Anatoliy Dzhychkov, welder; **Oleg Lykov**, production foreman.

45-years... **Andrey Dibirov**, projects manager; **Vadim Syusin**, welder.

40-years... **Vasiliy Popov**, welder; **Oleksiy Hodyna**, ship metal hull assembler.

35-years... **Anton Leshukov**, supply chain manager; **Sergiy Mayorenko**, metal structures assembler; **Denys Davydenko**, welder;

Roman Sklyarov, metal structures assembler; **Vasiliy Usenko**, pipe fitter.

30-years... **Viacheslav Pergl**, metal cleaner; **Anton Kiriukhin**, engineer-technologist; **Sergey Gez**, ship metal hull assembler.

