

# Growth Opportunities In The Post-Recession Economy

FRIDAY, MAY 6, 2011, 4:00 PM – 8:00 PM  
INTERNATIONAL HOUSE PHILADELPHIA  
3701 CHESTNUT STREET, PHILADELPHIA, PA 19104



## Russian-Speaking Professionals Network Of Greater Philadelphia (RSPN)

### PROUDLY PRESENTS ANNUAL RSPN BUSINESS TRENDS FORUM

The 2011 **Annual RSPN Business Trends Forum** is a premier event for anyone interested in networking with Philadelphia's Russian-Speaking business and professional community and staying at the forefront of developments in law, finance, business, and technology. The Forum brings together local, regional and international companies within a wide range of industries, venture capitalists, entrepreneurs, business consultants, and legal and accounting professionals and includes panel presentations, a well recognized keynote speaker, and a networking reception.

### Featuring Industry and Community Leaders

Featuring 12 panelists, moderators, keynote and honorary speakers, the Forum is one of the largest educational and networking events organized by the Russian-speaking business and professional community of Greater Philadelphia and a major event in the Philadelphia area.

### Growth Opportunities in the Post-Recession Economy

The theme of this year's Forum is Growth Opportunities in the Post-Recession Economy. The Forum will focus on companies' ability to position themselves for expansion by exploring the current trends of the credit and investment markets and ways in which recent developments in technology, such as social networks and outsourcing, have radically transformed the way businesses function, giving rise to new realities at the work place. By hosting panel discussions featuring financial industry, legal and accounting experts, the Forum offers an integrated legal-business-technology perspective to issues relevant to a broad cross section of Philadelphia-area businesses and professionals.

This Forum also provides an invaluable opportunity to network with a diverse group of highly accomplished business leaders and professionals, as well as young professionals seeking career opportunities.

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## PANEL PRESENTATIONS

### SESSION 1

#### Availability Of Credit Markets And Acquisition Opportunities

Market participants and legal and accounting experts will present a dialogue on the availability of credit in the current economic and legal climate and its role in stimulating post-recession business growth organically and through acquisitions. The moderators and speakers will address the economic outlook for 2011 and the anticipated change in lending and investment activities. The panelists will focus on various lending products presently available to companies and explain how banks and other lenders determine whether to make a loan to a particular borrower. Opportunities for investment presented by the current general economic and industry conditions, including growth opportunities for businesses and acquisition of distressed assets, will be discussed. Additionally, the panel will provide an overview of the legal issues involved in bankruptcy sales of assets, out-of-court acquisitions, and key due diligence concerns pertaining to post-recession acquisitions.

#### FEATURED PANELISTS AND MODERATORS

**INEZ M. MARKOVICH, Esq.**, Shareholder, Deeb Petrakis Blum & Murphy, P.C. (co-moderator)

**VLAD TINOVSKY, Esq.**, Tinovsky Law Firm (co-moderator)

**MAX TABAK**, Vice President, Business Banking, PNC Bank

**OLGA BLYWEISS, CPA**, Senior Manager, Marcum, LLP

**JEFFREY PANAREY**, Director of Acquisitions, RAF Industries, Inc.

### SESSION 2

#### Navigating The Evolving Landscape Of The Workplace

Companies face ever-increasing pressure to continually search for new and innovative processes and technologies that will allow them to adapt to constantly changing business environment. Firms must create value in order to survive, and the post-recession economy has created a new leaner, meaner and technologically advanced workplace. This panel will address the recent technological and outsourcing trends in the workplace and the unique legal challenges facing employers. The experts will discuss how globalization and technology has changed the legal landscape of the “traditional” workplace.

#### FEATURED PANELISTS AND MODERATORS

**MAX VOLTCHENKO, Esq.**, Duane Morris LLP (co-moderator)

**HENRY YAMPOLSKY, Esq.**, Galfand Berger, LLP (co-moderator)

**BRUCE MARKS Esq.**, Marks & Sokolov LLC

**KATSIARYNA STELMAKH, Esq.**, Stelmakh & Associates, Of Counsel at Marks & Sokolov LLC

**DEBORAH WEINSTEIN, Esq.**, Founder and President, The Weinstein Firm

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## Speakers



**Keynote Speaker**  
**ARKADIY DOBKIN**

**CEO and President of Epam Systems, Inc.**

EPAM Systems, Inc. is one of the world's leading global software engineering and IT consulting providers. Under Mr. Dobkin's leadership, EPAM Systems has grown to employ over 6,000 employees globally and maintains development centers across Central and Eastern Europe. Mr. Dobkin began his career in Minsk, Belarus. After immigrating to the United States in 1991, he held thought and technical leadership positions in several US companies, including Colgate-Palmolive and SAP Labs. Being one of the first who opened the software development talent pool from the former Soviet Union region and Eastern Europe to the global business community, Mr. Dobkin keeps actively promoting capabilities of the region's skill base. In 2004, along with the CEOs of Wipro Technologies and CGI Group, Mr. Dobkin was spotlighted as a key industry influencer in the Foreign Relations category of CRN's "Top 25 Executives" issue. In 2006, he was named to "Top 25 Most Influential Consultants" by Consulting Magazine. In 2008, Ernst & Young named him winner of The Entrepreneur Of The Year® award in New Jersey, Information Technology Consulting category.



**Honorary Speaker**  
**MARINA KATS, ESQ.**

**Katz, Jamison, Van Der Veen & Associates**

Marina Kats is an attorney licensed to practice law in Pennsylvania, New Jersey, New York and Washington, D.C. and a founder of the law firm of Kats, Jamison, van der Veen & Associates. The firm concentrates its practice in representing individuals and businesses in all areas of civil and criminal litigation. Aside from her legal career, Ms. Kats is the general managing partner of a number of real estate ventures and commercial projects. Ms. Kats was the president of a popular AM Philadelphia radio station and co-hosts a weekly radio show on New World radio. Ms. Kats also co-produced and co-hosted a weekly television show called "What Do You Think?" with the Honorable James DeLeon from the Municipal Court. In 2008, Ms. Kats campaigned for the United States Congress in the 13th Congressional District of Pennsylvania. Ms. Kats was the first Ukrainian-American in U.S. history to run for a congressional seat.

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### **INEZ M. MARKOVICH, ESQ.**

**Shareholder, Deeb Petrakis Blum & Murphy, P.C.  
(co-moderator)**

Inez M. Markovich, Esq. is a shareholder in the law firm of Deeb Petrakis Blum & Murphy, P.C. She concentrates her practice in the areas of commercial finance transactions, loan restructuring, business reorganization and bankruptcy, and creditors' rights. Inez routinely represents commercial banks, leasing companies and other financial institutions in all aspects of secured lending, asset-based lending, syndicated lending, commercial leasing, credit enhancement transactions, and bank regulatory matters. In addition, she represents a number of companies and entrepreneurs in a broad range of general commercial matters.

In 2010, Inez was recognized as a "40 Under 40" winner by *The Philadelphia Business Journal* and a "Lawyer on the Fast Track" by *The Legal Intelligencer*. She was also named a Super Lawyers "Rising Star" in 2008 and 2010. A native of Volgograd, Russia, Inez is a founding director of the Russian-Speaking Professionals Network of Greater Philadelphia (RSPN) and a member of The Forum of Executive Women.



### **VLAD TINOVSKY, ESQ.**

**Tinovsky Law Firm (co-moderator)**

Vlad Tinovsky, Esq. is the founder and president of Tinovsky Law Firm, P.C. Vlad primarily represents closely-held and emerging-growth companies and entrepreneurs in a variety of domestic and international business transactions and litigation matters. Vlad's clients span a broad range of industries, including information technology, renewable energy, financial services, and healthcare & life sciences.

In his transactional practice, Vlad counsels clients on entity formation and business structures, ranging from single entity formation to complex multi-entity structures with foreign operating subsidiaries. He also assists clients to grow and meet the demands of a changing business landscape through, among other things, mergers, acquisitions, divestitures, debt and equity financing and joint venture and strategic alliance transactions. Vlad also counsels clients when difficulties arise in their business, and has represented clients in complex business and commercial litigation, including lawsuits related to securities fraud and shareholder oppression. He has also represented both corporate debtors and creditors in regional and national bankruptcy cases and related litigation, and has administered the wind up, liquidation and dissolution of businesses in and outside of bankruptcy.

Vlad holds an AV® rating (the highest) from Martindale-Hubbell, and has been named a Pennsylvania Super Lawyers "Rising Star" in 2008 and 2010 by Philadelphia Magazine and Law & Politics Magazine. Vlad serves on the board of directors of several local non-profit organizations, and is the president and a director of the Russian-Speaking Professionals Network of Greater Philadelphia (RSPN).

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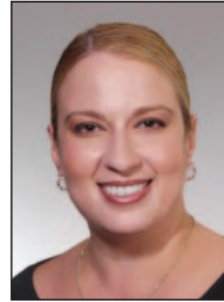
**MAX TABAK**

**Vice President, Business Banking Group  
PNC Bank**

Max Tabak is an innovative and seasoned Banker possessing eleven plus years of experience in retail and commercial banking with a successful background in financial planning, credit risk management, new business development, portfolio management, business strategy, team leading, and operations.

Max joined PNC Bank in 2010. His primary duties include developing new business and portfolio management with companies processing \$10 Million in annual sales and revenues. Prior to joining PNC Bank, Max worked with a community bank as a Manager of Business Development and Credit Review.

A native to the Philadelphia and South Jersey area, Max received his Bachelor's degree in Business Administration with a concentration in Risk Management from Temple University.



**OLGA BLYWEISS, CPA**

**Senior Manager, Marcum, LLP**

Olga Blyweiss is a Senior Manager in the Tax Advisory Services group of Marcum LLP with more than 14 years of experience in tax, accounting and related consulting services. Her experience includes tax compliance for corporations, partnerships, individuals and trusts. She also performs tax planning services for businesses and high-net-worth individuals. Olga's industry expertise includes manufacturing, real estate, service and technology. She also has extensive experience within the real estate sector including commercial, residential, development and low-income housing.

### **Professional & Civic Affiliations**

American Institute of Certified Public Accountants (AICPA)  
Pennsylvania Institute of Certified Public Accounts (PICPA)  
Commercial Real Estate Women (CREW)

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### **JEFFREY PANAREY**

**Director of Acquisitions, RAF Industries, Inc.**

As Director of Acquisitions for RAF Industries, Inc., Jeff is directly responsible for developing new acquisition opportunities, overseeing the due-diligence process and serving as an advisor to select portfolio companies. In addition to these primary functions, Jeff also conducts corporate and private financial analysis, as well as directs all corporate marketing activities. He earned his B.S. magna cum laude in Finance and Marketing from Drexel University and previously worked for Goldman Sachs & Co. in their Asset Management division.



### **MAX VOLTCHENKO, ESQ.**

**Duane Morris LLP (co-moderator)**

Maxim (Max) A. Voltchenko is a business attorney at the international law firm of Duane Morris LLP. Max helps companies and individual entrepreneurs register and enforce their trademarks (their business identity in the marketplace) and copyrights for creative content in the United States, European Union, Russia, former Soviet Union countries and worldwide. Max also advises clients on protection of their inventions and innovations, computer source codes and other intellectual property, defends clients in litigation, and counsels on intellectual property licensing and all Russia-related legal and business matters.

Admitted in Pennsylvania, New York and Russia, Max has practiced in both United States and Russia in a "big-firm setting" since 1997. Prior to returning to Duane Morris in 2003, Max was an associate in the Moscow office of an international law firm for more than three years.

Max is a graduate of Rutgers University School of Law-Camden (J.D.) and Temple University School of Law (LL.M., LL.M. in Taxation), Central European University in Budapest, Hungary (Master's Degree in International Business Law), and Tomsk State University in Russia (LL.B.).

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**HENRY YAMPOLSKY, ESQ.**  
Galfand Berger, LLP (co-moderator)

Henry Yampolsky is a Senior Associate with Galfand Berger, LLP and practices in the areas of personal injury litigation, employment discrimination, workers compensation and labor law.

A native of Kiev, Ukraine, Henry is fluent in Russian and Ukrainian and takes an active role in the affairs of the Greater Philadelphia Russian-Speaking community. He serves as the Vice-President and Member of the Board of Directors of the New World Association of Immigrants from Eastern Europe and is one of the founding directors of the Russian-Speaking Professionals Network. He is also a member of the American, Pennsylvania and Philadelphia Bar Associations, American and Pennsylvania Associations for Justice and Philadelphia Trial Lawyer's Association.

In 2010, Law & Politics Magazine in conjunction with Philadelphia Magazine recognized Henry as one of the top young attorneys in Pennsylvania, naming him a Super Lawyers "Rising Star."

Henry received his Juris Doctor degree from Temple University James E. Beasley School of Law where he served as the Executive Editor of the Temple Journal of Science, Technology & Environmental Law. Henry is also a Magna Cum Laude graduate of the University of Scranton from which he holds a Bachelor of Science Degree in International Studies.



**BRUCE S. MARKS, ESQ.**  
Marks & Sokolov LLC

As the founder and managing member of Marks & Sokolov, LLC, Bruce Marks has earned an international reputation as an expert on commercial legal matters between the West and the former Soviet Union. He is known for his skilled trial advocacy work in both U.S. and foreign jurisdictions and for his seasoned negotiating skills in transactional matters.

Bruce has successfully represented Western, Russian, and Ukrainian clients in commercial, professional malpractice, lender liability, securities fraud, maritime, and RICO litigation matters — some involving billions of dollars in claims. Bruce also advises clients on cross-border corporate work between the West, Russia, and Ukraine.

Prior to founding Marks & Sokolov, Bruce served from 1998 to 2001 as a name managing director of the U.S. office and name member of an international law firm with offices in Philadelphia, Moscow, and St. Petersburg, Russia. A former Pennsylvania State Senator, Bruce also served as counsel to U.S. Senator Arlen Specter (R-PA) from 1985 to 1989.

In 1984, Bruce earned a J.D. from the Law School of the University of Pennsylvania, where he graduated cum laude, and an L.L.M. from the University of Cambridge, England. In 1980, he received a certificate from the Pushkin Institute in Moscow, USSR, where he participated in an intensive Russian language program. Bruce received two undergraduate degrees, cum laude, from the University of Pennsylvania in 1979; the first a B.S. in Economics (Wharton School) and the second, a B.A. in Russian Language and Literature. He is comfortable in Russian.

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**KATSIARYNA STELMAKH, ESQ.**  
Stelmakh & Associates,  
Of-Counsel at Marks & Sokolov LLC

Katsiaryna Stelmakh has earned a strong reputation as an immigration attorney both in Philadelphia, PA, and the San Francisco Bay Area, CA. She represents domestic and multinational corporations, entrepreneurs, technology start-ups and individuals in business immigration matters before the US Immigration Services, US Department of Labor, and US Consulates abroad. Ms. Stelmakh also counsels and trains employers and their HR personnel on immigration laws compliance and advises on cross-border travel and employee relocation.

In addition to her own practice, Ms. Stelmakh is Of Counsel to Marks & Sokolov LLC, an international law firm with offices in Philadelphia, Moscow, and Kiev, where she advises one of the world's largest ferro-alloy and steel manufacturers on all US immigration matters. While previously with Marks & Sokolov, Ms. Stelmakh litigated international intellectual property and contractual business disputes and advised corporate clients on international business transactions.

Ms. Stelmakh started her legal career at the World Bank in Washington, DC, where she drafted loan and grant agreements with Russia and other CIS countries. She received her J.D. from a top-tier The Ohio State University Moritz College of Law, and is a Member of the American Immigration Lawyers Association (AILA) and Board Member of the Russian-Speaking Professionals Network of the Greater Philadelphia Area (RSPN.)



**DEBORAH WEINSTEIN, ESQ.**  
Founder and President, The Weinstein Firm

Deborah Weinstein is founder and president of The Weinstein Firm, a Philadelphia-based employment law firm founded in 2004. She provides employers with legal guidance, consulting, training, investigative services and representation in litigation. For the past twelve years, she also has taught an undergraduate course called The Law at Work: Employment Law for Managers at The Wharton Business School. A master teacher and trainer, she is the designer of SmartMoves® corporate training programs including the firm's signature EEO/Anti-Harassment and Sensitivity training designed especially for law firms and other professional services firms. She also is retained as an expert witness special issue practices in employment litigation.

Ms. Weinstein is a former Chair of the Board of Governors of the Philadelphia Bar Association and recently served as Editor-in-Chief of The Philadelphia Lawyer, the Association's quarterly magazine. She is the author of The Conference Board's Putting Experience to Work, a guide to legal and work-related issues with respect to older workers.

Ms. Weinstein received her law degree, magna cum laude, from the Temple University School of Law where she was Business Editor of The Temple Law Review. She also holds a Masters in Social Work from the University of South Carolina.

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## Registration Form

### Name Badge And Mailing Information (use a separate form for each person)

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Work Phone \_\_\_\_\_ E-Mail \_\_\_\_\_

### Conference Registration

		Amount Enclosed / Transferred
Member (must have paid 2011 dues) -----	\$35.00	\$-----
Member/Student (must have paid 2011 dues) -----	\$15.00	\$-----
Non-Member -----	\$45.00	\$-----
Non-Member Student -----	\$25.00	\$-----

Join RSPN now and take advantage of discounted registration rates.

### RSPN 2011 Membership Dues

		Amount Enclosed / Transferred
Individual -----	\$ 40.00	\$-----
Family -----	\$ 60.00	\$-----
Student -----	\$ 20.00	\$-----
Organization -----	\$100.00	\$-----

#### By regular mail and check enclosed to:

Inez M. Markovich, Esquire  
Deeb, Petrakis, Blum & Murphy, PC.  
1601 Market Street, Suite 2600  
Philadelphia, PA 19103

#### By PayPal and email to:

pay@rspnetwork.org

Do you require CLE credits? (PA, NJ, NY)     Yes     No

Do you require CPE credits? (PA only)     Yes     No