



The most important developments of SiCRED ASSISTANCE activity during 2016

General Framework

During 2016, SiCRED ASSISTANCE LLC extended its activity by enhancing the aim of its consultancy process, such as the mediation, as a special activity of this entity.

The aim of mediation in SiCRED ASSISTANCE is related to the professional service of mediation and the successful signing of agreements related to this operation, regardless of their nature. This service is delivered against remuneration, which is duly defined within the agreement, in accordance with the terms and conditions laid out by the parties.

In the light of this principle, the purpose of our company is the mediation in selecting the proper health institution for the client by executing the active state policies, with a quality and duly chosen health service.

In order to back up its *purpose*, the company has created specific policies with the network of hospital institutions outside of the Republic of Albania, through contractual arrangements during 2016, which plans to increase even more during 2017.

Mediation was considered as a very important process which was mainly related to the fact of undertaking this responsibility and delivering this service successfully. Such implication was deemed as a crucial factor to seal a good reputation on the market. The staff of the company values this undertaking as an independent way of taking risks while exploring a wide range of ideas and experiences. The only conditions in delivering this service are related to the interests of the requesting company while we make sure to act correctly and in good faith to deliver only the reasonable guidance, according to the necessary information that the client has provided and only for those cases that the client has approved in the agreement.

Our effort to negotiate and successfully deliver the mediation within the legal scope, laid out upon the free will in the agreement, add up to the values of our clients as well as to the good reputation of our company.

This entrepreneurship mentality is part of the company's goals and its team who were part of this undertaking since 2012.

“Employment mediation” as another specific aspect of mediation, was considered as a new challenge for the company and from a leading viewpoint was deemed as a great chance for the expansion of the company's activity on the market.

The management of the company, taking into account the demands of the domestic market to offer mediation services, especially those related to employment, were assessed as naturally related to legal consultancy and matters on the health and safety at workplace. Our company submitted its request to the public instances to obtain the license of “employment mediation”



and upon the final evaluation from the responsible public institution, the license was approved accordingly.

By expanding its range of activities through employment mediation, the company assessed as necessary the employment of foreigners working in the Albanian Territory as well. Convinced that the basic activity would be enhanced by this additional operation of mediation, the company evaluated that this new addition would be a supportive opportunity for the ongoing economic activity of the company.

The service of employment mediation from SiCRED ASSISTANCE LLC guarantees mediation in employment, for the employer and the job-seeker as well within the territory of the Republic of Albania.

Our company leans on the adequate training of its staff to deliver a quality employment mediation service and as effectively as possible. The services of employment mediation are identified through the following activities:

- a) Information on new job vacancies;
- b) Employment mediation;
- c) Consultancy and orientation on job and profession.
- d) Information and consultancy;
- e) Guidance on employment, assessment of needs, career development or profession and methods of employment;
- f) Participation in improving the labor market through training and interventions in improving the labor market legislation;
- g) Intermediary services for both the employer as well as the employee, or mediation services not just related closely to employment issues, etc..;
- gj) Employment mediation and counseling for immigration services (migration and immigration). Under "Immigration" issues, legal counseling and employment mediation is provided within the framework of the provisions of law no.108 / 2013; dated 28.03.2013 "On Foreigners", which stipulates the regime of entry, residence, employment, treatment and exit of foreigners in the Republic of Albania. Referring to the entities defined under this Law, all foreign nationals intending to enter the territory of the Republic of Albania have been identified and who are intended for purposes to transit, employment, study or re-admission.

Attentive to the standard and legal requirements and as a private entity, which privately and for profit purposes will engage in employment mediation, respecting the legal standards the



society, our company constructed drafts of employment mediation contracts as well as communication protocols even with cross-border entities which provided employment mediation services beyond their country of origin.

Despite the complexity of the process, the company aims to sign its first contracts in terms of employment mediation over the next year 2017, maintaining the good reputation created by years of counseling activity on employment and safety issues in the workplace.

The aim of the company is to expand its client database and increase public awareness that our company is able to advise and privately offer employment services by respecting the law, while promoting the best methodologies of the developed countries where this activity has flourished.

We can't leave without pointing out the fact that in its basic primary activity, 2016 marked a crucial year for the company as well as for the risk assessment in the workplace. This act also enabled the expansion of the client base of the company and provided evidence that the company carefully, correctly, and professionally addressed issues encountered at the workplace that were investigated at employers place, while professionally suggesting recommendations in accordance to their nature, importance and the urgency to act.

The progress of year 2016

To sum it up, at the end of 2016, we affirm that our company finalized the year, compared to the previous ones, with positive progress, with expansion on the safety and health market at the workplace, marking new clients, and also making visible progress in generating revenues from its activity until the end of 2016.