



Graduate Career Opportunities

Wouldn't you like to have it all?

Don't let anyone tell you that you can't!



Stand out from the crowd

You are at the threshold of your professional career, having worked exceptionally hard over the last few years to achieve the kind of degree results that will give you all the opportunities you seek in the world. Right now, your career choice and where you start is the most significant factor in mapping your future. You are dreaming of a career at a place that is going to make the most of everything you have to offer, that is going to provide limitless opportunities for your ambitions, reward you well for hard work and allow you the freedom to express yourself. In a nutshell, you want stimulation – and we know exactly where you will find it.



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Welcome to Deloitte

I would like to briefly tell you about Deloitte, our vision and what we stand for.

At Deloitte, our vision is to be the standard of excellence. We will achieve our vision by being always one step ahead. In this way we will be able to attract the most sought after clients, but equally important we will be able to attract the most sought after talent. And that's where you come into the picture.

Our firm's tradition of excellence and record of quality are the manifestation of our commitment and culture. Now, with the recent shifts in the marketplace and changes in the legislative and regulatory environment, these values have become more important than ever.

At Deloitte, we work to maintain and protect our core values of Integrity, Objectivity, Independence and Technical Excellence. We employ outstanding professionals and instill in all our people the sense that we must act with integrity and always do the right thing.

As you complete your studies, you will be considering a variety of career options in a variety of sectors and you may already have an idea of your career choice and what your final decision will be. Well done so far. Now it is time to take the next step and set out on that career path.

At Deloitte we are proud of our achievements. We have worked hard to become an employer that people choose to work for and have listened, responded and learned from graduates over the years. It is impossible to separate our work from our people, and graduate recruitment remains a strong priority, if we are to continue being a truly inspiring Firm.

Our local reputation as an employer of choice combined with the world-wide reputation of the Deloitte name, provides the assurance that Deloitte is a great place to begin your career.

Join our winning team,

Christis M. Christoforou
Chief Executive Officer



Why Us?

Deloitte is one of the largest and fastest growing professional organizations in Cyprus, providing a full range of services through its offices in Nicosia, Limassol and Larnaca.

As part of the worldwide firm with approximately 169.000 people in 140 countries you will have the benefit of a global firm with a local and personal touch.

As a graduate at Deloitte, you can exceed your career expectations. When you work with us, you will benefit from training and coaching programmes that develop the required technical knowledge, as well as the necessary interpersonal skills and behaviour. You will be mentored by colleagues, who are experienced professionals in the field.

We have always been known as the firm that recruits, develops and rewards the best and most talented people. This is something to be proud of, when you are working with us.

Our standards are uncompromisingly high in order to provide the highest levels of service to our clients. In doing so, we offer high levels of quality, integrity and confidentiality. This is achieved by investing in high calibre graduates, with a diverse educational background.

We welcome graduates, with degrees in both relevant and non-relevant subjects. All we ask is for our graduates to be hard-working, enthusiastic, results oriented and of course career minded.

Where will you be in five years? It depends from where you start!

Being young equates to being progressive, not afraid to challenge convention, being able to think creatively, approach problems in new ways and propose innovative solutions. This is what clients want to acquire in the new economy that we are operating in, and in turn, this is what motivates people like you.

Join our team and you will:

- Have an excellent career opportunity, with a fast track promotions' system
- Work in a firm that is achieving great results on a local and international scale
- Benefit from world-class training
- Work with leading technology
- Deliver exceptional services to quality clients

The experience gained here will stand by you for life!

We are different because:

- We are a people oriented firm
- We are leaders in the implementation of HR best practices
- We make no compromises in the quality of people we aim to recruit
- We have one of the highest first attempt pass rates internationally
- We are proud that we have one of the highest percentages of trainees successfully completing their qualification
- We have experienced significant growth in the last few years



Our Vision

The simple but at the same time ambitious vision of Deloitte, which is **"To be the Standard of Excellence"** has helped us become the first choice of the most sought after clients and talent.

We consider "the standard of excellence" to be a journey, rather than a destination by which we mean that no matter what standards we reach or set, the standard of excellence will always be something better or ahead of that. As such, it is a continuous vision that applies right across the organization.

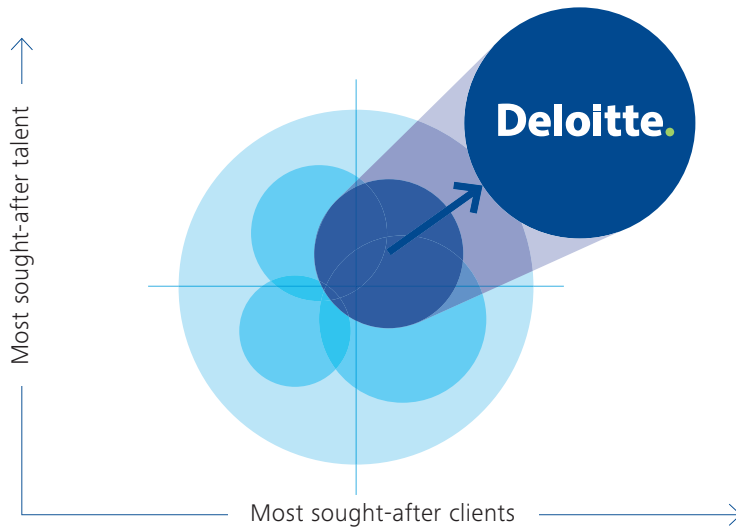
Our firm works hard to be the standard of excellence by being:

Always One Step Ahead

It is imperative to underline, that we do not just have a vision, we also have a way to get there.



At the same time, setting standards of excellence requires a clear ambition and a sense of what is possible; a practical plan for how it will be achieved and tireless pursuit. There are three characteristics of Deloitte that meet the criteria of being authentic and consistent with our vision:



Anticipation

This describes how we leverage the vast resources of the firm and apply them to the development of insights, points of view and opinions on the things that matter to us, our clients, and in the world. It describes our ability to “see around corners”; to know what is going to happen next and even most importantly, what the significance of that will be.

Pragmatism

Deloitte is not a firm of abstract theorists. We have a feet-on-the-ground, practical approach of doing business, which is focused on solutions and outcomes, not processes and internal debate. We believe that actions speak louder than words and we are people who get things done.

Relentlessness

Deloitte is an organization that has a continuous momentum at its heart. Unlike many others, we have never been content to accept the status quo and never will be. We are driven by the desire to keep moving on to further and better things.

Our Approach

At Deloitte, we foster a collaborative culture where talented individuals can produce their best work. We value innovative thinking, diverse insights and we strive to offer an exceptional level of client service through our expertise and professionalism.

Our approach is based on the people to people and not on the business to business principle. This is achieved by a strong emphasis on talent management, which results on the development of professionals with the right attitude and behavior; the cornerstone of building professional relationships.

Helping our people excel!



Talent and Succession Strategy

Our Firm's Talent and Succession Strategy is grounded to and aligned with the Firm's Corporate Strategy and Objectives. Specifically, the Firm's Talent and Succession Strategy focuses on attracting, identifying, developing, retaining and deploying individuals with high potential and who can significantly influence the Firm's performance. This translates into ensuring that there is a continuous supply of key talents across all hierarchical levels and roles.

This strategy is further defined by the following objectives:

- Investing in the development of our people's competencies
- Ensuring that their competencies evolve in line with the strategic objectives
- Providing the mechanisms for involvement in interesting and engaging work
- Providing the mechanisms for fast career advancement
- Providing competitive rewards and incentives, both monetary and non-monetary

Our Culture and Beliefs

Great companies are built on a foundation of culture and values. At Deloitte, this is what makes us unique and successful. Our values shape our culture. They inform about the way we do business, inspire us to draw strength from each other and enable us to deliver outstanding value to our clients, markets and communities.

Our beliefs are an expression of who we are:

1. **Recruit and Retain the Best** – we aim not only to recruit high quality people, but also to retain them
2. **Communicate Openly and Effectively** – open, honest and constructive communication is our norm
3. **Empower Trust** – delegating authority and taking on increased responsibility that gives a sense of ownership and pride
4. **Continuously Grow and Improve** – we provide an environment of life-long learning
5. **Play to Win** – think globally recognizing the power and value of the global team
6. **Aim to be Famous** – making our mark in the world, both as individuals and as a Firm
7. **Recognize Success** – recognizing our people's effort and contribution
8. **Respect and Support Work-Life Balance** – supporting our people in their commitments other than work

Our People oriented culture

The firm is constantly looking at new initiatives designed to enrich the work environment. We believe that investing in people, encouraging them to achieve a work-life balance and providing support for their personal and professional development, is the key to having happy, productive and successful people; best equipped to meet client needs. Indicative, one of the initiatives we have adopted is the:



Respecting our people's personal preferences.

Equilibrium is Deloitte's wellness programme, aimed at improving employee wellness and well-being. It addresses the physical and psychological components of well-being by offering information sessions and programmes covering fitness schemes such as an anti-smoking programme, free health check-up scheme, career break scheme, awareness sessions for health related issues, stress management seminars, discounts to health centers, etc.

The Equilibrium Programme aims to offer a more balanced working life and to empower our people to take control of their lives in making choices towards a healthier lifestyle.

Additionally, our firm has implemented a Working Mothers' Scheme where working mothers have the flexibility to choose their working schedule accordingly and thus enable them to be in a position to balance their personal obligations as well.

A prove of the effectiveness of our Work Life Balance practices is the award of Social Excellence granted to our Firm in the context of the EU initiative – EQUAL.



At Deloitte, we all share a desire to give something back to various aspects of our society. Our volunteering and giving programmes provide opportunities to get involved in doing just that. Some of the events/activities that Deloitte sponsors and/or participates in are:

Corporate Social Responsibility Events



Sponsorship of World Champion in high jump Kyriacos Ioannou



Sponsorship of Cyprus Accounting Olympiad



Sponsorship of Cyprus Chess Championship



Blood Donations



Participation in Christodoula March



Sponsorship of Cycling Tour at Lemesia Sporting Events



Organization of no fee earning seminars



International Women's Day Event



Deloitte Euro Mini Football Tournament in Prague



Funds raising events for charity Organizations



Sponsorship of the Cyprus-Russia Festival



Sponsorship of Cycling Tour at Lemesia Sporting Events

Deloitte Social Events and Get Together Activities



50th Anniversary Celebrations Event



Welcome Party for Cyprus students of UK Universities



Careers Event at University of Cyprus



Employees' Weekend



Drink Out Events



ICPAC Sports Day



Employees' Weekend



Careers Event for London Universities



Induction Programme



Christmas Party



Drink Out Events



Employees' Weekend

Achievements

We have been awarded with the 2009 Excellence Award in the professional services sector from the Cyprus Employers and Industrialists Federation (OEB). The award was presented by the President of the Republic of Cyprus.

The Excellence Award is awarded following three separate market research exercises among the public, as well as businesses and opinion leaders. This is indeed a great achievement as we strive to achieve our vision. It helps us to position ourselves as the leaders in the professional services market and differentiate us from our competition as the true leaders in quality.

Deloitte Cyprus is accredited with the Investors In People Standard, which represents an important recognition of the best practices that we follow in the area of human resource management and development. The fact that Deloitte is the **first** organization in Cyprus to achieve this accreditation reflects the importance and value we place on our human capital. Achievements of this kind contribute to the attainment of our vision; "to be the Standard of Excellence".

In addition, Deloitte is an authorized office for the Chartered and Certified Training Programmes and our training and development schemes were recognized by international accountancy and other professional bodies. We are one of the first professional organizations in Cyprus to receive both the Professional Development and Platinum Certificate by the Association of Chartered Certified Accountants (ACCA), which clearly demonstrates our commitment to training and development.

Recently we had the opportunity to celebrate the achievement of two of our ACA trainees, who managed to be awarded an Order of Merit for the first worldwide place they achieved from the Institute of Chartered Accountants in England and Wales (ICAEW) for the Professional Stage examinations of the ACA qualification.



Platinum
Approved Employer



Professional
Development Approval



Our Services

Deloitte in Cyprus offers our clients a broad range of Audit and Enterprise Risk, Tax and Legal, Consulting and Financial Advisory Services.

Defining your career path is made easy, knowing that as your goals change, you have the freedom and mobility to shift your career across different business related disciplines within Deloitte. Whatever your aspirations might be, we will create a flexible career plan that will adapt within your evolving needs.

Audit and Enterprise Risk Services

In today's changing global economy, businesses need trusted advisors. Our client service teams are multi-disciplined and are dedicated to serving our audit clients. Deloitte's internationally recognized audit tools ensure the consistent implementation of our audit approach and promote effectiveness and efficiency.

As a new recruit you will be working in audit teams, usually at the clients' premises. Audit teams comprise of individuals with varied and diverse experience, hence you will benefit from the experience of others.

Our people are equipped with rich, continually updated resources on industry trends, business risks, processes and control and the flow of information within organizations. The audit seniors, managers and partners will closely supervise you and provide you with hands on support and advice.

Services include

- Statutory audits of financial statements
- Non statutory audits and other attest opinions
- International Financial Reporting Standards (IFRS) Services
- Governance Services

Enterprise Risk Services professionals provide risk assessment and technology support on audit engagements, working directly with companies to help them manage regulatory compliance, risk and uncertainty, as well as enhance the reliability of systems and processes throughout the enterprise.

Services include

- Control Assurance
- Internal Audit
- Security and Privacy

360° Service!



Offering a broad range of experience.

Tax and Legal Services

Deloitte has one of the largest teams of taxation experts in Cyprus, providing a full range of business and personal taxation services. Our tax experts keep our clients up to date on the developments that may affect their business, help them interpret their significance and integrate tax considerations into their strategy. We are proud to provide quality taxation advice and services to large multinational groups, corporations and owner-managed businesses both in Cyprus and abroad.

Services include

- Corporate Tax
- VAT and other Indirect Taxes
- International Tax
- International Trusts
- Personal Tax
- Tax Technology Solutions
- Transfer Pricing
- Legal



We are proud to have been voted the Best Tax Team in Cyprus in 2010 by World Finance.



Consulting Services

Our consultants help our clients to improve business performance and increase shareholder value. We are the only firm to combine expert business strategy and financial skills with the ability to deliver major information technology and business change programmes.

Services include

- Enterprise Applications
 - Customer Relationship Management (CRM)
 - Supply Chain Management (SCM)
 - Enterprise Resource Planning (ERP)
- Technology Integration
 - Business Intelligence and Data Warehousing
 - Content Management
 - Business Integration and Optimization
- Strategy and Operations
 - Operations Excellence Programme
 - Leadership Programme
 - Strategic Performance Improvement
 - Supply Chain Strategy
- Human Capital Services
 - HR Audits
 - Business Excellence Models - Investors In People
 - Training and Development
 - Implementation of the HR software - OASYS HR
 - Executive Recruitment Services
 - Rewards and Incentives Schemes
 - Organization Transformation Studies
 - International Migration Solutions
 - Performance Management Systems
- Investment and Wealth Advisory - Private Client Services

Financial Advisory Services

Our Financial Advisory Services professionals provide strategic and financial advisory services to clients throughout every phase of the financial, economic and strategic cycle. By managing our service offerings, we can extract synergies from our deep specialization and through leveraging with the shared knowledge from our global network, we provide added value to our clients.

Services include

- Corporate Finance
- Merger and Acquisition Transaction Services
- Valuation Services
- Reorganization Services
- Forensic and Dispute Services
- Grants and Incentives

Gain a wealth of
experience across a wide
spectrum of industries and
service lines.

The Experience

At Deloitte you get to know people by working with them on client projects, going shoulder-to-shoulder with them to achieve the Firm's objectives and sharing laughs at social outings.

You will never be just a number

In a professional services firm like ours, people matter. That is because of the work we do and the way we deliver it to our clients. We sell our expertise and experience to solve clients' problems and deliver extraordinary value in the process. **How do we do it? Through our people! People like you!**

Happy hour

Yes, we do let loose – more than you might imagine – getting to know each other and keeping life in perspective. So do not be surprised if you find yourself hanging out with a senior manager or partner at any given moment. Hierarchies are not the priority here.

Becoming the best you can be

Obviously you will not be an expert on Day One. From the day you start, we do everything we can to help you advance. This is a priority for us because, bottom line, your ability to contribute and perform drives our ability to provide the very best in professional services.

To start with, you will go through a thorough induction programme. Learning does not stop here. No matter what practice area you join, each one has a personal development plan set up to help you excel. You will also be assigned a mentor to guide your performance and provide advice whenever you need it.

We know that we have to do our best to retain the best talent; so we want to learn from you. Through our regular employee opinion surveys we solicit confidential feedback on the firm's realities. We want to know what we are doing right and what we can do better. Based on your feedback, we develop action plans that we actually act on to make Deloitte an even better place to work.



The opportunities

At Deloitte, we want you to succeed. That means we help you find the best ways to contribute to your teams and your clients. It means having the right tools and practices to learn new skills and explore new opportunities. You will travel across Cyprus and around the world. One thing is for sure – you will advance in your career.

Opportunities you will face

Deloitte offers a broad range of services to a client base that includes both public and private companies. Our clientele consists of more than 5,000 international and local companies covering all sectors of the economy such as hospitality and tourism, manufacturing, pharmaceutical, technological, shipping, trading, financial, retail, academic and construction. That means there are many opportunities to apply your growing knowledge and skills to a diverse portfolio of clients. Almost anything is possible at Deloitte.

To advance in your career, you need to sharpen your edge and keep it sharp. That takes continuous learning about all kinds of things. Not just what is needed to get your professional qualifications.

To realize your full potential, you also need the necessary competencies in terms of behavior, knowledge, attitude and attributes covering a vast variety of management related qualities such as leadership, negotiations, presentations, workload management and much more.

Let us work together!

Our Solution - Life Long Learning

Our learning programmes are among the best in the industry. In addition to the personal development plan that will be determined accordingly, you will have access to more than 9,500 e-learning courses from our e-learning platforms such as the Harvard Business School, SkillPort, etc. Additionally, you will have the opportunity to improve your technical and professional skills and knowledge by attending accredited technical, as well as management and leadership development programmes and gain strong professional qualities. Still interested in learning more?

Global Mobility

Once a member of Deloitte, you will also have the opportunity to participate in the Deloitte's Global Mobility Scheme, which offers you the opportunity to work, for a period of up to 24 months, in another member firm. In addition, you will have the opportunity to work abroad, in the context of international engagements, in countries that you might have never visited before.



Our Programmes - ACA and ACCA

It is your career...
How far will you take it?

Chartered (ACA) and Chartered Certified (ACCA) Accountant Programmes

For undergraduates and postgraduates interested to enter the profession, life is full of opportunity, potential and excitement. Our immediate goal is to help you achieve a winning edge and start you on the path of a long-term career. In order to achieve this, we sponsor individuals who meet our entry requirements and wish to embark on a full time three year training programme in order to become Chartered (ACA) or Chartered Certified (ACCA) Accountants. To assist you in that, we cover all training related expenses such as tuition fees, training material, considerable paid study leave and exam fees.

You will also be teamed with a mentor, who will help you settle into your work environment, offer support with your immediate and future career plans, assist you in gaining a better understanding of our organization and guide you to acquire the necessary skills and knowledge in order to become a fully qualified accountant.

As you become more experienced and grow along your career with us, you will have the opportunity to explore all facets of our business and become a specialist in a particular discipline.

Professional Qualifications

Specifically, our firm is one of the most reputable training offices, which has been authorized by the Institute of Chartered Accountants in England and Wales (ICAEW). Our Firm participates in the training programme of the Institute of Chartered Accountants in England and Wales (ICAEW) since 1993.

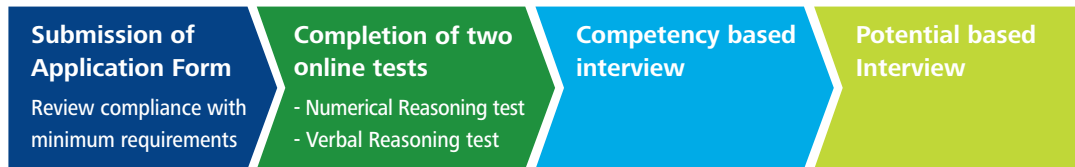
Our firm has also been authorized by the Association of Chartered Certified Accountants (ACCA) to provide professional training to graduates aspiring to become members of this Association and was awarded with the Platinum Level Employer Status, which is only awarded to the top quality employers globally.

We therefore welcome applications from graduates who are eligible to become student members of both the ACA and the ACCA. Upon the completion of your ACA or ACCA qualification, you will also be eligible to become a member of the Institute of Certified Public Accountants of Cyprus (ICPAC).



Our Recruitment Procedure

We have built a high performance culture by investing in our people!



Entry Requirements

We are seeking applications from students who are completing (or have completed) a university degree.

We consider your:

- University degree
 - UK Universities: minimum GPA of 2:1
 - University of Cyprus and Greek Universities: minimum GPA of 7,5 (7,25 if you have 5 or more exemptions)
 - US Universities: minimum GPA of 3.0 to 3.4 depending on the ranking of the University
- Secondary education results
- Personality traits
- Involvement in university and community life

Summer Trainee Scheme

A Summer Trainee Scheme is also operated by Deloitte. Only applicants who are in the last year of their University studies and who are considering to pursue chartered or certified accountancy traineeship will be considered as eligible for the scheme. The criteria and the selection process are similar to the full time training scheme as illustrated above. Interested applicants need to submit their application form by the end of April.

How to Apply

Deloitte offers a challenging, interesting, rewarding and friendly working environment. Therefore, if you have the ability and motivation to succeed in professional services, then we are interested in hearing from you. We encourage applicants from a wide range of disciplines.

When to Apply

With a continuously growing firm like ours, there are career opportunities throughout the year at all levels. This means that there are no deadlines in sending your application form.

Applicants are encouraged to contact the Human Resources Department, to inquire about the career opportunities currently available.

Our experience has shown that graduates usually look to apply one year prior to graduation. Interviews usually take place a year prior to starting work, which is usually in the period from June through to October.

Our application form is available on our website: www.deloittcareers.com.cy

Take the first step in the right direction!



Quick Tips...

First of all, before you get near to making an application, ask yourself honestly, if you really want to work for Deloitte and if the answer is “yes”, ask yourself “why”.

It’s important that you have a clear understanding of your motives and that you know you are applying for the right reasons.

Secondly, read our website or our Graduate Career Opportunities brochure as thoroughly as possible. A good knowledge of Deloitte will help at the interview stages and it will also give you the information you need. We also encourage you to gather information about Deloitte by asking your friends, relatives and other people that you know.

Application Form

- Gather all the requested information
- Where we ask for illustrations of experience and achievement, reply in full by referencing things you have done at work, at University or in a sports, charity or social context. We want to gain a multi-dimensional impression of your aspirations, skills, motivations and interests
- Make sure you answer all the questions on the form and that your answers are bespoke: not cut and paste documents from another application form
- Ensure that your answers are simple, specific, relevant and of course honest
- It may seem obvious, but accurate spelling and grammar are essential

Interviews

- Remind yourself of what you state on your application form
- Arrive at least 15 minutes earlier
- Look confident
- Act naturally and be yourself

- Always remember the 4 Ps of an interview:
 - **Preparation** - you will be expected to have an awareness of the industry and specific points about Deloitte
 - **Practice** - practice running through potential interview questions and answers with someone else in advance
 - **Personal presentation** - remember to dress appropriately, be mindful of interview etiquette and body language
 - **Pertinent questions** - always have at least 1-2 questions to ask the interviewer at the end, it shows your interest in the organization and the position

What we are looking at the interview is:

- To assess your different skill areas such as planning, organizing and influencing
- To gather evidence regarding your intellectual skills and your ability to argue from principle
- To evaluate your decision making ability

What are the types of questions you might get asked?

- Closed: these are questions that can be answered with only a yes or a no response
- Open: unlike closed questions, these will demand a reasoned response from you
- Situational: this is where we might pose a hypothetical situation to you and expect you to explain what you would do
- Behavioral: this is where we would ask you to tell us about how you acted in a past situation

Good Luck!

Our checklist

When all is said and done, here's what we're looking for:

- Strong interpersonal and team-building skills
- Superior analytical and problem-solving skills
- Dynamic individuals who seek challenging projects
- Leadership and initiative, in and out of the work environment
- Flexibility, humility, integrity and professionalism
- Exemplary record of achievement
- A desire to be a contributing member of your community

Your checklist

Here are some of the questions you should ask - not just of Deloitte - but of all potential employers to help you find the best fit:

- What's in it for me?
- How much hands-on work will I do?
- How fast can I be promoted?
- How will I keep work from taking over my life?
- What kind of training and development can I expect?
- What kind of support will I get through a coach or mentor?
- How much can I expect to travel?

Contacts

For more information about our Firm and the respective career opportunities you may contact:

Nicos D. Papakyriacou

Partner in Charge of Human Resources

E-mail: npapakyriacou@deloitte.com

George A. Pantelides

Head, Human Resources Department

E-mail: gpantelides@deloitte.com

Members of the Board of Directors

Christis M. Christoforou (*Chief Executive Officer*), Eleftherios N. Philippou, Nicos S. Kyriakides, Nicos D. Papakyriacou, Athos Chrysanthou, Costas Georghadjis, Antonis Taliotis, Panos Papadopoulos, Pieris M. Markou, Nicos Charalambous, Nicos Spanoudis, Maria Paschalis, Alexis Agathocleous, Paul Mallis, Panicos Papamichael, Christos Papamarkides, George Martides, Kerry Whyte, Andreas Georgiou, Christos Neocleous, Demetris Papapericleous, Andreas Andreou, Theophanis Theophanous, Alecos Papalexandrou, Michael Christoforou (*Chairman Emeritus*).

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www.deloitte.com/cy

www.deloittecareers.com.cy

About Deloitte

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 140 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's more than 169,000 professionals are committed to becoming the standard of excellence.

Deloitte's professionals are unified by a collaborative culture that fosters integrity, outstanding value to markets and clients, commitment to each other, and strength from cultural diversity. They enjoy an environment of continuous learning, challenging experiences, and enriching career opportunities. Deloitte's professionals are dedicated to strengthening corporate responsibility, building public trust, and making a positive impact in their communities. Deloitte refers to one or more of Deloitte Touche Tohmatsu, a Swiss Verein, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu and its member firms.

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