

Support for Ukrainian Refugees

Dear colleagues,

Since yesterday we have a **Tempton refugee coordinator** in **Nataliia Vinnytska** and very extensive Ukraine support services in place.

Surely none of us could have imagined a fortnight ago that a sovereign and peaceful country in the middle of Europe would be attacked, in the worst case simply to wipe it off the map, in the best case to forcibly divide it or to provide it with an occupation statute. And all this by the most blatant means imaginable: bombing its essential cities, destroying all its infrastructure, starving and killing innocent people, firing on nuclear power plants ... just to name a few inhumanities and more bad things.

And all of us in the free Western world are being threatened with a nuclear attack in more or less veiled terms in the event of active intervention.

Personally, my wife and I are deeply concerned and shocked. As many of you know, my wife comes from the former GDR and therefore knows the Russian occupation forces from her own experience. I myself served as an officer in the Bundeswehr after graduating from high school, i.e. during the Cold War and was grateful even then that we as Germany have a guarantor for our freedom and our self-determination with our membership in the NATO military alliance. And we are proud of the current stance of our Federal Government, which is standing up to Putin as far as possible and supporting Ukraine.

After Russia's terrible and despicable invasion of Ukraine, millions of people are now fleeing. And all this in the middle of Europe.

Tempton strongly condemns the war in Ukraine. As an employer of people from almost 100 nations, we know about the absolute inviolability of the **values of democracy, peace, freedom and tolerance**. In order to help the Ukrainians who have to flee their homeland because of the terrible war, **we will use the entire Tempton infrastructure here on site**.

We have been preparing this help very systematically over the last few days and **I would ask you all to go to the Tempton website on the Internet immediately**. There you will find a very extensive support catalogue on the first page. Please read through it completely to gain a whole picture. We will be updating and expanding this catalogue of support on a regular basis; accordingly, my further request to you all is to check the Ukraine section of our Tempton website at regular intervals.

Many of you have already helped in various ways on your own initiative. Some have been to the Ukrainian border themselves and brought people to Germany, others have donated relief supplies, and still others are organising everything for the arrival of refugees in Germany. From the bottom of my heart, I would like to express my special thanks to these colleagues. This shows once again that Tempton is supported by the many good ideas and the heart of the people who work with us.

With the Ukrainians, we meet well-educated people who generally had a comparable standard of living to ours. All in all, it is very reminiscent of the refugee flows of the Second World War and the experiences of our parents and grandparents.

Our refugee coordinator speaks English, Russian and Ukrainian and fled Ukraine herself only a few days ago. Therefore, she can best assess the feelings and needs of the refugees. You can reach her as follows:

E-Mail: natalia.vinnytska@tempton.de

Landline: +49 201 94627-511

Mobile phone: +49 178 9270806

We will do our best to build up a small team of volunteers around **Ms. Vinnytska** in the coming days and weeks in order to increase our “clout”.

Ms Vinnytska and her team have very good and efficient technical and other possibilities to spread Tempton’s offers of help among the Ukrainians who have fled.

In order to best help the refugees who have just lost everything, we want to focus on **support and help on the ground in Germany**, in addition to various donations and aid. Our **core competence “job”** will also become important later on. At the moment, the refugees need help with the following points:

1. **Travel to Germany**
2. **Registration and arrival** in Germany/initial reception
3. **Finding accommodation**
4. Learning the **language**
5. **Recognition of qualifications**

As of today, we have published on the Tempton website that we will provide all Ukrainians who find their way to our branches with the basic necessities, i.e. food, drink, nappies, medicine if necessary, etc., at our expense and then help them find the nearest reception centre.

If you or the branch incur additional costs as a result, please submit these to Mr. Seipenbusch with a receipt for reimbursement. These costs will be borne centrally. I am sure that you will all keep the right measure in mind.

I kindly ask you **to personally drive the refugees to the nearest reception centre and then accompany them to the respective official contact persons.** At this point, the people have usually already been on the run for several days and now need closeness and help.

If you have the impression in a personal conversation with refugees or in the reception centre itself that it would be better for the refugees if they were first taken care of privately for at least a few days, please contact our refugee coordinator. The branches in the Rhine-Main area are hereby asked to contact my wife

or me directly in such a case; we certainly have the possibility of temporarily accommodating them at our private home.

We will also soon prepare a **leaflet in Ukrainian** that you can hand out to the refugees. If you have any translation difficulties, please contact our refugee coordinator.

In preparation, you should now do the following immediately:

1. **Find out about the initial reception centres** in your area. As a rule, these are open 24 hours a day, but they are not always publicly known. To do this, simply call the respective municipal or city administration.
2. **Those branches that already employ/supervise ex- or internal colleagues of Ukrainian origin**, if they have not already done so, please contact these colleagues immediately and actively ask them whether Tempton can help in the current situation. I am sure that almost all of these colleagues are currently in grave concern about their relatives, friends or property in Ukraine. 3.
3. **Print out the leaflets** you will receive in the next few days.
4. **Save Ms. Vinnytska's number** in case of emergency.

In addition, you should already **clarify with your clients whether they are willing to take Ukrainian refugees into work in the future** and what the minimum language level of the respective clients must be. I am sure that there is also great solidarity for the Ukrainians here and that some taboos of the past will fall away. The first clients have already approached us actively.

I am sure you will all have read that the Federal Government is currently taking urgent action to ensure that Ukrainians who have fled receive a 3-year residence permit, which will then also entitle them to work in Germany. This fast-track procedure is to be completed in March 2022, **so that Ukrainians who have fled will probably be allowed to work in Germany from April 2022.**

There will certainly be many other things you can do on the ground. My heartfelt request here is to implement these in the usual way, **quickly and unbureaucratically**, and to gladly give us ideas with photos and small texts that can also be implemented in other places. We will also publish these good ideas as „best practices“ in a timely manner via the Tempton website.

Sincerely, Yours



Dr. Sven Tischendorf
Chairman of the Advisory Board