



**AMERICAN CHAMBER
OF COMMERCE IN POLAND**

Annual Report 2020



CONTENTS

03	Board of Directors
04	Advisory Council
05	Committees
06	Events
07	30 Under 30
08	American Investor Desk
09	AmCham Economic Research
10	Advocacy
12	Media Relations
14	Regions
16	AmCham Member Companies Support COVID-19
19	Administration
20	Looking Forward



BOARD OF DIRECTORS

Chairman:

Tony Housh

Northrop Grumman Corporation

Vice Chairs:

Jolanta Jaworska
Marek Szydłowski

IBM Poland & Baltics
Government Affairs Adviser, Integer/InPost

Secretary:

Marcin Petrykowski

S&P Global Ratings

Treasurer:

Robert Bednarski

Facebook

Members:

Jacek Drabik

Motorola Solutions

John Lynch

Lynka

Robert Orzyłowski

Lockheed Martin

Magdalena Pavlak-Chiaradia

ERM Polska

Roman Rewald

Wind Services

Sławomir Sikora

Citi Handlowy

Joseph Wancer

BNP Paribas Bank Polska

ADVISORY COUNCIL

The Advisory Council of the American Chamber of Commerce in Poland is engaged in shaping AmCham’s directions in the area of advocacy for better investment, creating policies, and working with key policy-makers in order to address important and highly relevant business issues. The crucial role of companies gathered in the Advisory Council is emphasized by the special client care AmCham provides to these premium members and the opportunity they have to focus AmCham’s advocacy on specific issues important for the company, cooperate at the highest level, including business to government dialogue, special networking events, as well as priority at our events and meetings with the U.S. Ambassador to the Republic of Poland. Companies with this premium level membership include:



AMCHAM AUDITOR:





COMMITTEES

Agri, Food & FMCG

Małgorzata Skonieczna, Frito-Lay
Andrzej Pawelczak, Animex

Defense & Security

James Katzen, Lockheed Martin
Stan Prusinski, Boeing

Digital Economy

Mariusz Mielczarek, Amazon
Marta Poślad, Google

Human Resources Management

Małgorzata Grzelak, Squire Patton Boggs
Anna Wicha, Adecco Poland

Industry & Energy

Jerzy Kozicz, CMC Polska
Aneta Muskała, International Paper

Manufacturing

Dominik Kania, Woodward
Gabriel Buchała, Aptiv

Marketing & Communications

Izabela Morawska, Coca-Cola Poland Services
Łukasz Kowalski, MSL Group

Pharma

Andrzej Dziukała, Janssen Cilag
Jacek Graliński, Amgen

Real Estate

Bolesław Kołodziejczyk, Cresa
Michał Chodecki, Panattoni

Sustainability

Mariusz Wawer, 3M Polska
Emilia Wasilewicz, Dow Polska

Tax & Financial Services

Piotr Pikuła, Procter & Gamble
Adam Soska, EY Polska

Tech & Digital

Daniel Martyniuk, Deloitte
Angelo Pressello, Directpl

Travel & Tourism

Tim Hyland, FCM Travel Solutions
Frank Wagner, Lufthansa Group

A special thanks to Committee Co-Chairs who finished their service this year:

Jacek Drabik, Motorola Solutions

Peter Łagowski, WeWork

Giuseppe Santoro, Dow Polska



The year 2020 has been marked by the Covid-19 pandemic, subsequent economic lockdowns, home-office, and on-line meetings. As of March 2020, with a few exceptions, AmCham Poland moved to on-line events, as indicated below. This was also the 30th anniversary year for AmCham Poland. We could not celebrate with a Ball, but we did published an in-depth report on U.S. investment in Poland, together with four separate categories of TOP 10 rankings.

EVENTS

COMMITTEE MEETINGS

AmCham hosted 43 Committee meetings with over 1500 participants in the year 2020.

Topics included:

Manufacturing Relocations to Poland – Trends & Perspectives; Packaging Waste Management – Challenges & Perspectives for Business; Remote Work – the Leader’s Role; Anti-Crisis Shield – New Duties and Tax Solutions in the New Reality; The Employee Benefits Market after COVID-19; Cloud Computing in Poland.

We were honored to have important speakers that included **Kamil Wyszowski** who discussed what comes after COVID-19 and is the climate change and the green investment package for Europe an opportunity to recover from the economic slowdown; **Robert Andrzejczyk, President of the Polish Tourism Organization** who updated us on post-pandemic travel, how local and global travel will be shaped by the new normal; **Marianna Sidoroff, Deputy Director, Ministry of Economic Development, Labor & Technology** who discussed the Polish government perspective regarding the Digital Service Act.

EVENTS

MONTHLY MEETINGS

2020 featured 10 AmCham Monthly Meetings:

- January Monthly Meeting with Marek Zagórski, Minister of Digital Affairs
- March Monthly Meeting with Deputy Minister of Finance, Jan Sarnowski
- April Monthly Meeting with Krzysztof Mazur, Ministry of Development (on-line)
- May Monthly Meeting with Tomasz Chróstny, President of the UOKiK (on-line)
- May Monthly Meeting - panel on "Doing business in the time of pandemic" (on-line)
- June Monthly Meeting and Briefing from AmCham CEOs (on-line)
- July Meeting with Mr. Paweł Borys – The President of the Polish Development Fund (PFR)
- July Meeting with Ms. Jadwiga Emilewicz, Deputy Prime Minister and Minister of Development



- September Monthly Meeting - a panel on "The effects of COVID-19 on the Polish economy" (on-line)
- October Monthly Meeting with the new US Embassy team

OTHER BUSINESS MEETINGS

- February 13 - High-level AmCham Luncheon with U.S. Secretary of Commerce Wilbur Ross, February
- June 4 - AmCham & HSBC Webinar: Exiting lockdowns: deeper recession, slower recovery (on-line)
- June 24 - Meeting with Mr. Michał Kurtyka, Minister of Climate (on-line)
- September 16 - Doing Business in times of Covid-19 (on-line)

30 UNDER 30

AmCham's 30 Under 30 Program is a leadership development program for 30 young leaders recruited from member companies. The program was launched in 2015 so we are concluding our 6th edition. 30 Under 30 is designed to connect professionals below the age of 30 with inspiring leaders in the AmCham Poland community who provide them with guidance and counseling based on their own careers and experiences.

For the first time in the program's history, the number of applications exceeded 180. After analyzing all of them, 30 program participants were selected. They represent a wide range of industries and companies which include **Accenture, ASB Tax, AstraZeneca, Baker McKenzie, Brown-Forman, C.H. Robinson, Flextronics, International Paper, J.P. Morgan, Janssen, Luftansa, MasterCard, Merck, Microsoft, Mondelez, MoneyGram, MSL, NCR, Novartis, Procter & Gamble, Pegasystems, PwC, Rockwell, SAS and Siemens.**



The program launch, planned for March, was delayed due to COVID-19 until April, and consequently, all the sessions were held on-line or in hybrid mode.

Speakers included:

- Marcin Petrykowski; S&P | Global Macro & Business Environment
- Jason Worlledge, International Republican Institute | (Possible) political aspects of COVID crisis.
- Beata Pawłowska, Oriflame | Do you want to be a Leader or a CEO? Which traits of a real leader are important in today's (COVID) world?
- Rafał Motriuk (part 1/2) | I wish I'd known (when I was 30)
- Aleksandra Motriuk (part 2/2) | Don't compare yourself to others.
- Sebastian Drzewiecki, Sabre | Feedback, communication, leadership.
- Ania Jakubowski | It's in the How.
- Merry Lynch Pavlak | How to Facilitate Change Through Human Behavior.
- Additional session for the women with Dorota Warakomska.
- John Lynch | Keeper of the Faith.



No matter the difficulties and all the additional effort that both speakers and participants had to take, the planned content was delivered to the group. The Graduation Ceremony, that normally is organized in December, has been rescheduled for early Spring of 2021.

AMERICAN INVESTOR DESK



AMERICAN INVESTOR DESK

The American Investor Desk is an AmCham support program for Polish companies interested in developing their competencies in the U.S. market. The program was established in 2019 to assist Polish companies to build business relationships with American companies, exchange information, contacts, and experiences with other Polish companies operating in the U.S., meet with experienced practitioners and business experts from the U.S., teach Polish businesspeople how to prepare their company's product or service to be legally operational on the U.S. market, and teach Polish businesspeople on how to communicate with American businesses effectively.

The COVID-19 pandemic has reduced networking opportunities, yet the project is still of high interest to Polish companies. Since the inception of the project, we have over 400 individuals interested in what the American Investor Desk has to offer. Interest comes from various sectoral branches such as Information and communication technology (i.e. telecommunication, computer programming, information services), professional services (i.e. consulting, financial legal), manufacturing (i.e. food products, pharmaceuticals, furniture, machinery, etc.), and many others.

American Investor Desk Events – Live and Online

- January 22 - Building Sales Distribution Networks in the USA - Navigating the Differences in the Polish and U.S. Marketplaces - Mr. Peter Novak, American entrepreneur, and philanthropist (CulinaryOn Warsaw)
- February 4 - "Shut up, Spellcheck and Smile" - the Do's and Don'ts of Marketing to Americans - Mr. Nathaniel Espino, Partner (Aldgate Strategy Group office)
- March - SelectUSA - cooperation with the U.S. Embassy in Poland (Gdansk, Warsaw, Krakow, Wroclaw and Poznan)
- June 23 - Food and Beverage Exports to the USA Webinar - Mr. Michael Sas, Across Foods (on-line)
- June 30 - Export of Electrical Machinery and Equipment to the United States - cooperation with PAIH, Rockwell Automation, and UL International (on-line)
- July 9 - New Possibilities for Polish Companies on the American Market - cooperation with PAIH and Miller Canfield's Chicago office (on-line)
- July 14 - Export of Machinery and Equipment to the United States - Mr. Ken Sturgess, founder, and president of Transatlantic Trade Partners (on-line)
- October 15 - Doing Business in the USA: Legal, Tax, and Banking Considerations for Companies Interested in Entering the U.S. Market - patronage with Santander Bank Polska, Barnes & Thornburg LLP, and RSM Poland (on-line)



AMCHAM ECONOMIC RESEARCH UNIT

The AmCham Economic Research Unit is a research facility within the American Chamber of Commerce in Poland, run by Dr. Eliza Przeździecka. Its greatest success this year was researching in depth the data on U.S. investment in Poland and their impact on the economy as well as quantify various aspects of Poland-US economic relations. Our **“30 Years of American Investment Report,”** was created together with KPMG Poland, and received a lot of attention this summer.

For the past 30 years, American business has significantly contributed to the growth of the Polish economy. Thus, it is important for AmCham to be able to deliver reliable information defining the economic effects of US capital in the economy while communicating it to the media or performing advocacy in front of the Polish policy makers. We pay special attention to the precise recognition of the capital ownership, type of business projects and the scope of investments in various sectors of the economy, the effects of those businesses on the Polish labor market, innovation improvement, and technology development.

We collect data, analyze and interpret it, and indicate the main trends for estimating the near future predictions. We are a source of information about the value of assets, funds, and employment of US-owned entities operating in the Polish market. We pay attention to industrial manufacturing companies as well as service providers.

The issues related to all American business undertakings in the EU and CEE countries are in the area of our particular interest. We recognize and portray Poland’s dominant position in the CEE region, highlighting the background of enterprises functioning and building their competitive advantages in the European single market.

We publish the results of the research and analysis in AmCham Business and Economics Review. This year there are the following volumes published:

- *AmCham Business and Economics Review, vol. 1: “Poland Realizing Its Dominant Position in CEE”*
- *AmCham Business and Economics Review, vol. 2: “American IT Business in Poland”*
- *AmCham Business and Economics Review, vol. 3: “Step into the New Normal”*

AmCham Economic Research Unit also conducts *ad hoc* surveys as there is an immediate need of business interests. This year we completed three editions of AmCham Surveys:

- *AmCham Survey I ed.: “Back to Business”*
- *AmCham Survey II: “Back to Work under the New Normal”*
- *AmCham Survey III: “Business in Times of Pandemic”*



ADVOCACY

INITIATIVES & POLICY PAPERS ISSUED IN 2020

AmCham provides a platform for discussion and debate on the legal environment in Poland and is very active in the legislative process. Our advocacy work includes cooperation with the public sector and other business organizations, monitoring and analyzing Polish and EU legislation, preparing position papers and policy statements, collaboration with the U.S. Embassy in Poland and AmCham member companies as well as participation in the legislative process and meetings with policy makers.

In 2020 AmCham advocacy work was focused on the following topics:

1. FDI screening regulation and including an exclusion for investors from the U.S. from its regime,
2. Recommendations to the Ministry of Development, Labor and Technology regarding government plan for economic recovery,
3. Recommendations to the government on how to keep the Polish market attractive for foreign investors in response to the impact of COVID-19,
4. Anti-Crisis Shields,
5. Changes to the Polish Labor Law aiming to extend provisions on remote work,
6. Improvement of procedures for employing foreigners from outside the EU,
7. The recommendations to the Minister of Health to ensure health protection in the time of COVID-19,
8. Establishing a coalition of chambers of commerce for the development of the healthcare system in Poland,
9. Introducing exceptions to the mandatory quarantine of frontier workers for critical infrastructure,
10. Transfer of data to the U.S. in the context of the Schrems II judgment invalidating the EU-U.S. Privacy Shield,
11. EU guidelines on measures that supplement transfer tools to ensure compliance with the EU level of protection of personal data,
12. Withholding Tax,
13. Digital Service Tax,
14. VOD tax,
15. Estonian CIT,
16. Postponement of the sugar tax collection till 2021,
17. Recommendations to the government regarding the aviation sector,
18. Offshore Wind Farms,
19. Criteria for drug evaluation in rare diseases,
20. Changes in the media sector.

Stay tuned for the **AmCham Advocacy Bulletin** or our website for more on our public policy actions. Our commitment is to provide our Members with the best advocacy possible to help manage their businesses in Poland.



PRESIDENCY OF INTERNATIONAL GROUP OF CHAMBERS OF COMMERCE (IGCC)

At the beginning of July 2020 AmCham began the six-month presidency of the International Group of Chambers of Commerce (IGCC). IGCC was established in 2005 to create a united platform of communication for the international business community with the public sector and currently gather 16 international chambers of commerce in Poland.

We will end our term by providing the group a detailed report on the state of foreign investment in Poland. Like our own US-focused report, this one also provides a ranking of the TOP 20 in four separate categories. We believe that the report is a great value-added for the community to use in its work in Poland.

GOVERNMENT AFFAIRS & POLICY NETWORK (GAP)

The Government Affairs & Policy Network (GAP) was established in 2012 by a group of dedicated experts responsible for government relations within member companies.

2020 included meetings with:

- January 30 - **Władysław Teofil Bartoszewski**, Member of Parliament & Parliamentary Committees on Foreign Affairs & Energy
- February 13 - **Krzysztof Tchórzewski**, Member of Parliament & Chairman of the Parliamentary Committee on Economy and Development
- April 9 - GAP group meeting aimed at summarizing the postulates of AmCham member companies regarding the current legal and economic situation caused by COVID-19 (on-line)
- November 23 - **Prof. Robert Tomanek**, Undersecretary of State at the Ministry of Development, Labor and Technology (on-line)

MEETINGS ON SPECIFIC LEGISLATIVE TOPICS OR INDUSTRIES

- February 12 - Meeting regarding the improvement of procedures for employing foreigners with **Jarosław Obremski**, Lower Silesian Voivode
- April 23 - Meeting regarding the sugar tax and the situation of the FMCG industry in Poland with **Tadeusz Kościński**, Minister of Finance and **Jan Sarnowski**, Undersecretary of State at the Ministry of Finance
- September 4 and October 9 - Regular consultation meetings regarding changes in the tax system in Poland **Jan Sarnowski**, Undersecretary of State at the Ministry of Finance & Plenipotentiary for international cooperation in the field of VAT
- October 5 - Round Table for Aviation with **Jarosław Gowin**, Deputy Prime Minister & Minister of Development, Labor and Technology, **Olga Semeniuk**, Undersecretary of State at the Ministry of Development, Labor and Technology, and **Bartosz Marczuk**, Vice President of the Polish Development Fund



- November 10 - Meeting regarding legal aspects of the personal data transfer from the European Union to the United States with **Mirosław Sanek**, Deputy President of the Personal Data Protection Office and **Piotr Drobek**, Counselor of the Personal Data Protection Office (on-line)

MEDIA RELATIONS

This year has been an abnormal year for organizations throughout all sectoral branches, constraining everyone from live meetings and events for most of 2020. Due to the circumstances caused by the pandemic, AmCham has increased its presence online via both webinars and social media to maintain high-quality service for our members as well as to promote our members' activities during the pandemic.

From March through June, 88 AmCham member companies have joined forces in the fight against the coronavirus by lending their support to the community and the medical sector with in-kind donations such as personal protective equipment, meal delivery to hospitals, and much more. These kind donations have certainly been well viewed by both social and traditional media, where in May, AmCham had 669 Facebook views with 123 likes, while on Twitter these activities have brought 713 profile visits to our page. In June, the initiative, which was also supported by U.S. Ambassador Georgette Mosbacher, has brought attention to traditional media with 6 mentions in the press, 10 mentions on TV, and other forms of mentions nationwide having a reach of 3,860,995 readers and viewers.

However, not all of AmCham's events were online this year as there has been a short window that allowed us to have hybrid events at the Marriott Hotel. One event in particular attracted the media to mention us both online and in print. In the month of July, we had the pleasure to host a meeting with the Deputy Prime Minister Ms. Jadwiga Emilewicz, and U.S. Ambassador to Poland Ms. Georgette Mosbacher. The meeting was exclusive and dedicated to the largest U.S. investors in Poland from our "TOP 10" investors and employers list according to the latest AmCham and KPMG Report – "30 years of American investment in Poland". After the meeting, Deputy Prime Minister Jadwiga Emilewicz organized a press conference with the participation of AmCham and KPMG, at which the Report "30 years of American investment in Poland" was presented to the media and discussed by experts. Both the event and the press conference got great attention from various publications reaching 398 mentions in July. These mentions have reached 182,000 press readers, 609,000 radio listeners, 2,418,076 TV viewers, 817,627 portal viewers, 233,124 Tweet readers, and 39,378 other viewers reaching a total of 4,299,205 that month alone.

The end of the year brought us the U.S. Presidential Elections in November, where people in both Poland and the United States were impatiently waiting for the results. The elections increased AmCham's presence in the media as various news networks were looking for an AmCham expert to comment on the U.S. elections and its impact on investments in the country as well as business relations between the U.S. and Poland. Just to mention one interview with our Chairman Tony Housh on Biznes24, it had a reach of 402 people on Facebook, while on Twitter 191 people have seen the tweet.



Finally, as the pandemic has increased online viewership in Poland and abroad, AmCham's social media followership has increased by a considerable margin. Currently, AmCham has 3,845 LinkedIn followers which is an increase of 24%, on Twitter we have 1,703 followers which is an increase of 6%, and on Facebook, and we have 1,951 followers which is an increase of 24% compared to last year.

Follow us on our social media platforms to keep yourselves informed about AmCham's programs and events throughout the year and inform us about your companies' initiatives or other news you would like us to share.



REGIONS

KRAKÓW & KATOWICE

AmCham Kraków & Katowice is the branch office representing Southern Poland and Upper Silesia, established in 1995.

Jacek Drabik, GM of Motorola Solutions is the AmCham Kraków & Katowice Director.

Mateusz Jurczyk, is the AmCham Kraków & Katowice Branch Manager.

2020 AmCham Kraków & Katowice events included:

January 17 - Workshop on Organizational Values
by Accent Business Training "Marriages that Work - everyone's longing or an oxymoron?"

February 17 - AmCham Kraków & Katowice Council and U.S. Consulate General in Kraków, meeting with U.S. Senate Delegation in Motorola office.

February 20 - AmCham Kraków & Katowice Business Breakfast,
New EU Whistleblower Protection Laws by DLA Piper

March 10 - AmCham Kraków & Katowice Mixer - Business Rendez-Vous
with AIRFRANCE

September 14 - AmCham Kraków Council meeting with U.S. Consul
General, Patrick T Slowinski (online)



Jacek Drabik,
Motorola Solutions,
Director AmCham
Kraków & Katowice



Mateusz Jurczyk
Branch Manager
Kraków & Katowice

WROCLAW

Since 2003, AmCham Wrocław has represented the interests of American and international businesses in Lower Silesia.

Monika Ciesielska-Mróż, from PM Group, is the Director of AmCham Wrocław.



Monika Ciesielska-Mróż,
PM Group,
Director AmCham Wrocław

2020 AmCham Wrocław events included:

February 2020

- Meeting with Jarosław Obremski, Governor of Lower Silesia together with the representatives of AmCham members (incl. 3M, Mondelez International, IBM). Meeting devoted to finding a flexible platform and facilitating the investors cooperation with the Governor's office responsible for issuing working permits for non-UE citizens employed by our member companies. Patrick T. Słowiński US Consul General from Krakow also took part in this meeting.
- Arranging and accompanying the US Consul General during his visit at the Whirlpool manufacturing complex in Wrocław. Mr. Słowiński met with Fabio Pommella, Senior Director of Operations Area North (Poland, Slovakia, UK) & Chairman of Whirlpool Polska and Zygmunt Łopalewski, Corporate Communications Senior Manager in Whirlpool.
- Business lunch hosted by AmCham for regional members with Mr. Jakub Mazur, Deputy Mayor of Wrocław and Magdalena Okulowska, Wrocław Agglomeration Development Agency Board President. Meeting well attended by 20+ directors representing the US business in Wrocław.

October 2020

- Meeting at the AMAZON Fulfillment Center in Bielany Wrocławskie. The outbreak of COVID19 dramatically changed the work landscape as we know it. In response, Amazon has decided to open its centers for small-scale site visits and invite interested companies that could benefit from seeing how health and safety measures have been increased. The tour was focused mainly on the newly implemented safety measures, while also giving visitors a chance to see the traditional packing and shipping supply chain operations within the center. It was concentrated in small groups so as to ensure maximum safety levels for all participants.
- I took part as one of the speakers in the on-line training for the representatives of local authorities and employees responsible for servicing foreign investors working in the local communes in the Opolskie Region. The trainings divided into two days were dedicated to the standards of services offered to foreign investors interested in starting their operations in the participants' communities. The workshops were hosted and co-organized by the Opolskie Centre for Economy Development and PM



Group, expert in delivering engineering services for industrial projects, AmCham member working for the multinational clients in Poland.

December 2020 – AmCham represented by Dorothy Dabrowski-Winterscheid spoke in a discussion panel co-hosted by the Opolskie Centre for Economy Development. The discussion was devoted to investment opportunities for Polish companies interested in doing business in the USA.

GDAŃSK

From 2013 AmCham Gdańsk represents American investors in the Pomeranian region. **Joanna Bojarska-Buchcic**, Managing Partner, HR Solutions Group is Director of AmCham Gdańsk.



Joanna Bojarska-Buchcic,
HR Solutions Group,
Director AmCham Gdańsk

2020 AmCham Gdańsk events included:

On February 28th AmCham Gdańsk was present as a Partner of the event organized by the Gdańsk Agency for Economic Development Sp. z o.o. as part of the project "Pomeranian Export Broker", a program supporting the trade and education exchange of Pomeranian companies and universities of Pomerania region and Nevada. The delegation from the U.S. of entrepreneurs, university professors and Nevada authorities was welcome by the Vice Mayor of Gdansk Mr. Alan Aleksandrowicz, President Lech Walesa, and university authorities, Invest in Pomerania, Incubator "Starter", and AmCham Gdansk. The speaker Joanna Bojarska-Buchcic, AmCham Gdańsk Director presented the scope and achievements of the American Chamber of Commerce in Poland.

AMCHAM MEMBER COMPANIES SUPPORT COVID-19

At the start of the COVID-19 pandemic in Poland, we asked our members to send us information regarding their actions in the fight against the coronavirus, where the feedback exceeded our expectations. Up to 88 companies responded to our request: from March through June they have transferred over PLN 80 million worth of funds, goods, and services to fight the coronavirus such as transferring funds, medical equipment, food, and personal protective equipment for medical personnel and hospitals throughout Poland, including over 320,000 protective masks and over 2 million meals.

AmCham members supported healthcare workers with personal protective equipment, delivered meals to hospitals, or transferred funds for SARS-CoV-2 detection tests. They have



also provided pro-bono legal services and advanced technology systems for businesses and the government, as well as education platforms to persevere during these difficult pandemic times. A large number of employees have been involved in these actions voluntarily, supporting healthcare personnel on the frontlines of the fight against the coronavirus, e.g. sewing masks and 3D printing visors or supporting the local senior community.

Although the pandemic is still not over, we would like to thank all of our member companies that joined forces in the fight with the coronavirus in Poland to date. We would kindly like to ask you to let us know of any other actions that your companies are undertaking to help in the fight with the pandemic in Poland as we will be more than happy to spread the news on our social media platforms.

We would like thank those AmCham members that supported the fight against the coronavirus in Poland:

1. Abbvie
2. Amazon
3. Amgen
4. The American School of Warsaw
5. AmRest
6. Animex
7. AstraZeneca
8. Bain
9. Bayer
10. Biogen
11. BNP Paribas Bank
12. BP Poland
13. Bridge Wroclaw Mgallery
14. Brown Brothers Harriman
15. Bristol-Myers Squibb
16. Canpack
17. Cargill
18. Cisco
19. City Handlowy
20. CMC Poland
21. Coca – Cola
22. Courtyard by Marriott Warsaw
23. DaVita
24. DCT Gdańsk
25. Deloitte
26. Dentons
27. Direct Communications
28. Eaton
29. Echo Investment
30. Emitel
31. Estee Lauder
32. EY
33. Facebook
34. FedEx



35. General Electric
36. Gemini
37. Goodyear
38. Google
39. Greenberg Traurig
40. HSBC
41. IBM
42. InterContinental Warsaw
43. Integer
44. International Paper
45. Johnson & Johnson
46. KPMG
47. Lidya
48. Lockheed Martin
49. Lufthansa
50. LYNKA
51. Marriott Warsaw Hotel
52. McCormick Polska
53. McDonald's
54. Ronald McDonald Foundation
55. Microsoft
56. Mondelēz
57. Motorola Solutions
58. MSD
59. Multi Poland
60. NCR
61. Novartis Group
62. Orange Polska
63. Pegasystems
64. PepsiCo
65. Pfizer
66. Philip Morris Polska
67. Philips
68. PKP Energetyka
69. Procter & Gamble
70. ProService Finteco
71. PwC Polska
72. Polskie Zakłady Lotnicze Mielec
73. Roche
74. Rockwell Automation
75. Rodowita z Rostocza
76. Santander
77. Sanofi
78. Siemens
79. Squire Patton Boggs
80. Steelcase
81. TMF Poland
82. Uber
83. Unum



- 84. UPC Poland
- 85. Vertex
- 86. Wardyński & Partners
- 87. XEOS
- 88. Żabka

ADMINISTRATION

AMCHAM OFFICE

AmCham office is located in Warsaw at the Spektrum Tower, Twarda 18 on the 16th floor.

WARSAW OFFICE STAFF

Dorota Dąbrowska - Winterscheid	Managing Director
Marzena Drela	Deputy Director
Marta Pawlak	Head of Legal & Public Policy
Barbara Pocialik	Membership & Committee Manager
Anita Kowalska	Events & Media Manager
Eliza Przeździecka	Head of Economic Research
Justyna Sekuła	Office Manager
Karol Witaszek	Legal & Public Policy Assistant
David Dolhomut	Project Manager (joined in 2020)
Katarzyna Kotiuk	Accountant (joined in 2020)
Tomasz Ćwiok	Editor-in-Chief, American Investor

A special thanks to AmCham staff who finished their work this year:

Robert Kruszyna	Event & Admin Coordinator
Ewa Mróz	American Investor Desk
Marco Chiaradia	Intern

MEMBERSHIP

In the year 2020, AmCham gained 19 corporate and 4 individual members and lost 30 corporate and 16 individual members, with a final total of 344 members.

We expect 2021 membership rates to reflect the economic effects of the Covid-19 crisis, but encourage companies to stay engaged and together in tough times. AmCham is a forum for moral and practical support.



FINANCIALS

Forecast 2020 year-end income: 3,635,000 PLN. Forecast year-end expense: 3,375,000 PLN.

LOOKING FORWARD

The year 2020 was indeed a year of uncertainty and change, as predicted. It looks like the year 2021 will be more of the same. A bit of slow-down has been an interesting experience for many, but mostly difficult and painful for business. Still, such times give us a chance to reflect, regroup, and come back better and ready for new challenges. That is what I hope will be the case for all of our members. Use this time as wisely as possible.

On the AmCham front, we look forward to on-boarding a new director and verifying our value-proposition. Dorota's 18-year reign has been thrilling and successful, but the time is right for a fresh review of what we do and how we do it – especially in such new circumstances as the Covid-19 pandemic poses. While welcoming change, the AmCham Poland Board of Directors is determined to maintain the culture and style that makes our AmCham so effective and successful. We look forward to building on the formulas that work and developing those areas that need fresh attention, like our Economic Research Unit or American Investor Desk.

While events and networking are limited, we maintain our Advocacy arm and our Committee schedule of meetings and information-sharing, now so crucial for businesses. We draw your attention to our AmCham.PL Quarterly magazine and all the great information and news it holds. The AmCham Team is primed to respond to the needs of our members to help us all get through another difficult year.