



HR NL UPDATE MARCH 2021

Onboarding, internal mobility and offboarding

Dümmen Orange grows, flourishes and is fully in motion! In March 2021 the following personnel changes will take place. In addition, there were still some changes in February.

Onboarding - Welcome new colleagues!

Date	Name	Position	Location	Manager
01/02	Dineke Dijkers	Interim Tax Specialist	Coldenhovelaan 6, De Lier	Vincent Luiten
08/02	Sandra Poot	CS Representative	Coldenhovelaan 6, De Lier	Kevin Laros
11/02	Martin Albeda	Interim Sr. Credit Controller	Coldenhovelaan 6, De Lier	Marianne Pastoor
22/02	Puck de Koning	Adm. Assistant Tropicals	Hofzichtlaan 5, De Lier	Kevin Laros
01/03	Hans Olij	Sales Manager & Crop Specialist Perennials	Coldenhovelaan 6, De Lier	Tristian Bentvelsen
01/03	Robert Apeldoorn	Account Manager	Vlotlaan 145, Monster	Edwin v/d Nieuwendijk
01/03	Joris Memelink	Op. Excellence Analyst	Coldenhovelaan 6, De Lier	Thijs Vermaat
01/03	Merlijn Schram	Intern (6 months)	Oude Campsweg BTC, De Lier	Ana Carolina Campos
15/03	Laura Winzen	Associate Breeder Rose	Achterweg 73, De Kwakel	Fabian Topper

Internal mobility - Good luck in your new role!

Date	Name	New position	Location	Manager
01/02	Priscilla van Rijn	HR Manager Europe	Coldenhovelaan 6, De Lier	Ellen Lakeman
01/02	Wim Braam	Area Manager Tropicals LATAM & Anthurium EMEA	Hofzichtlaan 5, De Lier	Wander Tuinier & Bas Pellenaars
01/02	Mehdi Massoumi	Technology Lead Plant Life Cycle	Oude Campsweg BTC, De Lier	Tosca Ferber
01/03	Louisa Gouw	Research Assistant Trait Discovery	Oude Campsweg BTC, De Lier	Paulina Vielma Delano

Offboarding - Thank you for your contribution within the organization and good luck!

Date	Name	Position	Location	Manager
14/02	Roy Verlaan	Operator	Vlotlaan 145, Monster	Tinus van Dijk
28/02	Renan Venancio	Team Lead Phytopathology	Oude Campsweg BTC, De Lier	Tosca Ferber
28/02	Hanneke van Etten	CS Representative	Coldenhovelaan 6, De Lier	Kevin Laros
28/02	Mesut Cakir	Coordinator Expedition	Coldenhovelaan 6, De Lier	Romke Brouwer
15/03	Mark van Leeuwen	Lab. Technical Cell Biology	Oude Campsweg BTC, De Lier	Mehdi Massoumi
31/03	Ruud van Klink	Logistic Employee	Coldenhovelaan 6, De Lier	Romke Brouwer
31/03	Sylvia v/d Sar	Canteen Employee	Coldenhovelaan 6, De Lier	Claudette Valigora



Date	Name	Position	Location	Manager
31/03	Simone van Oene	Marketing Specialist	Oude Campsweg 35C, De Lier	Martina Gerhards
31/03	Eleni Drosou	Associate Breeder Rose	Achterweg 73, De Kwakel	Fabian Topper
31/03	Gert van Breugel	Teeltmedewerker	Prof. v. Slogterenweg 2, Lisse	Arno Verkleij
31/03	Arjen van Velden	Customer Service Manager	Vlotlaan 145, Monster	Edwin v/d Nieuwendijk
31/03	Rein Roodenrijs	Administrative Assistant CS	Coldenhovelaan 6, De Lier	Kevin Laros

New vacancies

There are new vacancies available. We are looking for a:

- [Customer Service Representative Quick Plug](#) in Monster.
- [Account Manager Quick Plug](#) in Monster.
- [Senior Credit Controller](#) in De Lier.
- [Product Owner Digital](#) in De Lier.
- [Business Support Analyst IT](#) in De Lier.
- [Cultivation Manager](#) in Kenya.
- [Production Farm Manager](#) in Kenya.

See an up-to-date overview of all vacancies worldwide on our [website](#).

Referral bonus! Do you know a suitable candidate? Share the vacancy and earn € 350,- gross if the candidate is hired (see the referral policy [here](#)).

Share! The vacancies are posted on [LinkedIn](#) and [Twitter](#). Help us by sharing them with your network!

Thank you!

Did you know that **19%** of our vacancies are filled by referral/recommendation of colleagues?! We are very grateful for that! You are our best ambassadors!

Other

No pension reduction necessary in 2021

Employees CLA Greenhouse Horticulture and CLA Open Teelten

At the end of 2020 BPL Pensioen was await whether they had to reduce their pensions in 2021. Fortunately, this is not necessary. However, 2 other measures are needed: the premium will go up and the accrual will decrease.

The funding ratio indicates how things are going financially with BPL Pension. The funding ratio of December 2020 had to be at least 90% to avoid a pension reduction. Preliminary calculations show a coverage ratio of 92.4% on December 31st. As a result, the pensions do not have to be reduced in 2021.

Yet the financial situation is not yet good enough. BPL wants to become financially healthy again. That's why they take 2 other measures:



- the pension premium for the basic scheme will increase from 25% in 2020 to 26.40% in 2021 (already communicated);
- employees will accrue less pension from 1.875% in 2020 to 1.70% in 2021.

Outsourcing of Chrysanthemums Rooting Coldenhovelaan

Chrysanthemums rooting on the Coldenhovelaan in De Lier will close its doors soon.

On Monday October 19th, 2020, it was announced that the rooting of our chrysanthemum cuttings would be outsourced to industry peers Deliflor and Royal Van Zanten. As a result, the work for rooting chrysanthemum cuttings by our employees in De Lier has been canceled. Fortunately, we have been able to redeploy many employees internally to other positions. Nearly all activities have now been outsourced.

We can look back on good years full of qualitatively produced cuttings, in which we focused on the correct supply and satisfying and keeping our customers. We also look back on years in which staff shared joys and sorrows with each other. Many of us have experienced changes over the years. Sometimes this required considerable adjustment, but the people were always driven.

The biggest change will now take place; Chrysanthemum cuttings will no longer be cut, rooted and sent from the Coldenhovelaan 6.

I would like to thank everyone who has devoted themselves to the rooting and location of Chrysanthemum cuttings for their dedication, love and passion! I wish all staff the best of luck in shutting down what was. In addition, I would like to wish all colleagues of rooting a lot of success in their further career!

Romke Brouwer

Former Location Manager Coldenhovelaan