

C.V. Frank Jonk

PERSONAL DATA

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Birthday	March 8, 1974
Nationality	Dutch
Civil status	Married, 3 children, Permanent Dutch resident
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SUMMARY

- Broad experience in M&A, post merger integrations, disposal of corporate assets and restructuring of companies.
- Strong background in finance disciplines such as business control, accounting & reporting, auditing, internal control/risk management, treasury management and financial planning.
- Corporate strategy, financial reporting, management accounting & control, management information systems, business intelligence, projectmanagement, business development, leveraging performance and profitability and investment appraisals.
- Corporate Finance: re-financing, de-listing, mergers & acquisitions, divestments

OVERVIEW

Senior finance professional with more than 20 years experience in finance departments and global management in diverse industries, public and private companies.

A strong international and cross-cultural professional background in Asia, US and Europe (Western & Eastern Europe and Nordics).

Holds university degrees (Msc) in accounting and controlling and post graduate university degree (RC: Registercontroller (EMFC: Executive Master Finance & Control)).

PROFESSIONAL EXPERIENCE*

2016-to date	<u>Atlas Professionals, Hoofddorp</u> CFO*
2012-2016	<u>Grontmij/Sweco, De Bilt</u> Group Controller Grontmij N.V.
2008-2012	<u>Randstad, Amsterdam</u> Group Controller Randstad Holding
2005-2008	<u>Vedior, Amsterdam</u> Zone Controller Eastern Europe Business Controller Vedior Holding
2004-2005	<u>Stork, Amsterdam</u> BU Controller Stork Materials Technology Benelux/US
2001-2003	<u>KBK, Volendam</u>

Concern Controller

1999-2000 PKF Wallast, Amsterdam
Accountant

1993-1999 TVG, Volendam
Accountant

EDUCATION

2018 Erasmus University (ESAA), Rotterdam
The New CFO

2008-2010 VU University, Amsterdam
EMFC/Registercontroller (RC) Postdoc

2006-2008 NIVRA Nyenrode University, Breukelen.
MSc/Doctoraal Controlling

2004 Hogeschool Economische Studies/HES, Amsterdam.
Post HBO Controlling

1993-2003 Other
AA – CPA Accountancy (NOVAA)
SPD Staatspraktijkdiploma (Hogeschool Markus Verbeek)
NIMA.A Marketing (Hogeschool Markus Verbeek)
Assurantiebemiddeling B (SEA)
Belastingconsulent (College Belastingadviseurs)
Praktijkdiploma Loonadministratie (PDL)
Moderne Bedrijfsadministratie (MBA)

Training programs

Intercultural management training (ITIM)
Intercultural training Japan/Asia (ITIM)
Presentation Academy (Stand & Deliver Group)
Inzicht & Invloed (Zuidema)
Alex van Groningen (Finance – Management PE)
IFRS courses
Lean /Six sigma

LANGUAGES

English (good), French (basic), German (basic), Dutch (native language).

ICT

Microsoft Office (Word, Exel, Powerpoint), Hyperion, Tagetik and several finance software systems.

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Atlas Professionals / CFO (March 2016 -)

Atlas Professionals is an international leading recruitment company and plays a major role in the secondment of professionals in the offshore (oil & gas) industry worldwide. Atlas focus on niche markets

in energy, marine and renewables globally with 21 offices in 16 countries, with total revenues of 215 million EUR and 300 own staff employees.

Responsible for the global financial management within Atlas (Accounting & Control, Treasury, Tax and Shared Service Center), involved in M&A and group strategy (HAL & EC);

Lead, coach, train and develop finance teams, working in a highly complex and international environment, globally in various locations (Finance function: 75 FTE, of which 25 FTE in SSC);

Reporting to main shareholder (HAL Holding /HAL Investments) and Atlas Supervisory Board;

Establish and manage strong working relationships with external parties including customers and advisors (banks, external auditor, payroll providers) ;

Liaise with other functional/departmental managers globally to understand all necessary aspects and needs of operational development, and to ensure they are fully informed of operational objectives, purposes and achievements;

Help co-drive the business to meet its operational and financial targets by pro-active analyses & reporting and to identify and help implement solutions;

As a business partner fully contribute to the strategy across all areas of the operations as well as to the overall Atlas group strategy;

Drive focus and excellent performance in the company's Key Performance Indicators such as cash generation, working capital, organic growth, productivity, EBITDA and optimize the underlying processes;

Ensuring financial systems are robust, compliant and support current activities and future growth;

Most relevant group & strategic projects:

Finance transformation

Process - and system integration UK offices/activities

Share Service Center development, process optimization and automation

Acquisition and integration of Programmed Marine International business

Acquisition of Joint venture in Programmed Australia/New Zealand

Acquisition of BRL in UK/Aberdeen

Re-financing ING

Transition of global treasury; credit facility/cash & bank management

Tender process external auditor

Strategic review Atlas

Strategic review JV AUS/NZ

New ERP (new finance system & redesign CRM/Salesforce) > ongoing in 2019

Grontmij-Sweco / Group controller Grontmij NV (Sept 2012 – Feb 2016)

Managing Group control and reporting (6 FTE) and responsible for management and financial reporting to internal (EB, Exco, SB) and external stakeholders, Business control, Enterprise Risk Management (ERM),

M&A, ERP - IT project implementation. Close cooperation and contact with Country CFO's, Group Tax, Treasury, IT, Legal and Strategy.

High involvement for Grontmij France (give guidance/support to Finance teams in Paris and Aix en Provence, Group reporting, IFRS, external auditor, M&A/divestments, restructuring)

Most relevant group & strategic projects:

Divestments Grontmij France and Grontmij Hungary

Re-financing Grontmij Group (sub10 and cum prefs)

Strategic review and portfolio analysis Grontmij Group

Internal cost benchmark (indirect costs/overhead)

One IT ; savings program and new reporting and governance model

New ERP implementation (Maconomy /Deltek)

SWECO - Grontmij transaction (valuations, dataroom, due diligence, interviews, prospectus)

SWECO - Grontmij integration (Manager workstream Finance)

Other roles:

Board member Grontmij China

Member Group ERM committee

Member PVT Grontmij Holding

Member Grontmij 100Y committee

Randstad / Group controller Randstad Holding NV (July 2008 – Aug 2012)

The Randstad Group is the second largest HR services provider in the world. Services range from regular temporary staffing and permanent placement to in house, professionals, search & selection, and HR Solutions. With over 30,000 employees working in 40 countries around the world, the mission is to be a leader in shaping the world of work.

As group controller - working in group control, strategy and M&A - I reported into the Group CFO of Randstad Holding, headquartered in the Netherlands (Diemen-Amsterdam South-East).

I cooperated closely with and advised senior management (CEO's and CFO's) of > 10 operating companies in Asia, Eastern Europe and Scandinavia) and advised/reported to Executive board members of Randstad Holding. During a period of 1.5 years I had interim CFO positions in Czech Republic/Slovakia (4 months) and in Japan (1 year).

Skills

Relevant working experience in a large international listed company with an operational mindset and ambition

Interpersonal skills and organizational awareness

Ability to connect, confront, challenge and inspire the people you work with especially management of operating companies

Awareness on how to make business impact in a multicultural environment

Strong communication skills and multi-lingual (English, German)

Role

The group control, strategy and M&A department is responsible for corporate navigation (corporate intelligence, strategic planning, budgets, reporting, review meetings, benchmarking, target setting and M&A), and sets the professional standards for the finance function. The team advises and supports the Executive Board (EB) members and management of operating companies in strategic decision making in order to contribute to enhancement and sustainability of (financial) performance of the current and future Randstad organization.

Forming part of this global team, my controller key headline responsibilities for my portfolio of operating companies included:

Identify trends and developments in the market, gather relevant information about the performance of Randstad and her competitors to provide insight and guidance for strategy development & execution

Lead a high quality planning & control cycle (data and analysis) and provide insight to management, internal and external stakeholders on financial performance

Participate and lead periodic review of performance and financial indicators, support management and/or EB members in interpretation of bottlenecks and opportunities and definition of appropriate actions

Be a sparring partner for the Opco CFO, Finance and Management Team and the responsible EB member

Corporate finance (M&A, integrations, restructuring in Japan (Fuji staff) and Eastern Europe

Working capital management

Vedior / Zone Controller Eastern Europe (May 2006- June 2008)

Zone Controller Vedior Eastern Europe; responsible for the controlling and finance of 11 countries and member of the VEE management team. Managed 7 finance managers (direct reports) in 11 countries (Eastern Europe) and reporting to the responsible Executive board member of Vedior Holding NV.

Vedior was acquired by Randstad in May 2008.

Corporate reporting

Monthly reporting and business analysis

Consolidation and reporting to opco MD's

Participate in monthly business reviews (conference calls/meetings)

Management accounting & control

Vedior Eastern Europe (VEE): Internal auditing

Financial and business audits

Risk management workshops

Vedior Eastern Europe; controlling and strategy

Budgeting and forecasting

Strategic planning

M&A (participation in acquisition teams)

Participation in Corporate Financial projects (representing VEE)

Policies (internal controls, corporate governance etc.)

Improvement/structuring finance functions operating companies

Participation and preparing Finance team meetings

Investment appraisals

Treasury management

Tax/Legal/HRM

IT projects, software implementation

Other activities

Business controlling/review reporting of operating companies Vedior Japan

Consolidation and forecast Vedior Central European zone

Other projects (finance/controlling) Vedior Central European zone

Vedior / Business Controller Vedior Holding (Sept 2005 – May 2007)

Finance/controlling projects : Sep 2005- May 2006

Reconciliation Vedior reported accounts: Dutch GAAP/IFRS to US GAAP

Assistant Corporate Controller (Annual report 2006)

Review/analysis monthly reporting and budget reporting Vedior operating companies

Financial Control & analysis: reporting department Vedior Holding (Hyperion Enterprise)

Business controlling & analysis : May 2006- May 2007

Business controlling Central European Zone and Japan (reviews, budgeting)

Business analysis Vedior Holding/opco's Corporate reporting (quarterly results, press releases, presentations, several projects CFO/Corporate Controller)

Business valuation (impairment testing) Vedior legal entities/opco's