

CURRICULUM VITAE

ANGELIKA HAACK

PERSONAL DETAILS

Date of birth 1st November, 1965 in Hamburg

Civil status married

PROFESSIONAL EXPERIENCE

Jan 2010 - today

Start-up Interim Management:

First project: Investment justification – Logistics study – recommendation for process changes towards cost reductions of approx. 1 Mio Euro per year (12% of total spent) Time: March – July 2010 Reference: ABMauri UK Ltd.

Ongoing project: Supply Chain Software Upgrade in May 2010. Currently updating web instructions.

Nov 2005 – Dec 2009

Chief Financial Officer, Human Resource Manager

International Food Branch, ISO 9001 certified, two different locations in Hamburg and Nuremberg for two different divisional reportings of one legal entity. Furthermore responsible for the holding company with four operational businesses.

Strategic HR Management: Employees training and development, succession planning, recruitment.

Tactical HR Management: Cooperating with works council, to break historical comfortable zones, implementing new shift models in all operational departments. Representing the entrepreneur in case of labour court cases for any redundancy processes.

Operational HR Management: Administration of payroll, employees relation and support for departmental heads.

As CFO manage three different set of books (IFRS, HGB and Tax Book), responsible monthly and annual reports, for budgets and forecast processes for all controlling key performance indicator and all financial data. Ensure compliance towards ABF framework and any local GAAP rules.

Setup production-standardcosting per product as pre-process mapping for the next step to implement AX Dynamics

Production ERP modules in August 2009.

Tax audit of first critical five years including acquisition phase of the company. Contact for internal and external auditing, as well as tax and bank authorities

Responsibility for the site during absence of the general manager, who visits the site twice a month. Coordination of risk management, follow up on management team actions for process improvements.

General Manager of ABF Deutschland Holdings GmbH, BEG Backhefe Export GmbH and Primark Deutschland GmbH.

June 2004 – Oct 2005

Managing Director,

Site HR Manager and Manager Invoicing Europe

Toppan Photomasks GmbH, Hamburg (former DuPont Photomasks GmbH, Hamburg)

Responsible for the customer service center with remaining 50 employees in Hamburg. Strategic, tactical and operational HR Management. Main contact for works council and unions.

As Front End of Global corporation Toppan Photomasks Inc (USA). to be in charge for customer service, shop floor tracking and invoicing. Directly reporting to the Front End Director Europe and to the Finance Director Europe.

April 1996 – May 2004

Business Manager,

DuPont Photomasks GmbH, Hamburg

Manage entire finance and accounting processes – leading a small team of 4 employees. Responsible for monthly, quarterly and annual reporting in accordance to USGAAP and Local GAAP HGB, as well as providing corporate with cash and exposure forecasts. Preparing monthly, quarterly and annual VAT returns and Intrastat reports. Providing budgets and following up on improvement actions. Main contact for auditors, tax advisors and tax authorities. Preparing Sarbanes Oxley documentation in accordance to SEC requirements.

June 2000 – Mar 2004

Human Resources Manager

Management of human resources (administration, training & development). Total site responsibility for 120 employees, directly reporting to the vice president HR in Round Rock, Texas. Main contact for works council and unions.

April 1994 – Mar 1996

Site Finance Manager

DuPont Photomasks GmbH & Co. KG

Reporting to Swiss finance headquarter DuPont de Nemours,
Geneva.

April 1992 – Mar 1994 **Supervisor Accounting**

Louis Dreyfus & Cie. Mineralöl GmbH, Hamburg

April 1990 – Mar 1992 **Financial Accountant**

Hanseatische Hochbaubetreuungsgesellschaft mbH, Hamburg

Mar 1989 – Mar 1990 **Administrative and Financial Assistant**

Delmes + Co. GmbH & Co. KG, Buchholz

FURTHER EDUCATION

Mar 2004 – May 2004 IFRS and USGAAP updates

May 2002 Personality development

Sep 2000 – Dec 2000 Labor Law, Works Council Constitution Act

Feb 2000 – Nov 2000 Change Management

Nov 2000 Personality development

Aug 1993 – April 1996 Certified Public Accountant for local GAAP – German
Bilanzbuchhalterin IHK

PROFESSIONAL TRAINING

Aug 1986 - Feb 1989 Export- and Import Merchant

Delmes + Co. GmbH & Co. KG, Hamburg

EDUCATION

Aug 1972 – July 1976 Elementary school Rothenhäuserdamm, Hamburg

Aug 1976 - June 1986 Grammar school Sinstorf, Hamburg

Final high school examination – A-levels

ADDITIONAL SKILLS

Language Fluent written and verbal skills in English; native German
speaker, basic knowledge in French

Computer Skills MS Dynamics AX all financial and manufacturing applications
and Corporate Planner, Oracle Financials Application, Oracle
Manufacturing customized to Emask. Basic Training in SAP R3
FI/CO, proficient in Microsoft Office, Lotus Notes, MS Outlook

Driving licenses 1 and 3

RECREATIONAL ACTIVITIES

Sports Tennis

Honorary activity 10 years lay judge at industrial court, Hamburg

Hamburg, 9th March 2019

PROJECT MANAGMENT

Jan 2009 – Dec 2009 Ohly GmbH

Preparation for VAT Tax audit – special focus on documentation needs for intra EEC shipments – to avoid tax risks responsible for review and internal audit of last 5 years transactions.

May 2009 – Dec 2009 Ohly GmbH

Restructuring process to merge two production areas into one with the purpose to eliminate one reporting line: Negotiation of settlement of interest and social plan , internal recruitment process to fill new defined roles, preparation for potential reduction in force due to transfer of products to China.

Dec 2008 – Dec 2009 Ohly GmbH

Support new production site in China. Responsible for 6 Expatriates to China, executed intercultural trainings

Sep 2008 – Mai 2009 Primark Deutschland GmbH

Set-up new entity, first department store in Bremen, ensure compliance on local GAAP, taxation, proper treatment as part of organship. Set-up daily central administration in Hamburg reporting to Ireland.

May 2008 - today Ohly GmbH, Hamburg

Part of Discovery Project Team – Implementing ERP manufacturing process special involvement in concept and

	design of financial and procurement specifications. Set up permanent inventory processes, standard costing, values of work in process and overhead coverage.
Dec 2006 – May 2007	<p>Deutsche Hefewerke GmbH, Hamburg</p> <p>Leader Discovery Project – Upgrade Purchase to Pay Processes in Axapta 3.0 e.g. adding restriction matrix to ensure segregation of duties. Electronical approvals, goods received not invoiced capability</p>
Feb 2004 – Feb 2005	<p>Toppan Photomasks GmbH, Hamburg</p> <p>Implementation of VAT algorithm in Oracle Financial Accounts Receivable in accordance to European VAT Law which allows automatic selection of correct VAT code considering various incoterms and bill and ship to addresses.</p>
Dez 2002 - Juni 2004	<p>DuPont Photomasks GmbH, Hamburg</p> <p>Partial Consolidation:</p> <p>Lay off 75 employees of the production area and transfer business to France and Dresden. Negotiation with the works council – 7 members – about settlement of interest and social plan. Organizing outplacement for terminated force. Transfer and migrate high performer to the new Dresden plant.</p> <p>Ramp of customer service centre with 50 remaining employees in Hamburg. Setup new procedures to achieve higher profitability</p>
Dez 2000 - Feb 2003	<p>DuPont Photomasks Germany GmbH, Dresden</p> <p>Building new entities in Dresden – a joint venture and a wholly owned site on one campus.</p> <p>Issue joint venture contracts, start and register the new legal entity, ensure proper financing and provide relevant information to achieve the R&D fundings. In particular to build a finance and HR team and recruit the site finance and site HR manager for Dresden.</p>
Feb 2000 - Nov 2000	<p>DuPont Photomasks GmbH, Hamburg</p> <p>Implementation of a new continuous rolling shift model to achieve 15% gross salary cost reduction</p>
Jan 1999 - Juni 1999	<p>DuPont Photomasks France SA</p> <p>Retroactively claim VAT amounts for the French affiliate registered in Germany – Net profit € 400 K – and achieved compliance in accordance to French and German VAT rules.</p>

- Dealt with an established French customer
- Jan 1998 - Juni 1998 DuPont Photomasks GmbH, Hamburg
- Responsible for local implementation of Oracle Financials Application Software – all Applications GL, AR, AP, Cash, FA, and OFA (Oracle Financial Analyser) as a major milestone of the global implementation. Went through specification tasks, various CRP phases, went live in time.
- Jan 1996 - Dez 1997 DuPont Photomasks GmbH, Hamburg
- Leader of the European purchasing group. Set up purchasing processes compliant within QS9000 TS Supplemental standards. Finally recruited the European purchasing manager in France.
- Okt 1995 - Juni 1996 DuPont Photomasks GmbH & Co. KG, Hamburg
- Altered Initial Public Offering process of corporate. Revised prior annual reports of the Hamburg affiliate and match those to changed fiscal years and changed evaluation methods. The result was to be registered at New York stock exchange NASDAQ in time.
- Feb 1993 - März 1993 Louis Dreyfus & Cie. Mineralöl GmbH, Hamburg
- Audited refinery in Wilhelmshaven as part of international operating audit team