

Letter of Reference for Dr Werner Boysen

Company: Alphacan Omniplast GmbH, Am Bahnhof, Ehringshausen

Referent: Jacques C.A. Pijnenburg, Vice President Operations Ivy Group (Omniplast Piping Systems)

Period: April 2014- actual

Veghel, November 17th 2016

Introduction:

Alphacan Omniplast in Ehringshausen is an established producer of plastic pipes and fittings for construction markets as well as plastic industrial products. Products are distributed in local and export markets. Alphacan Omniplast has a long term history in the pipe industry. The ownership of the parent company has changed 3 times in the past four years leading to significant organisational and market issues.

Tasks:

Dr Boysen was hired as an interim manager to restructure the organisation in Ehringshausen. The company was loss making for many years in a row. Structural changes in the organization where for obvious reasons not possible until mid-2013.

Target of the restructuring was to come back to profitability by a turnaround approach.

In 2014 there was a poor focus on core activities, an oversized organization, product oriented with no customer focus.

Dr Boysen, appointed as Managing Director in April 2014, wrote a plan in order to improve and recover these shortcomings.

An action plan was defined containing the following aspects:

- Change from product driven organization into market focused organization
- Reduction of costs by: restructuring of the Organization
- Improvement of Management; definition of tasks and responsibilities
- Improvement of reliability of data in order to motivate decisions

Achievements:

Despite a tough time with changed ownerships in foreign countries, including different and changed priorities, Dr Boysen managed to restructure the organization into a more market driven operation. By reduction of the headcount to almost half of the original, the operational costs were reduced significantly while capacity and market focus have improved. Negotiations with the Working Council and Unions were handled professionally and always concentrated on a mutual solution. The last phase of the restructuring is actually in progress.

In order to create sustainability we are looking for a new General Manager continuing on the basis that actually was implemented. Results have improved significantly but must improve in the future further. Dr Boysen is committed to transfer his responsibilities in a smooth way to his successor.

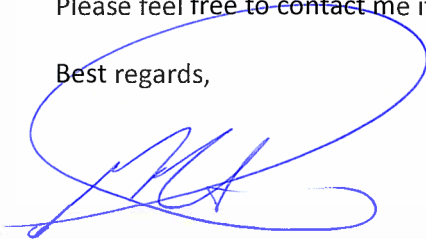
Personal opinion on Dr Werner Boysen:

It is fun to work with Dr Boysen. I would summarize the following characteristics:

- Friendly
- People Manager
- Positive attitude towards problems
- Winner's mentality
- Professional
- Straight/Honest
- Multi skilled (Operations, Finance, Sales, HR.)
- Pleasant to work with

Please feel free to contact me if you have any questions.

Best regards,



Jacques C.A. Pijnenburg

Vice President Operations IVY Group (Omniplast Piping Systems)

Mail: jacques.pijnenburg@alphacan.nl

Tel. 0031652436464