**CURRICULUM VITAE**

T.W. Peeters

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| date | : | April 2016 |
| contact information | : | Info@yc-consultancy.nl  www.yc-consultancy.nl  +316 5732 1016 |

**Personal data**

Name : T.W. Peeters

Gender : Male

Residence : Utrecht; Netherlands

Date of birth : June 9th 1961

Nationality : Dutch

Function : Senior SAP HCM Consultant

Languages : Dutch, English, German

From 1985, Theo has been involved with ICT projects, in the beginning as a data (base) administrator. Thereafter, from 1991 as a SAP consultant, the first years as an abap consultant for all modules. From 1994 Theo joined Logica as a functional HR consultant with specialisation in salary administration and time management. Theo has been involved in developing the Dutch payroll module in SAP. Besides this Theo has developed as coach, project leader and Business Consultant for labour conditions. From 2009 Theo joined Magma IT solutions as a senior SAP HCM consultant. In 2011 Theo started his own company YourChoice Consultancy.

Due to his analytical background, Theo is able to distinguish main issues from side issues. He is able to present results in a clear way and his communication is open, which enhances the communication with the client.

**Employers:**

Volmac / CAP Gemini June 1985 - July 1994

CMG / LogicaCMG / Logica August 1994 - August 2009

Magma IT Solutions B.V. September 2009 - September 2011

YourChoice Consultancy October 2011 - Date

**Education**

| Name | Institution | Year |
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| **Certifications** |  |  |
| Logistics  Personeel en organisatie (HBO) | Eurodidakt  LOI | 1993  2007 |
| SAP HCM Certificate 6.0 ehp 4 | SAP | 2010 |
| Prince2 Foundation |  | 2015 |
| **Training** |  |  |
| AMBI basis  PDB | Exin  Ned associatie voor praktijkexamens | 1987-1990  1988 |
| PDL  Pensioen Praktijk 1 | Ned associatie voor praktijkexamens  NIBE SVV | 1995  2003 |
| VPS | Ned associatie voor praktijkexamens | 2009 |
| Webdesign | NHA | 2015 |
| **Education** |  |  |
| Gymnasium B | Gymnasium Rolduc | 1973 - 1979 |
| HTS Engineering  IT education PR, SA, TO, FO and DBA | HTS Heerlen  Volmac, CAP | 1980 - 1984  1985 - 1993 |
| SAP BC and HR training | SAP, Logica | 1994 - 2009 |
| (Logica)CMG training, consultancy skills, project management | Logica | 1994 - 2009 |
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**Skills & Experience**

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| **Business Skills** | Team and project lead |  |
|  | Coach |  |
|  | Business Consultancy and advice |  |
|  | Analysis and design |  |
|  | Software development |  |
|  | Data(base) administration |  |
|  | Management |  |
|  | SAP HCM customizing |  |

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| **Branches** | Banks and insurance |  |
|  | Chemical industry |  |
|  | Consumer products |  |
|  | Hospital and mental care |  |
|  | Retail |  |
|  | Business Services |  |
|  | Government |  |
|  | Industry |  |
|  | IT |  |
|  | Transport & Logistics |  |
|  | Employment agencies  Education |  |
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| **Programming languages** | ABAP |  |
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| **Functional areas** | SAP HCM |  |
|  | Data(base) administration |  |
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**Career Summary**

**YourChoice Consultancy**

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| Assignment / project | : | New transaction for replacement fund registration for education and interfacing to the government. |
| Customer | : | Yulius |
| Period | : | August 2015 – November 2015 |
| Task | : | Design and develop the transaction and the interface. |
| Assignment / project | : | Changes time evaluation and payroll; governance SAP HCM; MSS implementation |
| Customer | : | Deloitte |
| Period | : | March 2015 – May 2016 |
| Task | : | Changes to timeregistration and evaluation and payroll due to legal changes in leave regulations. Governance of SAP HCM system. Implementation of MSS, reservation leave balances, calculations and interfacing for new pension administrator. |
| Assignment / project | : | Advice for new company in SAP HCM |
| Customer | : | Deichmann |
| Period | : | January – February 2015 |
| Task | : | Advice and support for the implementation of SAP HCM for a new company in the Netherlands. Next to personnel administration also timeregistration and payroll. |
| Assignment / project | : | Time evaluation changes due to change in regulations. |
| Customer | : | VDL Nedcar |
| Period | : | October - November 2014 |
| Task | : | Changing the time evaluation due to changes in the company regulations according to flexible working among other things. |
| Assignment / project | : | Preparation European Tender |
| Customer | : | Schiphol Airport |
| Period | : | July 2014 |
| Task | : | Examine current HR functionality in order to get the correct questions for the RFP for the European tender for the outsourcing of the HR system. |
| Assignment / project | : | Governance SAP HCM systems |
| Customer | : | Deloitte |
| Period | : | February 2014 – June 2014 |
| Task | : | Governance of HCM systems, ESS/MSS, CATS and Travel & Expense. Responsible for issue solving and small projects. |
| Assignment / project | : | HRBPO project |
| Customer | : | Eneco / Stedin / Joulz |
| Period | : | November 2013 – January 2014 |
| Task | : | Project HRBPO is the project for the outsourcing of the SAP HR system to EuHReka from NgA. Customizing done in Timemanagement and payroll to make the Eneco systems ready for the migration to EuHReka. |
| Assignment / project | : | Project PERA |
| Customer | : | Deloitte |
| Period | : | March 2013 – October 2013 |
| Task | : | Project PERA is the SAP implementation for Deloitte Turkey. In this project several SAP modules are implemented. The activities of Theo included HR, CATS and ESS/MSS. Payroll and Timemanagemt were his main responsabilities. |
| Assignment / project | : | “Vervangingsfonds kengetallen” interface |
| Customer | : | Yulius GGZ |
| Period | : | February 2013 |
| Task | : | Realisation “vervangingsfonds kengetallen” interface (Abap) concerning employee and sickness data. |
| Assignment / project | : | SAP HCM and payroll governance |
| Customer | : | Enrichment Technology |
| Period | : | November 2012 – Date |
| Task | : | Responsible for the governance of the SAP HCM and payroll environment in a European SAP system. Also governance of the CATS system for both the Netherlands and UK. |
| Assignment / project | : | TOP Plateau 2 |
| Customer | : | AMC |
| Period | : | November 2011 – January 2013 |
| Task | : | Ensure optimal alignment between business and implementation partner for the introduction of SAP HCM at AMC. (Business Consultancy) |
| Assignment / project | : | Replacement Fund application |
| Customer | : | Phobos (Yulius GGZ) |
| Period | : | November 2012 |
| Task | : | Design and realisation Replacement Fund application for Education. Legal reporting. |
| Assignment / project | : | OCW – DUO interfacing/reporting |
| Customer | : | Phobos (Yulius GGZ) |
| Period | : | August 2012 |
| Task | : | Design and realisation of the DUO reporting/interfacing for the ministry of OCW. |
| Assignment / project | : | Implementation SAP HCM |
| Customer | : | Phobos (Yulius GGZ) |
| Period | : | January 2012 – February 2012 |
| Task | : | Realisation of time management and payroll functionality with SAP HCM. Interfacing with shift planning module and pension fund. |
| Assignment / project | : | SAP HCM |
| Customer | : | Van Haren |
| Period | : | December 2011 |
| Task | : | Realisation “werkkostenregeling” and new statutory leave arrangements. |
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| Assignment / project | : | Business Case HR |
| Customer | : | NXP |
| Period | : | November 2011 – January 2012 |
| Task | : | Create business case to determine how NXP should go further with their HR data and systems in order to create a future proof solution. |

**Magma IT Solutions B.V.**

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| Assignment / project | : | Amadeus Plateau 2 |
| Customer | : | USG |
| Period | : | March 2011 – August 2011 |
| Task | : | Within the “Verlonen & Factureren” part of the project as lead consultant responsible for the HR part, including time management and payroll. |

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| Assignment / project | : | HR4School and MPE activities |
| Customer | : | OSG, Metrium, CAVS and Helicon |
| Period | : | January 2011 – October 2011 |
| Task | : | Support and advice concerning the use of HR4School and MPE. Determining the information needs and creating functional and technical designs. Furthermore the realisation of the reports in SAP. For BO reports the sparring partner of the BW and BO consultants. |
| Assignment / project | : | BAM HR implementation |
| Customer | : | BAM |
| Period | : | November 2010 – August 2011 |
| Task | : | Customizing SAP HCM and realisation interfaces. |

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| Assignment / project | : | LIDL governance |
| Customer | : | LIDL |
| Period | : | October 2010 – February 2011 |
| Task | : | As lead consultant responsible for the governance of the HR system especially payroll and time management. Realisation of the ‘werkkostenregeling”. |

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| Assignment / project | : | Amadeus Plateau 1 |
| Customer | : | USG |
| Period | : | February 2010 – March 2011 |
| Task | : | As Lead consultant responsible for the implementation of SAP HCM payroll for 20+ companies in the USG group. |

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| Assignment / project | : | On-site maintenance |
| Customer | : | Adidas |
| Period | : | January 2010 – September 2011 |
| Task | : | As lead consultant responsible for all maintenance activities concerning SAP HCM. |

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| Assignment / project | : | HRIS phase IIa |
| Customer | : | Sabic |
| Period | : | January 2010 – February 2010 |
| Task | : | As project manager and lead consultant responsible for delivering blueprints concerning:   * Conversion of the European OM structure to a global OM structure and all depending activities. * Migration of leave functionality to the newest versions of SAP * Adding two additional companies * Adding the functionality for payrolling expats and impats. |

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| Assignment / project | : | HR4School interfacing between SAP HCM and FIS |
| Customer | : | OSG |
| Period | : | December 2009 – February 2010 |
| Task | : | Responsible for functional and technical design, programming and testing of the interface. |

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| Assignment / project | : | Implementation of new pension regulation. |
| Customer | : | Beter Bed |
| Period | : | January 2010 |
| Task | : | Determine the best solution and realise the solution. |

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| Assignment / project | : | HR4School implementation. |
| Customer | : | OSG (Stad en Esch) |
| Period | : | December 2009 – January 2010 |
| Task | : | Support and advice how to use HR4School and project lead for the implementation. |

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| Assignment / project | : | Advice ESS/MSS leave registration. |
| Customer | : | Achmea |
| Period | : | December 2009 |
| Task | : | Determine possible scenarios and advice concerning the feasibility of each scenario including a cost estimate. |

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| Assignment / project | : | Implementation of new pension regulation |
| Customer | : | Deichmann (Van Haren) |
| Period | : | December 2009 |
| Task | : | Determine the best solution and realise the solution |

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| Assignment / project | : | Payroll Blueprint |
| Customer | : | BHP Billiton (Singapore) |
| Period | : | October 2009 – November 2009 |
| Task | : | Validation of the global blueprint and delivering a detailed blueprint for the Dutch part. |

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| Assignment / project | : | Various SAP HCM |
| Customer | : | Mediq, Dockwise, Metro |
| Period | : | September 2009 |
| Task | : | Problem solving and advice concerning the use of SAP HCM |

**CMG / LogicaCMG / Logica**

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| Assignment / project | : | Payroll |
| Customer | : | Ardagh Glass |
| Period | : | April 2009 – August 2009 |
| Task | : | Implementing the Dutch Payroll in SAP HCM. |

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| Assignment / project | : | Crisis-management |
| Customer | : | Aldipress |
| Period | : | May 2008 – August 2008 |
| Task | : | Responsible for the restructuring of the HR and Finance department in regard to the payroll and all payroll related activities. |

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| Assignment / project | : | Payroll |
| Customer | : | Honeywell |
| Period | : | April 2008 – February 2009 |
| Task | : | As lead consultant responsible on the implementation of the Dutch payroll in SAP HCM. The project is part of an international implementation of the SAP HCM module. England, Ireland, Germany, Switzerland and France are also implementing the SAP HCM Payroll. |

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| Assignment / project | : | HR |
| Customer | : | Various |
| Period | : | March 2007 – March 2008 |
| Task | : | Theo was lead speaker at several scoping sessions at different companies. Primary objective of these scoping sessions was to compare the companies HR processes and activities to the possibilities offered by SAP HCM. |

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| Assignment / project | : | Payroll |
| Customer | : | Province Noord-Brabant |
| Period | : | April 2007 – March 2008 |
| Task | : | As lead consultant responsible for the implementation of the payroll. All payroll related data is registered in SAP HCM and the payroll engine is delivered by Centric (LPS). |

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| Assignment / project | : | Competence Management activities |
| Customer | : | LogicaCMG |
| Period | : | June 2006 – August 2009 |
| Task | : | Responsible for a team of 15 SAP HCM consultants for personnel aspects like job controls, appraisals, personnel development and project matching. |

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| Assignment / project | : | Global template payroll solution |
| Customer | : | Philips |
| Period | : | May 2006 – January 2007 |
| Task | : | Responsible for the global template for interfacing from the Philips SAP HCM system (HRIS) and the global ADP payroll solution (GlobalView). In this project the global specifications and conditions for the interface between both systems are defined. The first country specific implementation (Singapore) is running in parallel. |

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| Assignment / project | : | Skill Centre Compensation & Benefits |
| Customer | : | LogicaCMG |
| Period | : | April 2006 – August 2009 |
| Task | : | Responsible for knowledge management and sharing in the area of compensation and benefits. In this area amongst other modules payroll, time management and personnel cost planning are included. |

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| Assignment / project | : | Business Blueprint Payroll |
| Customer | : | Holland Casino |
| Period | : | March 2006 – April 2006 |
| Task | : | Responsible for the business blueprint for the payroll implementation. |

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| Assignment / project | : | Upgrade to release 5.0 and functional maintenance of SAP HCM. |
| Customer | : | Amsterdam Airport Schiphol |
| Period | : | June 2005 – March 2006 |
| Task | : | Functional responsible for the upgrade to release 5.0. At this moment at Schiphol an ESS/MSS project is running. The maintenance department is responsible for the back-end-changes. Furthermore modification of the system in regard to year-end changes.  Applicability investigation of shift planning package SP-Expert in relationship to SAP HCM. By taking into account the planning capabilities and the capabilities for interfacing between the two systems. |

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| Assignment / project | : | Upgrade to release 4.7 and SAP HCM payroll implementation |
| Customer | : | Amsterdam Airport Schiphol |
| Period | : | July 2004 – May 2005 |
| Task | : | As lead consultant responsible for the implementation of Payroll. Customizing of both payroll and time management and coaching of a colleague. Developing several interfaces, such as VB6 for the BP and wage type statements for finance. |

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| Assignment / project | : | Payroll |
| Customer | : | Perfetti van Melle |
| Period | : | June 2004 – January 2005 |
| Task | : | As lead consultant responsible for the implementation of the SAP HCM payroll module. Coaching a junior colleague and customizing both payroll and time management. |

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| Assignment / project | : | Implementation of several SAP HCM modules |
| Customer | : | NedCar |
| Period | : | April 2004 – May 2004 |
| Task | : | As project manager responsible for the implementation of training & event and competence management in SAP HCM |

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| Assignment / project | : | Implementation of new pension regulations |
| Customer | : | Interpolis |
| Period | : | March 2004 – November 2004 |
| Task | : | Analysis of the new pension regulations and define a migration from the old regulations to the new ones. As lead consultant responsible for the realisation of the new regulations in SAP HCM |
| Assignment / project | : | Several HR changes |
| Customer | : | Amsterdam Airport Schiphol |
| Period | : | January 2004 – March 2004 |
| Task | : | After analysis the SAP HCM system on basis of Continuous Business Improvement changing the system. |

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| Assignment / project | : | Payroll integration, governance and pension regulations |
| Customer | : | Adidas |
| Period | : | October 2003 – January 2005 |
| Task | : | Responsible for the governance of the SAP HCM system for the Dutch part in a European System. Optimizing the customizing using the CBI method. Integration of a new company in payroll. |

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| Assignment / project | : | Time& Attendance, Payroll integration and pension regulations |
| Customer | : | Masterfoods |
| Period | : | May 2003 – March 2004 |
| Task | : | As lead consultant responsible for the implementation of the 3 mentioned projects. Analysis of the requirements, customizing SAP HCM and enhancing the SAP functionalities. |

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| Assignment / project | : | Training pension and SAP PF module |
| Period | : | February 2003 – April 2003 |
| Task | : | In this training both the functional (NIBE-SVV) as the technical (SAP PF) aspects are gained. |

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| Assignment / project | : | Monthly payroll |
| Customer | : | NedCar |
| Period | : | October 2002 – January 2003 |
| Environment | : | NedCar changed the payroll frequency from four-weekly to month. |
| Task | : | As project manager responsible for the implementation of the monthly payroll. Coaching of the project members. |

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| Assignment / project | : | HR integration |
| Customer | : | Interpolis |
| Period | : | March 2002 – January 2003 |
| Environment | : | Interpolis joined with a number of other companies (Commit, Relan, and Beon). Those companies had to be integrated in the SAP HCM system of Interpolis. |
| Task | : | Responsible for the customizing in SAP HCM, mainly payroll for the joined companies. Involved in the harmonisation of labour conditions, |

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| Assignment / project | : | SAP for PVM |
| Customer | : | DSM PVM |
| Period | : | September 2000 – June 2002 |
| Task | : | SAP for PVM consists of various SAP modules as PF, HR and FiCo. As lead consultant for project definition, scoping, business blueprint and customizing for SAP HCM. Consistency check of the interface between SAP HCM and PF, both functional and technical. |

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| Assignment / project | : | ASP solution for employment agencies |
| Customer | : | CMG |
| Period | : | June 2001 – March 2002 |
| Environment | : | CMG wanted to create an ASP solution for employment agencies. |
| Task | : | As lead consultant responsible for the functionality of SAP HCM, mainly for payroll. |

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| Assignment / project | : | Project Redesign Back Office |
| Customer | : | Start |
| Period | : | June 2001 – March 2002 |
| Task | : | Advice on salary process and time management. Developing concepts for the realisation of the needed functionality using SAP HCM. |

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| Assignment / project | : | HaRMony |
| Customer | : | NedCar |
| Period | : | April 1999 – January 2002 |
| Task | : | Customizing time management and payroll module. Coaching project members. During governance as lead consultant supervising the governance activities. |

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| Assignment / project | : | Implementing SAP HCM |
| Customer | : | Sodexho |
| Period | : | October 2000 – December 2001 |
| Task | : | Advice in salary payment process and time management. Translating labour conditions to SAP customizing and coaching of project members. |

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| Assignment / project | : | SAPNET |
| Customer | : | Nedlloyd |
| Period | : | March 1998 – September 1999 |
| Task | : | Definitions and blueprints for customizing the salary process for 10 companies with different labour conditions. Coaching of project members. |

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| Assignment / project | : | Implementation SAP HCM (Sapiens) |
| Customer | : | Rabobank |
| Period | : | January 1997 – March 1999 |
| Task | : | Customizing the SAP HCM Payroll module and Team lead of the payroll project team. |

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| Assignment / project | : | Implementation SAP HCM |
| Customer | : | Amsterdam Airport Schiphol |
| Period | : | November 1994 – December 1998 |
| Task | : | Customizing SAP HCM and realisation of an interface between SAP HCM and an external payroll provider (PASO). Responsible for governance activities. |

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| Assignment | : | Realisation Dutch Payroll |
| Customer | : | SAP |
| Period | : | February 1995 – December 1996 |
| Task | : | Developing the Dutch payroll in SAP, second line support for users of this module. |

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| Assignment | : | Abap programming |
| Customer | : | Hoechst |
| Period | : | August 1994 – August 1995 |
| Task | : | Various programming activities |

**Volmac / CAPVolmac / CAP Gemini**

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| Assignment | : | Abap programming |
| Customer | : | DSM and Hoechst |
| Period | : | July 1991 – July 1994 |
| Task | : | Various programming activities |

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| Assignment | : | Data(base)administration |
| Customer | : | ABP |
| Period | : | August 1985 – June 1991 |
| Task | : | Data administration for the development department and database administration for both the development as the technical department. |