

GREENBERG 25<sup>th</sup>

Van der Noordaa, who took over from the renowned Theo Bruijninx on 1 July will use that amount to bring down the huge debt of the builder, strengthening its financial position and improve financial flexibility. Van der Noordaa was head of Germanischer Lloyd Group from 2010, earlier he served as Chief Executive at Damen Shipyards.

## CEES VAN GENT (167)

Came to head waste processor Gansewinkel, after a runaway argument on policy between former CEO Ruud Sondag and the Council Board. Cees van Gent worked for the international logistics company Lehnkering for years. He served as COO and CEO. When he took office at Van Gent he announced that 'a big reset is required to make the company future proof'; in a significant reorganization about ten percent of the workforce was cut. That restructuring is now largely complete, although without much immediate results. That is why CVC and KKR, the shareholder's, decided to sell the company.

## MARINA WYATT (172)

'Finance professionals learn the most from difficult times,' says Cambridge graduate and TomTom CFO Marina Wyatt. The British business leader, who's been in charge of the numbers of the manufacturer of navigation equipment since 2005, has had some very difficult years. Mainly due to the disappointing sales of new cars and the resulting slump in demand for TomTom systems. Before her employment with the company based on the IJ lake in Amsterdam, Wyatt served as Financial Director at Colt Telecom, a small international IT services company in London and as consultant for Arthur Andersen.

## PETER VAN MIERLO (189)

Appointed as top man of the Dutch branch of advisory and consultancy giant PWC in the summer of 2013. Van Mierlo must make the Dutch branch 'one of the leaders in the global network of PWC'; Robert Swaak (the former CEO) wrote in his farewell message. Van Mierlo has been working at PWC almost his entire career; he was Chairman of the Works Council, Leader of the Transactions Group and Member of the Board of the Accounting Practice. Van Mierlo was trained as a Chartered Accountant and in Business Economics at the Erasmus University Rotterdam.

## ALLARD CASTELEIN (195)

The Chief Executive of the Port of Rotterdam is besides a leader, a contact in the immense industry at the docks. As successor to the critically acclaimed Hans Smits (who has been appointed President Commissioner at Gasunie on 1 January), Castelein at least has the proper papers; the CEO worked as a manager in commercial, production and strategy facilities of oil giant Shell

and therefore knows a large number of key players in the Port of Rotterdam and particularly in the petrochemical industry.

## JAN HOMMEN (205)

CEO Since 14 June at consulting firm KPMG, after he served as 'special advisor' for nearly six weeks; the widely praised former Head of the ING Group is not only attracted to uplift the image of KPMG - after several scandals with customers under which Imtech Ballast Nedam and Vestia. Hommen also announced that he will change the remuneration policy at KPMG and will make broad changes in the workforce.

## GEERT-JAN VAN DER SNOEK (211)

The Telegraph Media Group (TMG) has attracted a real war-horse that has to bring recovery to the media company; Van der Snoek, former media expert at KPMG and former director of Merx Enterprises. After all, the manager worked as an Officer in the Royal Navy for ten years, until 1995. As a consultant, the CEO gained experience in large financial and change management in publishing group PCM and newspaper publisher NRC. Van der Snoek was appointed at TMG this summer in order to reverse declining advertising revenues and pull back readers to onerous publications.

## KARL GUHA (213)

Since two years, the main man at banking group Van Lanschot. Karl Guha previously worked for Hindu Financial as Chief Risk Officer and as Member of the Executive Board at UniCredit, a European bank with headquarters in Rome. Guha, who put his first steps in the financial world as a management trainee at ABN Amro, stands out not only with his 'all round banking experience'; but also with his 'inspiring personality' (according to Chairman of the Supervisory Board of Van Lanschot, Tom de Swaan).

## CHRISTOPHE BARNOUIN (215)

Early this year the organisational structure of Wessanen was altered, to a 'one-tier board'. Frenchman Barnouin was rewarded with the Chairman's hammer of the Board of Directors, after building his impeccable track record (Barnouin led the well-performing French branches of the biological food concern). Before Barnouin took office, Wessanen cleaned up its brand portfolio, terminating unprofitable products and brands (which explains the heavy drop in turnover). This resulted in a positive balance in 2013, the first in many years: a nice start for Barnouin.

## STÉPAN BREEDVELD (219)

Served as a specialist in the ICT market and was Managing Director of the Amsterdam office of the Boston Consulting Group (BCG) for years before he was appointed as a successor of Ordina CEO Ronald Kasteel three years ago. Breedveld knows his way around the company; In 2008 and 2009 he was involved in large external reorganizations at the Dutch headquarters in Nieuwegein. With Breedveld as its leader, Ordina should again be profitable and competitive, predicts the extensive annual report of the IT company.

## CHUCK DEL PRADO (223)

Despite the crisis, the company has had some strong years. This year, however, Del Prado had to cope with a drop in orders.

## Have a Say



## WHAT'S HAPPENING?

Since 2012, the conditions for eligibility for the 30 percent ruling have changed

## Fiscal help

## NEED A TAX BREAK?

241-250					
Triodos	Turnover: € 164 mln Profit: € 26 mln	8% 13%	241. Peter Blom, CEO 242. Pierre Aelby, CFO		
Nieuwe Steen Investments	Turnover: € 144 mln Profit: € -118 mln	-11% 10%	243. Johan Buijs, CEO 244. Daniel Van Dongen, CFO		
Vastned	Turnover: € 133 mln Profit: € -89 mln	8% -21%	245. Taco De Groot, CEO 246. Tom De Witte, CFO		
ASN Bank	Turnover: € 128 mln Profit: € 67 mln	0% 97%	247. Ewoud Goudswaard, CEO 248. Jeroen Jansen, CFO		
Wereldhave	Turnover: € 105 mln Profit: € 30 mln	-3% (n.a.)	249. Dirk Anbeek, CEO 250. Robert Bolser, CFO		

**Filing taxes in any country can be a complicated and stressful process. That difficulty is compounded when filing in a language you don't understand, in a system you are unfamiliar with.**

By Molly Quell  
Photography MMH

In this edition's Have a Say, we talk to internationals that have various experiences in filing their Dutch taxes ranging from relatively benign to having the taxman literally showing up at the door. We also talk to tax preparation and advising experts who share their experiences in working with the international community.

The overwhelming complaint from both our experts and our internationals is inability of the Belastingdienst (the Dutch tax office) to speak to anyone in a language other than Dutch, even for something as basic as to provide an address for their location. Beyond that language barrier, people generally seem to have had mostly positive experiences filing their taxes. However, this may in part be due to the high number of internationals who have a tax preparer. All of the internationals we spoke to have employed an accountant or tax preparer at some point during their stay in the Netherlands.



# '10-15 MINUTES ON THE END-OF-YEAR TAXES'

#### JUNI MARGRIE, AUSTRALIA

Despite having what she describes as a 'not very stressful experience' filing her Dutch taxes, Juni Margrie still finds the lack of communication from the Belastingdienst in English enormously frustrating. 'They have a section, albeit a small one, on their website in English and yet, they won't even answer the most basic questions in English.' Now she speaks Dutch fluently, so it's less of an issue for her, but she still empathizes with internationals who don't. Aside from that, she has had mostly positive experiences, in no small part because her husband's company provided them with an accountant. 'When I started my business,' she says, 'I found the KVK [Chamber of Commerce-ed] to be very useful. And they were able to speak to me in English.'

#### TINA AMIRTHA, UNITED STATES

Tina Amirtha was also lucky enough to have an accountant for her first year in the Netherlands, provided for by her company. After that, however, she was on her own. 'Actually, I was more disappointed in my company for not providing more support than with the Belastingdienst.' After her first year, she negotiated her way through the Belastingdienst website, despite speaking only basic Dutch. 'I found the taxes here are much easier and similar than it was to do my taxes in the United States,' she says. She's never had any issues that required her to speak to the taxes office and says that she only spends '10 - 15 minutes' on her end-of-year taxes.

#### ULF WINBERG, SWEDEN

Ulf Winberg also made use of an accountant the first year he resided in the Netherlands. He initially moved to the Netherlands to complete his master's thesis and heard, through international friends, that he might be eligible for some tax rebates. 'A friend was subletting an apartment from an accountant who would help students file their taxes for a small fee, so I used him.' Since then, Winberg has only been asked by the Belastingdienst to file income taxes once. 'I haven't had any contact with the tax office,' he says. He points out that his tax situation is straight forward as he doesn't own a home or have children.

#### RENEE VELDMAN-TENTORI, AUSTRALIA

Of all of the internationals interviewed for this story, Renee Veldman-Tentori experienced the most stressful encounter with the Belastingdienst. 'A man and a woman, claiming to be from the Belastingdienst, turned up on my doorstep one Friday evening at 19:00 and claimed I was being audited. They gave me a paper [in Dutch] with a blank reference number and no names,' she recalls. She called the Belastingdienst the following Monday. They called her back several weeks later to confirm that the people were, in fact, from the Belastingdienst and scheduled an appointment for her audit. 'I don't understand why they couldn't call me or send a letter in the first place,' says Veldman-Tentori. She also found the KVK to be a much more valuable resource, though she now employs an accountant to handle her personal and business taxes.

#### MISCHA A. KÖHNE, AAME

'Nationality doesn't impact your Dutch tax situation,' says Mischa Köhne of AAME Accountants en Belastingadviseurs. Regardless of nationality, though, many internationals in the Netherlands choose to use a tax advisor. 'Internationals can have difficulties with Dutch taxes,' she says, 'since all correspondence from the tax office is in Dutch and internationals are not familiar with Dutch tax legislation.' Her company offers a variety of services for their international clients but finds that the first and last year residing in the Netherlands are especially tricky. 'They may be entitled to different benefits during those years,' she says.

#### RAJESH SOMMANDAS, RS ACCOUNTANCY EN ADVIES

Just getting started with your taxes can be tricky in the Netherlands. Rajesh Sommandas of RS accountancy en advies notes that before you can file your taxes, you have to choose how you want the tax authorities to treat you and that decision can require an in depth understanding of Dutch tax law. 'Internationals often don't even know what forms they are required to submit, so they turn to a tax preparer for help,' says Sommandas. His company often acts as a mediator between the international and the Belastingdienst. 'It's useful to have a Dutch tax advisor, if for no other reason than to assist with the language barrier.'

#### RALPH MEYER, RALPH'S TAX SERVICE

'Most nations tax by residency. The US is unusual in requiring its citizens to continue to file income tax forms, even when they live outside of the country,' says Ralph Meyer of Ralph's Tax Service. That's where his company comes in. He can assist with tax matters related to the United States, a service many Americans living in the Netherlands need. 'It is getting harder each year to file a US tax return by yourself,' he says. According to Meyer, around 2/3rds of US tax returns are filed by professional tax preparers. 'Plus,' he adds, 'You have to file your FBAR [Report of Foreign Bank and Financial Accounts] which can carry higher penalties than not filing your tax return.' Meyer works closely with Dutch tax experts to assist his clients in filing their Dutch taxes.

#### ARJAN ENNEMAN, EXPATTAX

As the name of his business implies, Arjan Enneman specializes in the tax needs of internationals. 'Internationals struggle with their taxes in the Netherlands because they are simply unfamiliar with the system,' says Enneman. It is true that deductions and what counts as income can vary from country to country. 'There is also a lot of confusion about issues such as double taxation, as the Netherlands has entered into various treaties regarding taxation,' he adds. Internationals with straightforward tax situations may be able to manage their own taxes eventually, but in the beginning, internationals can really benefit from having a tax adviser. Often they are unaware of special tax circumstances, like the 30% rule. Or they don't realize that in the first year, they have to file a different, migrant form,' he says.