

Curriculum Vitae Karen Blereau

PERSONAL DETAILS

Name: **Blereau**
First name: **Karen**
Address:
Gitschotellei 230
B-2140 **Antwerp**
Belgium

E-mail: karen@yepartner.com
Date of birth: 05/07/1976

Mobile: **00 32 (0)477 20 77 60**

PROFILE

A young, down-to-earth and dynamic woman, raised by entrepreneurs, I can provide assistance in international employment projects as an active partner to help achieve your goals. I have a legal background combined with a pragmatic, confidential and well thought out approach, whereby trust and open communication are a given. As more of a 'builder' than a 'maintainer', I am especially interested in sinking my teeth into strategic HR projects that focus on international employment and/or global mobility.

CAREER

As from 2017 **The Fruit Farm Group (TFFG)**
Global Mobility Specialist Ad Interim

The Fruit Farm Group was created at the end of 2014 by the shareholders of UNIVÉG. The objective is to provide a number of UNIVÉG companies, with farming, packing and export activities, the financial means to unlock their full potential.

The Fruit Farm Group's operations are geographically spread over 6 countries and 3 continents, and have a diversified product portfolio. The Registered Office is located in Ridderkerk, The Netherlands.

As a young and fast-growing company that hires international employees and expats over 3 continents, there's an urgent need for following up the actual international HR files and outlining a global mobility policy and process.

As an operational and strategic partner, I am currently managing both above-mentioned issues for TFFG. Besides following up actual files, I'm developing a global mobility policy considering their very specific HR and business needs and expectations. Finally a global mobility management process (documents such as model contracts included) will be designed and implemented in line with the final policy.

2016 **SD Worx (Tax & Legal)**
International Employment Specialist Ad Interim

After six years, I rejoined SD Worx' International Employment Team. The aim of this one-year assignment was to share the practical knowledge gained during my previous assignments, and to coordinate more complex and strategic employment files and projects worldwide.

6/2015 – 12/2015

Barco
International Compensation & Benefits Specialist Ad Interim

Cf. infra

1/2014 – 6/2015

Royal DSM
Global Reward Specialist Ad Interim

Royal DSM is a global science-based company active in health, nutrition and materials.

With a team of some 25,000 employees across the globe, DSM and its associated companies deliver annual net sales of about €10 billion. The company, headquartered in Heerlen, the Netherlands, is listed on Euronext Amsterdam.

As a member of the Global Total Reward Team, I was responsible for the legal and employment files of numerous top executives. I also managed several international employment projects, such as expatriate localisation and the launch of innovative employment processes and procedures for executives within the framework of human resource transformation and talent management.

8/2013 – 12/2013

Levi Strauss & Co EMEA
International Compensation & Benefits Specialist Ad Interim

The Europe, Middle East and North Africa (EMEA) Division of Levi Strauss is headquartered in Brussels.

More than 3,500 people are employed across the EMEA region, spread over nine sales offices, six distribution centres and three production facilities.

The Levi's® and Dockers® brand products are marketed and sold in more than 40 countries in the EMEA.

Within my function as International Compensation & Benefits Specialist Ad Interim, I advised the Compensation and Benefits Director on various international Comp & Ben issues and projects.

03/2013 – 9/2013
& 6/2015 – 12/2015

Barco
International Compensation & Benefits Specialist Ad Interim

Barco, a global technology company, designs and develops networked visualisation products for the Entertainment, Enterprise and Healthcare markets.

Barco has its own facilities for Sales & Marketing, Customer Support, R&D and Manufacturing in Europe, North America and Asia Pacific. Barco (NYSE Euronext Brussels: BAR) is active in more than 90 countries, with 3,300 employees worldwide. Barco posted sales of €1.029 billion in 2015.

Global HQ is situated in Kortrijk, Belgium.

As the replacement employee hired to stand in for the International Compensation & Benefits Specialist during her two maternity leaves, my tasks and responsibilities included:

- International Mobility Management
- Operational, substantive and legal support for the Reward Director

- 'Centre of Excellence', providing a global point of contact for local and international HR and management with regard to HR policies and specific inquiries on labour law, social security and tax law
- Managing several international HR projects, including a comparative study on salary and employment conditions within the scope of acquisition, and the creation of a blueprint for a new Global Reward Policy

Since 2013

Amuse-Gueuze
Founder and Driving Force

Amuse-Gueuze is a unique food pairing event that values origin and authenticity above all else, matching natural and seasonal cuisine with traditional Lambic beer.

amusegueuze.com

12/2012 – 3/2013

Vinçotte International
International Employment Counsel Ad Interim

As an independent and impartial service provider, Vinçotte offers inspections, testing, certification and training in quality, safety and environment related fields.

With more than 130 expert services, the Vinçotte group has more than 2,500 employees and 14 offices worldwide. Global headquarters is situated in Vilvoorde, Belgium.

Within my function as International Employment Counsel, I assisted and advised the Chief Human Resources Officer on the following international HR issues during a three-month project:

- Legal and practical advice and counseling on international employment files
- Legal and practical elaboration and finalisation of a new policy on global mobility (i.e. business trips, short- and long-term assignments)

Since October 2012

YEP – Your Employment Partner
Founding and Managing Director

With a significant amount of life and professional experience under my belt, I decided to realise another dream, namely running my own consulting business, YEP (Your Employment Partner).

yepartner.com

4/2010 – 2/2013

Sarens Group
International Employment and Contract Coordinator

In addition to transport, the Sarens Group is first and foremost specialised in the handling of heavy goods. This ranges from the rental and operation of cranes to the problem-solving involved in crane work.

The group owns 100 entities in 60 countries, and employs more than 4,400 people worldwide.

My role within this function was primarily to advise, organise/implement and coordinate all new and running international employment and contract files, in close cooperation with external legal, HR and tax partners, as well internal sales, business and operation managers.

1/2007 - 4/2010

SD WORX (Tax & Legal)
Advanced International Consultant

SD Worx is an HR services company offering a complete range of services and products relating to the employment of personnel. SD Worx also offers payroll, HR and tax & legal services specifically designed to meet the needs of international companies while respecting and adhering to local tax and social legislation.

SD Worx has more than 2,000 employees in Belgium. Branch offices in the Netherlands, France, the UK, Ireland and Germany offer additional payroll alliances across Europe, the US and Canada.

As Advanced International Consultant within the Tax & Legal department, my responsibilities and tasks included:

- Legal advice on international and national employment files
- Development of practical and tailor-made legal and HR solutions for international employment challenges
- Startup international payroll for foreign and Belgian companies/employers
- Multiple project assignments as legal consultant and HR generalist, on-site with the customer, for a limited period or a specific project within the context of national and/or international employment

Drawing on my experience and knowledge as an international consultant, I also secured new business opportunities for SD Worx with the help of a new service called GEPS (Global Employment and Payroll Services).

8/2005 - 31/12/2006

SD WORX (Tax & Legal)
Legal Consultant

My responsibilities and tasks as a Legal Consultant at SD Worx (Tax & Legal department) included:

- Legal and practical consulting in the field of reception policy for employees (i.e. arrival of new employees), manpower management, mergers and acquisitions, dismissal
- Social audit: Conduct mini-social audits and large-scale audits for various customers
- Foreign employees in Belgium: Advise on various aspects of social law (applicable social security law, labour law aspects and social security benefits (including pension, benefits in the event of unemployment and disability, work-related accident insurance, child benefit)
- Drafting of monthly newsletter with news on national and international social and tax law

Until 31/07/2005

Mercer HR Consulting
Legal/HR Consultant

Mercer HR Consulting, a US-based company with offices spanning the globe, is specialised in HR and Employee Benefits Consulting.

My responsibilities and tasks as a Legal/HR Consultant at Mercer Belgium were, amongst others:

- Legal consulting related to Belgian social law, labour law and social security law
- HR Outsourcing: HR procedures, HR administration and Employee Benefits consulting
- HR Due Diligence: Analysis and synthesis of HR and remuneration policies within the frame of Due Diligence

EDUCATION

- 1994 Saint-Ursula-Institute O.-L.-V. Waver
Study: Sciences (6 hours Mathematics/week)
- 1994-1996 Catholic University Brussels
Law - Bachelor
- 1996-2000 Catholic University Leuven
Law - Master

LANGUAGE SKILLS

- Dutch: mother tongue
- French: thorough
- English: thorough
- German: basic
- Spanish: notions