

## Access to Experts



**Jos van der Velden**

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I am Dutch by birth, Canadian by adoption, live in the UK, am married to a Russian, and have children born in Canada, the USA and Russia. I speak two languages fluently, a third passibly and a fourth with effort, and have lived and or worked in five countries on four continents over the past 34 years. In short, I have had a lot of on-the-job training for my current role. I am responsible for total reward programs throughout the regions, and have a staff of seven in London, Aberdeen and Rotterdam. We are responsible for designing salary structures, and periodic adjustments thereto, benefit plans (including pension plans) and adjustments thereto and we get involved in policy design as well. This also includes managing the outsourced pension administration role. Personally, I am also a Trustee for our principle Dutch DB pension plan, and get involved in all aspects of administering same.

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