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Global Finance Team

May 19 – 23, 2013



Erika Abbo
ANA FP&A
Manager

Profile

I have worked at Amway for 10 years. I have held various corporate and affiliate finance roles in Pricing, Operations Analysis, BP&F and currently in ANA FP&A.

Fun Fact

I was a cheerleader in high school

Key Objectives

- 1 Advance decision support analysis and reporting to support NA initiatives, planning cycle activities and business performance
- 2 Support enterprise initiatives and internal customers by providing decision quality, actionable information
- 3 Support and lead a high performance team



Menaka Abel
LA FP&A/Treas
Manager

Profile

During my 9 year tenure with Amway, I have been a part of the Corp FP&A and Operations Finance teams with 5 years being dedicated to the Amway LA market leading the FP&A and Strategy functions. My previous professional experience included Product Development, Financial Reporting (Steelcase) and Public Accounting.

Fun Fact

Pina Colodas on a sunny beach is my optimal way to unwind

Key Objectives

- 1 Manage the Americas Route 211 project efforts for LAS to support the LAS project goals
- 2 Direct and coordinate the LatAm Strategic Planning and Reporting process
- 3 Economic Profit Implementation



Greg Allison
HQ Market
FP&A Manager

Profile

Greg works with Amway's 4 regions, responsible for facilitating budgeting, reporting and capital planning processes. Prior to Amway, Greg participated in Whirlpool's Finance Leadership Development Program for 3 years and worked in finance for 3 years with Honeywell Aerospace. Greg earned his BS in Accounting from the University of Arizona and his MBA in Finance and Supply Chain from The Thunderbird School of Global Management.

Fun Fact

I have lived in 7 different cities in the US and 3 cities outside the US. The longest time I have spent in one city is GR for 4 years.

Key Objectives

- 1 Reorganize Market FP&A function in scope of work and staffing to create the most effective, efficient model with Regional CFOs
- 2 Regional engagement/influence for QFR, LRBP/AOP/Projections, and guide key investment decisions
- 3 Market Implementation of Economic Profit



Jazmin Alvarado
Americas Treas
Manager

Profile

3 years' experience as Amway Americas Treasury Manager. I led the transition to the CR Shared Service Center and currently support treasury local, regional and corporate activities. Nine years of finance experience with Procter & Gamble including the successful treasury integration of P&G's largest global acquisitions, Wella and Gillette. Other finance experience roles related to project management, budget management, SAP system design, quality and continuous improvement projects.

Fun Fact

I am really bad at following directions so I need a GPS even in my country :(

Key Objectives

- 1 Lead and support Corporate Treasury team through the new Treasurer transition
- 2 Implement successfully Global Treasury Initiatives for the Americas and at the same time add value to the affiliates (i.e. bank rationalization)
- 3 Be a leader that enables people development at Corporate Treasury level and at the Shared Service Center



Sealtiel Alvarez
Americas
IA Manager

Profile

Doctor of Business Administration with two master degrees in Finance and International Trade. I have fourteen years of professional experience in finance and internal controls.

Fun Fact

When I joined Internal Audit we had a costume party in China. The only available costume was Batman. For a while I was known as Batman in IAS.

Key Objectives

- 1 Collaborate with key divisional and regional leaders as liaison for Americas
- 2 Manage with efficiency financial, operational, and technology audits
- 3 Collaborate with management to identify and implement opportunities of improvement



Esperanza Avila
Andean
Fin Manager

Profile

Finance and Administrative manager for the Andean Area

Fun Fact

First time I went skiing the mountain was already closed and I was still at the top trying to get up, I had to be rescued

Key Objectives

- 1 Achieve target sales and COI for Andean Area
- 2 Balance Sheet reconciliation
- 3 Expense control in the affiliates



David Bartlett
ANA
Director

Profile

I have the privilege to lead Amway North America's finance division providing executive leadership in designing and executing strategies and tactics that support profitable business growth. Joining Amway in 1994, I have held finance positions of increasing responsibility including two expatriate assignments, most recently serving as CFO for Amway Korea in Seoul, from 2006 - 2008. Prior to joining Amway, I served as a US Naval Officer supporting operations in both the Pacific and Atlantic and as a staff accountant for KPMG in Miami, FL. I earned my CPA in 1992 and hold a BS in Accounting from the University of Florida and an MBA from Western Michigan University.

Fun Fact

Married for 27 years and a father of four, I enjoy an active and energetic life!

Key Objectives

- 1 Achieve ANA 2013 Targeted Sales of \$1,061 million and COI of \$139 million; increase Recruiting to 254,000 and Platinum Count to 4,400
- 2 Sustainable Engagement: Increase ANA Sustainable Engagement EOS Score
- 3 Support Enterprise Finance Initiatives: Economic Profit, Balance Sheet Reconciliations, Shared Service Center Performance Improvements and ATLAS Preparations



Jeff Barton
HQ Enterprise
Fin Lean Mgr

Profile

I have been with Amway for over 18 years, beginning as a supervisor and progressing to the Group Manager of the Internal Audit Department. I am CPA, Certified Information System Auditor (CISA), and have my MBA. In my most recent role as the Manager - Enterprise Finance Lean Initiatives, I am responsible for leading standardization and driving efficiency of our global Finance processes.

Fun Fact

I am the first of six Eagle Scouts in my family

Key Objectives

- 1 Support Finance as the single point of contact for functional support, questions, and guidance to the ATLAS project team, providing counsel and input toward the global finance process design, solution testing, and successful implementation of the ATLAS system solution.
- 2 Lead and support development of strategies to standardize and re-engineer global Finance processes.
- 3 Lead the Enterprise Finance function in leveraging the Business Process Management (BPM) framework, tools, and requirements to enable Amway to build out a comprehensive, documented, and managed set of processes.



Matt Blok
Korea
CFO

Profile

1. Ernst & Young LLP - started part-time in college, then full-time, CPA, 6.5 years
2. Amway - 12 years, started in IAS, left company, IAS II, Amway Europe, Business Planning & Finance, AKL
3. Van Andel Institute - start-up team, assistant controller, 4.5 years, returned to Amway

Fun Fact

I have a twin brother

Key Objectives

- 1 SSC project successfully implemented
- 2 Achieve cost savings of \$5 million
- 3 Strong finish to assignment in Korea



Ozlem Cakir
Fin & Admin
Manager

Profile

After graduating from the university, I began to work for US Air Force as civilian at accounting department in January 1990. I have accepted Bonus Supervisor position at Amway Turkiye in March 1994. I have been promoted to Finance & Admin Supervisor in 1999 and I'm Finance & Administration Manager of Amway Turkiye since January 2006

Fun Fact

Wine tasting

Key Objectives

- 1 Enhance financial leadership and insight to support profitable growth in Turkey
- 2 Controllershship Excellence - 100% accounts reconciled; IAS open points closed timely; no major surprises
- 3 Team development - reinforce department to take lessons from Amway Business School for both developing themselves and improve department excellence



Mike Cazer
EVP / CFO

Profile

20 years with GE in finance roles including 5 years as a Corporate auditor, several overseas assignments and several CFO roles. CFO of publicly traded armored car company Brink's and then CEO of it's European business. Joined Amway as CFO in 2011.

Fun Fact

Successfully ran several marathons

Key Objectives

- 1 Deliver finance results
- 2 Support / help deliver key operational objectives
- 3 Execute finance strategy; controllership, business partnership, people development, competitive delivery



Mei Yee Chan
SEA/ANZ RFA&P
Manager

Profile

I am a qualified Chartered Accountant in CIMA and major in management accounting. I have been in Direct Selling Industry for 8 years both in Single Level and Multi Level Marketing in Avon and Amway, the top 2 Direct Selling companies in the world. My primary exposure is in Financial Reporting, Financial Planning and Analysis, Regional Responsibilities and Overseas Assignment.

Fun Fact

Love to watch cartoons though not young anymore

Key Objectives

- 1 Be part of the winning team in achieving the SEA/ANZ goals
- 2 Strive to attain balance and happiness in life
- 3 Helping others to achieve greater joy and success in their lives



Steven Cheng
GCR VP
Finance

Profile

External Audit -> Internal Audit -> Finance

Fun Fact

Workaholic

Key Objectives

- 1 Achieve 2013 financial plan
- 2 Implement Finance SOM and enhance SSC operation
- 3 Ensure 100% balance sheet account reconciliation



Krzysztof Chmura
ESSC Finance
Manager

Profile

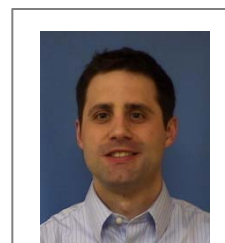
Experienced in shared services - starting up, operations and improvement projects. Previously working with global retail organization in various finance roles. My first job was auditor with PWC. Qualified accountant in the UK (ACCA)

Fun Fact

I like ski-speeding - not sure if this qualifies as 'fun fact' but it's fun for me for sure :-)

Key Objectives

- 1 Stabilize ESSC operations to support Controllershship
- 2 ATLAS & ESSC new-scope projects
- 3 People development



Matt Cole
HQ Global Fin
Rptg Supervisor

Profile

Bachelors and Masters of Science in Accounting from Michigan State University. CPA with Ernst & Young from 2005 - 2012. Joined Amway in April of 2012.

Fun Fact

I've been bull riding twice and lived to tell the tale.

Key Objectives

- 1 Installation of GRC tool for ATLAS
- 2 Report on worldwide account reconciliations and work with affiliates to improve results
- 3 Drive efficiencies within the global close process to improve accuracy and timeliness of results



Kathy Commee
HQ Int'l Tax
Director

Profile

I have over 20 years of tax experience focusing on international tax for most of my career. Prior to joining Amway in 1995, I was working in public accounting with Arthur Andersen in the Toronto and Montreal, Canada offices. I earned my bachelors of business administration from the University of Michigan.

Fun Fact

I once held national pitching records for HS fast pitch softball.

Key Objectives

- 1 Implement actions to minimize global tax risk (e.g. obtain China APA, finalize Japan APA renewal, etc.)
- 2 Tax planning and support of business initiatives (e.g. global structure review, IP planning, new markets, supply chain projects, etc.)
- 3 Develop and Implement Tax and Cost Savings, strategies, and processes (e.g. LA structure review, ASCs/interco billings, Europe structure simplification, etc.)



Amy Dienes
ANA IBO
Comp/AR Mgr

Profile

I have been with Amway over 7 years. Starting my Amway career in the Bonus Department and then moving to the Sales Plan area. I left Amway for 3 years and worked at Whirlpool Corporation doing Balance Sheet and Cash Flow reporting for North America. In 2009, I returned to the Bonus Department at Amway and was promoted as Manager of the department in the fall of 2012.

Fun Fact

I enjoy boating/wake boarding in the summer with family.

Key Objectives

- 1 Align IBO Payments
- 2 PCI Compliance by the end of 2013
- 3 Credit Card Gateway/Fraud System Replacement Analysis



Catrina Dudka
HQ ITM Finance
Manager

Profile

My degrees are in Mathematics (Statistics emphasis) and Accounting, and I have a CPA and MBA. I joined Amway in 1996, after working for three years at a CPA firm, and have served in various roles - Amway North America (ANA) Accounting, ANA FP&A, Sales Tax, ANA Sales, ANA Transformation Team, Corporate FP&A, and Idea to Market (ITM) Finance. I have a passion for learning, and creating lasting improvements.

Fun Fact

I broke my leg in the middle of a Jimmy Buffett concert.

Key Objectives

- 1 Move the ITM product and brand Strategic Priorities forward by supporting the 2013 new product development goals, and supporting the Portfolio Strategy & Design process to influence policy and inform product discontinuances.
- 2 Support Project Management and Brand Management by implementing financial training, and providing tools and analysis that support the NPV impact of Internal Labor Costs, and the new Positive Margin Contributor Metric.
- 3 Improve ITM clarity and team results through implementing the Cost Estimating Kaizen recommendations, and Final Pricing improvements.



Mike Duong
ASSC Project
Director

Profile

Mechanical Engineer (Process Engineering, Mfg, R&D, Program Management, Business Development) at Boeing; Internal Audit & Shared Service Finance Manager at Boeing; and Internal Audit and Shared Service Director at Amway

Fun Fact

Love to play beach volleyball; horrible at Karaoke

Key Objectives

- 1 Deliver KPI (at or above 95%) for Japan, Korea, & ANZ for financial services
- 2 Standardize processes (inc. roadmap for standardizing systems/applications); and address overhead cost structure and update business case
- 3 Develop succession plan for all key ASSC positions (including: center director, HR manager, process managers, and supervisors)



Andy Ely
HQ SCF
Manager

Profile

I currently work as a Manager of Finance for Supply Chain and have been working for Amway for about 5 years. Before coming to Amway I worked in Finance for 9 years at an auto supplier Magna as a Commercial Finance Manager. Prior to that I worked in Finance at General Motors and Autodie for 7 years in various roles of increasing responsibility.

Fun Fact

Like to play tennis

Key Objectives

- 1 Capital and SGA reporting, analysis and controllership
- 2 Supply chain productivity metric
- 3 Advance Global Supply Chain engagement and consistency



Doug Foltz
HQ Fin Mfg & Plng Manager

Profile

Prior to Amway, I spent 20 years in various financial management positions in the automotive and office furniture manufacturing industries. Joined Amway in 2005 and have been in Manufacturing Finance since then. In 2009, added Procurement Finance support that transitioned to Planning early this year.

Fun Fact

Graduated from Michigan State but am a diehard University of Michigan fan

Key Objectives

- 1 Work with Manufacturing Leadership to understand and limit variances
- 2 Assist in development of the Supply Chain Cost Savings Metric, develop and test the manufacturing portion of the measure
- 3 Partner with JDE Upgrade and India Mfg Teams to understand staffing, training, and system needs for Mfg Accounting



Steve Gibb
LA Tax Manager

Profile

I'm a CPA with Master in Finance & Banking. More than 15 years experience as Financial Controller. Two years Tax Manager at Amway's EPC

Fun Fact

I wish that I could eat anything without ever becoming fat.

Key Objectives

- 1 Lead Brazil's health check project and implementation of tax savings opportunities
- 2 Address Colombia negative equity issues with LT solution
- 3 Review LA financing/payment policies to confirm no significant cost inefficiencies



Tom Glashower
AsiaPac CFO

Profile

Public Accounting for the first 5 years of my career with Amway as a client. Joined Amway in 1992 with various finance and planning roles with strong market focus. Named CFO for Asia Pacific in 2013

Fun Fact

I will be a grandfather in October!

Key Objectives

- 1 Meet or exceed Asia Pacific Sales and COI targets
- 2 Implement Asia Pacific SOM Design elements and assure regional roles and work processes are optimized
- 3 Deliver Key Business Strategies with AP Exec Team including planned GTM direction, SKU rationalization/DSOH and finance specific goals



Hellen Guo
GCR Sr Treas Mgr

Profile

5 years in Treasury, 4 years in Accounts Payable, 4 years in KPMG as auditor

Fun Fact

a humorous team player

Key Objectives

- 1 To have a baby
- 2 Continuously add value to the company
- 3 Complete ACCA examination



Soo-Hyun Han
AsiaPac FP&A
Manager

Profile

Around 10+ years experience in general, cost, and management accounting sector with experience in tax and customs audit, Transfer Pricing, split-off, new business development and consolidated financial statements

Fun Fact

Hobby is mountaineering and reading history

Key Objectives

- 1 CGP & CMAB analysis by SKU, identify opportunities to reduce our SKUs and improve profitability (SKU rationalization)
- 2 Successfully implement 'Economic Profit' model as a new performance measure in Korea
- 3 Successful implementation of Global BI enablement project in Korea and fully leverage GDW/OBIEE as a primary tool



K.V. Hariharan
EIA
AVP-F&A

Profile

Have 26 years of experience in Accounting and Finance. Spent 11 years with India's largest FMCG(ITC Ltd) and 15 Years with Amway India finance.

Fun Fact

fun loving

Key Objectives

- 1 100% Balance Sheet Reconciliation
- 2 India Finance SOM
- 3 Deliver LRBP/AOP and Economic Profit



Kaori Hayashi
AsiaPac PF&A
Manager

Profile

Sr. FP&A Manager and Controller at Nike Japan
US CPA
MBA, Finance, Accounting and Law

Key Objectives

- 1 TM1 optimization
- 2 SKU rationalization
- 3 Get thorough understanding of Amway Business



Erik Hinniger
HQ FP&A
Manager

Profile

Worked at the Boeing Company since college in a variety of assignments including Financial Planning, Treasury and Internal Audit at both the Business Unit and Corporate levels. Joined Amway in December 2011 as Manager of the Corporate FP&A team.

Fun Fact

I was born at the same hospital as Obama in Honolulu, Hawaii

Key Objectives

- 1 Economic Profit Deployment
- 2 Enterprise Capital Infrastructure
- 3 Develop FP&A Analytics Suite



Kim Ho
SEA
CFO

Profile

CPA, Australia

Fun Fact

I love F1 and have 3 kids

Key Objectives

- 1 Achieve financial SOM for SEA
- 2 Drive achievement of Sales & COI
- 3 Talent management



Peter Hossfeld
European Tax
Manager

Profile

First I worked for a law firm and then moved to a tax advisor. After two years I left this company in order to teach taxes for three years. After these three years I accepted the offer to work as Tax Specialist at Texas Instrument until October 31, 2012. Since Nov. 1, 2012 now I'm part of Amway.

Fun Fact

Even though I live in the city with one of the world's best soccer teams and all the people around me are talking about soccer I don't have any clue about soccer.

Key Objectives

- 1 In house preparation of tax returns for Amway Germany
- 2 Fulfill regional tax role
- 3 Lead special European tax projects



Anthony Jenkins
Europe
Fin Controller

Profile

UK Chartered Accountant. I left University in 1988 after having studied German and Spanish. In 1991 I qualified as a UK Chartered Accountant, simultaneously working in Audit with Coopers and Lybrand. Since then I have held various roles as Financial Controller, FP&A Manager and CFO. I have worked in Spain for 18 years and now work in Germany since 2011.

Fun Fact

I play the piano, but definitely cannot sing!

Key Objectives

- 1 Have fun!!!
- 2 Develop my team
- 3 Achieve personal EMIP objectives



Karen Johnson
HQ Manager

Profile

I have a masters in Taxation and spent the early years of my professional career as an estate planner. I have a broad understanding of Amway's brands and products gained while leading a variety of Finance teams supporting Supply Chain, ITM, and Marketing. Most recently I led transition and operations at the Americas SSC to increase stability and business partner engagement within the new Finance operating model.

Fun Fact

I was introduced to Ballroom dance at the 2005 Amway Finance Christmas party, and have been addicted since!

Key Objectives

- 1 Expand knowledge and influence into distributor related arenas in order to contribute more meaningful business insights
- 2 Reinforce SOM which has global thought, regional structure, and functional integration
- 3 Contribute to solutions which increase Amway's appeal to NextGen ABOs and employees



Elfy Kan
GCR Fin B&S
Director

Profile

I have been working in audit and finance fields for over 20 years. I'm fellow member of 2 professional bodies (ACCA and HKICPA). The focus of current responsibilities is business analysis.

Fun Fact

Old and young (old at Amway but young at age)

Key Objectives

- 1 Monitor Amway HK operations to ensure the effectiveness and efficiency so as to achieve 2013 sales & COI target
- 2 Provide business/financial/operational analysis and prepare proposal for enhancement of Amway China Sales Plan and SR Compensation
- 3 Provide comprehensive business analysis & support for senior management decision through developing BI for GCR and participating in Global BI project



Yong-Nyuh Kim
Korea FR & Tax
Manager

Profile

I have worked in Fin for 15 yrs (9 years in KPMG, 6 years in Amway). In Amway Korea, I manage GL, COST, Tax, Sales and Bonus areas.

Fun Fact

Nickname: Dragon Girl

Key Objectives

- 1 Successful Ownership transfer to ASSC and stabilization
- 2 Process and system improvement
- 3 ABO Tax Support



Nicolas Kingham
EIA FP&A
Manager

Profile

Experienced in FP&A, Treasury, and Project Management, with an MBA from Emory University's Goizueta Business School.

Fun Fact

I can eat more than a family of blue whales.

Key Objectives

- 1 Support SOM implementation from the financial viewpoint, including the central vs. regional cost arrangements and consequent intercompany allocations
- 2 Lay foundation to leverage business partnering capabilities of the FP&A team
- 3 Lead and improve the FP&A Planning Cycle (LRBP, AOP etc.)



Vera Krylova
EIA FP&A
Director

Profile

Started in IT. Worked 15 years in Unilever in almost all finance positions. Joined Amway as CFO Russia and now work in Munich as regional FP&A Director.

Fun Fact

I am a fan of table tennis

Key Objectives

- 1 Relocate successfully to Munich and make the family feel ok in the new place.
- 2 Prepare a platform to shift the work of FP&A from routine operations into a value added analysis
- 3 Despite changes keep the team energized and motivated



Christina Kuan
GCR Finance
Director

Profile

I have strong skills and solid knowledge on the culture, history and operational background of Amway Taiwan and over 22 years financial working experience in this company. Also, I am very familiar with the tax regulation and specific policies of Direct Selling Industry in Taiwan. I hold a Bachelor Degree in Accounting and receive on-going advanced leadership program training.

Fun Fact

I love traveling, going out with friends and enjoying myself in singing and dancing in my leisure time.

Key Objectives

- 1 Train and oversee the finance employees to ensure the daily financial operations can be performed timely with efficiency and accuracy
- 2 Implement operational best practices to ensure the company complies with all reporting and regulatory requirements
- 3 Assist in formulating the company's future financial direction and supporting tactical initiatives



Joe Landstra
ACE F&A
Manager

Profile

Started in public accounting (Deloitte) and received CPA. Spent largest portion of career working for X-Rite, Inc. where I had various roles ranging from global SOX implementation, Budgeting/Forecasting management roles, and a three year EXPAT assignment in Europe serving as the European Controller. I've been with ACE group since 2008; lead Finance group and CFO's at Portfolio Companies in execution of the ACE strategy (growth and diversification via portfolio of brands that leverage corporate assets).

Fun Fact

Enjoy biking, running, golfing

Key Objectives

- 1 GURWITCH: Develop strong relationship with new CFO; establish "new normal" business practices/controls/expectations
- 2 GURWITCH: Understand, validate, document and opine on all inventory/COGS activity between Gurwitch and Amway
- 3 Optimize as appropriate all non-core assets (Amway Hotels, eCoupled, etc.)



Lou Leonardis
HQ WW Inv &
COS Manager

Profile

I am an operations finance and accounting professional with 14 years experience. I have an accounting undergrad degree and an MBA.

Fun Fact

I've been married for 8 years and have children ages 6, 3, and 1

Key Objectives

- 1 Stabilize inventory accounting and reconciliations for Corp 100, 460, and 520
- 2 Improve inventory reporting and analysis, including EP
- 3 Focus and improvement in the areas of standard costs, transfer pricing, COS, and Procurement



Kenf Li
GCR Assoc Tax
Director

Profile

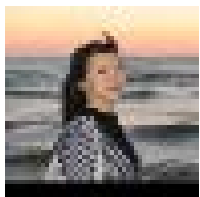
6 years working experience in Tax Bureau; have been working in tax for Amway China since 2000; CPA; CTA

Fun Fact

photography

Key Objectives

- 1 Complete tax compliance in time
- 2 Achieve tax savings and reduce tax risk through planning
- 3 Maintain good relationship with Tax Authorities



Winnie Li
GCR FP&A
Director

Profile

Work with Amway for 13 years.
MBA, ACCA.

Fun Fact

Like travelling/eating, believe happiness is not a destination but a way of life.

Key Objectives

- 1 Complete 1-year training program with HQ Finance and transit to the new role of FP&A Director in China smoothly
- 2 Work with the team together to achieve continuous improvement through my experiences/learnings
- 3 Work life balance through efforts on efficiency improvement



Winnie Lin
GCR FP&A,
Decision
Support
Sr Manager

Profile

I joined Amway as an Internal Audit Manager in 2011 and currently look after China operating budget and financial support for LRBP. Before that, I was with Deloitte for 8 years, working in the Audit practice.

Fun Fact

Love all kinds of chocolate

Key Objectives

- 1 P&L projection accuracy
- 2 Timely LRBP/AOP/QFR/CSC/FLT and other ad hoc delivery
- 3 Identify, develop, and retain High Potentials as successors



GukKeong Low
HQ IA
Manager

Profile

BBA and MBA (Finance and International Trade)
Experience
1) Corporate Finance Analysis, Planning, Management and Internal Audit
2) International Operation Management
3) Talent Management and Development

Fun Fact

I look older than my age, often, folks think my wife (same age) is my daughter

Key Objectives

- 1 Achieve Audit Plan while improving the competencies of a world class audit team
- 2 Create compelling risk assessment
- 3 Build the Internal Audit Global brand



Sun Lin Ng
AsiaPac
IA Manager

Profile

Accountant by profession, Business partner, Control and compliance

Fun Fact

I can speak Chinese, but certainly can't read or write the language

Key Objectives

- 1 Execute audit plan
- 2 Build and market internal audit brand
- 3 Enhance regional liaison role



Eiki Nishikawa
AsiaPac Fin
Director

Profile

18 years in ExxonMobil and 6 years in Mars. Good at managing projects from small to large. Also an expert of offshoring.

Fun Fact

Played a dance of famous Japanese girls group at year end party

Key Objectives

- 1 Stabilize!
- 2 Growth!
- 3 New Opportunities!



Marek Nowak
EIA IA
Manager

Profile

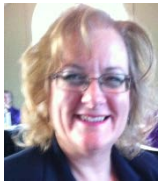
I started my career with a "fallen star" of professional services, Andersen, then continued as internal auditor in Aviva Poland (insurance). Spent a few years working and living in the UK, with Pearson, a publishing company, before returning home to Krakow where I've been happily working in Amway Internal Audit Services for nearly 2 years now.

Fun Fact

Fun fact? That may be hard... I'm an accountant... (but I play the guitar in a rock band after hours!)

Key Objectives

- 1 Adding value through insightful audit recommendations
- 2 Building Amway Internal Audit brand
- 3 Supporting EIA Region, ESSC and global Amway business



Vera Nutchey
ANA/Canada
Fin Manager

Profile

I have a Masters in Business Administration and a designation of Certified General Accountant. I have worked mostly in manufacturing in many roles from manager to CFO.

Fun Fact

Enjoy taking ballroom dancing lessons

Key Objectives

- 1 Global IT solutions - JDE, RP, Atlas, Vertex Tax et al
- 2 Pension evaluation and establishment of enhanced governance
- 3 Sales & COI for Canada



Jeannie Palmer
HQ Int'l Tax
Manager

Profile

After obtaining a Master's degree in Accountancy, I worked for a local CPA firm in Grand Rapids before joining Amway. I have been with Amway for 16 years. For my current position, my focus is tax accounting and transfer price setting.

Fun Fact

I enjoy reading and travel with family

Key Objectives

- 1 Manage the Tax Accounting process
- 2 Manage the Transfer Price Setting Process
- 3 Support Business Initiatives and Affiliates Tax Matters



Susana Pardo
Americas SSC
Site Director

Profile

FP&A and Treasury

Fun Fact

Something people would never guess about me is that my first job when I was 16 years old was as clown

Key Objectives

- 1 Deliver business support that is streamlined, standardized and sustainable
- 2 Account reconciliations for Americas
- 3 Develop our human capital through the development of a comprehensive HR Strategy



YJ Park
Korea
Fin Director

Profile

I majored in accounting in college. I started my first career job in Hyundai. I have been 17 years with Amway.

Fun Fact

I am a good soccer player

Key Objectives

- 1 Successful implementation of the ASSC and stabilization
- 2 Achieve cost savings to exceed COI target
- 3 Lead Eumsung Facility project



Purple Peng
GCR Fin Ops
Assoc Dir

Profile

External Auditor -> Internal Auditor -> Finance Operation

Fun Fact

I may or may not be in purple today, but I love purple. If you love purple, pls speak out.

Key Objectives

- 1 Business Partnership - Supply Chain Management Report
- 2 Competitive Delivery - Successful GCR SSC implementation (Supply Chain)
- 3 People Development - Identify, develop, and retain High Potentials as successors



Tetyana Prudka
Euro/Ukraine
Fin Manager

Profile

Master in Audit and Accounting; currently doing MBA at Edinburgh Business School (Kiev, Ukraine); work with Amway since 2003 (almost since launch)

Fun Fact

Love silence

Key Objectives

- 1 Perfectly complete all 2013 objectives and get highest objective score
- 2 To pass exams and get high score on Strategic planning and Project Management at MBA
- 3 To finish refurbishment of my house



Ben Richardson
HQ Tax Counsel

Profile

I have been practicing tax law for 13 years. I worked at two law firms and in-house at a financial services company prior to working at Amway. I earned my JD from BYU and an LLM in tax from the University of Florida.

Fun Fact

I was a paratrooper in the Army

Key Objectives

- 1 Implement tax savings ideas
- 2 Support business initiatives
- 3 Adapt to regulatory changes



Jin Roche
SSC HR Manager

Profile

HR leader and business partner with expertise in needs analysis, performance consulting, training, coaching, performance management, development, succession, org. design, and integrated talent management. Diverse experiences in various industries, which include consumer products, automotive manufacturing, product design and engineering, as well as consulting. Also have professional experiences in sales, logistics, and accounting.

Fun Fact

I smell any new food before I eat it

Key Objectives

- 1 Support Shared Services clients with implementation of SOM. Provide Matrix support with education, training, and organization support for job design and global grades.
- 2 Partnership in Succession Management process with Shared Services clients to ensure a deep pipeline of leaders with proven experience, skills, and capabilities to drive Amway's future growth and profitability.
- 3 Shared Service client support and partnership to drive their business people priorities (EOS action planning, people development, ER, acquiring talent, performance management).



Kevin Schrauben
LA Controller

Profile

Nearly 2 years as Controller for Latin America; over 4 years as Manager in Supply Chain Finance responsible for Transfer Pricing, Inventory, Standards, COS; 6+ years as Manager of HQ Corporate Financial Accounting; 3 years as accountant / financial analyst in HQ Corporate Accounting and in Business Planning supporting Japan and Latin 4 years Public Accounting

Fun Fact

Will not walk on sidewalk grates

Key Objectives

- 1 Balance Sheet Reconciliations
- 2 Standardization of processes at CRSSC
- 3 Recapitalization efforts



Viktoriya Selivanova
ERI Fin Controller

Profile

I have been working in Amway for 3 years now at the position of Finance controller for Amway Russia. Previous experience: 14 years at Unilever in various positions in Finance such as finance manager, head of tax, internal audit manager.

Fun Fact

With some of the friends we continue to write "proper" letters with envelopes and stamps as if e-mail and social networks do not exist

Key Objectives

- 1 Implement corporate and statutory financial requirements into set up of Kazakhstan operations
- 2 Strengthen the internal control and compliance: improve control within indirect procurement process, finalize of TP documentation, propose solution for seminars deductibility
- 3 Implement finance operations transition to ESCC



Ryosuke Shibata
Japan Acctg
Manager

Profile

Overall accounting and financial planning. Financial analysis by Distributor segmentation is one of my elation.

Fun Fact

Motor head / Bird watcher

Key Objectives

- 1 Process flow improvement for payment vouchers
- 2 Improve ASSC operations
- 3 Optimize Accounting operations



Larisa Shiyan
Russia
CFO

Profile

I am CFO Russia. Joined Amway 4 years ago and worked as FP&A Manager and Finance Controller. Prior to Amway, worked as Finance Controller in Wimm-Bill-Damm, largest Russia food producer, for 3 years. Have 10 years of international experience in public accounting (in Moscow, London and New York).

Fun Fact

I am learning free diving to swim with dolphins in the sea

Key Objectives

- 1 Support Strategic Agenda, especially areas with clear linkage to finance: Drive analytical support of GTM mix; Introduce EP; Support Kazakhstan market opening
- 2 Drive initiatives in Finance that support critical areas: Ensure transition to ESSC; Ensure 100% B/S reconciliation
- 3 Succession Planning, Talent Acquisition and Development : Develop strong relationship globally in a new role; Identify successors for key employees



Loon Poh Sing
SEA Fin
Manager

Profile

Member of Malaysian Institute of Certified Public Accountant

Fun Fact

Despite of my last name, I don't know how to sing

Key Objectives

- 1 Work life balance
- 2 Optimum weight and be healthy



Laelai S
AsiaPac
Ops Sr Director

Profile

- Has external audit & accounting background
- Do not want to be typical accounting
- Lead new initiatives

Fun Fact

Ruler

Key Objectives

- 1 Meet corporate financial performance
- 2 Enhance operational efficiency
- 3 Focus on key actions that support business growth



Jussi Sullivan
HQ IA Programs
& Planning

Profile

Senior manager at Ernst & Young for the past 10 years. In this role, was an executive in charge of coordinating and participating in the execution of both public and private company financial statement audits for a range of businesses across multiple industries. Experiences included serving Amway as an external auditor for the past six years.

Fun Fact

Finnish heritage ; as a child, would spend 3 weeks in Finland every other summer.

Key Objectives

- 1 Work with Director of IA to bring best practices to the audit planning/execution and report issuance process
- 2 Assist the IA team in further building of the IA brand in the eyes of affiliate management teams and other departments
- 3 Focus on departmental recruiting and retention



Christine Terrill
ANZ Fin
Manager

Profile

I have had a varied and interesting career working across Finance, Marketing, Sales and Operations in a wide variety of Fortune 500 businesses. I also ran my own small business for two years focused on digital marketing. I started in Amway in 2010 in a strategy role and have been in Finance for the past year.

Fun Fact

I love to sail and have sailed in 7 countries and counting....

Key Objectives

- 1 Transition of the Finance department to the Share Service Centre
- 2 Cost reduction / restructuring activities in light of declining sales
- 3 Transition from negative to positive cash flow



Nick Thole
HQ VP
FP&A

Profile

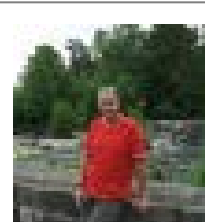
I joined Amway in 2008 as the Manager of Mergers & Acquisitions, before becoming Director of FP&A in 2010. I spent approximately 10 years in the capital markets, working in investment banking and investor relations prior to joining Amway. I earned my MBA in Finance from Michigan State University and my BS in journalism from Northwestern University.

Fun Fact

Oregon is one of two states in the U.S. that I have never visited. After this trip, it's down to Alaska.

Key Objectives

- 1 Enterprise adoption of Economic Profit as a metric and mindset
- 2 Business support of Go-to-Market and Product Portfolio initiatives
- 3 Increase global FP&A coordination and best practice sharing



Jan Toet
Europe
Fin Manager

Profile

Long Finance experience for 21 years in American companies

Fun Fact

Fishing

Key Objectives

- 1 Build a strong Regional finance team
- 2 Atlas implementation
- 3 Fill new role in new European structure



Gabor Toth
EIA
CFO

Profile

With Amway 3.5 years

Prior to that 15 years in Finance, most of the time with GE

Working experience in 5 countries

Fun Fact

Huge football fan - does not have a ball

Key Objectives

- 1 Enhance Financial Leadership and Insight to Support Profitable Growth & ATLAS
- 2 Controllership Excellence & ATLAS
- 3 Team Development & ATLAS



Kieu Tran Mong
AsiaPac Sr Fin
Manager

Profile

Qualified accountant

Very business oriented

Fun Fact

Quick in handling issue, but may not be the best outcome :-)

Key Objectives

- 1 Support in delivering Sales and COI result for Vietnam
- 2 Strengthen finance planning and analysis function
- 3 Close outstanding tax issues



Mickey Tresh
HQ SCF
Director

Profile

I have been with Amway since 1992 in various roles within Finance. I have been supporting the Supply Chain operations for the past 7 years.

Fun Fact

I have a passion for teaching (and talking) baseball

Key Objectives

- 1 Inventory: Improve controllership, insights, reporting and projection capabilities
- 2 Improve ABG Capital projections and execution, and manage spend in tight year
- 3 Supply Chain productivity: Implement Supply Chain cost productivity metric, and gain handle on Manufacturing variances



Jeff Tuori
HQ VP
Controller

Profile

I began my career with Price Waterhouse on the audit staff. I then spent 4 years as the Controller of a publically traded women's specialty apparel retail chain. I began my career at Amway in Internal Audit before moving to the Finance division.

Fun Fact

I am a third generation Certified Public Accountant

Key Objectives

- 1 Lead the global Controllershship team to improve and standardize processes
- 2 Lead the Costa Rica SSC to improve the quality and effectiveness of its services
- 3 Lead the Controllershship team to complete Finance parts of major global IT programs (e.g. Atlas, JDE Upgrade, GRC implementation, P360)



Edward VanDam
HQ VP
Internal Audit

Profile

My background is in Finance & Accounting with degrees from Michigan State and the University of Michigan. Have worked in both Public Accounting and am a CPA in Industry. Roles have included: Group Controller, Corporate Controller, Regional Controller and Division CFO in addition to my current Internal Audit role.

Fun Fact

Have been an expatriate 3 times and travel a lot....but have seen no better sunsets than on Lake Michigan ...any time of the year

Key Objectives

- 1 Achieve the 2013 Audit Plan
- 2 Expand our IT Audit capabilities
- 3 Build the Audit brand



Michael van der Ploeg
EIA CFO

Profile

- Started at Amway in 2010 as CFO Europe; promoted to CFO Europe India Africa
- Before joining Amway, worked in FMCG, IT and Direct marketing companies in senior Finance roles at United Biscuits, Debis Systemhaus and Yves Rocher in several countries in Europe.
- Hold an MBA from HEC School of Management, Paris

Fun Fact

Gave my first interview to a newspaper in the US when 11 years old

Key Objectives

- 1 Achieve the 2013 Financial Plans Europe /India/ Africa - Revenue COI
- 2 Drive the Strategic Agenda and LRBP Measures
- 3 Succession Planning, Talent Acquisition and Development Measures



Ken VanderVeen
HQ IT Finance
Manager

Profile

Seventeen years at Amway, mostly in the Internal Audit group. Currently manage the IT Finance function. Previous to Amway, I gained experience form positions at Ford Motor Credit and also at Old Kent Financial.

Fun Fact

I enjoy, golf, woodworking, and occasional extreme activities (skydiving, bungee, etc.)

Key Objectives

- 1 Continue to deliver and improve financial reporting
- 2 Continue to strengthen controllership
- 3 Continue to assess and improve IT Finance processes



Sarah Zhang
GCR FP&A
Sr Manager

Profile

About 10 year working experience, starting as an auditor and risk controller in the Securities industry before joining Amway Finance in 2005. CPA, CIA. Amway Finance in 2005. CPA, CIA.

Fun Fact

I majored in Accounting because of a typo in my entrance application form.

Key Objectives

- 1 Proactive, responsible, and fairly accurate sales projection
- 2 Successful Finance SOM implementation
- 3 Identify, develop, and retain High Potentials as successors



Charen Buyce
HQ Glo Indirect
Proc Director

Profile

I joined Amway in October, 2002 in Project Management after working for several global corporations in supply chain leadership roles.. For the past six years, I have led the Indirect Global Procurement transformation responsible for maximizing the value of our indirect categories through greater spend penetration in partnership with internal business partners around the world. I have a BA in Supply Chain Management from Michigan State University and a MM in Organizational Development from Aquinas College.

Fun Fact

I enjoy playing classical piano

Key Objectives

- 1** Lead the Indirect Global Procurement Horizontal Process Network (HPN) targeting to deliver in excess of \$70 million in total economic value
- 2** Improve organizational design and systems in collaboration with key regions to expand Indirect Procurement capabilities and leverage on a global basis
- 3** Build Global Procurement Organizational capability through deployment of Procurement Mastery program along with robust talent pipeline development.

Also joining us.....

- Carlo Bertuucci, Brazil Finance Manager**
- Erica Boon, HQ Administrative Assistant to CFO**
- Anshu Budhraj, EIA CFO**
- Gaye Garvelink, HQ Major National Accts Manager**
- Luke Nieuwenhuis, HQ Global VP Strategy & Planning**
- Gabriela Villalobos, LA/Brazil COO**



Beth Zuke
HQ IT Fin
Supp Manager

Profile

I have worked for several Fortune 500 companies in a sales capacity, including GE Capital & Abbott Laboratories. I passed the CPA exam in 2001 and worked for Arthur Andersen in Chicago as a Business Process Risk Consultant and here at Amway as a Chief Financial Analyst. My IT experience includes Operations Director for Whittman Hart here in Grand Rapids and the last several years at Amway focusing on our ERP environment and partnership with the Business.

Fun Fact

I love to ski with my family and would always choose a trip to Colorado over a trip to Florida!

Key Objectives

- 1** Gain a better understanding of the priorities for Finance
- 2** Assess how IT can help Finance achieve its strategies utilizing technology
- 3** Building relationships with my Finance internal customer base