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DISABILITY MATTERS

European Union
Conference & Awards 2015

The Hague, Netherlands 17-18 June 2015





Welcome to Springboard Consulting's Third Annual Disability Matters EU Conference & Awards

As the Founder and CEO of Springboard Consulting and the producer of Disability Matters, I am so proud of this year's corporate honorees; companies who have proven to be innovative, transformational and most importantly, committed to the mainstreaming of individuals with disabilities in their EU work-forces, workplaces and marketplaces.

If that were not enough, our 2015 keynote speaker, Esther Vergeer, a retired Dutch wheelchair tennis player who ended her career on a winning streak of 470 matches, will be sure to inspire one and all.

Unless you've ever hosted an event of this magnitude, you cannot possibly imagine all that Shell has done over the last

twelve months to make this event an absolute success. We want to thank Tunde Ogungbesan, Andy Kneen, Ellen van der Plas, Kim Kok, Angela Manson and Cherrelle Williams for their endless support and friendship. To Shell and to each of our corporate sponsors, we send our gratitude, and a heartfelt thank you.

Wishing everyone all the health, happiness and success a year can bring.

Nadine O. Vogel

Chief Executive Officer Springboard Consulting LLC



Dear Guests,

On behalf of Shell, it is my pleasure to welcome you to the Disability Matters European Union Conference & Awards on the 17th & 18th June being held in our corporate Head Office. Shell, in partnership with Springboard Consulting, is proud to be hosting this important event which is a great opportunity to share disability best practice amongst global leaders from blue chip companies.

Disability affects every aspect of our business – our talent pool, our employees, our markets, the communities we work in, our suppliers and our key stakeholders. At Shell our intent is to maintain a work environment where everyone has the opportunity to apply and develop skills and talents consistent with our values and business objectives. This applies to every employee, including those

with disabilities. We are keen to be viewed, both internally and externally, as a disability friendly company thus enabling us to attract, recruit and retain more talented individuals for roles in the organisation.

I'm proud of the progress we are making made as we seek to mainstream disability in Shell and look forward to hearing external best practices from the awards winners and your respective companies.

I wish you all a successful conference.

Dick Benschop

President Director, Shell Netherlands.



PROGRAMME

ALBERT EINSTEIN

Mathematician/Physicist

Who had a learning disability and did not speak until age 3. He had a very difficult time doing maths in school.

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AGENDA

JUNE 17		12:45 -13:30	Lunch
18:00 - 20:00	Welcome Reception & Opening Remarks	13:30-13:35	Disability Matters Asia-Pacific 2015: Video Presentation
JUNE 18		13:35 - 15:00	Marketplace Panel <small>*The panel discussion will be followed by a learning exercise and report out</small>
8:00 – 8:30	Registration, Continental Breakfast	15:00 - 15:15	Break
8:30 - 8:45	Welcome & Opening Remarks	15:15 – 15:45	Accessibility Presentation
8:45 - 9:15	Insights to Global Best Practices: Legal Implications are Important, Practical Applications are Critical	15:45-15:50	Disability Matters EU 2016
9:15 – 10:30	Workforce Panel <small>*The panel discussion will be followed by a learning exercise and report out</small>	15:50 - 16:00	Charting out Next Steps & Closing Remarks
10:30 – 10:45	Break	JUNE 18	
10:45 - 12:15	Workplace Panel <small>*The panel discussion will be followed by a learning exercise and report out</small>	18:30-21:00	Awards Presentation & Dinner
12:15 – 12:45	Keynote Presentation: Esther Vergeer		

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SPEAKER LIST

JUNE 17

Welcome Reception

Nadine Vogel, CEO, Springboard Consulting, LLC
Dick Benschop, President Director, Shell Nederland BV

JUNE 18

Registration, Continental Breakfast Welcome & Opening Remarks

Nadine Vogel, CEO, Springboard Consulting, LLC
Andy Brown, Upstream International Director,
Shell Global

Insights to Global Best Practices:

Legal Implications are Important, Practical
Applications are Critical
Nadine Vogel, CEO, Springboard Consulting, LLC
Oliver Kress, Partner, Flichy Grangé Avocats, L&E Global
Stephan Swinkels, Executive Director, L&E Global

Workforce Panel

Moderator:
Ingrid Olsen, VP of HR for EMEA, EMC Corporation
Honorees:
Agnieszka Burzynska, QHSE Manager, Sodexo Poland
Stefanie Nennstiel, HR-Diversity & Inclusion Specialist,
SAP SE

Panelist:

Jeroen Riemeijer, HR Manager; Development and
Mobility, Delft University of Technology

Workplace Panel

Moderator:
Jana Burke, ADA Employment Specialist,
Springboard Consulting, LLC

Honorees:

Isabel Ajón Ramírez (Boxall), Customer Service
Supervisor, Corning Incorporated

Niamh Carew, Manager, Dell Solution Centres,
Dell, Inc.

Bert van der Heijden, Associate R&D Director/
Chairman of the DEN (Disability Employee Network),
The Dow Chemical Company

Wojciech Kłoda, Manager of HR Efficiency Agency,
Orange Poland

Ioana Râmniceanu, HR Professional, Orange Romania

Panelist:

Bernard ter Haar, Director General of the Ministry of
Social Affairs and Employment, Dutch Government

Keynote Introduction:

Jeroen Hagen, Sales Director Channel, Dell Inc.

Keynote Presentation:

Esther Vergeer, wheelchair tennis player

Marketplace Panel

Moderator:
Nadine Vogel, CEO, Springboard Consulting,
LLC Honoree:

Stephanie Oueda, International Diversity Manager,
L'Oréal

Panelist:

Marcel Bobeldijk, Board of Director Member,
European Disability Forum

Accessibility Presentation

Jana Burke, ADA Employment Specialist,
Springboard Consulting
Eric Velleman, Technical Director Accessibility
Foundation, Researcher University of Twente
Tom Hessels, Internet Specialist, Stichting Accessibility

Disability Matters EU 2016

Kirsty Leivers, Diversity & Inclusion Business Partner,
AXA Group

JUNE 18

Awards Presentation & Dinner

Welcome & Opening Remarks:

Nadine Vogel, CEO, Springboard Consulting, LLC
Hugh Mitchell, Chief HR & Corporate Officer, Shell



BIOGRAPHIES

LUDWIG VON BEETHOVEN

Composer/musician

Who was deaf at the later part of his life. Allthough he gave up conducting and performing in public he continued to compose; many of his most admired works come from this period.

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Dick Benschop

President Director Shell Netherlands
Vice President Gas Market Development

Dick Benschop was born in Driebergen in The Netherlands. He studied History at the Free University in Amsterdam.

He worked in various functions in the Dutch Parliament and in the Dutch Labour Party. In 1994 he founded his own consultancy firm.

From 1998 to 2002 he returned to politics as deputy minister for Foreign Affairs.

In 2003 he joined Shell and worked in Shell Energy Europe. He moved to Kuala Lumpur at the beginning of 2006 overseeing the Gas & Power business in Malaysia. In 2009 he took up the role of Vice President Strategy for the Royal Dutch Shell Group. Per the 1st of May 2011 he has been appointed as President Director of Shell Netherlands and Vice President Gas Market Development.



Marcel Bobeldijk

Board of Director Member
European Disability Forum

Marcel Bobeldijk is at this moment president of the European Federation of Hard of Hearing People (EFHOH) and also board member of the International Federation of Hard of Hearing People (IFHOH).

He was one of the founders of the European Platform of Deafness, Hard of Hearing and Deafblindness.

In the Netherlands, Marcel is a volunteer for the Dutch Organisation of Hard of Hearing People (NVVS) and he is active in different committees of the NVVS.

In his professional life, for 10 years he was a manager at the Customs at Amsterdam International Airport, while since September 2008 Marcel has been Human Resource Manager at the Tax Office in the Hague.

For EDF, Marcel had been one of the financial internal auditors. He has been member of the EDF ICT and Public Transport expert groups. Since 2013, Marcel is also a member of the EDF board of directors.

BIOGRAPHIES



Andy Brown

Upstream International Director and a member of the Executive Committee of Royal Dutch Shell.

He joined Shell after completing his degree in Engineering Science at Cambridge University. From 1984 to 2000, Andy worked in New Zealand, The Netherlands, Italy, Brunei and Oman in engineering and project management roles.

In 2000, Andy was Senior Advisor for the Middle East and Former Soviet Union to the Vice Chairman of Shell before becoming Private Assistant to the Chairman of Shell in 2001. From 2002 to 2012, Andy led the successful delivery of the \$18 billion pioneering Pearl Gas to Liquids project as Managing Director and Country Chairman. In 2009, he was also appointed Executive Vice President Qatar with responsibility for all of Shell's upstream business in Qatar including the Qatargas 4 LNG project.

Andy was awarded an OBE in the 2012 New Year's Honours List for his services to British-Qatari business relations. Andy is a Fellow of the Institute of Mechanical Engineers. He is also a member of the Nigerian President's Honorary International Investor Council.



Dr. Jana L. Burke

ADA Employment Specialist
Springboard Consulting LLC

Dr. Jana L. Burke is a member of Springboard Consulting's ADA team. In this role, she works on projects related to all aspects of ADA compliance while focusing on ADA employment provisions and related workforce/workplace strategies.

Prior to joining Springboard, Jana was the project director and principle investigator for the Rocky Mountain ADA Center, funded by the U.S. Department of Education's National Institute on Disability & Rehabilitation Research. As a researcher and training, she has conducted hundreds of ADA-related training sessions for employers, professional organizations, attorneys, government entities and more. She is the editor of the ADA Quiz Book, 3rd Edition, co-editor of the ADA Quiz Book, 4th Edition, and has authored several ADA-related training curricula including "HR Strategies for ADA Compliance," "Nonprofits & the ADA," and "Marketing Job Seekers with Disabilities."

Dr. Burke received a Doctorate of Philosophy in Organization & Management from Capella University and a master's degree in nonprofit management from Regis University.

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Agnieszka Burzynska

QHSE Manager
Sodexo Poland On-site Services

She graduated Warsaw University of Technology faculty of Environmental Engineering. At Sodexo since 2007, initially in projects related to facility management services.

Since 2010, responsible for the implementation and execution of CSR strategies within Sodexo's global project Better Tomorrow Plan. Project is a way of company's contributing to the economic, social and environmental development of the communities, regions and countries where it operates. The main areas of action are the nutrition, health and wellness, supporting local communities and environment. An important element of the project is business ethics, including activities related to the diversity and inclusion.



Niamh Carew

B.Sc. Computer Science Manager
Dell Solution Centres

Niamh Carew has over 21 years of experience in technology. She began her career as a software engineer in Apple. She also worked with Oracle and moved to Dell in 2006. As an engineer working with multi-national companies in the technology sector she worked in all aspects of the software development cycle from development, engineering, testing, release and support. She currently works in a network of Global Solution Centers where Dell's solutions come to life, showcasing how technology can help people grow and thrive.

Niamh is the global leader & founder of Dell's Employee Resource Group - True Ability. She formed the chapter in Limerick, Ireland in 2010 and led the growth of chapters in France, Germany, Morocco, Netherlands, Slovakia, South Africa, United Kingdom, and two more chapters in Dublin & Cork, Ireland. Expansion in Europe, Middle East and Africa (EMEA) is continuing with Scotland joining in the near future. Having established the EMEA network, Niamh was honored to become the global leader in 2013. She now leads the global network of chapters by defining strategy, facilitating global sharing and providing operational governance.



Tom Hessels

Internet Specialist
Stichting Accessibikity

Born on December 20th 1950 in Amsterdam, The Netherlands. Tom was born blind. He taught primary and secondary school at the Institute for the blind in Bussum. Then he studied to be a System Programmer at NOVi (Nederlands Opleidingsinstituut voor Informatica). Between 1972 and 2000 he worked as a Computer Programmer for different organizations including a library for the blind and a newspaper publisher. He was also interested in music, played in a band and produced his own CD's.

Since 2002 he is involved with Stichting Accessibility, a daughter of Stichting Bartiméus Sonnheerdt, a institute for the blind, where he worked as an internet specialist. Nowadays he is a computer advisor for other blind people at Bartiméus, and he also trains software specialists concerning Accessibility issues.



Bernard ter Haar

Director General
Ministry of Social Affairs and Employment,
Netherlands

Bernard ter Haar is Director General Social Security and Integration at the Ministry of Social Affairs and Employment in The Netherlands. He is an economist and works for the Dutch central government since 1988. He started his career at the Ministry of Finance, where he held several positions. During the credit crisis in 2008-2009 he played a key role in designing the defense strategy for the Dutch financial sector. Prior to his present position he has been Director General for the Environment for three years.

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Bert van der Heijden

Associate R&D Director

Dow Benelux BV. Chairman of the DEN (Disability Employee Network) Chapter of Dow Benelux
The Dow Chemical Company

After achieving a Masters degree in Chemical Engineering from the Technical University Eindhoven I joined Dow Benelux in 1979. During my career I have performed various roles in R&D in product, catalysis and process development in most of Dow's Plastics businesses. In 2007 I was named Associate R&D director for Performance Plastics for Dow in Europe.

In 2011 I have become a member of the Dow Benelux People Success Leadership Team. One of the Key items this team is addressing is Diversity and Inclusion and I have taken the role as Chairman of the Disability Employee Network. This network is part of the EMEA/Global Dow DEN network and our primary focus is on showing the Dow community what the great contributions are of people with a disability both at and outside work and to stimulate the success of those people. We develop activities to stimulate communication between people with and without disability always focusing on possibilities and options. Our slogan is: "having a disability should not create any limitations".



Wojciech Kloda

Human resources specialist in telecommunication
Orange Poland

Wojciech Kloda is a human resources specialist in telecommunication sector. He attended George Washington University and University of Economics in Wrocław graduate. Currently a Professional project management leader participated in several optimization and restructuring projects in Orange Polska, Polish Telecommunication and PTK Centertel.

Expert in conducting projects focused on rising work effectiveness and forecasting the workforces demand.

Currently manages the team responsible for the strategic planning in the workforce area in Orange Polska.

In his free time is keen on skiing and windsurfing.



Oliver Kress

Partner
Flichy Grangé Avocats

Olivier Kress advises national and international companies on merger and acquisition operations and restructuring plans under the angle of labor law. He is specialized in mass redundancies procedures, collective bargaining agreements and outsourcing.

He also possesses a particular expertise in the transfer of undertakings, complex business reorganizations and in assisting executives in transformation phases.

Furthermore, Mr. Kress provides counsel to clients as regards to international employment law, international mobility and immigration matters.

Additionally, he has a rich experience in organizing high-profile carve-outs and the necessary arrangements resulting from these operations.

Finally, he regularly represents his clients in both civil and criminal proceedings in the event of sophisticated disputes (collective as well as individual).



Kirsty Leivers

Diversity & Inclusion Business Partner
AXA Group

Kirsty is the AXA Group Diversity and Inclusion Business Partner. Based at AXA Group headquarters in Paris, she supports over 30 countries in their Diversity and Inclusion Programs. AXA has a strong Global D&I team and through them learns from the many different realities internally, as well as outside of AXA, to determine on how inclusion can be improved throughout the organization.

Kirsty has 18 years of experience in program management, business transformation and cultural change. She spent nine years in the United Kingdom working closely with operations and the last nine years based in France working across countries and cultures in global roles. Through facilitation and training, she has experienced firsthand the different learning and working styles in many different countries.

On the personal side Kirsty enjoys her status as a 'foreigner' in her country of residence and seeks out opportunities to expand her interaction with people with different life experiences to her own.

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Hugh Mitchell

Chief Human Resources & Corporate Officer
Royal Dutch Shell PLC

As Chief Human Resources and Corporate Officer for Royal Dutch Shell, Hugh Mitchell has responsibility for Human Resources, Real Estate, Communications, Health, Security and Aircraft. He is also Regional Director for Africa (excluding Nigeria). He has held his core responsibilities since 2005.

Hugh was born and educated in Falkirk, Stirlingshire before studying Modern History at Edinburgh University. He joined Shell after graduating in 1979. He has held a variety of HR and business roles in the UK, the Netherlands and Brunei. Hugh is a member of the Board for the Centre for Advanced Human Resources at Cornell University in the USA, a Foundation Board member of IMD business school in Lausanne, Switzerland, a Fellow of the National Academy of Human Resources in the USA, a Trustee of the Shell Foundation Board. He was appointed Independent Director of the Edinburgh Business School Board in June 2014.

He is a non-executive director of RSA Insurance Group plc.



Stefanie Nennstiel

Human Resources
Diversity & Inclusion Expert SAP SE

Stefanie Nennstiel is Human Resource Expert for D&I and global program lead for Autism at Work, SAPs employment model of Autists. In this role she is responsible for the set-up of the global employment strategy and local rollout.

Stefanie joined SAP in 1992 as part of Field Services (FS), where she worked on many different customer implementation projects. She then was responsible for the global education program for FS. She moved to Human Resources in 2006. In 2008 Stefanie took the lead for Global Career Framework, Global Job Codes and supported the strategic Global Grading System. In 2013, Stefanie took on the lead for the work stream 'Differently Abled people' and the program lead for Autism at Work.



Ingrid Olsen

VP of Human Resources
EMEA EMC Corporation

Ingrid Olsen leads EMC's EMEA Human Resources organisation, covering Europe, Middle East and Africa, partnering with the business to deliver a world-class talent strategy that enables EMC's innovation and success. Her responsibilities include all aspects of attracting, developing and retaining top talent, compensation and benefits, the people-related aspects of acquisition integration and a strong focus on the culture of the company, which has resulted in EMC being recognised by Great Places to Work in 2014.

Ingrid's 19-year career at EMC has spanned multiple roles and countries.

Throughout her career, Ingrid has had a strong focus on people and their contributions to EMC's future success. Her passion and commitment for Diversity & Inclusion led her to become President and co-founder of the EMEA Field Women's Leadership Forum and to successfully develop EMEA's regional Diversity and Inclusion program. She is a graduate of Northeastern University in Boston, and lives in her native Denmark with her family.



Stephanie Oueda

Diversity International Manager
L'Oréal

Stéphanie is the Manager of the international Diversity Team of L'Oréal. She is responsible for the creation, deployment and roll out of the Diversity Policy of the Group Worldwide.

The Policy is based around 3 key pillars: Gender, Disability and Origins. Her experience in Diversity have included the creation & launching of the Diversity Policy of L'Oréal Mexico, the internationalization of the L'Oréal Disability initiatives Trophies (from 12 to 65 countries), the program L'Oréal by women & the certification of Gender Equality in half of the Group subsidiaries.

Multicultural by birth, fluent in 5 languages, Stéphanie has lived and worked in Europe & the Americas. Previously of joining L'Oréal, Stéphanie worked in the Mexican Ministry of Foreign Affairs, the Mexican Consulate and the Mexican delegation to the United Nations. She holds a MA in Economics and in Political Science from Université de Montréal et Sorbonne University.

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Isabel Aijon Ramirez (Boxall)

Corning Incorporated

Isabel joined Corning in 2001, in the European Customer Service Center in England, and held various roles in Customer Service. In July of 2006 Isabel relocated to Berlin, where she took the position of Team Supervisor looking after the International Team in Customer Services

Isabel became a member of the EMEA Diversity Council in 2013, concentrating on the focus area of Disability. In October 2014 Isabel led the "Global Disability Month" efforts in the Germany locations, organizing events to create awareness.

During "Global Disability Month" the chapter of the ADAPT (Abled and DisAbled Partnering Together) group was launched in Germany. The aim of the group is to create awareness of disability through education and advocacy

Isabel was born in the Spanish enclave of Melilla, where she caught Poliomyelitis at the age of one. Disability has always been part her life in more ways than one. Isabel's husband, Richard suffers from Multiple Sclerosis and together they have two children, one of whom has ADHD.



Ioana Ramniceanu

HR Professional
Orange Romania

Ioana Ramniceanu has been human resources professional for more than 7 years, working for the telecom market leader in Romania. Taking a consultative approach to her business peers, Ioana is fostering genuine working relationships to identify equal career opportunities for people with disabilities. Mastering recruitment and career counseling, Ioana uses a variety of ways to bridge the needs of people within the organization. She is cultivating relations outside the company, involving NGO's and professionals in the disability domain. Her strongest belief is that real things lead to real people and the overall gain is, of course, real. Listening & reacting makes it all happen no matter the challenges involved.

Ioana has a BA in Political Sciences and an international certification as Career Consultant from NBCC. She is an active practitioner of career guidance and internal consultant for employee experience.



Jeroen Riemeijer

HR Manager

Development and Mobility

Delft University of Technology

Jeroen Riemeijer is currently employed by the University of Technology in Delft where he held the position of HR manager for Development & Mobility. He started this role in 2012, when he left Shell International (The Hague) after a 34 years career in HR.

With Shell he held a number of HR positions throughout Shell's businesses in NL and Malaysia. His focus during the last lets say ten years with Shell: managing consequences and impact of several reorganisations within Shell IT and lastly Shell's 2009 Transition. With a background in dealing with consultation partners he currently operates in a completely different environment: A university organisation, which he says is very different from Shell. Dealing with unions and staff councils is also his 'playing field' in Delft. Shell compared to a university he says: 'Believe me it is a steep and powerful learning at the same time.'

Jeroen also operates his own business in HR and leads a network organisation in NL called 'InTransition'. This network is available for customers struggling with reorganisation aspirations with a people impact. He also is a well-known columnist for a wide range of customers.



Stephan Swinkels

Executive Director

L&E Global

Stephan has ten years of professional experience in the corporate legal sector. Currently active in law firm management, marketing and strategy, he is an award winning MBA graduate (cum laude) with extensive international experience, specialist degrees in corporate law and governance, and excellent negotiation, communication, interpersonal, analytical, and teambuilding skills. Stephan is a proven goaloriented team-player, accustomed to working under pressure and deadlines. He is ready to lead whenever required and committed to continuous learning. He enjoys challenges.

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Eric Velleman

Technical Director Accessibility Foundation
Researcher University of Twente

Eric Velleman is technical director of the Accessibility Foundation in the Netherlands. He is co-author of the first book on making websites accessible. He has contributed to the WCAG2.0 guidelines, led the official translation to Dutch and successfully implemented ISO/IEC 17020 for accreditation of accessibility inspection in the Netherlands. He participated in the Mandate 376 project group for the European Commission. He acted as accessibility expert for the Dutch Parliament and has addressed the European Parliament about accessibility during the preparation of the EU Accessibility Directive. He is Member of the W3C Advisory Committee and facilitator of the Eval TF (Evaluation Taskforce) within W3C. He is lead author and facilitator of UWEM and of the recent W3C WCAG Evaluation Methodology that is referenced by the European Commission. The Accessibility Foundation helps and checks the accessibility of websites, apps and applications for more than 250 companies, government agencies and other organizations on a yearly basis.



Esther Vergeer

Wheelchair tennis player

Born on July 18th in Woerden, the Netherlands. Esther is one of the most successful professional athletes in Dutch history.

Seven times Esther won gold at the Paralympic Games and she was ranked the top player 13 consecutive times during her tennis career. After remaining unbeaten in singles for a streak of 470 matches she ended her career. The Woerden native is now CEO of her own Foundation (Esther Vergeer Foundation) in which capacity she stimulates children and youngster with a disability to participate in sports.

Her role as a leader is becoming more and more defined in activities surrounding sport. She is the director of the ABN AMRO tournament World Wheelchair Tennis Tournament in Rotterdam. She applies herself by sharing her experiences with other athletes in her role as advisor of the NOC*NSF (Paralympic Team NL). Apart from that she also completed a Master study "International Sports Management" at the Johan Cruyff Institute.

It is her mission to inspire people (with and without a disability) to become the best they can be. Through all her activities she is doing her bit.



Jeroen Verhagen

Sales Director Channel
Dell The Netherlands

Jeroen Hagen has over 30 years of experience in technology sales. Originally started as an officer in the Royal Dutch Marine Corps, but switched over to the Information Technology sector in 1984. Moved to Dell in 2012 and is very motivated by Dell's entrepreneurial spirit and end-to-end portfolio. But what really caught him is Dell's continuous aspiration for Diversity and Inclusion. Jeroen has accepted the invitation from his employer to embrace the Dell chapter of "True Ability" in the Netherlands with both hands.

Jeroen strongly believes that it is up to employers to make sure a disability is not the same as an inability.



Nadine O. Vogel

CEO
Springboard Consulting, LLC

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with national and multinational corporations, governments and agencies around the world to successfully mainstream disability in the global workforce, workplace and marketplace. Springboard also produces the world-renowned Disability Matters Conference and Awards.

Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of DIVE IN, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce, a highly acclaimed must-read business book. She is a regular contributor to Profiles in Diversity Journal, Diversity MBA Magazine and Diversity Executive Magazine, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker.

A stylized, blue-toned illustration of Stevie Wonder. He is shown from the chest up, wearing large round sunglasses and a dark suit jacket over a white shirt. His eyes are closed, and he has a joyful expression with his mouth open as if singing. The background is a solid dark blue.

ACCEPTING THE AWARDS

STEVIE WONDER

Singer/songwriter

Who lost sight at the age of seven. He learned to read notes in braille, which required him to learn the left and right piano movements separately and later synthesize them.

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ACCEPTING THE AWARDS

WORKFORCE AWARD

Agnieszka Burzynska, Sodexo Poland
Stefanie Nennstiel, SAP



WORKPLACE AWARD

Isabel Boxall, Corning Incorporated
Niamh Carew, Dell, Inc.
Bert van der Heijden, The Dow Chemical Company
Wojciech Kłoda, Orange Poland
Ioana Râmniceanu, Orange Romania

CORNING



MARKETPLACE AWARD

Stephanie Oueda, L'Oréal

L'ORÉAL

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HONOREES

WORKFORCE AWARD



WORKPLACE AWARD

CORNING



The power to do more



MARKETPLACE AWARD

L'ORÉAL

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Good: chemistry.



At Thermo Fisher Scientific we recognize that, by valuing and promoting a culture of diversity and inclusion, we enable our employees to contribute their unique perspectives and fully leverage their individual talents. Thermo Fisher employees have formed **Employee Resource Groups (ERGs)** throughout the company to foster the sharing of knowledge and experiences to positively impact the way in which we evolve to a more inclusive culture.

Our ERG's include:

- Women's ERG
- African Heritage ERG
- Millennials' ERG
- Veteran's ERG
- Lesbian, Gay, Bisexual, Transgender and Allies ERG
- possAbilities ERG

To learn more about the Office of Global Diversity and Inclusion at Thermo Fisher, please visit: <http://careersat.thermofisher.com/employee-experience/diversity-and-inclusion/>



Shell is proud to host the 2015 Disability Matters European conference

IN SEARCH OF PIONEERS

IN SEARCH OF REMARKABLE PEOPLE

To be a true pioneer is a remarkable quality. Pushing the boundaries means pulling together, as part of an inclusive team. You need to be committed to collaboration and bringing the very best from everyone you work with as well as being able to embrace inclusion and build trust among people from all backgrounds.

At Shell, we believe passionately in the strength of a diverse and inclusive team to drive innovation and growth right across our business. We understand that the more diverse our workforce, the more varied the ideas we bring to the table. We foster an environment of respect for others in which everyone can feel confident in being themselves.

Right now we are in search of remarkable individuals, from a range of diverse backgrounds.

Discover more at www.shell.com/diversity



Shell_Careers



Shell



Shell/Careers

Shell is an equal opportunity employer



WE CAN HELP YOU!

WORKFORCE

- Talent Acquisition and Management
 - Disability Mentor Programs
 - Training: In-person/Webinar/Experiential/
E-Learning/T3
 - Employee Disclosure Tool
- Information Toolkits
 - Essential Job Function
Development
 - Quota Analysis & Planning



WORKPLACE

- Organizational Assessment & Gap Analysis
 - IT/Web Accessibility Assessment
 - Physical Barrier Assessment
 - Reasonable Accommodation Programs/Processes
- ADA/Legislative Hotline
 - Disability/Vets Employee Resource Groups
 - On-site Event Production

MARKETPLACE

- Strategic Brand Assessment
 - IT/Web Accessibility
 - Ideation, Segmentation & Strategy Development
 - Program Development and Execution
 - Communications & Media Outreach
- Creative Services
 - Strategic On-Site Event Development



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Asia – Pacific
17 – 18 August, 2015
Bangkok, Thailand
Hosted By:
KRUNGTHAI - AXA



<http://consultspringboard.com/events-main/>

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