

ASSOCIATION OF STAFF EMPLOYEES OF THE WINDWARD ISLANDS

(A.S.E.W.I.)

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Management board  
NV GEBE  
Philipsburg, St. Maarten.



Our ref: AW/TT/AM/dw-15-16-002

Date: June 24, 2016

Att. to: Mr. Andrew Zagers interim CEO.  
Mr. Roy Marlin, chairman Supervisory board  
Honorable Prime Minister William Marlin  
Honorable Minister Angel C. Meyers,  
Honorable Minister Emil Lee

ASEWI-WIFOL was informed via the Today newspaper, dated the 23<sup>rd</sup> of June 2016 that Mr. Clifford Sasso, former acting HR (human resource) manager of NV GEBE department won his court case versus NV GEBE. The ruling stipulates that Mr. Sasso must be reinstated into the acting HR position as of July 25<sup>th</sup>, 2016.

ASEWI/WIFOL can emphatically state that the majority of NV GEBE employees are concerned with the ruling rendered by the court to reinstate Mr. Sasso in the position of acting Human-Resource Manager.

It is important to note that ASEWI-WIFOL issued many complaints to the Former COO, Mr. Romelio A. Maduro and CFO, Mr. Rene Gartner regarding the HR department, headed, at the time by Mr. Clifford Sasso.

The HR department is an important department in any organization. Having a person with the proper competences and leadership style is vital for the effective and efficient running of the department, especially today.

We have conveyed to NV GEBE management, numerous Minister's of energy, parliamentarians and the labor mediator, through meetings, our frustration and dissatisfaction with NV GEBE HR department, especially during the tenure of MR. Clifford Sasso.

Whether Mr. Sasso was treated justly or fairly by NV GEBE, as stipulated in the court ruling, is better left for the competence of the court. However, ASEWI-WIFOL as a partner within NV GEBE must focus on the well-being of the company, and its employees.

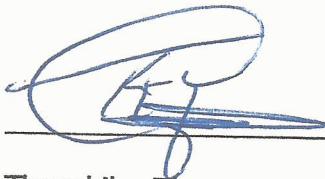
It is for this reason alone we must reiterate our position. ASEWI-WIFOL opposes reinstating Mr. Clifford Sasso as the acting HR manager. We have to stress that this is in no way a personal

attack against Mr. Clifford Sasso. However, we believe, that it is extremely necessary to point out the deficiencies and challenges of the HR department which was exasperated during the tenure of Mr. Sasso, who has shown to be unwilling to live up to the task. As a consequence, the employees are demoralized, with many expressing their grievances, which are, but not limited to:

1. Trust, the majority of NV GEBE employees do not trust Mr. Clifford Sasso as acting HR manager and therefore refrained from discussing sensitive issues with him.
2. Competence and leadership qualities, this is where we are most concerned. The HR department with-in NV GEBE is badly in need of a competent HR manager with the right leadership style. Our relationship with NV GEBE was severely strained and remained taxing because of this.

In light of the court ruling, Mr. Clifford Sasso vs NV GEBE, ASEWI-WIFOL, after careful rumination, had no other recourse but to share our serious concern. We sincerely hope to have your understanding in the matter in order to maintain labor peace.

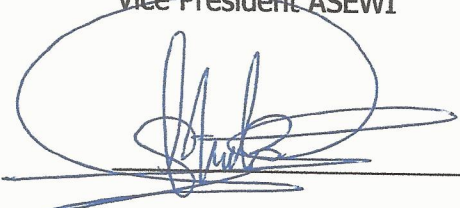
Sincerely,



Theophilus Thompson  
President ASEWI-WIFOL



Angelo Meyers  
Vice-President ASEWI



Donald Webster  
Treasurer ASEWI

CC to Shop stewards, NV GEBE Supervisory Board, Prime Minister of country St. Maarten, Minister of VROMI, Minister of Labor and labor mediator.