

Kai Hagedorn

Contact:

Address: Mittelweg 143, 20148 Hamburg, Germany

Phone: +49 151 12124626

Email: hagedorn@mecom.de

Summary

Experienced IT professional with over 20 years of experience in the industry. Specializes in IT security, project management, and business improvement. Proven track record in leading technical teams, implementing IT security management systems, and optimizing business processes to enhance IT stability and security.

Professional Experience

mecom Medien-Communications-Gesellschaft mbH, Hamburg, Germany

General Manager

August 2021 – Present

- Develop and implement company strategy.
- Monitor compliance and regulatory requirements.
- Identify and analyze relevant business risks.
- Introduce and oversee new processes and methodologies.

Head of Business Improvement and Technology

January 2020 – Present

- Strategic planning and development of a modern, secure, and cost-efficient IT infrastructure.
- Identify IT trends and developments, including the conceptualization and implementation of innovation topics for continuous digital transformation.
- Optimize business processes and workflows in alignment with customer and service orientation (e.g., ITIL guidelines).
- Plan and execute IT projects.
- Develop, implement, and monitor IT security guidelines.

Chief Information Security Officer (CISO)

January 2019 – Present

- Establish an information security management system according to ISO 27001 based on IT-Grundschutz.
- Manage and coordinate the information security process, ensuring compliance through regular audits.
- Lead the Security Operations Team and oversee the implementation of security measures.
- Develop policies, concepts, and recommendations, and conduct internal audits.
- Coordinate security-related projects and investigate security incidents.

IT Department Manager (Technical Service)

July 2006 – December 2018

- Develop and support guidelines and team processes.
- Lead and coordinate staff, ensuring personal and professional development.
- Ensure technical service management and coordinate communication during disruptions and maintenance.
- Develop security concepts and oversee implementation measures.
- Implement process topics such as onboarding/offboarding and change management according to BSI IT-Grundschutz.
- Manage external service providers and optimize service level agreements.

IT Service Technician

August 2001 – June 2006

- Install and maintain IT systems and satellite installations.
- Conduct hardware and software rollouts.
- Plan and execute IT projects.
- Administer office infrastructure (file servers, Exchange, Active Directory).
- Provide customer training and support the on-call team (24/7/365).

Trebing & Himstedt, Hamburg, Germany

Electronics Technician

July 2000 – July 2001

Bundeswehr, Germany

Soldier

September 2000 – June 2001

Siemens AG, Hamburg, Germany

Electrical Engineer

February 1998 – August 1999

Education

FernUniversität in Hagen

Bachelor of Science in Business Informatics

October 2008 – March 2012

Institut für Lernsysteme

State-certified Technician (Information and Communication Technology)

October 2001 – March 2005

Siemens AG

Electronics Technician Training

August 1995 – January 1998

Certifications

- Beyond Leading (mastering future leadership)
October 2022 – January 2024
 - Information Security Officer
December 2018 – January 2019
-

Skills

- IT Security Management
 - Project Management
 - Business Process Optimization
 - IT Infrastructure Development
 - Team Leadership
-

Languages

- German (Native)
- English (B2)
- Russian (A2)

Malte Wulfmeier

Contact:

Address: Mittelweg 143, 20148 Hamburg, Germany

Phone: +49 (40) 411332884, +49 (175) 7242370

Email: malte.wulfmeier@mecom.de

Summary

Accomplished people manager with extensive experience in establishing sales organizations, implementing sales strategies, managing large teams, and negotiating with public authorities and companies. Proven track record in cost reduction, budget management, and international business activities.

Professional Experience

mecom Medien. Communications- Gesellschaft mbH, Hamburg

Head of Business Service

October 2023 – Present

- Established a sales organization
- Implemented sales strategies and developed suitable measures
- Internationalized business activities
- Cooperated and negotiated with public authorities and companies
- Managed costs, budgets, and contracts

Metro Deutschland GmbH

Managing Director

October 2018 – September 2023

- Managed a sales budget of up to €65 million and a team of approximately 150 employees, including 2 Operations Managers and 10 Department Managers
- Contract managed with local suppliers and authorities
- Developed and executed cost reduction programs
- Realized key business figures and budgets
- Managed sales staff in the field

Operations Manager

December 2013 – September 2018

- Responsible for non-food/food areas
- Ensured compliance with all legal and operational regulations
- Organized food service delivery

Aldi GmbH & Co. KG, Kleinaitingen
Regional Sales Manager
April 2008 – April 2013

- Responsible for planning, selection, and development of employees
- Managed the introduction of a training framework for junior store managers

E.W.L. Display & Printing Solutions GmbH, Oberhaching
Consulting & Sales
April 2006 – December 2007

- Planned and implemented sales projects
- Implemented Customer Relationship Management (CRM) systems

Internship
July 2004 – October 2004

- Supported projects and trade fair preparation and follow-up

tecis Finanzdienstleistungen AG, Hannover
Trainee & Junior Consultant
December 2000 – October 2003

- Worked in sales on an independent basis
-

Education

University of Hanover
Diploma in Economics
October 1999 – April 2006

- Specializations in Public Finance, Mathematical Economic Theory, and Economic Policy
- Diploma thesis: "Morbidity-oriented risk structure compensation" (Grade: 1.0)
- Final grade: 2.1

German Red Cross, Lemgo
Civilian Service
August 1998 – August 1999

- Trained as a paramedic
-

Language Skills

- German: Native
- English: Business fluent (C1)
- French: Basic knowledge

AKOS ERDÖDI

EXPERIENCE

- 2024 – now mecom Medien-Communications GmbH Hamburg
System Support Engineer
- Installation, configuration, monitoring, troubleshooting, network sizing, bandwidth upgrade or downgrade, software upgrade, optimization of network configuration of iDirect Evolution VSAT network
 - Evaluation of Link Budget Calculations from satellite operators
 - Technical contact for solution architects, supporting preparation of proposals
 - Evaluation and testing of telecommunication solutions
- 2012 – 2023 Signalhorn Trusted Networks GmbH Backnang, Germany
Manager, VSAT Platforms System Support
- Installation, configuration, monitoring, troubleshooting, bandwidth upgrade or downgrade, software upgrade of Gilat SkyEdgeII and iDirect Evolution VSAT networks
 - Technical contact for Gilat and iDirect TAC
 - Third-Level-Support for Network Operation Center
 - Technical contact for engineers of customers, for implementation, troubleshooting or reconfiguration
 - Technical contact for solution architects, supporting preparation of proposals
 - Network sizing for operational and proposed new networks
 - Improvement of network monitoring tools
 - Optimization of network configuration to reduce space segment costs
 - Evaluation of Link Budget Calculations from satellite operators
- 2002 – 2012 Satlynx GmbH Backnang, Germany
Manager VSAT Platforms System Support, Gilat 360E SkyEdge VSAT
- 1999 – 2002 Gilat Europe GmbH Backnang, Germany
Engineer, VSAT Platforms System Support for SkyStar Advantage VSAT
- 1998 GE Spacenet McLean, VA USA
Trainee, System Integration and Test Engineer for SkyStar Advantage VSAT
- 1997 GE Spacenet, former AT&T Tridom Marietta, GA USA
Trainee, NOC Engineer, AT&T Tridom Clearlink VSAT network

EDUCATION

- 2011 Cisco Certified Network Associate CSC011975467 (expired)
- 1993 – 1999 Technical University of Budapest, Hungary
- M.Sc., Electrical Engineering
 - Telecommunication Major, Telecommunication management Minor
 - Master's thesis on multiple access technologies in VSAT networks

LANGUAGE SKILLS

Fluent in English, German and Hungarian

NATIONALITY

German and Hungarian

Kai Roddeck
Business Development Manager

Address:

mecom Medien-Communications-Gesellschaft mbH

Mittelweg 143, 20148 Hamburg

Telefon: +49 [40411332800](tel:+4940411332800)

E-Mail: kai.roddeck@mecom.de

Summary: Kai Roddeck is an accomplished business development manager with over 16 years of experience across various industries, including safety-critical communications, retail, and real estate. He specializes in financial and economic analysis, people and operations management, achieving sales targets, and fostering international relations. With a strong background in business development and project management, Kai recently completed an EMBA and holds a Diplom in Finance and Risk Management. His expertise includes sales, project management, strategy, and creating dynamic workplaces.

Experience:

mecom Medien-Communications-Gesellschaft mbH

Business Development Manager

January 2024 - Present (6 months)

Hamburg, Hamburg, Germany

- Led strategic initiatives to identify and pursue new business opportunities
- Implemented innovative business solutions and partnerships to expand market reach and drive business growth.
- Developed and maintained strong relationships with key stakeholders, ensuring alignment with organizational goals.
-

McArthurGlen Group

Business Operations Analyst

September 2021 - January 2024 (2 years 5 months)

Germany & Austria

- Analyzed and interpreted sales and customer data to provide actionable insights, contributing to a 10% improvement in sales performance.
- Collaborated with the Managing Director and other stakeholders to develop and implement strategic business plans.
- Utilized advanced data modeling and visualization tools (Excel, Tableau, ThinkCell) to enhance decision-making processes.

Merkur Casino International GmbH

Performance Operations Manager UK and SK

January 2018 - September 2021 (3 years 9 months)

Hamburg, Germany

- Conducted comprehensive market analysis for over 280 venues, leading to the development and implementation of new products and standards.
- Achieved a 20% increase in revenue and a 10% reduction in costs through strategic remodeling of venues and improved customer offerings.
- Collaborated with cross-functional teams (HR, Product, Marketing, Construction, Controlling, Compliance) to align activities with company objectives.

Hollister Co.

Country Retail Manager

October 2015 - December 2017 (2 years 3 months)

Hamburg Area, Germany

- Increased brand revenue through market assessment and the implementation of local marketing strategies.
- Provided financial insights and strategic vision for decentralized business operations.
- Managed relationships with key stakeholders, including mall management, real estate, and marketing teams.

•
Senior District Manager

October 2013 - October 2015 (2 years 1 month)

Hamburg Area, Germany

- Recognized as part of the top 10% of district managers globally, mentoring new district managers and participating in advanced leadership training.
- Improved district performance by implementing best practices and innovative management techniques.

•
District Manager

August 2010 - October 2013 (3 years 3 months)

Northern Germany, Poland & Sweden

- Successfully opened new stores in Warsaw, Hamburg, and Leipzig, increasing regional presence and revenue.
- Managed high-volume operations with annual sales up to \$14M per store.
- Developed and implemented compliance standards and operational procedures.

•
Abercrombie & Fitch

Department Manager Flagship

June 2008 - August 2010 (2 years 3 months)

London, United Kingdom

- Enhanced store experience and staff satisfaction, contributing to overall operational success.
- Developed a team of assistant managers, ensuring high standards of customer service and operational efficiency.

Education:

Quantic School of Business and Technology

EMBA, Business and Technology

November 2020 - February 2022

Hochschule Stralsund

Diplom Betriebswirt (FH), Finance & Risk Management

2001 - 2006

Skills:

- Financial & Economic Analysis
- Sales & Marketing Strategies
- Project Management
- Safety-Critical Communications
- Data Analysis & Visualization
- Strategic Planning
- Operations Management
- International Relations

Signature: *Alexander Feldmann-Buhl*

Alexander Feldmann-Buhl (Jun 28, 2024 11:48 GMT+2)

Email: feldmann@mecom.de






Key Personell

Final Audit Report

2024-06-28

Created:	2024-06-28
By:	Kai Roddeck (kai.roddeck@mecom.de)
Status:	Signed
Transaction ID:	CBJCHBCAABAAPZXI8VuffFjnKXf8ekw6xwBZULed6SKB

"Key Personell" History

-  Document created by Kai Roddeck (kai.roddeck@mecom.de)
2024-06-28 - 9:38:47 AM GMT
-  Document emailed to Alexander Feldmann-Buhl (feldmann@mecom.de) for signature
2024-06-28 - 9:38:51 AM GMT
-  Email viewed by Alexander Feldmann-Buhl (feldmann@mecom.de)
2024-06-28 - 9:47:49 AM GMT
-  Document e-signed by Alexander Feldmann-Buhl (feldmann@mecom.de)
Signature Date: 2024-06-28 - 9:48:04 AM GMT - Time Source: server
-  Agreement completed.
2024-06-28 - 9:48:04 AM GMT