

# Julius Bär

JULIUS BAER TRUST COMPANY  
(CAYMAN) LTD.

The Secretary  
The Immigration Board  
Department of Immigration  
P.O. Box 1098 GT  
Grand Cayman

Grand Cayman, 3 October 2000

Dear Madam,

**Re: Work Permit Renewal Rudolf Elmer**

Please find enclosed an application for the renewal of a work permit for the above together with two extracts from the Caymanian Compass and a cheque for CI\$ 35 to cover the filing fee.

Mr. Elmer has been working for the Julius Baer Group for 13 years. He is responsible for the Cayman's operations including IT and Services, Project Management, Accounting and Controlling, Management of risk exposure, credit control and payment systems as well as compliance. Furthermore his knowledge about the Baer Group and his language skills are very valuable in liaison with group companies, factors which are very important to the efficiency of the role played by the Cayman subsidiaries in the Baer Group's global operations.

As you will appreciate from the breadth of responsibilities which Mr. Elmer has, this is a critical position for the Baer Group and in order to cover Julius Baer Cayman's planned growth, a three year renewal of Mr. Elmer's work permit is therefore sought.

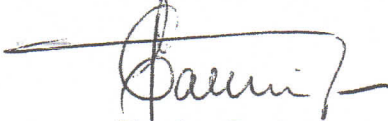
As with all positions which we currently fill through a work permit process, we continue to train our Caymanian staff and look to recruit local staff with good long term potential for development whenever the possibility presents itself. In this regard we currently have one Caymanian qualified accountant, Lecia McLaughlin employed in Mr. Elmer's group and we will be ensuring that she receives the opportunity to widen her experience and develop to the full extent of her potential. However, as I hope you will appreciate, it will take many years before we could anticipate her being in a position to fill the role of Chief Operating Officer. Nevertheless, we believe that we have several Caymanian staff with good long term potential and we will continue to invest in their future through Bank sponsored training, both formal and on-the-job. However, with the expected growth of the business and the limitations in the growth of the local labour

pool, we would expect to be dependent on work permits for this and a number of other key positions for quite some time to come.

Should you have any questions on this renewal, please do not hesitate to contact me.

Yours sincerely,

Julius Baer Bank and Trust Company Ltd.



Charles Farrington  
Managing Director



Christine Godfray  
Head of Mutual Funds

# CAYMAN ISLANDS

## IMMIGRATION LAW, 1992

### (SECTION 28)

#### APPLICATION FOR THE RENEWAL OF A WORK PERMIT

(An application to renew a work permit should be sent to The Secretary, The Immigration Board.)  
Department of Immigration, P.O. Box 1098 GT, Grand Cayman, Cayman Islands

#### NOTES:

This application is in two parts.

The first part is to be completed by the worker and the second part by the employer.

In those cases where the applicant holds a permit to be self employed only Part I and those marked \* in Part II need be completed.

A CI\$35.00 filing fee, 1 full face passport size photograph of the worker and a covering letter from employer should accompany this application.

Each question must be answered even if the answer is in the negative.

#### PART I

(To be completed by the worker)

1. Surname (Last Name) ..... **ELMER**
2. Given Names (First Names) ..... **RUDOLF MATTHIAS**
3. Nationality ..... **SWISS** ..... Date of Birth ..... **01.11.55**
4. Passport Number ..... **8326754** ..... Date of Issue ..... **APRIL 29, 1993**
5. Place of Issue ..... **KANTON ZUG** ..... Date of Expiry ..... **JAN 26, 2001**
6. Date of expiry of present work permit ..... **SEPTEMBER 1, 2000**
7. Present Address ..... **P.O. BOX 1100GT**  
..... **GRAPETREE #19**  
..... **GRAND CAYMAN, CAYMAN ISLANDS**
6. If you are not currently living in the Cayman Islands what is your present address: ..... **N/A**

#### SINCE YOUR PREVIOUS APPLICATION -

8. Have you married, divorced or separated? ..... **MARRIED**  
If so, please provide details including dates ..... **SEPTEMBER 15, 1995**
9. Have you obtained any professional or technical qualification ..... **NO**  
If so, what are they? ..... **N/A**

10. Have you (or has any member of your household accompanying you) been charged or convicted of any criminal offence during the currency of your work permit ..... **NO** .....

If so, please provide details:

Nature of Offence	Date	Verdict & Sentence (if any)
.....	.....	.....
.....	.....	.....
.....	.....	.....

11. Particulars of any dependents (spouse, children or others) whether residing in the Cayman Islands or otherwise, whom you wish to accompany you .....

State whether children are legitimate or illegitimate.

Name	Date of Birth (d.m.y.)	Nationality	Relationship	Country of Residence
<u>ADELEHEID</u>	<u>24.4.61</u>	<u>SWISS</u>	<u>WIFE</u>	<u>SWITZERLAND</u>
<u>HELENA</u>	<u>25.6.00</u>	<u>SWISS</u>	<u>DAUGHTER</u>	<u>SWITZERLAND</u>
.....	.....	.....	.....	.....
.....	.....	.....	.....	.....

**DECLARATION**

I declare the information contained in this application to be correct to the best of my knowledge and belief and am aware that it is a criminal offence to make a statement or representation that is false in a material particular which I know to be false or I do not believe to be true.

Signature of worker .....

Date **OCTOBER 3, 2000** .....

**PART II**

To be completed by the employer.

To avoid delay in processing this application each question must be answered even if the answer is in the negative.

1. \* Name of employer or employing company **JULIUS BAER BANK AND TRUST CO. LTD.** .....

Name of additional employer (if permit is to be shared) .....

2. \* Postal address **P.O. BOX 1100GT, GRAND CAYMAN** .....

3. Telephone (Work) **949 7212** ..... (Home) **945 3478** .....

4. \* Nature of Business (or occupation) **BANKING, CHIEF OPERATING OFFICER** .....

5. \* If a business state under which Law (if any) business is licensed to operate **THE BANK AND TRUST COMPANY LAW** .....

and date of issue of current business licence **JANUARY 11, 1985** .....

6. \* Description of job being filled CHIEF OPERATING OFFICER RESPONSIBLE FOR IT SERVICES AND PROJECT MGT., ACCOUNTING, CONTROLLING, BUDGETING, COMPLIANCE

7. \* Has this job been advertised or referred to the labour department? .....

ADVERTISED SEPT 22, 29, 2000

If not, why not? N/A

If the job was advertised or referred to the labour department, did any persons with Caymanian Status or persons legally resident in the Cayman Islands apply Yes

If the answer is yes, how many applied and why were none hired? One, Not hired due to: No Professional qualification, no compliance experience, no risk management experience, Limited Experience, no experience at Senior Management Level.

8. How many people do you currently employ? 26

Of those you employ how many are Caymanians? 19

If you employ non-Caymanian please provide details of nationalities and numbers

Nationality	No.
<u>Swiss</u>	<u>2</u>
<u>Irish</u>	<u>2</u>
<u>English</u>	<u>2</u>
<u>Canadian</u>	<u>1 (Plus 1 permit in transit)</u>

9. Do you operate a training programme? Yes

If you do, please provide details of it with particular reference to how it will equip Caymanians with the skills and experience to do the job. On the job training supplemented by formal courses at ICCL, Community College, Law School, Chamber of Commerce, STEP and other Institutions

10. \* Why cannot a Caymanian be found from within your own work force to do the job? Currently No Caymanian possess the requisite experience. One Caymanian has the relevant professional qualifications but has less than 1 year's experience.

11. \* How much is the worker receiving in salary or wages USD 150,000.-

What is the minimum number of hours per week that the worker is required to work 37 1/2

What other benefits, (if any) does the worker receive Pension, Bonus Scheme, Health Insurance, Share Participation Plan, Life & Disability Insurance

12. \* For how long are you requesting that this permit be renewed 3  
(maximum of 3 years)

#### DECLARATION

I declare the information contained in this application to be correct to the best of my knowledge and belief and am aware that it is a criminal offence to make a statement or representation that is false in a material particular which I know to be false or do not believe to be true.

Signature of Employer [Signature]

Signature of Additional Employer [Signature]

Date October 3, 2000

SUPPLEMENT TO WORK PERMIT APPLICATION

QUESTIONS RELATING TO THE PROVISION OF PENSION BENEFITS  
AND HEALTH INSURANCE

(To be answered by the Employer)

**PENSION PLAN**

1. What is the registration number of the pension plan you have set up for your employees in accordance with the National Pensions Law (1998 Revision)?

OSP/19/B003

2. What is the name of the administrator of your registered pension plan? Please provide contact name and telephone number.

Admin: Fortis Bank (Cayman) Ltd.

Contact: Blair Brinkly - 914-7959

**HEALTH INSURANCE**

1. With which Insurer has your company effected health insurance in accordance with the Health Insurance Law 1997 and regulations thereunder?

Colin Luke & Associates Insurance Ltd. (Anchor Gold Plan)

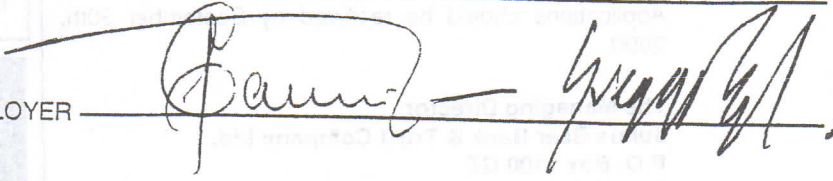
2. What is the policy number of your Health Insurance Plan?

G90DVM140/M

**EMPLOYER'S DECLARATION:**

I declare that the information given above is correct and confirm that the employee for whom the work permit is being sought is or will become a member of the above Health Insurance Plan in accordance with the Health Insurance Law 1997 and regulations thereunder and is a member or will join the above Pensions Plan in accordance with the National Pensions Law (1998 Revision) and regulations thereunder.

NAME OF EMPLOYER Julius Baer Bank and Trust Co. Ltd.

SIGNED FOR AN ON BEHALF OF EMPLOYER \_\_\_\_\_  


**NOTE:** Employers are required by the Law to set up both a pension plan and a health insurance plan for themselves and their employees. Failure to comply with the Law could have serious consequences and may lead to prosecution.



# EMPLOYMENT

## JULIUS BAER BANK & TRUST COMPANY LTD.

### CHIEF OPERATING OFFICER

Responsibilities include:

- \* Overall responsibility for the Company's operations including IT and Service and Project Management
- \* Assures that the security and internal control systems are adequate and develops, maintains and updates business recovery planning and emergency procedures
- \* Directs the Company's financial affairs in accounting, controlling, budgeting, new financial instruments, tax and treasury matters.
- \* Responsible for the management of risk exposure, credit control and payment systems
- \* Acts as Compliance officer and ensures that all Company's facilities and operations are carried out in compliance with local regulations and Laws.
- \* Responsible for the management of risk exposure, credit control and payment systems.

Required qualifications include:

- \* Certified public accountant or similar CFA qualifications.
- \* Minimum of 10 years experience in senior position within the banking environment.
- \* Extensive knowledge of Swiss Accounting Regulations and International Accounting Standards.
- \* Knowledge of the Cayman Company Laws and Regulations
- \* Ability to work under pressure especially at month, quarter and year end.
- \* Proactive and forward thinking with open-minded personality.
- \* Excellent knowledge of German, English and French.

A competitive salary package will commensurate with experience and will include health care pension plan and other benefits.

Applications from Caymanians, holders of Caymanian status or other persons legally resident on the island should include a full resume with references.

Applications should be received by September 30th, 2000.

The Managing Director  
Julius Baer Bank & Trust Company Ltd.  
P.O. Box 1100 GT  
Grand Cayman.

ES5761B

### HEAVY EQUIPMENT OPERATOR



## BARCLAYS PRIVATE BANKING Barclays Private Bank & Trust (Cayman) Limited

### Compliance Manager

Applicants should be well-rounded professionals capable of taking an active and significant role in the upper Management of the business. The applicant will possess a legal qualification with at least two years post qualification experience in corporate regulatory compliance. The role also demands familiarity with all areas of private banking (investment management, trust and company administration, and banking).

This includes:

1. Coordinating the development of compliance policies, practices and procedures for the bank, including the organization of regular anti-money laundering training courses for the staff.
2. Maintaining effective working relationships with other Compliance Managers in Barclays Private Banking, internal and external auditors, and local regulators.
3. Ensuring that all new and existing business fully complies with Barclays Private Banking internal standards of client acceptance and due diligence as well as external regulatory requirements.
4. Supervising all bank activities that may be impacted by legal, regulatory, reputational and operational risk.
5. Assuming the role of Reporting Officer to the Monetary Authority for suspicious transactions.

Caymanians or those with approved status only need apply.

Please apply in writing only to:

The Managing Director  
Barclays Private Bank & Trust (Cayman) Limited  
P.O. Box 478 GT  
Grand Cayman

Applications sent after the 6th October 2000 will not be considered.

Barclays Private Bank and Trust (Cayman) Limited forms part of Barclays Private Banking which is a division of Barclays Bank Plc in England, No. 1026167.

ES5780B

## Heavy Duty Mechanic Apprentice

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