

N/A

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 C\$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

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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
ADRIAN BROWN				
.....
.....

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 leg 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, Limit 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 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

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NOTES:

1. Applicants are advised that regulation 3 of the Immigration Regulations requires that unless the Immigration Board has waived the requirement an employee, before an application for the grant or renewal of a work permit is submitted must use his best endeavours to ascertain whether or not there is a person of Caymanian status (or a person lawfully resident in the Islands) ready, willing and able to undertake the job in question.

The regulation then provides that for the purpose of fulfilling this requirement the applicant must cause advertisements to be published inviting persons of Caymanian status or person lawfully resident in the Islands to apply for the job.

There are a number of exceptions to this requirement.

These are:-

1. Domestic servant (unless the employer is a non-Caymanian)
2. Spouses of Caymanians.
3. Children of Caymanians.
4. Self-employed persons.
5. Farm Labourers (unless the employer is a non-Caymanian or non-Caymanian controlled company)
6. An investor.
7. Any application in respect which the Board has, by prior arrangement, waived the necessity to advertise.

The advertisements must -

- (a) be published in a newspaper published and circulated in the Islands; and
- (b) be published in at least 2 issues of the newspaper with at least 7 but not more than 10 days between the issues.

The regulation then provides that when submitting an application for the grant or renewal of a work permit the applicant must lodge with the application -

- (a) a copy of each advertisement published in accordance with the requirement of the regulations; and
- (b) a full and accurate description of the job to be filled; and
- (c) a full and accurate description of the qualifications the employer considers are necessary for carrying out the job and the reason for requiring those qualifications; and
- (d) details of any responses received in respect of the advertisements including the qualifications of those who responded; and
- (e) details of the reasons for not employing any persons of Caymanian status (or any person legally resident in the Islands who responded to the advertisement.

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 AND 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.

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PENSION PLAN

Account Number: 13080
 Rudolf Elmer-Heckel
 12/12

Details of Activity During The Period July 01, 2000 To June 30, 2001

This section details all purchases/sales of units processed into your account in between the dates listed on this statement.

Silver Thatch Pension Plan 07/01/2000 To 06/30/2001
 Silver Thatch Investment Fund

					Jul 01, 2000	Opening balance of Units		18,812.68		
					Jul 01, 2000	Opening market value of Units (U.S. \$)		21,551.		
Date	Transaction	Contributing Employer	Reference Number	Source	Original Amount	Original Curr.	Fund Amount	Fund Curr.	Unit Value	Units
Sep 01, 2000	Purchase	000013	86	Member Contr.	625.00	USD	625.00	USD	1.2140	514.82
Oct 01, 2000	Purchase	000013	29	Employer Contr.	625.00	USD	625.00	USD	1.1739	532.41
Oct 01, 2000	Purchase	000013	29	Member Contr.	625.00	USD	625.00	USD	1.1739	532.41
Nov 01, 2000	Purchase	000013	66	Employer Contr.	625.00	USD	625.00	USD	1.1579	539.77
Nov 01, 2000	Purchase	000013	66	Member Contr.	625.00	USD	625.00	USD	1.1579	539.77
Dec 01, 2000	Purchase	000013	1124	Employer Contr.	625.00	USD	625.00	USD	1.1276	554.27
Dec 01, 2000	Purchase	000013	1124	Member Contr.	625.00	USD	625.00	USD	1.1276	554.27
Jan 01, 2001	Purchase	000013	51	Employer Contr.	625.00	USD	625.00	USD	1.1361	550.12
Jan 01, 2001	Purchase	000013	51	Member Contr.	625.00	USD	625.00	USD	1.1361	550.12
Feb 01, 2001	Purchase	000013	2462	Employer Contr.	633.33	USD	633.33	USD	1.1629	544.61
Feb 01, 2001	Purchase	000013	2462	Member Contr.	633.33	USD	633.33	USD	1.1629	544.61
Mar 01, 2001	Purchase	000013	022601	Employer Contr.	633.33	USD	633.33	USD	1.0978	576.90
Mar 01, 2001	Purchase	000013	022601	Member Contr.	633.33	USD	633.33	USD	1.0978	576.90
Apr 01, 2001	Purchase	000013	3799	Employer Contr.	633.33	USD	633.33	USD	1.0416	608.03
Apr 01, 2001	Purchase	000013	3799	Member Contr.	633.33	USD	633.33	USD	1.0416	608.03
May 01, 2001	Purchase	000013	042401	Employer Contr.	633.33	USD	633.33	USD	1.0883	581.94
May 01, 2001	Purchase	000013	042401	Member Contr.	633.33	USD	633.33	USD	1.0883	581.94
Jun 01, 2001	Purchase	000013	003138	Employer Contr.	633.33	USD	633.33	USD	1.0814	585.65
Jun 01, 2001	Purchase	000013	003138	Member Contr.	633.33	USD	633.33	USD	1.0814	585.65
					Jun 30, 2001	Closing balance of Units		32,113.95		
					Jun 30, 2001	Closing Unit Value (U.S. \$)		1.08		
					Jun 30, 2001	Closing market value of Units (U.S. \$)		34,728		

*Please review this statement in comparison with your records. If you identify any discrepancies, please contact the auditors of the Silver Thatch Pension Fund, PricewaterhouseCoopers at P.O. Box 258 Grand Cayman, within 30 days of receiving this statement, and provide details of the discrepancy.

P.O. Box 2003, George Town, Grand Cayman, Cayman Islands
 Telephone: 345-949-7942 Facsimile 345-949-8340

THE SILVER THATCH PENSION PLAN

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Disclosure Statement Silver Thatch Pension Plan Registration Number: OSP 19 B003 c/ of MeesPierson (Cayman) Limited for the period: February 01, 2000 to April 30, 2000

Rudolf Elmer-Heckel
P.O. Box 1100GT
Grand Cayman

Date of Birth:	November 01, 1955	Member Account Number:	13080
Date of Employment:	September 01, 1994	Date of Plan Entry:	January 01, 1999
Normal Retirement Date:	November 01, 2015	Early Retirement Date:	November 01, 2005

Spouse:

Name: Adelheld Heckel-Elmer
Date of birth: April 24, 1961

Beneficiaries:

Name	Relationship
Adelheld Heckel-Elmer	Spouse

Account Summary: For the Period: 02/01/20 to 04/30/200

Please note that this statement is intended to summarise activity in your benefit account for the period specified above. If you have any questions regarding it's content or if you require personal details amended, please contact the Administrative Services Agent per the details listed at the bottom of this page, or contact your employer's Human Resource Officer.

Source	Opening balance	Contributions	Income	Transfers	Closing balance
ER Mandatory	\$7,888.58	\$1,875.00	\$0.00	\$0.00	\$9,986.57
ME Mandatory	\$7,888.58	\$1,875.00	\$0.00	\$0.00	\$9,986.57

Death benefit payable: \$19,973.14

If you die before age 60, the death benefit, which is the current value of the account, will be paid to the surviving spouse, children or beneficiary.

Administrative Services Agent: MeesPierson (Cayman) Limited
Grand Pavilion Commercial Center, 802 West Bay Road PO Box 2003 George Town, Grand Cayman, Cayman Islands, B.W.I.
Ph: (345) 949-7942 Fax: (345) 949-8340



Silver Thatch

PENSION PLAN

ANNUAL MEMBER STATEMENT

for Account Number: 13080

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Rudolf Elmer-Heckel

P.O. Box 1100
George Town,
Grand Cayman

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Summary Activity For Year July 01, 2002 To June 30, 2003

This section summarises the changes (in US dollar values) to your account for the dates listed on this statement.

	Opening Balance	Contributions/ Purchases	Transfers	Withdrawals	Fees	Investment Growth	Closing Balance
	45,883.78	15,160.86	0.00	0.00	0.00	-171.17	60,873.47
Total:	\$45,883.78	\$15,160.86	\$0.00	\$0.00	\$0.00	-\$171.17	\$60,873.47

Detail Activity For Year July 01, 2002 To June 30, 2003

This section details all purchases/sales of units processed into your account resulting from instructions from either your employer or yourself in bet the dates listed on this statement.*

Silver Thatch Investment Fund Jul 01, 2002 Opening balance of Units 47,302.86

Date	Transaction	Contributing Employer	Reference Number	Source	Original Amount	Original Curr.	Fund Amount	Fund Curr.	Unit Value	U
Jul 01, 2002	Purchase	000013	024841	Member Contr.	633.33	USD	633.33	USD	0.9342	677.93
Jul 01, 2002	Purchase	000013	024841	Employer Contr.	633.33	USD	633.33	USD	0.9342	677.93
Aug 01, 2002	Purchase	000013	000228	Employer Contr.	633.33	USD	633.33	USD	0.9100	695.96
Aug 01, 2002	Purchase	000013	000228	Member Contr.	633.33	USD	633.33	USD	0.9100	695.96
Sep 01, 2002	Purchase	000013	000059	Member Contr.	633.33	USD	633.33	USD	0.9109	695.27
Sep 01, 2002	Purchase	000013	000059	Employer Contr.	633.33	USD	633.33	USD	0.9109	695.27
Oct 01, 2002	Purchase	000013	0333	Employer Contr.	791.67	USD	791.67	USD	0.8514	929.84
Oct 01, 2002	Purchase	000013	0333	Member Contr.	791.67	USD	791.67	USD	0.8514	929.84
Nov 01, 2002	Purchase	000013	428	Employer Contr.	791.67	USD	791.67	USD	0.9009	878.75
Nov 01, 2002	Purchase	000013	428	Member Contr.	791.67	USD	791.67	USD	0.9009	878.75
Jan 01, 2003	Purchase	000013	20204	Employer Contr.	800.00	USD	800.00	USD	0.8996	889.26
Jan 01, 2003	Purchase	000013	20204	Member Contr.	791.67	USD	791.67	USD	0.8996	880.02
Jan 01, 2003	Purchase	000013	20204	Employer Contr.	2,150.02	USD	2,150.02	USD	0.8996	2,389.97

P.O. Box 3188-518, Second Floor, Bermuda House, George Town, Grand Cayman, Cayman Islands
Telephone: 345-943-7770 Fax: 345-943-7771 Website: www.silverthatch.com

**THE SILVER THATCH
PENSION PLAN**

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The Silver Thatch Pension Plan

c/o MeesPierson (Cayman) Limited, PO Box 2003, George Town
Grand Pavilion Commercial Center, 802 West Bay Road, Grand Cayman, Cayman Islands
Registration No. OSP/19/B0003

Statement

Member Name / Address
Rudolf Elmer-Heckel
P.O. Box 1100GT
Grand Cayman

Statement Start Date: 31-Oct-1999
Statement End Date: 01-Jan-2000
Shareholder Number: 13080
Account ID: 13080
Date of Birth: 11-01-55
Employment Date: 09-01-94
Retirement Date: 11-01-15
Early Retirement Date: 11-01-05
Plan Joined on: 01-01-99
Spouse Name: Heckel-Elmer, Adelheld

Children:
Beneficiary:

TRANSACTION DETAIL

		31-Oct-1999		01-Jan-2000		Net Asset Value			N.A.V. per Unit
Net Asset Value - Beginning Period						10,976.14	USD		1.0723
Change in Net Asset Value						3,625.02			0.1028
Net Asset Value - End Period						15,777.16	USD		1.1751
Increase / (Decrease)						1,176.00			9.59 %

Date	Employer Id	Check #	Employer		Employee		Voluntary		N.A.V. in USD	Subscribed / Redeemed Units*	Balance of Units
			Units	Contrib	Units	Contrib	Units	Contrib			
10-31-99	USD	Opening Bal.	5,118.0364	5,437.52	5,118.0364	5,437.52	.0000	0			10,236.0728
11-01-99	000013	2037	545.1322	604.17	545.1322	604.17	.0000	0.00	1.1083	1,090.2644 SU	11,326.3372
12-01-99	000013	2075	535.8017	604.17	535.8017	604.17	.0000	0.00	1.1276	1,071.6034 SU	12,397.9406
01-01-00	000013	2087	514.1435	604.17	514.1435	604.17	.0000	0.00	1.1751	1,028.2870 SU	13,426.2276
Total Additions			1,595.0774	1,812.51	1,595.0774	1,812.51	.0000	0.00		3,190.1548	
Total Subtractions										.0000	
01-01-00	USD	Closing Bal.									13,426.2276

At 01-Jan-2000, your Pension Account held: 13,426.2276 units. N.A.V. per unit 1.1751 USD.

13,426.2276

At 01-Jan-2000, your Pension Account Value was: 15,777.16 USD.

* SU = Subscription, RE = Redemption

If you have any queries in respect of this statement, please contact the Pension Unit, MeesPierson (Cayman) Limited, PO Box 2003 GT, Grand Pavilion Commercial Centre, 802 West Bay Road, Grand Cayman, Cayman Islands, British West Indies, Law 22(1), Reg. 23

JULIUS BAER BANK AND TRUST COMPANY LTD

MONTHLY PAYROLL 1997

October 21st, 1997

Oct-97

MONTH	TOTAL PER	APR	ADJUSTED	MONTHLY	7%	PENSION	LOAN	ADVANCES	SUNDRY	PAYMENT
MONTH	AUTHORISED	ADJUSTMENT	SALARY	(1/12)	DEDUCT	PAYMENTS	OVERTIME			

C.A. Rowlandson	178,500.00		178,500.00	14,875.00						-800.00
P.W.C. Goulden	178,500.00		178,500.00	14,875.00						-1,600.00
M. Christ	135,096.00		135,096.00	11,258.00						-2,500.00
R.M. Elmer	130,000.00		130,000.00	10,833.33						
D.C. Humphreys 6)	88,380.00	-6,000.00	94,380.00	7,865.00	-550.55					
C. Godfray 6)	77,880.00	10,000.00	87,880.00	7,323.33	-512.63					
P. Neesome 3)	55,620.00	3,600.00	59,220.00	4,935.00	-345.45					
O.M.G. Pouchie	54,000.00		54,000.00	4,500.00	-315.00		-1,100.00			
R. Christian 4)	38,520.00	3,000.00	41,520.00	3,460.00	-242.20					
R. O. B. Ebanks	53,640.00		53,640.00	4,470.00	-312.90					
S. Moore 6)	53,400.00	3,600.00	57,000.00	4,750.00	-332.50					
D.M. Ramgeet	33,660.00		33,660.00	2,805.00	-196.35			-1,300.00		
A. Lattille 6)	66,960.00	2,000.00	68,960.00	5,746.67	-402.27					
D.C. Hydes 2)	33,600.00	3,400.00	37,000.00	3,083.33	-215.83					
R. Walter 6)	22,080.00	4,000.00	26,080.00	2,173.33	-152.13					
L. Fraser	52,000.00		52,000.00	4,333.33	-303.33					
D.R. Bryan	33,600.00		33,600.00	2,800.00	-196.00					
A.T. Awe	37,080.00		37,080.00	3,090.00	-216.30					
T. Green	42,000.00		42,000.00	3,500.00	-245.00					
A.A. McLean 1)	31,000.00		31,000.00	2,583.33	-180.83					
K. Solomon 5)	24,000.00		24,000.00	2,000.00						
G. Taylor 8)	60,000.00		60,000.00	5,000.00	-350.00					
M. Branch 7)	24,000.00		24,000.00	2,000.00						

1) = started work on June 11th, she will become a member of Pension Fund as of Oct 1st, 1997

2) = salary increase as of April 1st, 1997

3) = salary increase as of June 1st, 1997

4) = salary increase as of July 1st, 1997

5) = started work July 8th, she will become a member of Pension Fund as of Nov 1st, 1997

6) = salary increase effective July 1st, 1997 adjustment for July, Aug in the Sept salary DB 500, CG 833.33, SM 300, AL 166.67, RW 333.33 a month

7) = started work Oct 20th, she will become a member of Pension Fund as of January 1st, 1998

8) = started work Oct 1st, he will become a member of Pension Fund as of October 1st, 1997

110,397.05

USD 110,397.05

0

666.67

4,650.00

2,000.00

2,402.50

3,255.00

2,873.70

2,604.00

4,030.00

2,021.20

2,867.50

5,344.40

1,308.65

2,417.50

2,597.10

3,217.80

3,085.00

4,589.55

6,810.70

7,314.45

10,833.33

8,758.00

12,675.00

-600.00

-800.00

-1,600.00

-2,500.00

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JULIUS BAER BANK AND TRUST COMPANY LTD
SALARY ADVICE FOR Elmer, Rudolf M. Mar-02

SALARY 2002:	152,000.00 USD
MONTHLY PAYMENT:	12,666.67 USD
PENSION DEDUCTION:	(633.33) USD
LOAN REPAYMENT:	0.00 USD
SUNDRY:	0.00 USD
MONTH END PAYMENT:	12,033.34 USD

CIBC BANK AND TRUST LTD, P.O. BOX 695, GEORGE TOWN
USD A/C 662038, R.M. Elmer
Your account will be credited on: March 25th, 2002.

As of February 28th 2002 our records show the following:
Remaining holidays (days): 24.5
Education days taken: 0.0
Total sick days taken: 0.0
Other days taken: 0.0

March 14th, 2002


M. Obrist

Handwritten initials/signature

Performance Appraisal

Period: 2000

Date: 2001

Surname	Elmer	Function, since	COO, 1999
First Name	Rudolf	Rank, since	FVP, 1999
Company / Branch	JBBT	Group of function	
Business Line /	TRA	(RES only)	
Department / Section	ALM		

Performance	Appraisal					Remarks		
Goals / Objectives / Expectations (as defined at the beginning of the year)	Weighting	A	B	C	D	E	Performance Points	Rating: A = far exceeded D = partially achieved B = exceeded E = not achieved C = achieved
New Premises: physical planning, outfitting, IT, security, contracts, project management	20	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	30.0	Premises layout, furnishings, IT and security concepts, project management move management - all excellently executed.
CreInvest, BSM, trading	10	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	15.0	Excellent quality of service delivered. New contracts and accounting all professionally accomplished
Financial Reporting	15	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	18.8	Timely and accurate.
Office Administration, Human Resources, Training	10	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	12.5	Payroll and other HR requirements met training supported, office administration controlled, security upgraded.
Compliance	10	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10.0	Significant training executed, member of new compliance association; compliance program developing
Leadership	10	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	12.5	Team continues to be very cohesive. Has the respect of staff in general.
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.0	
Subtotal	75						98.8	
Relationships	15							
• with clients		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5.0	Limited contact but very positive
• within team		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	7.5	Positive contributor to good morale
• beyond team / cross selling		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	7.5	Excellent with third parties and Group.
Risk awareness (credit/market/legal/operational/personnel)	10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10.0	Recognises and analyzes risks throughout areas of responsibility.
Total Performance Points	100						128.8	

Overall Assessment of fulfilment of function / tasks

- | | |
|--|---|
| <input type="checkbox"/> clearly exceeds requirements | <input type="checkbox"/> meets requirements |
| <input checked="" type="checkbox"/> exceeds requirements | <input type="checkbox"/> meets requirements but needs improvement |
| | <input type="checkbox"/> does not meet requirements |

Vertical text on the left margin, possibly a barcode or reference number.

Remarks

Strongly motivated employee. Delegates effectively and has the support of his staff. Very strong professional accounting skills. Strong IT and management skill level. Effectively organises projects focused on the critical variables. Managing new Premises project was an important success for JBBT. Implementation of new core applications, greater utilisation of existing technology and compliance are challenges for the year ahead.

*} for the use of the Line Manager only

4247 0010.01

Direct Superior / Date

Employee / Date
(during appraisal discussion)

Alfred _____

Line Manager resp. for bonus allocation / Date

Green _____

Certificate Upon Termination

This certificate is provided pursuant to section 12(2) of the Cayman Islands Labour Law.

Mr. Rudolf Elmer joined Julius Baer Bank & Trust Company Limited in Cayman on 1st September 1994.

Mr. Elmer's initial position was that of Chief Accountant and as at 1st January 1999 he was given the title of Chief Operating Officer. His responsibilities included the following:

- Managing the Company's operations including IT and back office services
- Project management as and when required
- Managing the implementation and maintenance of security, internal controls systems, business disaster recovery and emergency procedures
- Controlling the Company's financial affairs and accounting, controlling, budgeting new financial instruments and treasury matters
- Managing the Company's risk exposure, credit control and payment systems
- Acting as director for an affiliated investment management company providing limited services to a number of Julius Baer mutual funds
- Supporting the CEO on HR issues as required
- Liaison with the Company's external and internal auditors
- Monitoring all Company activities and operations for compliance with local and Swiss regulations and laws
- Undertaking the formal positions of Compliance Officer, Money Laundering Reporting Officer and Insurance Manager for the Company which employed about 25 staff at the material time

On 1st October 1999 Mr. Elmer was also made the Chief Executive Officer's deputy.

On 10th December 2002 the Company gave Mr. Elmer notice of the termination of his employment in accordance with the appropriate contractual provisions. The three months notice period expired on 10th March 2003. Mr. Elmer was not required to work during his notice period. The reasons for Mr. Elmer's termination are fully set out in communications between the Company, Mr. Elmer and each party's legal advisors.

Mr. Elmer requested a review of the Company's decision in accordance with the Company's grievance review provisions. This was conducted by an Executive Committee of the Company. The decision to terminate Mr. Elmer's employment was affirmed by the Executive Committee.

Mr. Elmer did not request a statement upon termination pursuant to the Labour Law but full details of the reasons for the termination are set out in the communications between the parties during the termination and grievance review process.

Mr. Elmer's termination was effective from 10th March 2003.



Charles Farrington,
Managing Director

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[Signature]

Bank Julius Baer & Co Ltd
Zuerich
Fax Nr: 411-202-1431

Attn: Mr Adrian Giger

October 21st, 1997

Dear Sir,

STIFUNG DER BAER-GRUPPE PENSION PLAN

Value October 30th, 1997 please debit our account 0726.5062/2110.333.01 with USD 12'311.09 and credit Stiftung "DER BAER-GRUPPE" account number 0726.5059/2120.333.01 being admin staff and bank pension contribution for September 1997 split as listed below.



NB: Please note pension contribution for CA Rowlandson, PW Goulden, R Elmer and M Obrist are covered separately.

	7 % member contribution USD	10 % bank contribution USD
Godfray C	512.63	732.33
Pouchie OM	315.00	450.00
Humphreys DC	550.55	786.50
Basham R	312.90	447.00
Moore S	332.50	475.00
Neesome P	345.45	493.50
A. Latraille	402.27	574.67
D.C. Hydes 2)	215.83	308.33
R. Watler 6)	152.13	217.33
D.R. Bryan	196.00	280.00
R. Christian	242.20	346.00
L. Fraser	303.33	433.33
A.A. Mc Lean 1)	180.83	258.33
A.T. Awe	216.30	309.00
G. Taylor	350.00	500.00
T. Green	245.00	350.00
Ramgeet-Ebanks DM	196.35	280.50
	<u>5,069.27</u>	<u>7,241.82</u>
Total payment as above	USD	<u>12,311.09</u>

Julius Baer Bank and Trust Company Ltd.

Chr. Rowlandson
Managing Director

R.M. Elmer
Chief Accountant