

AIBT NEWS

DECEMBER 2015

ISSUE 14

IN THIS ISSUE

HAPPY HOLIDAYS & THANK YOU

NASSAU CONFERENCE 2015 FEEDBACK

HIGHLIGHTS OF AIBT 2015 HUMAN CAPITAL SURVEY

IN PHOTOS: NASSAU CONFERENCE '15, CHAIRMAN'S DINNER & XMAS COCKTAILS

IN BRIEF ▾

REGULATORY CAPITAL FRAMEWORK – WORKING GROUP

The Securities Commission of The Bahamas (SCB) is aiming to conclude its Regulatory Capital Framework which is intended to govern capital standards for registrants under Parts V and VI of the Securities Industry Act, 2011. To this end, AIBT has been invited to participate in a working group to assist with finalizing the proposed capital framework. AIBT'S involvement will be to review the proposed framework and provide input based on knowledge and expertise in the industry. Input from members will be solicited at the appropriate time.

FINANCIAL COMMUNITY ADVANCED TECHNICAL EDUCATIONAL TRUST (FCATET) UPDATE

At the committee meeting in July 2015, chaired by Governor of The Central Bank Wendy Craigg, \$24,000 was awarded to six (6) students for various technical studies under the FCATET mandate. AIBT has requested reports on previous scholarship recipients in order to track and showcased their progress and show the beneficial impact of the programme. AIBT will introduce the programme to high school students so as to broaden its availability and impact. The Central Bank is in the process of soliciting funding for the Trust and AIBT will continue to support this venture by soliciting contributions from its members. The FCATET fund currently stands at \$688,578.28.

BACO CONFERENCE / CRCA CONFERENCE 2015

AIBT supported BACO as the Gold Sponsor of the Caribbean Regional Compliance Association Conference held November 5 - 6, 2015 at the British Colonial Hilton in Nassau.

Happy Holidays! Thank You for your Support.



2015 has been a year of challenge and change for our sector. From navigating changes in the global regulatory landscape and the need for greater transparency, to responding to increasingly sophisticated demands from tech-savvy clients, to exploring new products, new methods and new markets to grow our businesses and our jurisdiction - our industry ends the year a different industry than the one we began with.

As we head into 2016, we must look forward and continue to work aggressively to position ourselves – as professionals, as service providers, and as an industry – to meet all the challenges, and capitalize on the many opportunities, that lay ahead. Through our continuing collaboration with industry partners, regulators and policy makers, and with our ongoing commitment to human capital development, I am confident that 2016 will be a good year for us all. Thank you for your support this year and in years past. And thank you for your support in the years ahead.

Happy Holidays!

Antoinette Russell, AIBT Chair

www.aibt-bahamas.com

IN BRIEF ▼

NEW LEADERSHIP AT BAHAMAS FINANCIAL SERVICES BOARD



AIBT welcomed Ms. Tanya McCartney as the new CEO & Executive Director of the BFSB effective December 1, 2015.

We will arrange with the AIBT leadership to discuss matters of mutual interest and reaffirm the continuation of our longtime partnership. We will also make a special presentation to Ms. Aliya Allen as a gesture of thanks for her support to AIBT and contribution to the Bahamas financial services Industry.

AIBT-NASSAU CONFERENCE / COLLEGE OF THE BAHAMAS STUDENT SELECTION PROCESS

An AIBT working group (consisting of Ravi Jesubatham and Anastacia Johnson) is working with Paul Lewis to finalize a proposal for student selection for The Nassau Conference and the Summer Internship & Spanish Immersion Programs.

The Nassau Conference 2015 Feedback Summary

70% of delegates are interested in attending next Nassau Conference

At the end of each Nassau Conference, AIBT compiles the results of the feedback provided by attendees about the speakers, panels and overall event. Following are the highlights of this year's feedback.

A TOTAL OF 102 FULL SURVEY responses were collected from the approximately 254 attendees, a ~40% response rate. Although there was broad participation in the feedback, many respondents did not rate all panels or all speakers/panelists and there was an inconsistent response rate across the survey.

HIGHEST RATED PANEL: The EVOLUTIONARY CHANGE IN MOTION panel was the most highly rated session with a combined 45% of respondents rating it "Above Average" or "Excellent", followed by the TRENDS IN TRUST panel with a combined 33% rating it "Above Average" or "Excellent". Also, 23% of respondents rated the EVOLUTION CHANGE IN MOTION panel as "Excellent" making it the highest rated panel of the day.

GENERAL CONFERENCE FEEDBACK: The general conference was strongly rated across the surveyed categories: a combined 62% rated the OVERALL CONFERENCE "Excellent" or "Above Average", while 32% rated the CONFERENCE FORMAT as "Excellent" with 30% rating it "Above Average".

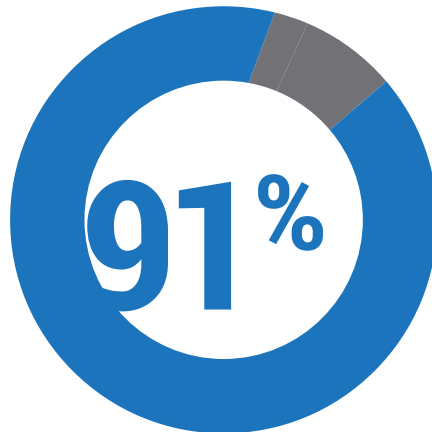
FUTURE INTEREST: A total of 70% of respondents indicated that they would be interested in attending the next Nassau Conference (down slightly from the 73.3% from last year's survey). ■

AIBT Chairman's Dinner

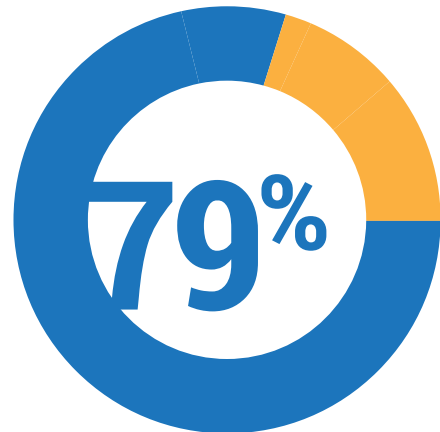
IN PHOTOS ▼ A selection of images from the annual AIBT Chairman's Dinner held December 1, 2015.



SECTOR EMPLOYEES



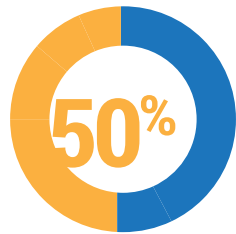
FULL TIME
 -4% vs. 2014
 (9% CONTRACT)



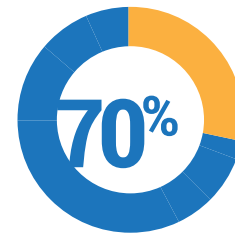
BAHAMIAN
 -4% vs. 2014
 (21% EXPATRIATE)

JOB LEVELS

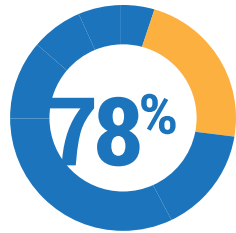
Percentage of Bahamian vs. Expatriate by Job Category.



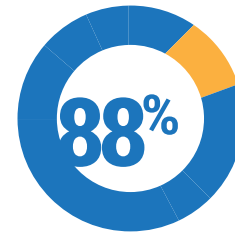
EXECUTIVES



MANAGERS



SUPERVISORS

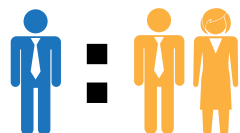


STAFF

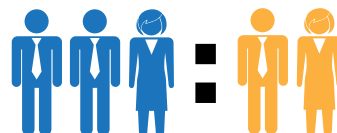
DIRECTORS & OFFICERS

Ratio of Bahamian to Expatriate Directors & Officers.

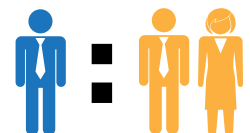
SENIOR OFFICER I / CEO



SENIOR OFFICER II



CIO/COO



BAHAMIAN ●
 EXPATRIATE ●

Nassau Conference 2015

IN PHOTOS ▼ A selection of images from the 10th Nassau Conference held September 23, 2015 at the British Colonial Hilton, Nassau, Bahamas.



AIBT Christmas Cocktails

IN PHOTOS ▼ A selection of images from our year end Christmas Cocktails held November 18, 2015.

