

The Redstone Private Banking Update



Welcome to the Redstone Private Banking Update: Q4 2020

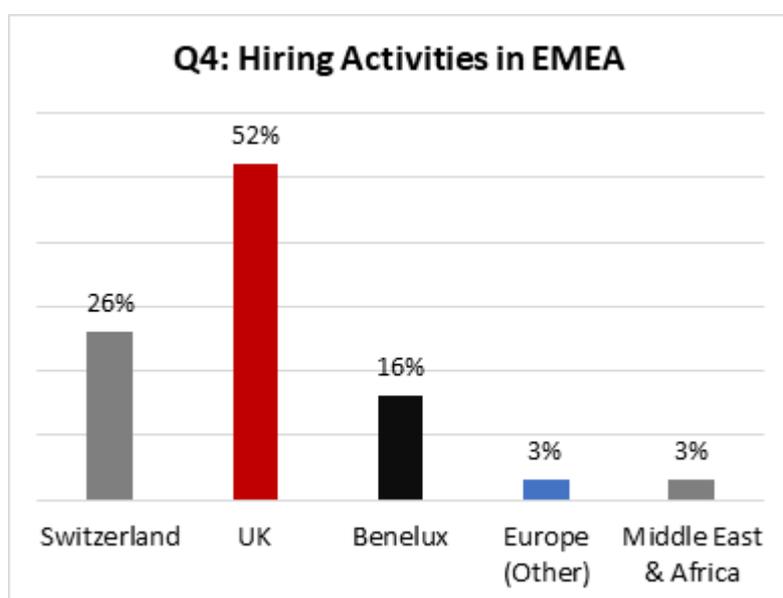
The total number of moves reported this quarter has remained fairly consistent with those reported in Q3, this is unusual insofar as we normally see a Q4 slowdown but must be taken in the context of an overall muted year recruitment wise. One of the trends we have noticed throughout the year and especially within Q4 2020 is the acceleration of market consolidation, this is especially prominent within the Swiss market which has seen a flurry of mergers and acquisitions. Companies are increasingly starting to pick and choose which parts of the business to share, rather than wholesale takeovers. Another theme throughout 2020 has been the rush by many private banks, EAM's and boutiques to expand their digital coverage, although analysis suggests the quality of many private banks digital offerings are not in line with hopes and expectations, a problem seen throughout other sectors too as the availability of face-to-face meetings are hindered via various lockdown protocols and restrictions globally. With the positive news of vaccine rollouts globally, there is a hope for a return to some semblance of normality within the medium term. The seniority of hires has unusually followed different trends globally, where we normally see some sort of global pattern – this quarter has been different in that Europe has adopted a notably different recruitment strategy than seen within APAC or the Americas. In terms of volume, Europe and Asia are level pegging with the Americas showing lower levels of recruitment appetite within Q4. This is reflective of the varying levels of infections around the world. Although as we move into Q1 2021 we are seeing significant viral surges globally, with this especially pronounced within Europe –we can expect this to slow down any short-term recruitment plans.

Noteworthy Talent Moves in EMEA

Switzerland and Benelux doubled their share of moves this quarter with the UK and Middle East / African markets losing around 7% and 10% respectively. The moves in Europe were dominated by relatively senior hires which is a divergence from what we saw in the Americas and APAC markets. The seniority of the hires is indicative to the wider changes that we are seeing in terms of the number of institutions offering private banking and wealth management services within the European and Swiss markets declining. A trend that has accelerated alongside the Covid-19 crises. The dominance of senior hires in the EMEA market is a continuation of what we saw from the Q3 report, generally speaking we do expect this to be precursor to a larger of volume of plug and play type profiles in following quarters, although again we have to offset this with the prospect of further market disruption from both Corona virus and ongoing geopolitical tensions. The Brexit deal has provided a degree of certainty for businesses across the European market, although initial analysis with regards to financial services indicates that the current agreement is rather light in this respect. The UK must be realistic about prospects for enhanced access in the future as the nature of the trade deal currently represents the EU's economic priorities therefore leaving little room for any enhancements on the UK's priority, which will continue to be within financial services. Bilateral access between Switzerland and the UK looks to be promising and foundation for the UK to build on internationally as it looks elsewhere to maximise London's financial services expertise. If London is to remain a leading financial services provider, it must open its arms to the wider world whilst working closely with the European Union to further enhance its market access.

Stephen Evans – most recently Managing Director & Head of Coutts International – has been appointed to the position of Regional CEO EMEA with Aleta Planet in Dubai. Evans formerly spent ten-and-one-quarter years with Standard Chartered Bank – holding the role of Global Head UHNW Private Banking with the firm in Singapore from

Q4 2014. **Yann Tricard** – most recently Managing Director – Global Market Head Israel with HSBC Private Banking – has been appointed to the position of Managing Director – Head of Market Management with Bank J. Safra Sarasin Ltd. in London. Tricard spent just under twenty-one years with HSBC. **Udi Dahan** – most recently Managing Director – Lead Market Head Israel with UBS – has been appointed to the position of Managing Director with LGT – Private Banking und Asset Management in Zurich. Dahan spent just under five years with UBS – joining the firm Q1 2016 from HSBC Private Bank. **Amelie Schreiber** – most recently with Banque de Luxembourg Belgique – has been appointed to the position of Senior Private Banker with Degroof Petercam. Schreiber spent just under three years with Banque de Luxembourg, joining the firm Q1 2018 from CBC Banque & Assurance. **Sylvia Veranneman** – most recently Wealth Manager with Indosuez Wealth Management – has been appointed to the position of Private Banker with Dierickx Leys Private Bank. Veranneman spent eleven months with Indosuez Wealth Management, joining the firm Q2 2019 from BNP Paribas Fortis Private Banking. **Pedro Pereira da Silva** – most recently Executive Director – Private Banking with Banque Havilland SA in London – has been appointed to the position of Managing Director with Atlantis Marcuard in Zurich. Da Silva joined Banque Havilland SA from the beginning of this year from EFG Private Bank where he'd held the role of Director Private Banking from Q1 2008. Prior to this he spent six-and-a-half years with Investec – holding the role of Head of Iberia – Wealth Management Division with the firm from mid-2001.



It is reported that Brown Shipley is hiring **Calum Brewster** as Head of Private Banking and Client Solutions, effective February 8th. It said in an emailed statement. Brewster departs Julius Baer where he's held the role of Head of Regional Offices in the UK. Brown Shipley is understood to be tasking Brewster with spearheading strategic growth as well as enhancing the skills of its private bankers, reporting to Brown Shipley CEO Alan Mathewson. **Daniel Channing** – most recently Director, Senior Wealth Planner with HSBC in Geneva – has been appointed to the position of Director Family Office with Crestbridge in Jersey. Channing spent just over two years with HSBC, joining the firm Q4 2018 from EFG Bank where he'd held the role of Director from Q1 2017. It is reported

that Quintet Private Bank SA has made key hires from rival banks as it builds out a business to manage the family wealth of entrepreneurs. The firm has hired **Cindy Eicher-Battistini** from JPMorgan's Swiss wealth management business to co-head its Family Investment Office in Switzerland. Eicher-Battistini spent four years with JP Morgan – joining the firm at the close of 2016 from Deutsche Bank where she'd held the role of Senior Client Relationship Manager from mid-2012.

Grant Parkinson – most recently Chief Operating Officer with Brewin Dolphin – has been appointed to the position of Regional Head EAME Private Banking with Standard Chartered Bank in London. Parkinson spent just under three-and-a-half years with Brewin Dolphin – joining the firm Q3 2017 from Coutts where he'd held the role of MD, Chief Operating Officer from mid-2013. Prior to this he held the role of Director Barclays Wealth Asia from Q1 2010. **Marc van Goethem** has been appointed to the position of Head of Private Banking – Antwerp Office with Mercier Vanderlinden. Van Goethem joins from Degroof Petercam where he'd held the role of Head of Private Banking Antwerp for just over fifteen-and-a-half years. **Francis Gevaert** – most recently Private Wealth Manager with BGL BNP Paribas – has been appointed to the position of Private Banker with Degroof Petercam. **Tilly Aung** – most recently Relationship Manager with HSBC – has been appointed to the position of Vice President Private Banking with Bank J. Safra Sarasin in London. Aung spent just over three years with HSBC – joining the firm Q3 2017 from C. Hoare & Co. **Duncan Prince** – most recently Deputy Head of Wealth Management with independent wealth management platform Dolfin Group – has been named as Founder of Balanced Wealth Management Ltd. in London. Prince joined Dolfin Group Q1 2020 from Julius Baer where he'd held the role of Director from Q4 2017 – prior to this he'd held the role of Senior Private Banker with Societe Generale for over a decade. It is reported that Former Brewin Dolphin Chief Operating Officer **Grant Parkinson** has been appointed Regional Head of Europe, the Middle East and Africa at Standard Chartered Private Bank. Parkinson had been COO with Brewin from 2017 until resigning from the firm in June. He replaces Steve Atkinson, who is leaving Standard Chartered in December after three decades at the firm. Prior to Brewin, Parkinson spent five years at Coutts, four of which were as COO. He also had a five-year stint at Barclays Wealth. After leaving Brewin, Head of Change and Transformation Sarah Houlston took over as COO at the wealth management firm. In his new capacity, Parkinson will be based in London

and report to Didier von Daeniken, Global Head of Private Banking. **Christophe Bogaert** has been appointed to the position of Senior Portfolio Manager with FIA Asset Management in Luxembourg – he joins from Beobank NV where he'd held the role of Premium Banker from Q4 2019 – prior to this he held a senior advisory role with 4U Capital from 2016.

Private Banker **Peter Temesi** – most recently with MKB Bank – has joined K&H Csoport. Temesi spent close to one-and-a-half years with MKB Bank, joining the firm mid-2018 from ERSTE Bank Hungary where he'd held the role of Private Banker from the start of 2012. **Matt Falla** – most recently Head of Private Banking Channel Islands with Kleinwort Hambros – has been appointed to the position of Managing Director with Tilney Smith & Williamson International in Jersey. Falla had progressed to the role of Private Banking Head for the Channel Islands from the close of 2018. It is reported that US-based financial technology platform iCapital Network has made several senior hires. In order to strengthen its expertise in high-net-worth client space, it has hired **Marco Bizzozero** as Head of International and a member of the iCapital executive committee. He will officially start in this newly-created role on December 1st and will report to the group's CEO and chairman, Lawrence Calcano. Bizzozero was most recently CEO of Group Wealth Management and a member of the group executive management committee at UniCredit. UniCredit announced that Mirko Bianchi, who was most recently group co-CFO, will succeed Bizzozero. Bizzozero brings more than 25 years of international experience in the financial industry, having worked for Deutsche Bank for 14 years, including as Head of Wealth Management EMEA and CEO of Deutsche Bank Switzerland. He was also employed at LGT Capital Partners as Head of Private Equity Secondary Investments and in various private banking and private equity roles at UBS. Quintet is expanding its wealth management operations in Asia - **Jing Zhang Brogle** will become Market Head, Asia international at Quintet Switzerland. She will help the firm build a team of advisers covering the Asian market from Switzerland and was most recently Global Market Manager for Asia at Edmund de Rothschild in Hong Kong. It is reported that Quintet subsidiary Brown Shipley has hired **Raphael Drescher** as Head of UK family investment office based in London. Drescher joins from Deutsche Bank Wealth Management, where he focused on providing institutional products to family offices and UHNW clients across EMEA. Investment management firm Alliance Bernstein has expanded its responsible investment capabilities with a double hire. **Jodie Tapscott** will take on the role of Director of Strategy for Responsible Investing, while **Amelia Sexton** becomes an ESG product specialist; they will be based in London. Tapscott joins from Sustainalytics, where she worked as Director for Client Relations and Head of Asia excluding-Japan. Sexton was most recently Head of Ethical, Sustainable and Thematic Investment at Holden & Partners.

Nancy Sebaali – Executive Director, Head of Arab Team with Indosuez Wealth Management – has been appointed to the position of Senior Team Leader Middle East with Credit Suisse in Geneva. Sebaali joined Indosuez Wealth Management from the start of 2017 – prior to this she held the role of Head of Emerging Markets with Société Generale from Q1 2013 in Luxembourg. **Annerien Hurter** – most recently Managing Director and Global Market Head UK International with HSBC Private Banking – has been appointed to the position of Group Head of Lending with Quintet Private Bank in London. Hurter spent three-and-three-quarter years with HSBC Private Banking – joining the firm Q2 2017 from JP Morgan, having held the role of Executive Director, Senior Private Banker UK International Clients from Q2 2009. Quintet has appointed **Cindy Eicher-Battistini**, JP Morgan's Head of Private Banking in Zurich – to become a Senior Client Adviser and Family Investment Officer in Quintet's family investment office in Zurich, reporting to Philip Higson, who oversees the multi-family office business in Zurich, Luxembourg, and London, taking responsibility for the expansion of its family investment office, where she and Patrick Jung will lead a team covering UHNW clients. Eicher-Battistini joined JP Morgan at the end of 2016 – prior to this she held the role of Senior Client Relationship Manager with Deutsche Bank for four-and-a-half years from mid-2012. Quintet has also reportedly hired **Andre' Del Piero** as Market Head for Domestic Switzerland. He joins Quintet Switzerland from BNP Paribas Wealth Management, where he served as Head of UHNW Individuals and single-family offices in the German-speaking region of the country. It is reported that Benchmark Capital has recruited **Paul Fawcett** as Head of Strategic Accounts. In the newly created role, he will be responsible for delivering technology-led solution to clients. He joins from Bravura Solutions, where he oversaw client relationships with wealth managers, investment banks, asset managers and pension providers. It is reported that Isle of Man-based wealth firm Ramsey Crookall has hired **Ben Rawstron** as a Relationship Manager. He was previously at Lloyds Bank International, where he managed international HNW private clients, as well as providing banking and investment advice. It is reported that BNP Paribas Wealth Management has promoted **Edmund Shing** to Chief Investment Officer. Since 2015, he was global head of equity and derivative strategy at BNP Paribas in London. Shing will replace Florent Brones, although it is not clear why the current investment boss is stepping down. It is reported that private wealth management firm The Arlo Group UK has recruited **Daniel Roberts** as private client director - he was previously a Senior Private Banker at Nedbank Private Wealth.

Noteworthy Talent Moves in Asia

Australia and India very much dominated the moves reported in this section this quarter and unlike Europe, the types of hires were much less structural / senior and more plug and play type profiles. We have in recent years seen a gradual heating up within the Australian market but the dominance of moves within the Q4 report shows a real acceleration of this trend. This does have to be balanced against the change in hiring patterns we have seen globally throughout 2020. For example, it is exceedingly difficult to relocate to Singapore at the moment due to the ongoing Corona restrictions – relevant as Singapore tends to be the busiest of destinations for new hires, as the vaccine is rolled out and we all hope to see a gradual return to normality, then Singapore is expected to dominate the total number of moves once more. However, now Australia is out of the box with the wealth generated by the commodities focused economy, we do expect to see a continued good level of recruitment within the market. Recruitment within Hong Kong is at double the level seen within Q3 2020 indicating a slow move back to normality with regards to its preeminent position within the North Asian market, any continuation of this trend will rely on the easing of tensions in the market here. The number of moves tracked within China are less than expected, running at around half of Q3 which is surprising given the comparative economic success seen here vs the majority of other developed economies globally. This is something we expect to see change for the Q1 2021 report as we have seen significant interest for various institutions to move significant operations into China. The effect of the Corona virus has also seen an acceleration in predictions for China to overtake the USA as the world's largest economy.

It is reported that the private banking team at Credit Suisse has made three new hires in Australia – appointing **Ann-Laure Alia**, **Loughlin Magowan** and **Jason Winderbaum** as Client Relationship Managers. Alia has more than ten years' experience in private banking as an RM at Rothschild in Paris. Winderbaum was Founding Team Member of Sanlam's managed risk strategies in Australia, which commenced in 2011. It is reported that Deutsche Bank AG has added nine Standard Chartered Plc Bankers to its team servicing wealthy clients in China and Hong Kong - continuing a raid on its London-based rival that began with the hiring of Boris Kwok. The appointments, which were made in recent months, bring Deutsche Bank's total hires from Standard Chartered for its private bank to about thirty this year – with the firm reportedly recruiting Directors including **Sam Chan**, **Amy Chau**, **Cynthia Cheng** and **Cindy Wu**, as well as Assistant Private Bankers and Investment Managers in Hong Kong. **Shirley Chow** – most recently Senior Private Banker with CMB International – has been appointed to the position of ED, Senior Private Banker with Goldman Sachs. Chow spent just under five years with CMB International, joining the firm at the close of 2015 from China Merchants Bank. **Daniel Russo** – most recently Senior Private Banker with Westpac – has been appointed to the position of Senior Private Client Manager with NAB Private in Adelaide, Australia. Russo spent just below eight-and-a-half years with Westpac. **Rob Brown** – most recently Private Wealth Manager – Investments with Commonwealth Private Bank – has been appointed to the position of Private Banker with Macquarie Private Bank in Brisbane, Australia. Brown spent seven-and-three-quarter years with Commonwealth Private Bank – joining the firm Q4 2017 from CommSec Advisory.

Adam Johnson – most recently Head of Professionals with HSBC in London – has been appointed to the position of Vice President – HNW with BNP Paribas Wealth Management – he relocates to Hong Kong for the role. Johnson joined HSBC Q3 2014 as Business Development Manager from Lloyds Banking Group where he'd held the role of Manager from Q3 2013. **John Terry-Short** – most recently Private Banker with Commonwealth Bank of Australia – has been appointed to the position of Senior Private Client Manager with NAB Private Wealth in Perth, Australia. Terry-Short spent just over fourteen years with Commonwealth Bank of Australia.

It is reported that **Jaye Chiu** has been named Bank of East Asia's Head of Investment Product and Advisory across personal, corporate and institutional clients in its personal banking, private



banking, corporate banking and mainland China business. Prior to joining BEA, Chiu had 15 years of pure private banking experience and most recently held the role of Managing Director and Asia Head of Investment Management for Canada's BMO Private Banking. **Sam Xu** – most recently Director [Asian Banking] with NAB – has been appointed to the position of Director Private Bank with Commonwealth Bank in Sydney, Australia. Xu spent just under fourteen years with NAB. **John Sheffield** – Chief Risk Officer with LUMI, former Head of Risk NAB Business & Private Bank – has been appointed to the position of Managing Director Asset Management with MOELIS Australia in Sydney. Sheffield first joined NAB mid-2007 from Commonwealth Bank of Australia. **Christos Carapetis** – most recently Asst. State Manager with Macquarie Group – has been appointed to the position of Senior Private Wealth Advisor with ANZ Private in Adelaide, Australia. Carapetis spent close to six-and-a-half years with Macquarie Group, joining the firm from NAB where he'd held the role of Wealth Advisor from Q1 2010.

Ashish Dhingra – most recently Director with Avendus Wealth Management – has been appointed to the position of Partner with Validus Wealth in New Delhi. Dhingra joined Avendus Wealth Management Q4 2018 from BNP Paribas Wealth Management where he'd held the role of Senior Vice President from Q2 2017. **Guanyu Liu** – most recently Senior Analyst with Zhongtai International Holdings – has been appointed to the position of Private Banker with UBS in Singapore. Liu spent three-and-one-quarter years with Zhongtai International Holdings. **Paco Chan** – most recently Product Analyst with EFG Bank – has been appointed to the position of Private Banker – AVP with BNP Paribas in Hong Kong – he'd spent one year with EFG Bank. **Ben Hedditch** – most recently Associate Private Banker with ANZ – has been appointed to the position of Senior Private Client Manager with NAB in Melbourne. Hedditch spent just over six years with ANZ. **Neeraj Arora** – most recently Associate Director – Global Indian Business, International Personal Bank with Citi in Singapore – has been appointed to the position of Director with Julius Baer in Hong Kong. Arora spent six-and-a-half years with Citi – joining the firm from Standard Chartered Bank where he'd held the role of Senior Relationship Manager from Q3 2012. It is reported that twenty-year private banking veteran from **Bie Lan Oey** from HSBC has joined Credit Suisse as its Vice Chairwoman of Southeast Asia Private Banking – Oey named as the Singapore-based Vice Chairwoman of Southeast Asia Private Banking, reporting to South Asia Head of Private Banking, Benjamin Cavalli. It is understood that in her new role Oey will work closely with the leadership team within the Southeast Asia markets and senior bankers to build and strengthen client relationships and capitalize on collaboration opportunities. At HSBC Private Banking, Oey was last a Managing Director covering the Indonesia UHNW market and she co-led programs aimed at second or third-generation clients. Previously, she was also the southeast Asia UHNW head, where she developed cross-divisional business between private banking, corporate banking and global markets. It is reported that Julius Baer has added ex-Credit Suisse Private Banker to join as its Group Head for Global India and Developed Markets alongside the hire of a team of Relationship Managers. **Vijay Solomon** has joined Julius Baer as its Hong Kong-based Group Head for Global India and Developed Markets [GIDM] to serve Indian sub-continent and non-resident Indian [NRI] clients in Asia - the bank has also hired six Relationship Managers who will report to Solomon, who then reports to Torsten Linke, Head of GDIM. Solomon has twenty-three years' of experience in the financial sector and was most recently Credit Suisse's Hong Kong-Based Head of NRI and Japan International Business.

It is reported that Credit Suisse has hired a raft of India-focused Private Bankers, tapping into what it says is an expanding wealth market. **Ravinder Singh** has joined as Managing Director and Strategic Client Advisor for India Onshore. **Ravi Malani** has been appointed as Director and Senior Product Manager, concentrating on growing its private banking equity sales business in India. **Brijesh Majali** is joining as Director and Team Leader. The team headed by Majali will include three Relationship Managers and three assistant RMs with whom he has worked at BNP Paribas: **Ashish Teli**, RM, who has more than twelve years' experience in wealth management; **Gautam Jain**, RM, with more than fifteen years' experience in financial services, and **Madhurjya Lahkar**, RM, with seventeen years of banking experience, including thirteen years in wealth management. Singh has over twenty-four years of wealth management experience with BNP Paribas, Barclays and HSBC India. Malani has twenty-five years of experience in managing client portfolios, discretionary mandates and equity sales across domestic and foreign institutions. He was previously head of equities at BNP Paribas, where he was responsible for the overall equity book and associated revenues as well as for the formulation and execution of the firm's India equity strategy. Majali has more than eighteen years of wealth management experience with BNP Paribas and ING Vysya. Singh and Majali report to Puneet Matta, Head of Wealth Management for India. Malani reports functionally to Carman Tsang, Head of Private Banking Equity Sales for APAC, and locally to Sandipan Roy, Head of Products for India. **Krittinun Wiangwangchai** – most recently Relationship Manager with Citigold – has been appointed to the position of Private Banker with KASIKORNBANK in Bangkok, Thailand. Wiangwangchai spent one year with Citigold. It is reported that RBC Wealth Management has promoted **Juan Aronna** to head of investments for its investments and Asia teams. He will stay in Hong Kong for the time, before relocating to the UK, which is expected to be around May 2021. Aronna joined RBC WM six years ago and was initially based in Singapore before moving to Hong Kong.

Noteworthy Talent Moves in the Americas

Once again, the US completely dominated the number of moves tracked within the Americas this quarter, with the rest of LatAm falling further behind from a fairly low showing in the Q3 report. The types of hires, similar to seen within Asia have pivoted from the senior and structural hires witnessed in Q3, towards the more general front office type hires. This indicates a satisfaction within the US that the strategic position is set and it's time to focus more exclusively on increasing market share within the structures that are already in place. The US elections both presidential and senatorial have provided some clarity on America's direction of travel moving forward both politically and economically. The split in the senate indicates a likely small Democratic direction of travel. However, until the inauguration is completed and President (elect at time of writing) Biden and Vice President Harris settle into the Whitehouse there are concerns about domestic disruption as seen with the storming of the Capitol on the 6th January. With the US vaccine rollout now underway, there is an increasing level recruitment interest coming in from the States, with hopes clearly pinned on a gradual return to normality this year, a sentiment echoed globally.

It is reported that UBS has hired a leading Private Wealth Management Advisor Team in Atlanta – the firm has announced that **Jeff Lewis**, **Steve May**, and **John McColskey**, have joined as Managing Director-ranked Financial Advisors in Atlanta, Georgia. Also joining UBS are **Jessie Searles** and **Mary Bennett**, who will serve as Relationship Managers, as well as Portfolio Associate John Lindsey. The team will report to Lane Strumlauf, Southeast Private Wealth Management Market Head. Lewis joins UBS as a former Managing Director and Head of Investments and Advice for the Southeast Region of JP Morgan's Private Bank. In this role, he led a team of investment professionals responsible for providing advice on portfolio construction, asset allocation, manager selection and opportunistic trading across both public and private markets. He comes to UBS with seventeen years of investment experience with JP Morgan. May was a Managing Director and banker in the Atlanta office of JP Morgan's Private Bank for 13 years. He also previously led Wachovia's Financial Planning Division for the Georgia/Mid-South region and began his career in public accounting as a CPA with Arthur Andersen's Family Wealth Planning group. **William Perez III** – most recently Private Banking Team Lead with Fifth Third Private Bank – has been appointed to the position of Private Banker with JP Morgan in Tampa Bay, FL. Perez spent just over nine-and-a-half years with Fifth Third Private Bank – joining the firm from Wells Fargo. **Kathy Grele** – most recently Senior Vice President Specialty Banking with Fifth Third Bank – has been appointed to the position of Senior Private Banker with BMO Wealth Management in Chicago. Grele joined Fifth Third Bank Q2 2019 from MB Financial Bank where she'd spent over thirteen-and-one-quarter years – holding the role of Senior Vice President from Q4 2017.



Bill Roberts – most recently Regional Manager with Charles Schwab – has returned to Morgan Stanley as First Vice President, Private Banker in Houston, TX. Roberts held the same role with the firm from Q2 2011 until Q3 2018 – first joining from Wells Fargo Advisors, holding the role of Regional Banking Director from Q1 2010. **Jaime Acosta** – most recently Relationship Manager with Banco Pichincha – has been appointed to the position of Private Banker with Santander Private Banking International in Miami, FL. Acosta spent nine years with Banco Pichincha. **Pamela Austin** – most recently Senior Vice President with PNC – has been appointed to the position of Director Wealth Management with RSM US Wealth Management LLC in South Bend, IN. Austin spent two-and-a-half years in

her second stint with PNC – re-joining the firm Q2 2018 from 1st Source Bank where she'd held the role of Vice President Private Banker from Q2 2010. **Adam Baker** – most recently Vice President with Wells Fargo – has been appointed to the role of Private Wealth Advisor with BOK Financial in Scottsdale, AR. Baker joined Wells Fargo Q4 2015 from JP Morgan where he'd spent close to eight-and-a-half years, holding the role of Private Banker with the firm from Q3 2011. **Chris Skafidis** – most recently Vice President & Portfolio Manager with CIT Bank – has been appointed to the position of Vice President with Morgan Stanley in Chicago, IL. Skafidis joined CIT Bank Q2 2019

from Bank of China where he'd spent five-and-one-quarter years, holding the role of Vice President & Senior Relationship Manager with the firm from Q3 2013.

Trish Teague – most recently Private Client Manager with IBERIABANK – has been appointed to the position of SVP Senior Private Banking Manager with Cogent Bank in FL. Teague spent just under five-and-a-half years with IBERIABANK – joining the firm Q2 2015 from New Traditions National Bank where she'd held the role of Senior Vice President Business Development from mid-2013. **Matthew Brandon** – most recently Senior Vice President Wealth Lending with BB&T – has been appointed to the position of Private Banker with First Citizens Bank – he'd spent just under nineteen-and-a-half years with BB&T. **Anthony Perez** – most recently Private Wealth Advisor with Union Bank – has been appointed to the position of Private Banker with BBVA in Scottsdale, AR. Perez spent close to eleven-and-three-quarter years with Union Bank – holding the Wealth Advisory role from 2019. **Andrea Franz** has been appointed to the position of Senior Private Banker with BNY Mellon Wealth Management in Philadelphia, PL – she joins from wealth management firm Clarfeld I Citizens Private Wealth – she'd spent just under three years with the firm. Peapack-Gladstone Financial Corporation and Peapack-Gladstone Bank have announced the appointment of **Michael DiNizo**, Senior Managing Director, Commercial Private Banker. DiNizo is responsible for providing customized solutions through personal client service in the Bank's Commercial and Industrial [C&I] business while servicing commercial businesses in the metropolitan area. DiNizo is a seasoned financial services professional with more than twenty-seven years of experience in the industry - prior to Peapack-Gladstone Bank, Michael served as Senior Vice President, Business Banking Director at Capital One Bank in White Plains, New York. It is reported that **Christian Meissner** has become co-Head of Investment Banking Advisory and Vice Chairman Investment Banking, according to a statement released by Credit Suisse. He joined the firm late October in this key position that links private with investment banking. Meissner will work with Babak Dastmaltschi, Chairman of Strategic Clients IWM and co-Head of IWM Investment Banking, in finding solutions for rich entrepreneurs on the basis of the IWM strategy, providing this key client segment with more support and investment banking advisory. Meissner has thirty years of experience in investment banking and a vast network of contacts across Europe, said Credit Suisse. He held top positions at leading investment banks including Bank of America Merrill Lynch, where he worked in the position of Head of Global Corporate and Investment Banking. From 2004 through 2008, he was the co-Head of EMEA Investment Banking at Lehman Brothers and later as co-CEO of EMEA. At Goldman Sachs, Meissner was Head of European ECM.

Casey Nelson – most recently Managing Director with Charles Schwab – has been appointed to the position of VP Regions Private Wealth Management with Regions Bank in St Louis, MS. Nelson spent two years with Charles Schwab, joining the firm at the close of 2018 from Wells Fargo advisors, holding the role of VP – Regional Banking Director with the firm from Q2 2018. **Nicholas Wolf** – most recently Financial Advisor with Morgan Stanley – has been appointed to the position of Vice President, Relationship Manager with Key Private Bank in Los Angeles. Wolf spent three-and-a-half years with Morgan Stanley – joining the firm from Citi where he'd held the role of Vice President, Private Banker Associate from Q3 2016. **Ryan Epps** – most recently Senior Vice President & Manager Private Banking with Allegiance Bank – has been appointed to the position of Executive Vice President – Private Banking Group Manager with Bank of Houston. Epps spent just over two years with Allegiance Bank, joining the firm Q4 2018 from Post Oak Bank NA where he'd held the role of Senior Vice President – Manager Private Banking from Q1 2007. **Giancarlo Bruno** has been appointed to the position of Head of the International Desk, International Private Bank [IPB] Americas with Deutsche Bank, based in New York. Bruno is a former Head of Corporate Partnerships at UBS Foundation, holding the role from 2019 – 2020. It is reported that Peapack-Gladstone Financial and Peapack-Gladstone Bank has appointed **Michael Mulcahy** Senior Managing Director and Commercial Private Banker [C&I.] Michael is responsible for developing and growing a portfolio of commercial clients in the markets the bank serves. Mulcahy previously served as Senior Vice President, Director and Business Banker at Capital One Bank, where he managed and generated more than \$2 million in annual revenue in New York and New Jersey. Prior to his role at Capital One Bank, Mulcahy served as Senior Vice President and Business Banker at Bank of America and managed client portfolios throughout New Jersey. It is reported that **Rachael Camargo**, a former gatekeeper for HSBC Americas Private Bank's products and mutual fund selection unit, has joined index provider MSCI. Camargo joined the firm in October as an executive director for its Americas index products business in New York City. Whilst with HSBC Camargo had been tasked with selecting funds for HSBC's private banking platform, which included both onshore and offshore products. Prior to working at HSBC, Camargo spent five years as a Senior Fixed Income Portfolio Specialist for Voya Investment Management's offices in New York.

It is reported that Credit Suisse Group AG has hired former JPMorgan Chase & Co. veteran **Juliana Pagetti** as Managing Director for its international wealth-management unit in Brazil. Pagetti will be based in Sao Paulo, where she'll lead the UHNW desk for onshore clients - her hiring is part of an effort to replace a team of about a dozen executives who left after the July appointment of Marcello Chilov as Head of Wealth Management in Brazil. Credit Suisse had already recruited Luciano Telo, who was CIO for XP Inc.'s wealth advisory business, to replace Sylvio Castro, who also left the Zurich-based bank. Enio Shinohara was hired recently as the Head of Funds Solutions and Business Development at Credit Suisse's wealth-management unit in Brazil. Pagetti was JPMorgan's Head of Onshore Private Banking in Brazil when she left in 2018 after almost two decades at the New York-based firm. She most recently was a partner at Tera Capital, a family office founded by partners of Patria Investments. It is reported that Julius Baer is poaching from UBS and Credit Suisse to reinforce its efforts with wealthy Mexican clients, hiring **Francisco Buch Torres** and **Rodrigo Vela Bezanilla** as Private Bankers for its Mexico team. Torres, who joins as Senior Relationship Manager, was most recently a Private Banker to the ultra-wealthy at UBS. Bezanilla joins from

Credit Suisse, where he tends to HNW clients from Mexico on an advisory and discretionary basis. It is reported that EFG has hired a top products and distribution specialist from rival Credit Suisse's asset management unit, appointing **Harald Reczek** to the position of deputy Head of Investment Solutions and Global Head of Distribution where he will work closely with EFG's private bankers and its investment solutions unit from his base in Zurich, Switzerland. He has been charged with ensuring EFG's private bankers and client relationship managers around the world have access to the funds and investment strategies they need on the firm's product platform, according to the spokesperson. Reczek's remit will include coverage of Latin America as well as the group's private bankers based in its Miami office. He reports directly to EFG's head of investment solutions and deputy chief executive officer Renato Cohn. Prior to taking on his new role, Reczek spent four years at Credit Suisse where he was deputy head of asset management for Switzerland and EMEA. He helped build out the unit and manage the distribution of core and alternative assets in Switzerland, Europe, the UK and the Middle East.