



THE NAVIGATOR

Our Response to COVID-19

The Cayman Islands Monetary Authority ("CIMA" or "the Authority") is proactively monitoring the COVID-19 crisis and its impact on financial services operations. As part of our business continuity plan, CIMA has implemented a number of comprehensive measures to ensure 'business as usual'.

Closed to Public, Working Remotely

Following instructions received from the Cayman Islands Government regarding the closure of non-essential institutions, CIMA has enforced a mandatory remote work approach for all staff effective 25 March 2020 until further notice. Secure and fully tested virtual and operational platforms have been put in place to allow staff to access the work systems as they would on a typical day.

Access to staff should be done via email or available audio and video conferencing such as Zoom or Skype. Each division can also be reached [here](#) via our online contact form. Kindly note that staff will no longer be directly accessible via telephone.

Document Submissions

Documents requiring proof of delivery such as financial statement filings, submission of new licensee applications, legal documents, etc, should be submitted to the respective divisions via email or the use of our Regulatory Enhanced Electronic Forms Submission (REEFS) portal, if applicable. CIMA will also accept affidavits or other documents that have been notarised/certified via the DocuSign process or utilising audio-video technology during this time.

For any related licensee fee payments, businesses are encouraged to utilise the available Escrow or [wire transfer](#) services.

All other persons are advised to retain any non-urgent physical documents until we resume normal business operations.

Extensions for Return Filings

As the latest measures to assist the financial services industry, CIMA will

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Our Response to COVID-19 cont'd

allow a one-month filing extension for some regulatory returns with due dates through 30 June. There are no fees associated with the extensions.

However, all other fees remain in effect and are payable upon the relevant regulatory filing being made. Licensees and registrants are encouraged to file returns before the deadline wherever possible and notify the Authority where an extension is required. CIMA appreciates that licensees and registrants may encounter challenges

during these times and, therefore, trust that the extensions will lessen some of the burden. To see a full list of filing extensions for regulatory returns or for more details, click [here](#).

While the health and safety of our staff remain top priority, CIMA is committed to delivering full operations to the financial services industry and will make adjustments where it is appropriate or necessary to do so. For future updates, visit www.cima.ky

Women in Financial Services



Photo: From left, Odette Samson, Nancy Lewis, Amanda Pullinger, Minister Tara Rivers, Heather Smith. Source: Cayman Compass.

CIMA's Head of Investments Supervision Division, Ms. Heather Smith joined other executive female leaders within the financial services industry at a recent panel discussion co-hosted by Deloitte and 100 Women in Finance (100WF). The event celebrated the release of their joint report '[Within Reach? Achieving gender equity in financial services leadership](#)'.

According to a Cayman Compass article, speakers shared their views and experiences on the positive impact of career mentorship, the challenges faced in gaining executive positions in a traditionally male-dominated environment, the evolution of female leadership in the industry, and the keys to their own success.

Anti-Money Laundering Chief Analyst Joins



As of 2 March, Ms. Arieta Henry joined us as a Chief Analyst in the Anti-Money Laundering Division ("AML Division").

Ms. Henry brings over 11 years' experience in financial audit, enterprise risk management and forensic services, including AML. Prior to joining CIMA, she held various supervisory and managerial positions within the financial services field. She also gained experience in the retail, distribution and manufacturing industries.

In her current role at CIMA, she is responsible for coordinating and conducting off-site monitoring

and on-site examinations across all regulated sectors, specifically for AML/CFT oversight. With a background in audit and compliance, Ms. Henry says, "I look forward to contributing to the AML Division while broadening my knowledge about AML/CFT laws within the Cayman Islands."

She holds a Bachelor's degree in Management Accounting from the University of the West Indies, Mona, Jamaica and is a Certified Anti-Money Laundering Specialist, Fellow Chartered Certified Accountant as well as a Certified Internal Auditor.

Banking Deputy HOD at Supervisory Workshop

The Association of Supervisors of Banks of the Americas in collaboration with the Bank of Jamaica, and with the support of the IDB Lab and the Caribbean Development Bank, facilitated a workshop on 'Efforts in Reducing the Negative Impact of Loss of Correspondent Banking Relationships in The Caribbean: The Supervisors and Financial Institutions Role.'

Held from 19 - 21 November in Kingston, Jamaica, the sessions brought together regulators, compliance personnel from banks and other financial institutions such as credit unions and industry experts on AML/CFT issues to discuss the challenges and possible solutions related to the de-risking phenomenon from the supervisor and correspondent banks perspective. The workshop was one in the series of courses organized by ASBA as part of the second phase of its training programme aimed at helping to prevent and mitigate the risk of losing correspondent banking in the Caribbean region.

The Authority was represented by Ms. Shakira Cox, Deputy Head of the Banking Supervision Division who took part in the discussions on various topics such as the importance of AML supervision as a tool



Participants of the banking supervisory workshop hosted by the Association of Supervisors of Banks of the Americas in collaboration with the Bank of Jamaica, and with the support of the IDB Lab and the Caribbean Development Bank, in Kingston, Jamaica. Photo provided.

to reduce de-risking, the difficulties caused by the application of new technologies by the supervised entities and what international regulators and correspondent banks expect from their counter parties.

CIMA 2019 Achievements

The Authority is in the final stages of developing its next Strategic Plan, which will support our mission over the next three years. Following working sessions with the CIMA management team, its Board of Directors and stakeholder representatives, the draft plan will likely follow on from the success achieved during the 2018-2019 period, as set out below.

Some key initiatives conducted throughout the past year include the implementation of numerous Anti-Money Laundering/Counter Financing Terrorism (AML/CFT) framework enhancements such as a significant increase in the number of on-site inspections, establishment of an AML Division, development and distribution of various regulatory measures for consultation, and enhanced data collection and analysis. As part of its outreach programme, the Authority hosted several in-person events in an effort to provide guidance which would assist such businesses to become compliant with international standards, and AML/CFT laws and regulations. In recognition of the international nature of its stakeholders, the Authority utilised a variety

of media and communication forums with a goal to allow stakeholders to access important information in the manner most convenient and useful to their business. Staff also participated in various events hosted by external parties.

As a way to enhance efficiency and effectiveness through structural/functional reforms, the Authority established a Financial Stability Unit under the Policy & Development Division and a temporary Risk Assessment Unit, which was staffed by persons from other divisions.

In support of its Facilities Plan, the Authority relocated to new and upgraded offices in Cricket Square, which will better accommodate staff growth and allow the Authority to further deliver on its principle functions.

Other notable achievements included increased speaking engagements both locally and overseas, regular meetings with local financial industry associations, co-host counterfeit detection awareness training for officers, retail businesses

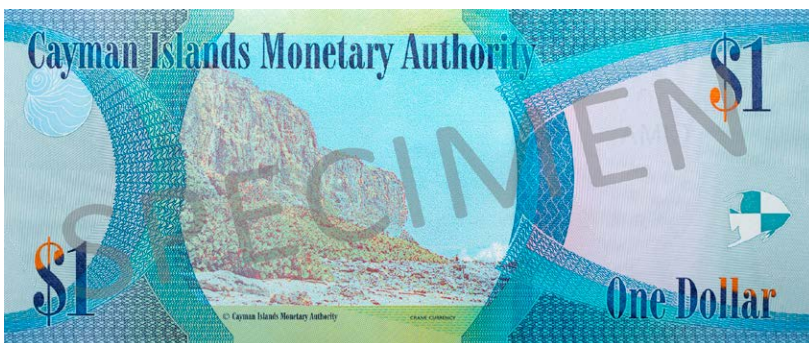
CIMA 2019 Achievements cont'd

and the general public with the RCIPS, enhanced cybersecurity guidance for licensees, visits to other regulators, successful execution of high-level regulatory events such as: 1) The Financial Action Task Force Training and Research Institute (FATF TREIN) Standards Training Course for domestic AML/CFT agencies as well as CFATF member countries, and 2) the plenary meeting for the Group of International Financial Centre Supervisors. The Authority also played an important role in advising central Government of various legislative initiatives arising from recommendations in the Mutual Evaluation Report by the Caribbean Financial Action Task Force.

In addition, the Authority collaborated and assisted with the jurisdiction's EU substance obligation, creation of a Regulatory Sandbox for Fintech among numerous regulatory framework enhancements.

As stated in a recent press release, the Authority will continue to play its part in enhancing the regulation and supervision of Cayman's financial services industry, thus upholding its reputation as a well-respected jurisdiction.

New Commemorative \$1 Banknote Issued



In celebration of the 60th Anniversary of the first written Constitution of the Cayman Islands, CIMA recently issued a new commemorative \$1 banknote.

Using the same colour and design as the current \$1 banknote, the new version bears several changes. The first is the 'Celebrate Cayman – 60 Years – Our First Constitution'

logo. The note also includes the signatures of Minister of Finance Hon. Roy McTaggart and CIMA's Managing Director Mrs. Cindy Scotland. Both signatures are relocated to the right of the Queen's effigy. A magnetic thread runs from the top to the bottom of each note and has been replaced with a new security feature, a 4 mm wide RAPID micro-optic purple security thread demonstrating a dynamic wave effect when the note is tilted. There is also a distinctive serial number that incorporates the "Q/2" series, which is only used for special occasions such as this.

The commemorative banknote is now in circulation via retail banks.

It is also sold at face value (\$1.00) and can be purchased at CIMA's Currency Division located on the Ground Floor of the Government Administration Building.

The public is reminded that without written consent from CIMA, it is illegal to print or publish anything in the likeness or appearance of all or part of a banknote. It is also illegal to mutilate, deface or perforate any currency note or coin that is legal tender in the Cayman Islands.

New Staff on Board



Mrs. Mercyline Chemutai joined as a Chief Analyst in the Banking Supervision Division on 17 December.

Mrs. Chemutai holds a Bachelor of Commerce degree, majoring in Accounting, from the University of Nairobi in Kenya. She is also a Certified Public Accountant of Kenya, an accredited trainer and is currently a final level candidate for the Chartered Financial Analyst designation.

She was previously employed

with KPMG working with both Cayman and Kenya offices. While there, she was heavily involved with financial statements audits across various sectors, predominantly investment funds and banks.

Immediately before joining CIMA, she worked with MUFG Alternative Fund Services (Cayman) Ltd.

Mr. Reuben Foster joined the Authority on 2 December 2019 as a Chief Analyst in the new Anti-Money Laundering (AML) Division.

Prior to joining CIMA, he worked at the Cayman Islands Government Department of Commerce and Investment as a Senior Compliance Officer.

He also served as a Police Officer for 24 years, having worked in the Royal Barbados Police Force and

the Royal Cayman Islands Police Service. Most of his career was spent in the fraud and financial crime investigations field.

Mr. Foster holds a Bachelor of Science Degree in Banking and Finance (Compliance and Corporate Governance) and an International Compliance Association (ICA) Diploma in Compliance. He is also a Certified Anti-Money Laundering Specialist.



Ms. Jessie Melbourne also joined the Authority on 2 December as a Chief Analyst in the Anti-Money Laundering (AML) Division.

She brings several years of regulatory experience to the post having served as Assistant Head of Compliance and Enforcement at Department of Commerce and Investment, AML/CFT Regulator for DNFBPS (Designated Non-Financial Businesses and Professions). Prior to this, she worked in the law enforcement

field for over 17 years.

Ms. Melbourne holds a Bachelor's degree in Business Management (Hons) from the University of Sunderland and a Master's degree in Leading Innovation and Change from York St. John University.

She also earned qualifications in areas such as Project Management, Social and Economic Statistics, Compliance, and Financial Action Task Force (FATF) Standards.

QUARTERLY STATISTICS

NUMBER OF ENTITIES LICENSED/REGISTERED & CURRENCY IN CIRCULATION AS OF 31 DECEMBER 2019

BANKING & TRUST

Banks	125
Category A	9
Category B	116
Nominee Trust	20
Controlled Subsidiaries	7
Money Service Providers	5
Building Societies, Cooperative Societies, Development Banks	4

INVESTMENTS

Mutual Funds	10,857
Registered	7,612
Administered	295
Licensed	64
Master Funds	2,886
Mutual Fund Administrators	81
Full	70
Restricted	10
Exempted	1

SECURITIES

Securities Investment Business Law (SIBL) Licensees	35
Excluded Persons Under SIBL	2,198

FIDUCIARY SERVICES

Trust Companies	144
Unrestricted Trusts	56
Restricted Trusts	59
Nominee Trusts	29
Registered Private Trust Companies	132
Registered Controlled Subsidiaries of Trust Companies	46
Companies Management	116
Corporate Services Providers	24

INSURANCE

Insurance Companies	672
Class A	26
Class B	618
Class C	23
Class D	5
Insurance Managers	24
Insurance Brokers	23
Insurance Agents	45

CURRENCY IN CIRCULATION

Total Currency	CI\$ 140.4m
Notes	CI\$ 127.5m
Coins	CI\$ 12.9m
CI\$1.00 = US\$1.20; m = million	

CIMA Christmas Giving Tree Charity Donations

Each year, staff look forward to our Christmas Giving Tree as charitable donations help to make the holidays a little brighter for those less fortunate. As tradition, each division selects a charity of their choice and creates a craft ornament to be hung on the Authority's Christmas tree located in the reception lobby. The chosen charities were Cayman Islands Cancer Society, Joey Nixon, Alex Panton Foundation, Feed Our Future, Cayman Islands Humane Society, and Health Services Authority Children's Ward.

Below are donation presentations to some of our chosen charities.



Left photo: Staff in the Fiduciary Services & Securities Supervision divisions donated toys and stuffed animals for the patients at the Health Services Authority Children's Ward.

Right photo: In memory of the late Tammy Nixon, the Finance Division donated a gift certificate to Tammy's son, Joey in celebration of his birthday.



Left photo: Information System Division's chosen charity was the Cayman Islands Humane Society.

Right photo: The Managing Director's Office and the Anti-Money Laundering Division presented a monetary donation to Feed Our Future.



New Staff on Board cont'd



Ms. Alicia Best joined on 30 December as a Senior Analyst in the Onsite Inspection Unit.

Originally from Barbados, Ms. Best attended the University of the West Indies, Cave Hill Campus where she attained a Bachelor's Degree in Accounting and Economics. She later went on to complete the Association of Chartered Certified Accountants (ACCA) designation and is currently pursuing the Project Management Professional (PMP) certification.

Prior to joining CIMA, she worked with Ernst & Young in the Barbados office. Her duties there involved performing financial statement audits across a number of industries, focusing on the banking sector during her later years with the firm.

With a positive outlook, Ms. Best says, "I look forward to continuing my professional journey at CIMA."

New Staff on Board cont'd

Ms. Karen Gittens joined the Authority as a Chief Analyst in the Anti-Money Laundering Division on 6 January 2020.

She brings over 21 years of experience in banking supporting the operations in Compliance/Anti-Money Laundering (AML) for the Scotiabank Guyana office. She has held progressively senior roles in Retail Credit, Sales & Marketing, Merchant & Cash Management Services.

Ms. Gittens holds a Associate's degree from the Institute

of Canadian Bankers and a Master's degree in Business Administration from Australian Institute of Business. She is also a certified compliance specialist and an active member of Association of Certified Anti-Money Laundering Specialist (ACAMS).

Ms. Gittens says, "I am really excited to assume the role of Chief Analyst in the Anti-Money Laundering Division."



Ms. Keisha Minzett joined as an Analyst in the Fiduciary Services Division in December 2019.

Ms. Minzett is also a recent graduate of Florida International University (FIU) having completed a Bachelor's degree in Finance in July 2019. She also holds an Associate's degree in Accounting from the University College of the Cayman Islands.

Previously, she was employed as a Billing Administrator at The Wellness Centre. During her

Summer breaks from school, she also took up internship opportunities with CIMA's Public Relations Unit.

Under her current post, some of her main responsibilities are analysing financial statements of licensees and ensuring requirements are met. She also helps to prepare and process applications for new trusts, company managers and corporate directors as well as perform ongoing analysis of all assigned licensees.

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New Staff on Board cont'd

Mr. Andrew Stam joined on 20 January as a Systems Programmer in the Information Systems Division.

In this capacity, he is tasked with the design, development, testing, implementation and documentation of bespoke applications, including the modification, enhancement and support of the existing applications and commercial packages.

Mr. Stam has been a software developer for his entire career after completing the Programmer/Analyst course at Georgian College in Canada. In his most recent role,

he worked as a Software Developer at DMS Fund Governance here in Cayman. While there, he was responsible for the development and administration of the company's Salesforce instance. He also maintained legacy applications that were still in use after the system was implemented.



Mr. Colin Hinds joined CIMA on 20 January as an Analyst in the Anti-Money Laundering Division.

He holds a Bachelor of Arts Degree and Diploma in Education from the University of the West Indies and is also a Certified Anti-Money Laundering Specialist (ACAMS).

Describing his previous work experience, Mr. Hinds held a number of positions at Butterfield Bank where he worked for 13 years. He served as a Learning and Development Training Officer, an Assistant Manager of New Accounts, as well as a Compliance Analyst,

Customer & Account Specialist. He was also employed with Caledonian Bank as a Banking Associate.

Prior to this, he spent over 10 years as a teacher of French and Spanish.

Ms. Terry-Ann Goodison was another addition to the CIMA family on 20 January. She joined as a Paralegal in the Legal Division.

Prior to this, Ms. Goodison worked as a County Court Advocate in the United Kingdom (UK). This position involved making strong representations by way of Advocacy on behalf of companies in trials at County Courts throughout the UK, where she gained extensive experience in Civil Law.

Additionally, she worked for a well-respected Immigration Solicitors firm in London where she often

visited clients facing deportation in detention centres and prison and made representations on their behalf. Ms. Goodison also volunteered as a gateway assessor helping vulnerable individuals in her community.

She holds a degree in Law LLB with honours, Legal Practice Course and a Master's in Law - Financial Regulation and Compliance.



New Staff on Board cont'd

Mr. Dane Doctor joined the Authority on 6 January as a Chief Analyst in the Insurance Supervision Division.

With over 15 years of experience, Mr. Doctor brings extensive expertise and knowledge to the post.

Prior to joining CIMA, he worked in several actuarial financial and regulatory organisations across the Caribbean. He was employed as an Actuarial Analyst at Prime Life Assurance Company Limited in Jamaica, an Economist at the Bank of Jamaica and an Economic Analyst at the Telecommunications

Authority of Trinidad and Tobago. He also served as an Independent Actuarial Consultant for KR Services, also based in Trinidad.

Mr. Doctor holds a Bachelor of Science Degree in Actuarial Science as well as a Master of Science in Economics from the University of the West Indies in Mona, Jamaica. He is a qualified Property and Casualty Actuary and a member of both the Society of Actuaries and the Caribbean Actuarial Association.



Mr. Kent Green is an Information Security Risk professional joining CIMA on 3 February as a Chief Network Engineer with responsibilities to continue maturing cybersecurity processes, systems, and response plans. He will also provide support for on-site inspections and breach reports.

Mr. Green has been a key team member for ensuring compliance with privacy legislation and transformational outsourcing projects for financial service organisations. As a leader, he has developed information security

teams providing advisory, design, controls, and operational management for numerous organisations within the offshore financial community.

He holds a Bachelor of Science Degree in electrical engineering technology and is a qualified ISO 27001 lead auditor. He also earned qualifications as a Certified Risk in Information Security Control (CRISC) from ISACA, a Certified Cloud Security Professional (CCSP) and was first awarded a Certified Information System Security Professional (CISSP) from ISC2 in 2001.

On 3 February, we welcomed Mrs. Christina Seymour as an Analyst in the Fiduciary Services Division.

She brings over 15 years of experience in financial services, particularly the banking and captive insurance fields. Mrs. Seymour expressed that such expertise has allowed her to attain a vast amount of confidence and knowledge, which will be helpful towards her new role at CIMA.

Listing her most recent post, she worked as an Associate at Hyperion

Insurance Management (Cayman) Limited. While there, she was involved in several high-level meetings and liaised with both CIMA and Registrar of Companies with respect to the requisite reporting of documentation.

Adding to her work experience, Mrs. Seymour is currently pursuing the Society of Trust and Estate Practitioners (STEP) designation and is a named Notary Public of the Cayman Islands.



New Staff on Board cont'd

Mr. Metchie Williams also came on board with us as an Analyst in the Fiduciary Services Division on 3 February.

He holds a Bachelor's degree in Accounting from Lindsey Wilson College in Columbia, Kentucky.

Having spent much of his work experience in banking, Mr. Williams is no stranger to the financial services arena. Previously, he worked at Fidelity Bank, Cayman National and most recently, Butterfield Bank.

His background ranges from operational banking policy, fraud monitoring and detection, managing credit card risks to rule management for banking transactions.



Mrs. Sarah Wheeler joined the Authority on 5 February as Head of its newly established Anti-Money Laundering (AML) Division.

Mrs. Wheeler holds a first-class Master's degree in History from the University of Edinburgh and is a qualified lawyer with 18 years of experience. She began her career at Allen & Overy LLP and then moved to Wilmer Cutler Pickering Hale & Dorr LLP. During this time, she maintained a diverse portfolio of cases and clients.

She then joined the litigation team at Barclays Group, conducting in-house regulatory investigations. She subsequently moved to the Financial Conduct

Authority ("FCA") to run its foreign exchange remediation enforcement programme.

Mrs. Wheeler was later asked to lead the Office for Professional Body Anti-Money Laundering Supervision (OPBAS), a new AML/CFT regulator housed in the FCA. While there, she devised a risk-based approach to supervision, conducted a programme of onsite visits and issued findings and directions. She also co-chaired the Financial Action Task Force's (FATF) 2019 risk-based approach guidance for legal professionals, accountancy professionals and Trust and Corporate Service Providers (TCSPs).

STAY INFORMED

Continue to visit our website for important updates on the COVID-19 outbreak and its effect on our operations.

www.cima.ky

New Staff on Board cont'd

Effective 24 February, **Mr. Andrea Salvatori** was appointed as a Systems Programmer Analyst in the Information Systems Division.

He holds a Master's degree in Computer Science from University of Pisa, Italy.

Before joining CIMA, Mr. Salvatori spent much of his career as a Software Engineer and Architect, mainly in Italy but also in Belgium, Malta, Spain and Ireland.

He also served as a contractor for companies such as Anas, Alitalia, Fusion for Energy, Paddy Power Betfair and Axa Insurance to name a few. These experiences allowed him to gain a vast amount of knowledge and skills across various business sectors.



Mr. Trevor Williams joined CIMA on 5 March as a Systems Programmer Analyst with the Information Systems Division where he is responsible for the design, development and implementation of CIMA's enhanced software solutions used by licensees and stakeholders.

He brings over nine years of experience in the field having worked as a Software Engineer/System Analyst. He was also employed as a part-time lecturer at a few tertiary institutions for a total of seven years.

Mr. Williams holds a Bachelor of Science Degree in Computer Science from Northern Caribbean University and a Master's degree in Computer Science from Columbus State University. He also completed several short courses in Management Studies.

On 9 March, **Ms. Tatiana Ramoon** joined CIMA as a Public Relations Assistant in the Managing Director's Office.

Ms. Ramoon is a recent graduate with a Master's degree in Tourism Management from Bournemouth University and a Bachelor's degree in Event Management from the University of Central Florida.

She has experience assisting with the execution and organisation of events, as well as creating marketing and

promotional materials. In her new role, Ms. Ramoon will assist in implementing Public Relations strategies by developing promotional and informational CIMA material and contributing to the planning of special events among other administration duties.



New Funds Laws: What Do They Mean?

Like 2018, 2019 was an even busier year for CIMA. Following the publication of the Caribbean Financial Action Task Force ("CFATF") Fourth Round Mutual Evaluation Report on the Cayman Islands in March 2019, a number of laws and regulations were updated with the objective of strengthening the Anti-Money Laundering legislative framework, thus affecting various sectors across the jurisdiction. The most recent update was the introduction of the Mutual Funds (Amendment) Law, 2020, and the Private Funds Law, 2020, both of which were passed on 7 February 2020.

Amendments to the Mutual Funds (Amendment) Law, 2020, further provides for the registration of previously exempted mutual funds with the Authority. This law requires open-ended funds, those with 15 or fewer investors, to register with CIMA. These funds, now known as Limited Investor Funds will be required to submit a completed [application form](#) together with a fee of CI\$300 and several supporting documents in order to be registered.

The new Private Funds Law, 2020 governs the legislation of private funds that are carrying on business in or from the Cayman Islands. This law requires private funds (as defined in the law) such as private equity, real estate and infrastructure funds, to register with CIMA and will therefore be subject to CIMA's regulatory and supervision oversight. Such funds will also have to be audited each year by a [CIMA approved auditor](#). These Private Funds will be required to submit the following documents

to be registered: REEFS application form (APP-101-77); Certificate of Incorporation/Registration (as applicable); constitutive documents (as applicable); offering memorandum/summary of terms/marketing material (as applicable); Administrator's letter of consent (optional); Auditor's letter of consent; structure chart; and an application fee of CI\$300.

It should be noted that during this transitional period new or existing funds will be required to pay the annual registration fee of CI\$3,500. The Authority has already issued FAQs to assist industry with their questions during this period.

Looking ahead for 2020, the Authority will continue its work around amendments to the regulatory laws, rules and policies arising from the CFATF review and therefore satisfy its statutory obligation.

Additionally, the Authority remains committed to upholding Cayman's reputation as an international financial centre of choice and will do everything in its power to increase vigilance over global money laundering, terrorist financing and proliferation financing activities now and for many years to come.

For further information, please see the notices on [Private Funds Law 2020 FAQs](#) and [Mutual Funds \(Amendment\) Law 2020 FAQs](#).

STAY INFORMED

As part of our outreach programme, and through the use of topical online videos, licensees and stakeholders can now access important information in a manner most convenient and useful to their business. See the 'Public Education - Regulated Sectors' tab on our website.

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