



KBL *epb* celebrates three decades of graduate integration program

Nearly 80 young professionals have completed Kaleidoscope Program, intensive two-year career development initiative

Luxembourg; October 17, 2013: KBL European Private Bankers (KBL *epb*), one of the largest employers in Luxembourg's financial services sector, celebrated today the 30th anniversary of the launch of its Kaleidoscope Program, a two-year graduate integration program.

Aimed at providing high-achieving recent university graduates with a 360-degree perspective on the activities of the Luxembourg-headquartered private banking group, the Kaleidoscope Program immerses participants in a range of roles and departments. This initiative is tailored to the individual ambitions of each participant, who rotates assignments every six months over the two-year period.

To date, some 80 participants have successfully completed the Kaleidoscope Program. Seventy percent of them have remained with the bank for at least a decade following their graduation from the program.

Current KBL *epb* staff who have benefited from participation in the Kaleidoscope Program include the Heads of Private Banking, Investment Funds & Global Custody Services, and Operations.

"We are committed to providing opportunities for young graduates to join the group, share their fresh perspective and make a real impact early in their career, as the success of this long-term initiative makes clear," said Jacques Peters, Group CEO, KBL *epb*.

Peters began his own career more than a quarter century ago with his appointment as a junior professional at Puilaetco Dewaay, the group's Brussels-based subsidiary. "I am just one example of how KBL *epb* offers significant advancement

opportunities for individuals who are eager to learn and dedicated to achieving our shared goals," he said.

The minimum requirements to apply for a position in the Kaleidoscope Program are rigorous, and include fluency in three languages and a Master's degree. Initial screening is then followed by three in-depth interviews, internal testing and external assessment.

An equal opportunity employer, more than half of whose staff is female, KBL *epb* is a signatory to the Lëtzebuerg Diversity Charter, an initiative of Luxembourg's Ministry of Family and Integration. The Luxembourg-based group is also a signatory to the Diversity and Equal Opportunity Charter, drawn up by the Luxembourg Bankers' Association.

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About KBL European Private Bankers:

KBL European Private Bankers (KBL *epb*), founded in 1949, is headquartered in Luxembourg with a pan-European presence in nine countries. With over 2,000 staff and €41 billion in assets under management and €39 billion in assets under custody (as of December 31, 2012), KBL *epb* is widely recognized as a private banking leader. The group provides a range of additional investment solutions through its Global Investor Services, Global Financial Markets and Asset Management departments.

With the full support of its shareholder, Precision Capital, a Luxembourg-based bank holding company, KBL *epb* is consolidating its presence across Europe and expanding its horizons to capture future opportunities in high-growth emerging markets, including the Middle East and Asia.

In line with its mission to be a preferred European private banking group that cares for clients and colleagues as if they were members of its own family, always putting their long-term well-being first, KBL *epb* seeks to become a top 20 European private banking group by 2015, with a minimum of €50 billion in assets under management and €100 million in annual net profit.

For further information, please visit: www.kbl.lu

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