INTERNAL ORGANISATION OF THE CSSF

1. Functioning of the CSSF
2. Human resources
3. IT systems
4. Staff members
5. Committees
1. FUNCTIONING OF THE CSSF

The CSSF’s administrative and management organisation is described in detail in the sub-section “Corporate governance and functioning” of the CSSF website (www.cssf.lu, section “About the CSSF”).

2. HUMAN RESOURCES

Since 1 May 2009, the management is composed of the Director General, Jean Guill, and of the three Directors, Simone Delcourt, Andrée Billon and Claude Simon. Jean-Nicolas Schaus, Director General, and Arthur Philippe, Director, have retired on 30 April 2009, respectively 31 March 2009.

As regards human resources, 2009 was characterised by the recruitment of an important number of agents. Following the competitive examination of 25 October 2008, five agents were hired as from 1 February 2009. Two other recruitment campaigns resulted in the hiring of thirteen agents as employé de l’État in 2009 and fourteen agents in 2010. Following the departure of four agents in 2009, the CSSF had 322 staff members as at 31 December 2009, representing 290.9 full-time positions.

Movements in staff numbers (at the end of the year)

In addition to the training programme offered to the new trainee agents, the CSSF staff attended 200 different seminars for continuing education. 54% of these training sessions focused on economic and financial matters, 15.5% on IT and office automation, 7.5% on law and 5.5% concerned management. The other 17.5% concerned subjects such as personal development, security, accounting, languages and human resources management.

889 participations in training sessions were recorded in 2009. The CSSF staff counted a total of 1,057 training days, representing an average of slightly over three days of training per agent.
3. IT SYSTEMS

The CSSF’s IT department was included in the department “Information systems and supervision of support PFS” in form of a division. This division is in charge of installing, maintaining and developing the CSSF’s internal IT infrastructure as well as managing the electronic reporting of supervised entities.

3.1. COREP and FINREP reporting

The experiences with the European COREP/FINREP reporting framework, implemented on 1 January 2008, showed that efforts still have to be made in order to get a real standardised reporting framework in Europe. Indeed, the XBRL taxonomies which were published by different countries in 2008 diverged so much that the international banks had to create XBRL folders (“instance”) per country to which they have to report.

The XBRL working team of CEBS, supported by different authorities, including the CSSF, worked thus on a new standardised FINREP taxonomy which should include the reporting amendments as from 1 January 2012. A first version was finalised at the end of December 2009 and is now in the process of being validated by the different authorities.

Furthermore, a new COREP taxonomy which includes the amendments to the CRD 4 and CRD 5 Directives is currently being elaborated and should be applicable as from 31 December 2012.

Additional information on this subject are available on the websites www.c-ebs.org and www.eurofiling.info.

3.2. Development in information systems

Due to the important increase in the number of managed documents, resulting, inter alia, from the management of the UCI prospectuses and other prospectuses submitted for approval, the CSSF decided to replace the current document management system which reached the limits in volume and performance.

For the purposes of optimisation, simplification and efficiency, more virtual techniques will be used for applications and for storage. The contemplated architecture should, if possible, rely on a coherent farming of machines and storage which allow improving the energy bill. At the same time, the applications shall make available, upon request, an optimal set of resources for calculations.

Consequently, the new applications, whether custom-built or in the form of software packages, shall be construed in order to operate in this CSSF-specific coherent environment or even in a private cloud.
4. STAFF MEMBERS

Executive Board
Director General
Jean Guill
Directors
Andrée Billon, Simone Delcourt, Claude Simon

Internal audit
Marie-Anne Voltaire

Executive Secretariat
Head of department
Danielle Mander
Iwona Mastalska, Francis Fridrici
Executive secretaries
Joëlle Deloos, Karin Frantz, Carole Hessler, Marcelle Michels, Monique Reisdorffer

General Secretariat
Head of department
Danièle Berna-Ost
Carmela Anobile, Carine Conté, Patrick Hommel, Catherine Phillips, Danijela Stojkovic

Legal Department
Heads of department
Jean-Marc Goy, Jean-François Hein, Marc Limpach, Geneviève Pescatore
Anouk Dumont, Vanessa Gabriel, Simone Gliesener, François Goergen, Nadine Holtzmer, Stéphanie Jamotte, Benoît Juncker, Michèle Muller, Anne Wagener

General Supervision
Head of department
Romain Strock
Deputy heads of department
Danièle Goedert, Nadia Manzari, Joëlle Martiny, Patrick Wagner

Division 1 - International matters
Head of division
Joëlle Martiny
Laurent Goergen, Ngoc Dinh Luu, Vincent Thurmes, Karin Weirich

Division 2 - Accounting, reporting and audit
Head of division
Danièle Goedert
Nicolas Hinterscheid, Marguy Mehling, Christina Pinto, Diane Seil, Pierre van de Berg, Martine Wagner
Division 3 - Rules of conduct and crisis management
Head of division
Nadia Manzari
Gilles Jank, Ronald Kirsch, Nicole Lahire

Division 4 – On-site inspections
Head of division
Patrick Wagner
Valérie Alezine, Magali De Dijcker, Joan De Ron, Sonja Kinn

Secretary
Micheline de Oliveira

Department Supervision of undertakings for collective investment
Head of department
Irmine Greischer
Deputy heads of department
Jean-Paul Heger, André Schroeder, Claude Steinbach

Coordination and development of IT systems
Nico Barthels

Management and operation of databases
Head of division
Jolanda Bos
Marie-Louise Baritussio, Christiane Cazzaro, Nicole Grosbusch, Claude Krier, Danielle Neumann, Evelyne Pierrard-Holzem, Marc Schwalen, Claudine Thielen, Nadja Trausch, Suzanne Wagner

Desk “Visa and notification”
Head of division
Danièle Christophory
Adrienne André-Zimmer, Patrick Bariviera

Macro-prudential supervision of UCIs
Head of division
Mireille Reisen
Martin Mannes

Inspection and management of particular situations
Head of division
Alain Bressaglia
Serge Eicher, Laurent Mayer, Christiane Streef, Tom Ungeheuer

Specific economic aspects
Jacqueline Arend, Angela De Cilia, Géraldine Olivera, Fabio Ontano
## International regulation regarding UCIs and legal issues

Rudi Dickhoff, Anica Giel-Markovinovic, François Hentgen, Christian Schaack, Laurent Van Burik, Félix Wantz

## Coordination in relation to the instruction and the supervision of UCIs

Nicolas Muller

## Risk management techniques of UCIs

Alain Hoscheid, François Petit

## Supervision of UCIs activity

Head of division

Francis Gasché

Stéphanie Bonifas, Nicole Gengler, Sophie Leboulanger, Diane Reuter, Sabine Schiavo, Rudy Stranen, Alain Strock, Claude Wagner

## Instruction of UCIs - Division 1

Head of division

Charles Thilges

Yolanda Alonso, Nathalie de Brabandere, Gilles Oth, Thierry Quaring, Nathalie Reisdorff, Christel Tana, Daniel Wadlé

## Supervision of UCIs - Division 1

Head of division

Francis Lippert

Leonardo Brachtenbach, Marie-Rose Colombo, Jean-Claude Fraiture, Joël Goffinet, Dominique Herr, Martine Kerger

## Instruction of UCIs - Division 2

Head of division

Ralph Gillen

Isabelle Dosbourg, Yves Fischbach, Paul Hansen, Tom Muller, Carine Peller, Pierre Reding, Roberta Tumiotto, Florence Winandy

## Supervision of UCIs - Division 2

Head of division

Daniel Schmitz

Géraldine Appenzeller, Patricia Jost, David Phillips, Marc Racké, Marc Siebenaler, Michèle Wilhelm

## Instruction of UCIs - Division 3

Head of division

Michel Friob

Claude Detampel, Anne Diederich, Christophe Faé, Joëlle Hertges, Robert Köller, Laurent Reuter, Pascale Schmit, Isah Skrijelj


**Supervision of UCIs - Division 3**

Head of division  
Guy Morlak  
Nathalie Cubric, Marc Decker, Damien Houel, Jean-Marc Lehnert

Secretaries  
Sandy Bettinelli, Sandra Ghirelli, Simone Kuehler, Sandra Preis

**Department Supervision of management companies**

Head of department  
Sonny Bisdorff-Letsch  

Deputy head of department  
Pascal Berchem  
Anne Conrath, Pascale Felten-Enders, Anne-Marie Hoffeld, Roberto Montebrusco, Eric Tanson

Secretary  
Sandra Preis

**Department Supervision of securities markets**

Head of department  
Françoise Kauthen  

Deputy head of department  
Annick Zimmer

**Division 1 – Approval of prospectuses**

Head of division  
Jean-Christian Meyer

Group 1  
Frédéric Dehalu, Patrick Fricke, Yves Hansen, Paul Lepage, Jim Neven, Jerry Oswald

Group 2  
Carine Merkes, Joëlle Paulus, David Schmitz

**Division 2 – Approval of prospectuses**

Head of division  
Gilles Hauben

Group 1  
Olivier Ferry, Daniel Jeitz, Julien May, Marc Reuter, Cyril Uwukuli, Olivier Weins

Group 2  
Michèle Debouché, Estelle Gütlein-Bottemer

**Supervision of listed companies**

Head of division  
Maureen Wiwinius

Enforcement  
Jérôme Tourscher

Group 1  
David Deltgen, Manuel Roda, Stéphanie Weber

Group 2  
Christine Jung, Giang Dang

**Supervision of markets and market operators**

Head of division  
Maggy Wampach  
Eric Fritz, Mylène Hengen, Sylvie Nicolay-Hoffmann
Enquiries and legal issues
Head of division
Mendaly Ries
Laurent Charnaut, Anne Lutgen

Secretaries
Sarah Morosi, Marie-Josée Pulcini

Department Personnel, administration and finance
Head of department
Alain Oestreicher
Deputy head of department
Georges Bechtold

Division 1 – Human resources
Head of division
Georges Bechtold
Alain Kirsch, Vic Marbach

Division 2 – Financial management
Head of division
Jean-Paul Weber
Tom Ewen, Carlo Pletschette

Division 3 – Administration and supplies
Paul Clement, Sergio De Almeida, Raul Domingues,
Patrick Klein, Ricardo Oliveira, Marco Valente

Secretary
Milena Calzettoni

Switchboard
Yves Bartringer, Nicole Thinnes

Department Information systems and supervision of support PFS
Head of department
David Hagen
Strategic advisor
Jean-Luc Franck
Person in charge of databases
Sandra Wagner

Division 1 – Information systems
Production branch
Marco Fardellini
Joao Almeida, Cédric Brandenbourger, Frank Brickler,
Jean-François Burnotte, Jean-Jacques Duhr,
Nadine Eschette, Guy Frantzen, Christelle Hutmacher,
Steve Kettmann, Edouard Lauer, Carine Schiltz,
Thierry Stoffel

Development branch
Marc Kohl
Romain De Bortoli, Nicolas Lefeuvre,
Luc Prommenschenkel, Guy Wagener
**Division 2 – Coordination and user relations**
Head of division
Emile Bartolé

**Division 3 – Supervision of information systems**
Head of division
Paul Herling

**Division 4 – Supervision of support PFS**
Head of division
Pascal Ducarn
Marc Bordet, Laurent Dohn, Isabelle Gil, Martine Simon

**Division 5 – Security of information systems**
Head of division
Constant Backes
Claude Bernard

**Administration**
Head of division
Elisabeth Demuth
Paul Angel

**Department Public oversight of the audit profession**
Head of department
Frédéric Tabak
Frank Bourgeois, Ana Bela Ferreira, Isabelle Michalak, François Mousel, Agathe Pignon, Hugues Wangen
Secretary
Claude Fridrici

**Department Supervision of the other professionals of the financial sector**
Head of department
Carlo Felicetti
Deputy head of department
Denise Losch
Gérard Brimeyer, Isabelle Lahr, Sylvie Mamer, Claudia Miotto, Christian Schroeder
Secretary
Emilie Lauterbour

**Department Supervision of banks**
Head of department
Frank Bisdorff
Deputy heads of department
Ed. Englaro, Nico Gaspard, Davy Reinard, Jean-Paul Steffen, Claude Wampach

**Division 1 - Supervision of credit institutions 1**
Head of division
Ed. Englaro
Blandine Caeiro Antunes, Anouk Dondelinger, Françoise Jaminet, Jean Ley
**Division 2 - Supervision of credit institutions 2**
Head of division: Jean-Paul Steffen
Alain Clemens, Jean-Louis Duarte, Marina Sarmento, Michèle Trierweiler

**Division 3 - Supervision of credit institutions 3**
Head of division: Nico Gaspard
Marco Bausch, Françoise Daleiden, Claude Ley, Jacques Streweler

**Division 4 - Supervision of credit institutions 4**
Head of division: Jean-Louis Beckers
Monica Ceccarelli, Stéphanie Nothum, Yves Simon, Claudine Tock, Thomas Weber

**Division 5 - Supervision of credit institutions 5**
Head of division: Claude Moes
Carlos Azevedo Pereira, Gilles Karels, Jean Mersch, Alain Weis

**Division 6 – Risk management**
Heads of division: Davy Reinard, Claude Wampach
Didier Bergamo, Alain Hoscheid, Paul-Marie Majerus, Pierrot Rasqué, Joé Schumacher

**Statistics and IT issues**
Claude Reiser

**Legal issues**
Gabrielle Fatone

**Studies and general issues**
Marc Wilhelmus

**Secretaries**
Michèle Delagardelle, Steve Humbert, Claudine Wanderscheid

**Department Supervision of investment firms**
Head of department: Marc Weitzel
Deputy head of department: Luc Pletschette

**Division 1**
Head of division: Luc Pletschette
Natasha Deloge, Michel Kohn, Anne Marson, Carole Ney, Christiane Trausch
Division 2
Head of division  Steve Polfer
                Céline Gamot, Andrea Haris, Mariette Thilges

Secretary  Sally Habscheid

Department Supervision of pension funds, SICARs and securitisation undertakings
Head of department  Christiane Campill
Deputy head of department  Marc Pauly

Authorisation and supervision of pension funds and securitisation undertakings
Arthur Backes, Tom Becker, Cliff Buchholtz, Marc Pauly, Nathalie Wald

Authorisation and supervision of SICARs
Daniel Ciccarelli, Josiane Laux, Carole Lis, Michael Rademacher, Isabelle Maryline Schmit, Paul Scholtes, René Schott, Alex Weber, Martine Weber

Secretary  Carla Dos Santos

Financial controller  KPMG
5. COMMITTEES

5.1. Consultative committees

5.1.1. Consultative committee for prudential regulation

The Government may seek the advice of the committee, constituted by the law of 23 December 1998 establishing a financial sector supervisory commission (Commission de surveillance du secteur financier), on any draft law or Grand-ducal regulation in the field of supervision of the financial sector falling within the remit of the CSSF. The committee shall be consulted for any draft CSSF regulation. The members of the committee are appointed by the Minister of Finance.

This committee comprises:

Executive board of the CSSF: Jean Guill (Chairman), Andrée Billon, Simone Delcourt, Claude Simon

Members: Alain Feis, Rafik Fischer, Georges Heinrich, Michel Maquil, Jean Meyer, Jean-Jacques Rommes, Camille Thommes

Secretary: Danielle Mander

5.1.2. Consultative committee for the audit profession

The Government may seek the advice of the committee, established by the law of 18 December 2009 concerning the audit profession, on any draft law or Grand-ducal regulation related to statutory audits and the audit profession subject to the oversight of the CSSF. The members of the consultative committee for the audit profession may also seek its advice concerning the implementation or the application of the legislation regarding the oversight of the audit profession in its whole or for specific issues.

This committee comprises:

Executive board of the CSSF: Jean Guill (Chairman), Andrée Billon, Simone Delcourt, Claude Simon

Members: Serge de Cilia, Sarah Khabirpour, Pierre Krier, Philippe Meyer, Victor Rod, Daniel Ruppert, Anne-Sophie Theissen, Camille Thommes, Eric van de Kerkhove

Secretary: Danielle Mander

5.2. Committees of experts

The committees of experts assist the CSSF in the analysis of the development of the different financial sector segments, give their advice on any question relating to these activities and participate in the drawing-up and the interpretation of regulations relating to their specific field. In addition to the following permanent committees, ad hoc committees may be set up to discuss specific issues.

The permanent committees of experts are the following:

- Anti-Money Laundering Committee;
- Banks and Investment Firms Committee;
- Bank and Investment Firm Accounting Committee;
- Pension Funds Committee;
- Laws and Regulations Committee;
- Securities Markets Committee;
- Undertakings for Collective Investment Committee;
- Professionals of the Financial Sector Committee;
- SICAR Committee;
- Securitisation Committee.