



Human Resources

The most valuable resource of our organization is its people. We at Quiñenco know that if it were not for the commitment, work and loyalty of everyone forming part of the group in their daily work, none of our companies would occupy the place they do in the Chilean economy. One of the principal concerns of the parent company therefore is to have access to the best talent in the market, both from a professional and human standpoint.

Those who form part of the Quiñenco group are highly qualified professionals. They know how to work as a team, are highly-committed to the organization, give of their maximum potential and are clearly results oriented. We have established effective personnel selection and recruitment mechanisms in order to attract excellent professionals, many of them with rising careers within the group.

At the same time, we have objective ways to evaluate personnel performance once contracted so that remuneration and benefits are coherent with the degree of responsibility assigned to each job, based on performance and results. This has helped to create a culture that contributes to the formation of talent and development of skills, both individually and collectively.

Our human resources area is responsible for developing and managing multiple policies, programs, training and related procedures, in order to operate under an efficient organizational structure with capable employees, progress opportunities, work satisfaction and security. We are explicitly committed to the community and our environment, and seek a balance between the interests of our shareholders and those of our personnel.

Lastly, we understand and have the tools necessary for our employees to adapt in the best way to the current demands of a fast changing and increasingly competitive world.

PERSONNEL (As of December 31, 2005)

Company	Executives	Professionals and technicians	Other workers	Total
Quiñenco	11	14	15	40
Banco de Chile	362	5,269	4,526	10,157
Madeco	49	706	2,103	2,858
Telsur	30	301	161	492
Other subsidiaries	11	52	56	119
Total	463	6,342	6,861	13,666

As of December 31, 2005, the affiliate companies CCU and Habitaria had 4,317 and 31 employees, respectively.