



Human Resources

The successful results that have differentiated Quiñenco in Chile's economy over time would not have been possible without the outstanding group of people who make up the organization. First-class professionals who, by combining their different skills, knowledge and values, plus a considerable amount of effort and dedication, have made these achievements possible. All of them have characteristics essential to the company, such as team work, leadership and energy, plus valuable human traits like creativity, perseverance, loyalty and confidence. All this makes our team not only one of an excellent professional level but also a team with outstanding human qualities.

The Human Resources area includes staff recruitment, retaining, evaluation and development. A rigorous selection process is complemented by a thorough evaluation system that measures the levels of

responsibility within the company, the performance of each one and their results, thus being able to provide a remuneration according to personal development and offer benefits that reward their outstanding work. A chain effect is therefore created where everyone, individually, tries to excel and improve their performance, which in turn motivates growth and development among their colleagues, generating a synergy of knowledge and unique skills.

We have top-class training programs that reinforce our professionals and maximize the results of Quiñenco, which in turn generates a positive impact on the company, our insertion in the community and the environment. At the same time, we raise the level of our human resources, generating job opportunities, a greater link of unity and a high degree of safety and welfare.

PERSONNEL QUIÑENCO AND SUBSIDIARIES

As of December 31, 2008

Company	Executives	Professionals and Technicians	Other Workers	Total
Quiñenco	9	12	14	35
Banco de Chile (*)	448	5,308	8,819	14,575
Madeco	51	665	1,688	2,404
Telsur	25	474	327	826
Other subsidiaries	13	60	24	97
Total	546	6,519	10,872	17,937

(*) Does not consolidate with Quiñenco as authorized by the Chilean Superintendency of Securities and Insurance.

Additionally, as of December 31, 2008, the affiliate companies CCU and Habitaria, had 5,375 and 2 employees, respectively.