

Company Personnel Balance Sheet 2007

COMPANY IDENTIFICATION

Name OPCA - Obras Públicas e Cimento Armado, S.A.

Address Rua Professor Fernando da Fonseca Edifício Visconde de Alvadade 5º

Area Lisboa

Zip Code 1600-616 Lisboa

District Lisboa

Tel. 217522100

Region Lisboa

Fax. 217591343

e-mail address

Number for tax contribution 500207577

Main Activity of the Company Construção Civil e Obras Públicas

NUMBER OF ESTABLISHMENTS	
Continente	5
Azors	-
Madeira	-

NUMBER OF SERVICE WORKERS	
On January the 2nd	414
At December 31st	419
Average during the year	424

Judicial Nature Sociedade Anónima

ADDED VALUE (in Euro)	34.744.319,00
Personnel Costs	19.478.148,00
Depreciation of the Year	3.335.242,00
Provisions of the Year	0,00
Costs and Financial Losses	10.672.166,00
Income Tax of the Year	737.073,00
Net profit/(loss) for the Year	521.690,00

1 - EMPLOYMENT

PERSONNEL DISTRIBUTION		Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Personnel in service on Dezembro 31st	M	4	74	62	91	90	14	16	2	353
	W	0	12	24	0	25	3	0	2	66
	T	4	86	86	91	115	17	16	4	419
With permanent contract	M	4	51	38	66	70	7	6	1	243
	W	0	6	16	0	21	2	0	0	45
	T	4	57	54	66	91	9	6	1	288
With defined term contract	M	0	23	23	21	15	3	3	1	89
	W	0	5	8	0	4	1	0	1	19
	T	0	28	31	21	19	4	3	2	108
With undefined term contract	M	0	0	1	4	5	4	7	0	21
	W	0	1	0	0	0	0	0	0	1
	T	0	1	1	4	5	4	7	0	22
Other	M	0	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	1	1
	T	0	0	0	0	0	0	0	1	1
Average nº of employees during the year	M	4	79	60	90	93	14	11	4	355
	W	0	15	25	0	24	2	1	2	69
	T	4	94	85	90	117	16	12	6	424

AGE STRUCTURE ON DECEMBER 31st	Men	Women	TOTAL
Under 15 years old	0	0	0
From 16 to 17 years old	0	0	0
From 18 to 24 years old	10	1	11
From 25 to 29 years old	26	15	41
From 30 to 34 years old	46	13	59
From 35 to 39 years old	58	9	67
From 40 to 44 years old	61	9	70
From 45 to 49 years old	44	5	49
From 50 to 54 years old	42	4	46
From 55 to 59 years old	48	8	56
From 60 to 61 years old	8	1	9
From 62 to 64 years old	7	1	8
65 years old and beyond	3	0	3

Average age structure=sum of ages/n° of employees	42,00
--	-------

YEARS OF EMPLOYMENT AT THE COMPANY ON DECEMBER 31st	Men	Women	TOTAL
Under 1 year	72	8	80
From 1 to 2 years	28	4	32
From 2 to 5 years	55	24	79
From 5 to 10 years	81	10	91
From 10 to 15 years	49	3	52
Over 15 years	68	17	85

FOREIGN EMPLOYEES	Men	Women	TOTAL
From European Union Countries	1	0	1
From official portuguese speaking african countries	11	1	12
From Brasil	0	0	0
From other countries	9	0	9

WORKERS WITH FISICAL DISABILITIES	Men	Women	TOTAL
Number of workers	3	1	4

PERSONEL EDUCATION LEVELS ON DECEMBER 31ST	Men	Women	TOTAL
Under 4th grade	3	0	3
4th grade	79	2	81
6th grade	59	2	61
9th grade	57	10	67
Secondary studies	50	23	73
Professional higher studies	0	0	0
Polytechnic higher studies	5	0	5
University higher studies	100	29	129
Other			

DEFINED TERM CONTRACTS (during the year)		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Defined term contracts	M	40	21	33	19	5	4	1	123
	W	10	11	0	5	2	1	2	31
	T	50	32	33	24	7	5	3	154
Undefined term contracts	M	2	2	6	5	4	9	0	28
	W	1	0	0	0	0	0	0	1
	T	3	2	6	5	4	9	0	29
Defined term contract that passed over to permanent contracts	M	3	0	2	2	0	0	0	7
	W	0	4	0	2	0	0	0	6
	T	3	4	2	4	0	0	0	13
Defined term contracts that passed over from last year	M	22	10	13	12	3	3	1	64
	W	10	7	0	3	1	1	2	24
	T	32	17	13	15	4	4	3	88
Annual average number of defined term contracts	M	28	16	20	18	8	6	1	97
	W	9	7	0	3	1	1	1	22
	T	37	23	20	21	9	7	2	119

LAY-OFF'S		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Permanent contract lay-off's	M	11	1	9	9	1	0	0	31
	W	4	3	0	1	0	0	0	8
	T	15	4	9	10	1	0	0	39
Defined term contract lay- off's	M	9	4	12	4	1	2	0	32
	W	2	1	0	0	0	1	1	5
	T	11	5	12	4	1	3	1	37
Other	M	0	0	0	0	0	0	9	9
	W	0	0	0	0	0	0	7	7
	T	0	0	0	0	0	0	16	16

PERMANENT CONTRACT LAY-OFFS	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Due to employee initiative	14	4	7	8	1	0	0	34
Due to mutual agreement	1	0	1	1	0	0	0	3
Due to employers initiative	0	0	0	1	0	0	0	1
Due to mass lay-off	0	0	0	0	0	0	0	0
Due to getting fired	0	0	0	0	0	0	0	0
Pension by disability	0	0	0	0	0	0	0	0
Normal pension	0	0	0	0	0	0	0	0
Anticipated pension	0	0	0	0	0	0	0	0
Pre-pension	0	0	0	0	0	0	0	0
Death	0	0	1	0	0	0	0	1
Total	15	4	9	10	1	0	0	39

DEFINED TERM CONTRACT LAY-OFFS	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Due to term of defined term contract	2	0	2	0	0	2	0	6
Due to term of undefined term contract	0	0	0	0	0	0	0	0
Anticipation of the term of defined term contract	7	4	8	4	0	0	1	24
Anticipation of the term of the undefined term contract	2	1	2	0	1	1	0	7
Total	11	5	12	4	1	3	1	37

OTHER CEASE FUNCTIONS OF PERMANENT OR DEFINED TERM CONTRACT	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Special long-term situations	0	0	0	0	0	0	0	0

NON-OCCUPIED WORKSHOPS DUE TO RECRUITMENT DIFFICULTIES	Professions	Number of Workstations
	-	-

PROMOTIONS		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Due to antiguity	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0
Due to merit	M	8	3	10	2	0	0	1	24
	W	2	0	0	0	0	0	0	2
	T	10	3	10	2	0	0	1	26
Others	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0
Total	M	8	3	10	2	0	0	1	24
	W	2	0	0	0	0	0	0	2
	T	10	3	10	2	0	0	1	26

REEVALUATIONS		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Number of workwers	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0

WORK TIME	NWP Weekly Hours	Number of Workers
NWT-Normal work period	40,00	346,00
	37,50	73,00

Schedule types during the year	Number of Workers
Normal fixed schedule	407
Normal flexible schedule	-
Shifts (fixed/mobile)	12
Irregular and/or mobile	-
Reduced schedule	-
Exempted schedule	-
Other	-

	Number of Hours	
Maximum yearly potencial (workable hours)	755.923	
Total of hours actually worked	729.695	
Supplemental work/extra hours		
Week days	M	10.469
	W	214
	T	10.682
Days of additional rest and holidays	M	148
	W	0
	T	148
On mandatory rest days	M	133
	W	34
	T	167

ABSENCES FROM WORK		Number of cases	Number of hours
Due to work accidents	M	13	913
	W	1	135
	T	14	1.048
Due to illness (total)	M	54	3.775
	W	18	1.568
	T	72	5.343
Due to professional illness	M	0	0
	W	0	0
	T	0	0
Due to disciplinary suspension	M	0	0
	W	0	0
	T	0	0
Due to undelayable assistance	M	22	0
	W	20	0
	T	42	0
Due to maternity/paternity	T	105	4.583
Due to other causes	M	556	21.984
	W	42	455
	T	598	22.439
Total (paid and unpaid absences)	M	666	27.820
	W	165	6.247
	T	831	34.067
Paid absences	M	550	21.616
	W	131	1.342
	T	681	22.958
Unpaid absences	M	116	6.204
	W	34	4.906
	T	150	11.110

NON WORKED HOURS		Number of Hours
Due to professional training	M	5.653,50
	W	1.593,00
	T	7.246,50
Due to legal reduction of activity	M	0
	W	0
	T	0
Due to in-house unemployment	M	0
	W	0
	T	0
Due to supplemental rest	M	3.105
	W	70
	T	3.175
Due to strikes	M	0
	W	0
	T	0

2 - COSTS WITH PERSONNEL

COSTS WITH PERSONNEL	In euros	
	Company Elements	Remaining Workers
Direct Salary	716.250,77	10.518.423,66
Base Salary	716.250,77	9.887.835,61
Subsidies and regular bonuses	0,00	630.588,05
Subsidies and irregular bonuses	130.916,22	1.702.913,62
Payments in kind	0,00	0,00
Legal obligations of the employer	0,00	2.721.696,93
Other costs of social nature	0,00	81.149,39
Costs with professional training	0,00	101.014,93
Other costs with personnel	0,00	3.505.782,54
Total	847.166,99	18.630.981,07

Average net salary= biggest net salary / smallest net salary	152,88
Interprative net salary= biggest net salary(after 5% withdrall)/smallest net salary (after 5% withrall)	4,86

3 - HEALTH AND SAFETY

WORK ACCIDENTS	At work					<i>In itinere</i>				
	Total	1 to 3 days of sick leave	4 to 30 days of sick leave	More than 30 days of sick leave	Deaths	Total	1 to 3 days of sick leave	4 to 30 days of sick leave	More than 30 days of sick leave	Deaths
Total number of accidents	18				-	3				-
Number of accidents while sick leave	12	-	9	3		1	-	1	-	
Number of lost days with sick leave	194	-	90	104		3	-	3	-	

	Number of cases
Permanent incapacity during the year	-
Absolute permanent incapacity	-
Partial permanent incapacity	-

PROFESSIONAL ILLNESSES	Code of illness	number of cases
	-	-

MEDICAL ASSISTANCE AT WORK	Number of cases
Total of medical examinations carried out	291,00
Admission exams	20,00
Periodic exams	211,00
Ocasional and complementary exams	60,00
Number of visits made to workstations	47,00
Expenses with medical costs (in Euros)	10.869,42

SAFETY COMMISSION	Number of cases
Annual reunions	0
Visits to workstations	0

RE-QUALIFIED OR RELOCATED WORKERS DUE TO WORK ACCIDENTS	Number of cases
Number of workers	0

WORKSHOPS FOR TRAINING AND SAFETY AWARENESS MATTERS	Number of cases
Number of workshops	434
Number of people covered by the workshops	171

COSTS WITH PREVENTION OF ACCIDENTS AND PROFESSIONAL ILLNESSES	In Euros
Structure costs to provide medical assistance at work and safety at work	185.082,70
Costs with protection equipment	60.020,83
Costs with training for risk prevention	-
Other costs	-

4 - PROFESSIONAL TRAINING

Number of workshops	Less than 100	From 100 to 249	From 250 to 499	From 500 to 999	more than 1000
	hours	hours	hours	hours	hours
Total workshops	586	1	0	0	0
In-house workshops	478	0	0	0	0
External workshops	108	1	0	0	0

NUMBER OF ATTENDANCES	Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
	Total workshops	4	117	72	61	133	20	16	5
In-house workshops	0	37	24	39	57	12	13	1	183
External workshops	4	80	48	22	76	8	3	4	245

DURATION OF WORKSHOPS	Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
	Total number of hours	34,50	2.129,00	1.766,00	473,50	2.404,50	229,00	75,00	135,00
Number of hours in in-house workshops	0,00	247,00	154,50	200,50	425,00	48,00	33,00	4,00	1.112,00
Number of hours in external workshops	34,50	1.882,00	1.611,50	273,00	1.979,50	181,00	42,00	131,00	6.134,50

TOTAL COSTS WITH TRAINING	In Euros
Costs with in-house	360,00
Costs with external	80.645,50

5 - SOCIAL BENEFITS

COMPANY INSURED SOCIAL BENEFITS	Number of workers	In Euros
Illness and professional ailments		0,00
Old-Age, Survivors, and Disability Insurance		19.805,16
Other social security plans		0,00

SOCIAL BENEFITS NOT INSURED BY THE COMPANY	Number of workers	In Euros
Illness and professional ailments		-
Old-Age, Survivors, and Disability Insurance		-
Other social security plans		-

SOCIAL SUPPORTS	In Euros
Child support	-
Seniors' support	-
Occupational benefits	-
Others	-

OTHER TYPES OF SOCIAL SUPPORT	In Euros
Sport groups	-
Food support	-
Study support	-
Health support	-
Housing support	-
Transportation support	-
Life, health and accident insurance	231.122,60
Loans	-
Others	-