

ENERGIA DA GENTE

August 2007
YEAR IV - N° 38
MONTHLY NEWSLETTER FOR CEMIG EMPLOYEES

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The 5th Lineman Rodeo fills the Sete Lagoas Professional Improvement and Training School with excitement, professionalism and occupational safety.

To be a father is...

... to be ready for deep feelings.

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EDITORIAL

About Parents and Children

We are surfing the wave of social-affectionate parenthood and sometimes simply leave behind biological parenthood.

That father figure that used to be associated to authority is, today, more linked to affections. Contemporary mothers have to play other roles and not just that of maternity, and this means that that role, once played solely by the mothers, is now being shared by the father, who has come to participate more intensely in the raising and in the education of the children.

Equal rights and duties on the part of both mothers and fathers means a guarantee that the children are to be given all the necessary care for sure development of their potentialities in education, moral and professional formation, thus revealing the transformation and reestablishing new values for each of the components therein present.

The father figure, then, ought to be given some more thought, as the father no longer plays solely the role of provider in the home, but yet that of a person who seeks the well being in the family that should enjoy the communion of affectionate bonds.

Therefore, the figure of the son / daughter is given more value. Once submissive and most of the times subject to the father's judgment, sons and daughters now play a relevant individual role of one who is respected in their dignity and deserve to be heard. Then, father and son strengthen their bonds on the foundations of affection and no longer on the grounds of authority and reverential fear.

We may then bet that, as individuals are being brought up within such values, the society that is to come is a society of individuals who are more confident with more solid personalities and, most especially, are happier.

Etevaldo Lucas
Journalist – CE Corporate Communication Superintendence

COMPANY

Chief CD Officer takes part in meeting about Parents and Children

On June 5th in Governador Valadares, the Critical Review Meeting – RAC, in which Chief Commercialization and Distribution Officer, José Maria de Macedo participated along with superintendents Márcio Baumgratz Delgado from the Commercial Superintendence – RC, José Aloise Ragone Filho from the Distribution Maintenance and Operation Coordination and Engineering Superintendence – OM, Arnaldo Magela Morais from the Electric System Planning Superintendence – PL, Ricardo César Costa Rocha from the Market and Distribution Expansion Planning Superintendence – ED and Tarcísio Andrade Neves from the Distribution Management and Control Superintendence – GD.

During the meeting, results of the strategic indices that compose the Eastern Regionals Contribution Panel and the activities carried out to guarantee its management.

At the time, managers from the Eastern Collegiate also had the opportunity to demonstrate the degree of commitment of all employees with the results of the Company. Mr. De Macedo recognized the effort and dedication on the part of employees and reassured that the good results make sense only if all are working safely.

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Internal Correspondence: SA/19º/B2 Phone Numbers: 3506-2052 / 2051 / 2049 e-mail:
energiadagente@cemig.com.br

Editor-in-Chief:

Luiz Henrique Michalick
Reg. # 2.211 SJPMG

Editorial Coordination:

João Batista Pereira, Terezinha Crespo de Rezende, Tatiana Rezende e Ana Paula Moraes.

Journalists:

João Batista Pereira, Tatiana Rezende, Ana Paula Moraes, Carlos Henrique Santiago, Luiza Campos, Vanessa Mol, Jonatas Andrade, Verônica Soares, Ana Luiza Albuquerque.

Editorial Team:

Clodsmidt Riani Filho, Elizeth Nunes, Lucia Fátima Ramos, Maria Aparecida Barbosa, Gelsa Marques S. Boonem Maciel, Marilene Teixeira Amorim, Afrânio José Mascarenhas Marques, Ruth de Abreu Marinhos, Andréa Cristina Nunes Faria, Carlos Renato de Almeida.

Photography:

Ronaldo Guimarães, Eugênio Paccelli and collaborators.

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Cemig's Mission: To perform in the energy sector with profitability, quality and social responsibility.

POINT TO POINT

Management guarantees quality

All materials and services acquired for utilization in Cemig's electric system are submitted to quality control procedures by the Suppliers and Supply Quality Management Office – MS/QL, according to the technical specifications developed by the Company and to specific both international and national technical norms. In this interview, Manager Agnaldo Wagner de Moura Braga explains which are the purposes and the procedures adopted by MS/QL to guarantee the quality of supply and of suppliers as well.

Objectives

MS/QL develops, qualifies and assesses the performance of suppliers, focusing mainly on the partnership and identifying their needs in consonance with the Company's interests. Among its attributions is the management of relations with service providers, suppliers and clients so as to ensure that all contract clauses concerning quality, safety and the environment are fulfilled.

In addition, we have to prevent occupational accidents and industrial diseases among our own and third party employees as well, by ensuring that safe workplace conditions are offered and thus avoiding environmental hazards. It is all done by means of the correct management of the waste generated by the activities, products and services of the Company.

Quality Control

In order to assure the quality of supplies and services and respect technical, legal, safety and socio-environmental requirements, the MS/QL team is formed of 42 collaborators. It also has three well-equipped laboratories to perform all the routine tests and assess electrical-mechanical characteristics and types.

MS/QL participated in the supplier selection process all the way from registration to the final moment when the material is delivered to Cemig. The Industrial Technical Assessment ATI is performed at the supplier's industrial facilities and concerns the selection of the materials suppliers, while the Technical Assessment of Contractors – ATE is applicable to service providers.

At these stages, technical features of material suppliers and service providers regarding quality, occupational health and safety and the environment are verified.

Management

The Supplier Quality Management methodology, which has been used since January last year, has meant that activities have been focused in a new direction at MS/QL. The team has started to work in a proactive manner, anticipating inspection requests and, thereby enabling the inspector to perform as a Quality manager. Each manager or group of managers is, for a certain period of time, responsible for a certain group of suppliers or materials, as a function of their expertise and those guidelines coming from upper management and supervisors.

The Integrated Management System – SIS is currently being implemented at MS/QL. This initiative conducts towards compliance with ISO 9000, ISO 14000 and OHSAS 18000 norms with the goal of promoting standardization and the continuous improvement of processes. MS/QL utilizes the QM - MySAP module for the operation and control of its main activities.

Inspections

All materials that impact activities in the Company are inspected by MS/QL. These inspections, which can be performed at the MS/QL laboratories or at the suppliers' or third party facilities, such as Cemig-certified laboratories, are in accordance with the technical specifications developed by Cemig and with the applicable technical norms, both domestic and international.

Worth noting is the fact that all individual safety materials - EPIs as well as those equipment and materials destined for live line services are 100% tested.

MS/QL activities are not restricted to Brazil and MS/QL is, on a regular basis, required to select suppliers and approve materials abroad. As an example, an MS/QL representative was recently in China working with suppliers for aluminum cables and accessories for the distribution network for the *Luz Para Todos* (Light for All) project and for Cemig as a whole. Suppliers were then submitted to an ATI and all materials were tested in conformity with Cemig's technical specifications.

When inspecting Cemig's facilities and installations, MS/QL utilizes three laboratories: the luminotechnical lab, the mechanical lab and Lemat – the High Voltage Materials and Equipment Lab, which was established to enable the Company to perform tests on strategic materials. The lab also provides support for the technological development of Brazilian technology, most especially in Minas Gerais. This laboratory, one of the three in the world able to carry out multiple impulse tests on distribution network lightning rods, have performed outstandingly in tests on this type of material, and has become a benchmark in the segment, both in the domestic market and abroad.

Training

In conformity with the legislation in force, Norm NR10 from the Labor and Employment Ministry, all MS/QL employees who perform inspections at Cemig or at third party facilities are given specific training in occupational safety.

Last year, MS/QL invested 2,724 hours in external training programs in the administrative, IT, technical and development fields. This year, 1,684 hours have been invested.

OUR PEOPLE

Lawyer obtains his Master's degree

On May 28th, a lawyer with the JR/TC, the Management Office responsible for Regulatory, Tax and Commercial Legal issues, Mauro Maia Lellis, obtained his Master's degree in Energy Engineering, with a focus on Energy Planning, from the University of Itajubá – Unifei.

His paper, "Alternative Sources within the Brazilian Energy Matrix Context: the Environment, the Market and Legal Matters", addressed the importance of the insertion of renewable energy sources into the Brazilian energy matrix, focusing on the preservation of the environment and establishing relations between this change and the Kyoto Protocol, identifying business opportunities evolving from the Clean Development Mechanism and, most especially, the Negotiable Emission Reduction Credit certificates.

SPORTS HIGHLIGHT

On June 2nd in Itabira, Distribution Operation Control technician, Marco Túlio Martins, working with the Operation Coordination and Engineering Management Office – OM/EO, received the Carlos Drummond de Andrade Trophy – Most Valuable Contribution to Sports for his participation in the project *Basic Sports Preparation*. The project, which is run in Belo Horizonte, is intended to promote both physical and sportive development of children aged 9 and 13 by teaching them futsal and soccer principles.

R&D is subject of studies in Master's program

In May, Jaelton Avelar Fernandino (see photo), who is a Human Resources Analyst working at the Professional Development and Education Center Management Office – RH/FA, received his title of Master of Business Administration from the Pontific Catholic University – PUC Minas. His project was titled "Organization Architectures of R&D Structures in the Brazilian Electric Sector".

The research, conducted in four large electric energy utilities in Brazil, namely Cemig, CPFL, Eletronorte and Eletropaulo, assessed the organizational architectures that are being adopted by those companies in the Brazilian electric sector to manage the R&D Program supported by Aneel – the National Electric Energy Agency, as provide for by Law 9,991/2000.

Employee concludes MBA

In March, Handerson Leonidas Sales (see photo) a technician in Distribution System Control and Supervision, concluded his master's program in Administration at the university *Faculdades Integradas* from Pedro Leopoldo, and his paper was titled "Studies on the Capital Structure of the Tariff Recomposition Model in the Brazilian Electric Sector".

His paper analyzes and describes the forms in which Aneel – the National Electric Energy Agency defines the capital structure of utilities in the light of current theories. Empirical tests were applied to 24 distribution companies, which brought to light significant differences among the data presented by the electric energy utilities and those adopted by Aneel. Handerson explains that it was possible to conclude that the electric energy utilities do not effectively adopt Aneel's model in regards to capital structure as it would limit the capital remuneration of investors in this segment.

Military Police pays homage to manager

On June 09th, Services and Commercial Relations Manager Rosenildo Ramos de Vasconcelos, working with DL/GV in Governador Valadares, received a diploma awarded by the Military Police of Minas Gerais – PMMG, when they paid homage to both civilians and military men who rendered relevant services to the corporation.

The homage paid to Rosenildo was a celebration of his work in the detection and prevention of frauds in the electric energy network in Governador Valadares. The work was performed by DL/GV jointly with the Military Police.

Safety Stripe tape is reutilized

Eastern Maintenance and Operations Management Office – DO/MO Maintenance and Distribution Technician Luiz Henrique dos Santos Barbosa, has created and manufactured a safety stripe tape reel. In observing that once the operational activities performed by his team had been concluded the striped safety tape isolating the area was disposed of and that increased the amount of plastic waste. With the reel, the tape is now rewound into its original format and used again several times.

Also, after being dumped the tape lost its original format which made its identification more difficult. The reutilization of this kind of tape reduces the generation of non-recyclable plastic waste, which endures many years before decomposing. Besides that, the reel is a source of savings for Cemig.

VOLUNTEERISM

Integrated Social Actions – Asin Cemig

MEETING FOSTERS SUSTAINABLE PROJECTS

On May 31st, the Chief Commercialization and Distribution Office – DDC promoted the 2nd Social Responsibility Meeting (see photo). This year the meeting aimed at the preparation of volunteers and of facilitators of the Social Integrated Actions – ASIN Project for the development of sustainable projects. The meeting is held yearly, when projects are presented and volunteers exchange information.

For Maria de Fátima Queiroz Costa Maia, who is a Management and Control Analyst at the Eastern Management and Control Management Office – DL/GL and the organizer of the event, “this edition, with its 236 participants, has advanced the sustainability cause and, most especially, towards the projects developed by the volunteers.”

Also participating in the event were Chief DDC Officer, José Maria de Macedo, the regional superintendents from Central Distribution – DC, Nelson Fonseca Leite, from West DO and East DO Superintendencies, Marcelo José de Almeida Hugo and João Carlos Zamagna Bouhid, in addition to Environmental Coordination and Quality – AQ Superintendent Luiz Augusto Barcellos de Almeida who addressed the audience with the theme *Integrated Social Actions – ASIN Project, The Path to Sustainability*.

The Menor Brejeiro Home

In May, the ‘DO Quality of life’ team collected donations of materials to be sent to the Menor Brejeiro Home in Francisco Sá. The institution takes care of socially deprived children and teenagers and promotes educational and fun activities. Employees from Montes Claros then made their contribution by donating personal hygiene supplies, domestic utensils, cleaning material and blankets.

AI 6%

In Caratinga, the institution receiving the Income Tax donation (AI6%) from Cemig employees was *Lar das Meninas*. The R\$ 12,600 that were donated were used to pave the patio just outside the building. The newly paved patio is a playground for the children living in the charitable home.

Show

On June 07th, the Juiz de Fora Services and Commercial Relations Management Office – DL/JF put on a performance of Snow White with the purpose of collecting food donations. The play brought together more than 700 people who, altogether, donated more than a tonne of non-perishable foods. Asin will indicate the institutions that are to receive the donations.

Fund Raising Party

In Uberlandia, the Saint John’s festivities at Criu are already a tradition. All funds raised were for Asin.

Winter Campaign

A campaign for the donation of food was held by the employees from the Conselheiro Lafaiete Services and Commercial Relations Management Office – DL/LF jointly with the Army and Banco do Brasil. 500 kilos of food were collected and they are to be donated to Civil Defense forces as they will be hosting, during the winter, those who live in the streets.

Feeling well in cold weather

Employees from the São João Del Rei area campaigned to raise nearly R\$2,000 for the acquisition of blankets, bed sheets, pillows, milk and sugar which were then donated to charitable institutions in the region (see photo).

Jaguara

Asin volunteers at the Jaguara Hydroelectric Plant collected clothes, shoes, blankets, bed sheets, towels and bedspreads. The donations were made to the São Vicente de Paulo Retirement Home, to Apae's Casa-Lar, to Fazendinha do Nata and the Doce Lar (Sweet Home) Shelter, all in the municipality of Sacramento.

Sunday Yes

Every Sunday, the Raio da Luz Volunteer Group from the Service Maintenance and Laboratory Management Office – GT/LS organizes a fraternization lunch for all the children, teenagers and adults participating in the *Solar da Esperança Passe Assistencial Program*, which is more popularly known as *Casa do Pão (the Bread House)*. 52 lunches have been planned for this year.

Warm clothes

On June 04th Asin volunteers from the Igarapava Hydroelectric Power Plant conducted the Warm Clothes Campaign.

Donations were made to the Assistance Depot for the Poor and the Igarapava Retirement Home, in São Paulo.

SPECIAL

**To be a father is...
... to always want to be close to your child.**

Photo

Murilo and his daughter Ana Clara

Photo

Marcos with Beatriz

After waiting for nine long months, the baby is finally on the new father's lap. And now? "There is no period for adaptation. One day you have no child, the next you are a father. And that changes your life", reports Overhead Lines and Network lineman Murilo Carneiro de Lima, working at the Curvelo Services and Commercial Relations Management Office – DO/CV. Murilo is a first-time father whose daughter Ana Clara is three months old.

Murilo was deeply touched to enter the delivery room and lay his eyes on his daughter for the first time. "I just couldn't move. My eyes were filled with tears", he recalls.

Changes

The changes that take place in the lives of parents with the delivery of their first child are often thought of. They start during pregnancy with all being prepared for the baby's arrival and the expectations experienced during all the medical consultations.

But, when the baby is born, all those expectations become a powerful reality, a lot more overwhelming than they may have expected before seeing, for the first time, the little face of their newly born child.

The routine, the relationship with the world and the feelings. Changes all around. For Energy Solutions technician Antonio Leporate Barroso, father of seven-month-old Beatriz, the greatest change stemming from his daughter's arrival was the fact that he cannot do without her anymore. "I'll do everything for her. I'll only go places where she can come along." Marcos remarks that he has quit playing sports just to spend more time close to Beatriz."

Besides, Marcos says he pays more attention to things now. "I guess my hearing is even sharper. At night, she moves a bit and I'll be standing right next to her." A bad night's sleep has become a routine in the life of father Murilo. "I haven't been sleeping as I used to. I'm always up to see Ana Clara", Murilo tells us.

The sleep-deprived fathers do not complain about it, just the opposite, they are proud of being there watching their daughters sleep.

Changes bring about emotional turnovers. We can see that when we hear the fathers talking about their daughters. Besides the tone of voice, which becomes happier and calmer, there is the way they talk with smiles on their faces, demonstrating how charmed they are.

"You feel as if a piece of you is there. I already think as if she were an extension of me. If something is not good for me, it is probably not good for her", explains Murilo. Marcos points out the new white hair he has acquired because of the extra worries about his daughter.

SPECIAL

Photo

Marcos and Beatriz: *"I have lunch at home to be with her longer."*

Photo

Murilo is already planning his daughter's future.

Participation

The participation of fathers in raising their children has increased quite a lot in recent years. New educational models have transformed fathers, who used to be primarily providers in the home, into active participants in the education and care of their children.

"It was me who changed the first diaper, gave the first bath and bandaged Ana Clara's belly button after she was out of hospital. For the first five days, I stayed home all the time taking care of her to give her mother a rest. When my leave was over, I felt guilty for leaving her behind", Murilo says.

Marcos also takes up the role of taking care of Beatriz whenever he is at home. "Having lunch at home is a way to spend more time with her."

When I get home for lunch and she is feeling sleepy, I help her fall asleep", he tells us. At night, Beatriz sleeps on her father's lap. "Ever since she was born, I have gotten used to going to bed late, at around 1 a.m., when she is sound asleep", he remarks.

For Marcos, it is important to follow the advice and recommendations of the pediatrician. "Beatriz has been given all the recommended vaccines and we started taking her out to more busy places after her sixth month, when she had been taken the most important vaccines."

Murilo is already investing in a private pension plan to guarantee his daughter's future education. "I've made plans for Ana Clara's future", he points out.

The first Father's Day

Marcos spent his first Father's Day at home with Beatriz. "Going out on this day is very stressful as there are lines in the restaurants and other places. I prefer to stay at home in peace and enjoy the time playing with my daughter."

Murilo is having a party to celebrate his first Father's Day and his first birthday next to his daughter. "My birthday is five days after father's day. We have plenty of reasons to celebrate. Ana Clara is getting used to busier and noisier places as we take her to social gatherings in which we participate", concludes Murilo.

INFORMATION SAFETY

Texto dentro da photo

Information is a valuable asset. Protect it.
Information Safety. Cemig counts on you.

Protect this asset

Cemig officially started a Project aimed at protecting all Corporate information on August 1st, through the identification of confidentiality levels and the definition of criteria for proper protection. The project is part of the Information Security Policy and is in compliance with the Sarbanes-Oxley Act.

Cemig has a great deal of information that must be protected against loss, deterioration, theft or undue exposure, independent of the means through which the information is exposed, shared, transmitted, presented, divulged and disposed of.

The process is in line with norms, laws and legislation, both domestic and international ruling Information Classification, e.g. The Federal Constitution; Federal Decree 4.553; ANEEL Norm no. 83; CVM Instruction no. 358; Sarbanes-Oxley Act; Cobit and ISO/TEC 17799. The goal is to protect Cemig's business, to be in compliance with legal requirements to establish values and optimize resources in treating information.

Instruction IC-45 establishes the criteria for the classification and treatment of Corporate information and before it was approved by the Executive Board, it was validated internally by the Information Security Committee and by the Company's management.

228 personnel representing all management offices were trained by the Information Safety and Administration - ASI between June 25th and 29th. They were trained on the Corporate information mapping methodology as these processes are to be the base for the classification of all information in Cemig. After that, in the months of August and September, these representatives and all managers and administrators are to be trained on the methodology for the classification of information.

Circular DGE-H062006 of Oct 16th, 2006 establishes that management offices must have all their information classified by October 12th.

Cemignet's main page features an exclusive portal on the project where all employees will be able to find: information (instructions, legislation, treatment table, video, articles and a booklet); the Cemig Information Classification Table; cartoons; online games; an F.A.Q. section and a direct communication channel with ASI.

Curriculum is expanded in Sete Lagoas

EFAP, the School for Professional Development and Education, located in the city of Sete Lagoas, is offering new courses, in response to a request made by electricians from the Governador Valadares Services and Commercial Relations Management Office – DL/GV. Teachers have added new subjects to the Curriculum, which now offers subjects such as Inspection of Low Voltage Consuming Unit and Inspection of Medium Voltage Consuming Unit.

The course had been ministered before, but always following prior request. In 2004, electricians from DL/GV were given training and, as it proved to be a profitable experience, the program was extended to other management offices.

Disconnection warnings are sent via email

Approximately 340 employees from the Triangulo Expansion and Planning – DO/ET, Triangulo Maintenance and Operations - DO/MT and Uberlandia Services and Commercial Relations – SO/UL Management Offices are now receiving information on scheduled energy disconnections at home via corporate email.

Made available in April, the service was a result of the Uberlandia Distribution Operations Programming Center team's effort towards its implementation.

Now it is possible keep track of the program and avoid inconveniences caused by interruptions and collaborate with neighbors by sharing information, in case they are not aware of the conventional warning.

The goal is to extend the service to all employees located in the several other municipalities that belong to the Triângulo Collegiate by December next year.

Dishes reduce interruptions caused by pigeons

In seeking a way to minimize or eliminate distribution network service interruptions in rural areas caused by pigeons, devices were installed on a rural network in Prados, in the Mantiqueira region, on May 22nd. The devices were developed by the Distribution Expansion Coordination and Engineering Management Office – ED/CE and were named 700mm Fiber Dishes (see photo).

The Dishes that are 700mm in diameter were installed on the neutral conductor of a single phase network. The Dishes have been designed to avoid the phase conductor (upper conductor) coming into contact with the neutral cable (inferior position), which may happen due to the weight of the birds or even when the flock takes flight, which usually happens suddenly and all at once, thus thrusting one cable against the other and leading to short circuits and service interruption.

These interruptions have caused innumerable problems for Cemig's clients. ED/CE has been working with Ritz do Brasil, using resources from the Maintenance Coordination and Engineering Management Office – OM/EM, to see to it that more dishes are produced and with some improvements, are installed in other rural networks in the South of the state and to verify its efficacy.

VITAL ENERGY

Crowded Exercise Session on St. Peter's Day

The morning of the 29th of June – St. Peter's Day – was not the same as usual at Cemig's Head office. The Human Resources Superintendence – RH took the opportunity to hold an Exercise Session (see photo). The event attracted more than 280 employees to the upper garden of the Julio Soares Building.

It was a mixture of exercise session and *quadrilha* (a type of square dance) that also had the traditional 'country' wedding with its typically dressed up characters such as the bridesmaids, the improvised priest, the bride and groom in special costumes and lots of *canjica* (typical hot white-corn, peanuts, coconut and milk meal) for all. There was also a brief presentation of Chinese martial arts.

According to Occupational Health Doctor Walnéia Moreira, coordinator of Cemig's medical care center at the Occupational Health and Safety and Well-Being Management Office – RH/ST, "we want to see healthy employees, both inside and outside the Company".

For Ricardo Lemos, a P.E. Professional who coordinates occupational exercise sessions at Cemig, "the event is a way to integrate and reward the assiduity of those who wisely and willingly come to enjoy this kind of benefit that is offered by the Company daily."

Futvolley

photo

Geraldo (left) and his futvolley partner

In May, Maintenance and Control Technician Geraldo Magela Alves, who is from the Northern Maintenance and Operations Management Office – DO/MN, won for the second time the Caribbean Futvolley Cup, held in Mexico. Geraldo has been practicing the sport since 1995 and has been in competitions all over the world.

With 3-hour-long training sessions three times a week, Geraldo was the Caribbean Cup Champion last year and also Champion of the AABB Games in Arraial D'Ajuda in Bahia.

Eco-hike in Montes Claros

Photo

Employees enjoy hike

On May 26th an Eco-Hike was held in Montes Claros. 180 people took part in it. Among them were employees, their families, supplier's employees, Ovive NGO volunteers and military personnel from both the Fire Brigade and the Military Police. During the hike, hikers planted 30 of the 700 tree seedlings forecasted to be planted this year.

At the end of the hike there was an automobile parade all the way to the Montes Claros 1 Substation, where the final game of the employee soccer tournament was played and a fraternization party was held.

Along the motocross circuits

São Simão Hydroelectric Plant Generation Mechanical Maintenance technician Adilson Luís de Araújo, known as Maguila, has been a sportsman for more than 20 years. Starting in biking, he had his moments in endurance and is now doing motocross, a sport which has seen him win more than 200 trophies.

Last year, when he turned 35, he won both competitions which he entered. Maguila was the Motocross Champion in Goiás in the MX1 category, which is considered to be the 'Formula 1' of motocross. He also won, for the fourth time, the Triângulo Cup, a regional championship featuring riders from the North of São Paulo, the Triângulo region in Minas Gerais and the Southwest of Goiás.

In order to keep in shape, Maguila goes jogging, biking and swimming and has training sessions with the motorbike at the artificial beach at the São Simão reservoir, which has a motocross circuit that was designed by the rider and is approved by the MotoX Federation.

Picnic in Ibituruna

On the 19th of May, 86 people, including employees and their families, participated in the Picnic in Ibituruna that was held by Gremig and by the *Quality of Life* DL.

Track and Field unites runners

The track races were held on June 12th at the Anel Rodoviario Unit and saw the participation of a great number of athletes and spectators. The races' start and finish sites were placed just outside the Central Distribution Maintenance and Construction Services Management Office – DC/CM and were watched by the employees who were there supporting their colleagues.

As explained by athlete Geraldo Silva Campos, who is an Administrative Technician with the Emergency and Commercial Distribution Services Management Office – DC/SE, there has been a clear evolution in the level of the races, as the best times are dropping and the number of participants is increasing, as there were more than 20 athletes participating this year.

The Women's 100-meter race was won by telemarketing operator Silvia Alves Coutinho, who works at the Client Relations Central Management Office – RC/RC.

DC/SE Administrative Technician, Carlos Antonio Padilha, won the 5-thousand-meter race, while the 100-meter and the 1000-meter races were won by Cleydson Fagundes – a contract employee working at the Commercial Relationship Management Office – DC/RC and Flaviano Carlos de Souza, from Cemig supplier Adservis.

Eco-hike in Teófilo Otoni

On June 05th, the first Eco-hike in Teofilo Otoni was held this year in which 20 people took part. It took two hours to complete the 8-kilometer hike that was made on the farm of Lourenço Ottoni Porto Neto, an Electric Distribution System Expansion technician.

HR COLUMN

Cosigner: what are the responsibilities?

Being a cosigner does not mean simply helping a friend or a co-worker. More than that, the cosigner will be liable in the event the debtor is not able to settle the loan. In the case of a loan taken from Forluz, for instance, cosigners must closely observe the rules so as not to be caught by surprise in case they are sent any debt collection bills.

As soon as three unpaid installments accumulate, the cosigners are then asked to pay, firstly by means of a bank-issued invoice and then by direct deduction from their pay-check.

In the event the employee leaves the company, the current debt will be discounted off the total allowances paid to the employees, where possible. Otherwise, the value will be paid off by discounting the amount from the reserve account. In the event that is not enough to pay the debt and the employee is not able to settle the debt, the debt is then transferred to the cosigner.

In the event of the death of the active participant, the final debt balance will be discounted off the allowance to be paid by the company. Otherwise, the value will be transferred to the one receiving the pension. When there is none, the debt is then transferred to the cosigner.

In cases involving the death of the assisted participant, the debt balance will be transferred to the one receiving the pension. In the event there is none, it will be transferred to the cosigners.

In the event of the death of the one receiving the pension, the debt is then transferred to the participating cosigners or external cosigners. Both cosigners, the first one and the second one, are liable for a 50% ratio each.

Source: Forluz Newspaper n° 118

MEETINGS

Employees get ready for retirement

The Human Resources Superintendence - RH promotes the *Retirement Preparation Program – PPA*. The objective is to aid employees in constructing a post-retirement Project and discussing how they are going to keep themselves active and take advantage of the time available after leaving the company.

According to Social Assistant Itamy Aparecida Francisco, who coordinates the PPA and works at the Occupational Safety, Health and Well-Being Management Office – RH/ST, the fact that our society values adults for factors regarding their productive capacity and other cultural factors may make the transition to retirement more difficult. The increase in life expectancy rates as well as the vast experience acquired by the employee lead us to envision a healthier and more participative aging process. The program is developed through seminars which last three days and enjoy the partnership of Forluz and the Association of Retiree Electricians – AEA.

The program deals with themes such as security and socio-cultural, medical, and psychological issues, as well as life insurance, personal and home income management, financial investments, volunteer work and social responsibility.

According to Itamy, Cemig is trying, via the PPA, to enable its employees to have an easier transition into retirement, thus contributing to an improved quality of life for its personnel, when they leave the Company. "When retirement comes, there is a lot to live for and much to participate in", she points out.

Since the program was created in 1985, 149 seminars have been held with more than 5,000 participants, among who are employees from the several hierarchy levels, their family members and retirees, as well as people representing companies, foundations and universities who use this Cemig Program as a benchmark.

Any employee is welcome to participate in the PPA. Those interested must enroll via Training Coordination in their own area. The employee can also invite an adult companion who is involved in their retirement process.

Training on Integrated Environmental Assessment

The Environmental Licensing and Assessment Management Office – GR/AL held, on May 3rd, the Integrated Environmental Assessment – AAI. The initiative aims at training those employees that are responsible for Cemig's generation and transmission expansion sector on the environmental aspects concerning their activities.

The training session was ministered by Engineer Ronaldo Câmara Cavalcanti, an Assistant with the Environment Superintendence of the EPE – an Energy Research Company, which is a government body linked to the Ministry of Mines and Energy. At the time, the engineer demonstrated how electric sector expansion must be studied in a manner that associates it with the integrated management of the environment and of water resources as well, as a means of making compatible the need for an increased supply of energy and the environmental aspects that are to be protected. Essential concepts of the AAI were also presented. They have been adopted by the electric sector in system expansion studies, called for in the 10-year Plan.

Participating in the meeting were technicians from Cemig involved in environmental licensing and in generation expansion engineering, technicians from SUPRAM Metropolitana – the Regional Superintendence for Sustainable Development and the Environment and SEMAD – State Secretary for Renewable Natural Resources and the Environment representatives.

MANAGEMENT

Workshop discusses expansion cost reductions

The Distribution Expansion Coordination and Engineering Management Office – ED/CE held the “*Cost Reduction on the Electric Distribution System Expansion Process*” workshop (see photo) on the 24th of May in Belo Horizonte.

The main goal was to enable the development of an action plan for the short and medium terms aimed at the expansion of the distribution networks in keeping with quality and by making reasonable investments, thus providing for the needs of clients, shareholders and the regulation agent as well.

64 people participated in the event. Among them were technicians, analysts and engineers from ED/CE, from the regional offices for Expansion and Planning, from the Distribution Planning and Coordination and Engineering Management Office – ED/PD and from the Distribution Management and Control Superintendence – GD, as well as superintendents and managers in the Distribution area.

The largest power plant is certified

On June 28th, The São Simão Hydropower Plant, Cemig’s largest, received, through the Triângulo Plants Management Office – GA/TA, their certification for the implementation of the Environmental Management System (NBR ISO 14001). The recommendation came from Bureau Veritas Certification - BVC and it testifies to the Company’s commitment to the environment, as well as its employees’. (see photo)

Located in the Triângulo region of Minas Gerais, São Simão boasts 1,710 MW of installed capacity, which is enough to supply for the entire metropolitan area of Belo Horizonte. In Among the changes made to comply with the requirements of the ISO 14001, of note is the fact that the plant now conducts its operational controls in a more effective manner, allowing for the preservation of terrestrial and aquatic fauna, mainly concerning fish and the prevention of pollution. With this new accomplishment, São Simão has concluded the implementation of its SIG – Integrated Management System.

Evolution Project visits several cities

The *YOU are Fundamental for the Evolution* campaign, a part of the Evolution Project took the project to collegiats which had not been visited during the first round.

Nearly 1,400 employees in the North (Montes Claros), Triângulo (Uberlândia), South (Varginha), Mantiqueira (Juiz de Fora) and East (Governador Valadares) Collegiats were shown the SGC – Client Management System. They answered questions, played a quiz game, watched an institutional video on the Project and were given small gifts.

Evolution Project:
Cemig invests in client relations

New employees are trained at INDI

On June 26th, INDI – the Institute for Integrated Development conducted a training program for 6 employees who joined their team (see photo). The new industrial

promoters, who are Cemig employees, had the opportunity to learn about the work conducted by INDI and the plans for each one of their areas.

During the training program, President Eduardo Lery made a brief speech on the institution's mission and challenges, pointing out the strategic role INDI plays as it is the front door to new ventures in the State.

Having developed a career in Cemig for almost 20 years, Marcos Geraldo de Castro Amaral feels the excitement of a new professional challenge and the goal of continuing his career at INDI. "To work towards the state's development and progress, to contribute to the attraction of investments, the generation of jobs and income and to cooperate for the improvement of the quality of life, those are all the components of a noble mission", he commented.

THE ENVIRONMENT

Lineman protect a bird's nest

In June, a *Garrincha*, a small bird native to the Western region of Minas Gerais, made a nest on top of some hydraulic equipment (see photo) used to hoist heavy objects in the city of Arcos. As the device is not often used, the nest was only spotted when the parents were seen and heard flying in and out to feed their offspring.

To guarantee that the little chicks would remain alive and well until they were able to fly, electricians from the West Maintenance and Operation Management Office - DO/MO, Jamberto Garcia, José Alberto Máximo Júnior, Marco Antônio da Silva and Paulo da Silva Rodrigues studied and found alternatives to avoid the use of the hydraulic equipment where the nest was.

As the birds got used to the hectic life of the workshop and did not bother with the noisy routine, they became an attraction and proved that it is possible to share the same space in harmony.

Covers of Agendas are recycled

The aluminum covers of Cemig Agendas are being recycled. The work is done manually and was started in March last year. "After the front covers are separated from the agendas, for safety reasons, I had the idea to recycle the aluminum covers", explains Project coordinator Carlos Luiz Ferreira.

According to him, approximately 100 covers have been recycled and used in the process of maintenance equipment identification. "That reduces the cost for the Company. Each identification plate costs R\$ 0.85. The value is equal to R\$ 1,700 per year", he reports. The recycling is done by the Maintenance Services and Laboratories Management Office – GT/LS in the Cidade Industrial district.

CULTURE

Traveling Library at the *Anel Rodoviario* Unit

The Traveling Library continues its journey through every single one of Cemig's facilities. Its mission is to provide employees with access to knowledge. On May 25th, it was a big day at the Anel Rodoviário Unit – AR with the arrival of the Traveling Library. Dozens of people came to the auditorium that was set up in the local cafeteria to see the launching of the Library that was held during a brief ceremony followed by refreshments.

On the same day, more than half of the 220-book collection left the shelves for the hands of eager readers, while in the second week, 120 books were borrowed. The average daily number of requests varied between seven and ten books. (see photo)

For Administrative Technician Hebert Campos Pacheco from the Distribution Maintenance and Construction Services Management Office DC/CM, “the Idea of bringing books closer to employees makes it easier for people to get in touch with and then acquire new knowledge”.

“It is an opportunity for the company to motivate reading and interpersonal contact”, noted from the Administrative Infrastructure Management Office – LI/IA Administrative Technician Deonilda M. Albani, saying that she also had loved the arrival of the Library at the Anel Rodoviario Unit.

The event was the result of a partnership entered into by the following Superintendences: Corporate Communication – CE; Transmission – TR; Central Regional Distribution – DC and Logistics and Infrastructure – LI, and by the Information Technology and Telecommunications Infrastructure Maintenance Management Office – TI/MI. CE Librarian Maria Izabel Moreira Couto opened the event and highlighted the Company's initiative. “In the dark or in the light, Cemig is always with you”, she emphasized, hinting at the lack of knowledge.

The meeting was brought to a close by Manager Ivan Mello Alves, from the Central Distribution Maintenance and Construction Services Management Office – DC/CM. For him, the Traveling Library gives people a greater opportunity to participate, especially for those who, for reasons of shyness, prefer to be reserved and at a distance.

Families gather in the North

Photo

Janaúba

On May the 19th the *Família Casal (Family Couple)* Project in Janaúba enjoyed the participation of 63 employees and family members. Aiming at a greater integration of the group, Leonardo Silva Alves, a teacher at the Montes Claros Conservatory, developed a group dynamic for relaxation. Father Antonio Alvimar lectured about the Family and Children, Marriage and motivation. Participants donated products to the *Seminário Propedêutico Maria Mãe da Igreja* charitable institution, which received a total of 40 kilos of food. Participants also enjoyed a fraternization lunch before the end of the event.

In the East

Photo

Caratinga

The *Familia Casal* project was held in Caratinga, situated in the Eastern region of Minas Gerais on the 18th of May. 63 people were present and Preacher Jaques lectured on quality of life. Participants exchange memorabilia and positive messages and paid homage to their mothers.

In Carangola, the event was held on May 15th. There was a presentation of the Brazilian movie *Divas no Divã*, and 17 people were present, including employees and families.

ENERGIA DA GENTE

Av. Barbacena, 1.200 - 19º andar
(31) 3506-2052 - 3506-2051 - 3506-2049
Fax: (31) 3506-2039

energiadagente@cemig.com.br