

ENERGIA DA GENTE

October / 2007
YEAR IV - No 40
MONTHLY NEWSLETTER FOR CEMIG EMPLOYEES

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Breakfast and a Chat bring Employees together

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The Best of the Best

Cemig was elected the Best Company to Work For among the Biggest in Brazil. The Company has many reasons to celebrate.

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Você S/A EXAME - THE BEST COMPANIES TO WORK FOR 2007 Guide

EDITORIAL

Photo

Approximately 230 employees participated in the Seminar

Overcoming challenges

This year, the 150 best companies selected in the *Guide to the Best Companies to Work for*, created by *Você S/A* and *Exame* magazines, are an example of how to overcome the challenge of managing people. The result of the survey shows that Cemig is in front and is part of a select group.

Cemig's concern for the safety, health and well-being of its employees is a constant part of its day-to-day operations and has improved in terms of innovation and agility in recent years. A new, modern Occupational Safety, Health and Well-Being Policy is proof of this. Safer energy is what we want for each and every one of us, which makes this Company the best and greatest energy in Brazil.

Each of the employees contributes daily to the Company's growth. Cemig also invests in the health of its employees with incentives to practice sports, develop healthy habits and improve the organizational climate.

Employees exchange experiences and knowledge at the 10th Soma

From the 11th to the 13th of September, the Generation Asset Management Superintendence – AG held the 10th SOMA – Generation Safety, Operations, Maintenance and Environmental Seminar, in Três Marias. At the meeting, which was attended by Chief Generation and Transmission – DGT Officer, Fernando Schuffner, the results of 23 technical projects were presented by employees.

The 10th SOMA, coordinated by the Generation Maintenance Engineering Management Office – EM/MG, was attended by 230 employees from AG. In addition to participating in the project presentations, the employees attended two external lectures and one internal lecture. Work psychology consultant Júlio Turbay spoke about *Safe Behavior*. *Aspects of Medical Safety and Health in Underwater Activities* was the theme of a lecture given by invitees Francisco de Assis Pereira and Valdir Stecker. AG generation system operation engineer Grazziano Moterani spoke about *Energy Commercialization Processes*.

Objectives

According to generation mechanical maintenance engineer Paulo de Tarso Rossi Alvares Cordeiro from EN/MG, some of the objectives of the annual seminar are the exchanging of experiences among professionals and the dissemination and discussion of new operation and maintenance methodologies. The interaction among employees is another benefit for the Company. "Through the presentations made, ideas and successful projects can spread to other regions", explains the engineer. In addition to the projects and lectures, six stands were erected to present information on *Safety, Operations, Maintenance and the Environment*.

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Best In-Company Newspaper – 2006 – MG

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

OUR COVER

Employees from the various Cemig Superintendences pose for a photo at SE Vespasiano 2.

POINT TO POINT

Research identifies trends in strategic management

From the 2nd to the 15th of October, the Strategic Planning and Management Advisory Office – PG conducted a Survey on Cemig's Strategic Planning. PG Superintendent Tarcísio Albuquerque Queiroz (see photo) explains in an interview with *Energia da Gente* how the survey can assist in the definition of the points that should be worked with in order to promote more efficient strategic planning.

Objective

The survey was conducted to learn about the employees' perception of the strategic planning process. As this is a new process, Cemig still needs to refine it, especially in terms of communication. This survey will help us define the points that must be dealt with in order to promote a more efficient strategic management process, thereby guaranteeing the expected results for Cemig.

Themes

The survey resulted in a general assessment of the Company's strategic management process. It was designed to cover the main themes related to the issue in order to produce a complete perception of the process. It is worth noting that, obviously, for many people this is a totally new issue while for others it presents a certain familiarity. But it is exactly these differences that must be measured.

Participation

All Cemig employees participated in the survey. More than 10,000 questionnaires were distributed. Participation on the part of the employee is fundamental. An honest opinion from each one is what will make a difference. The answers will give a base from which to proceed with the strategic management process in a more cohesive manner, with the knowledge of which points must be improved, which ones are already positive and where the problems lie. In the end, we will be able to improve the entire process with help from each one of the employees.

Results

The results will be used, in large part, in the task of communicating information on strategic management. From the moment that differences in perception are identified among the diverse areas of the Company, we will be able to implement a concept uniformity, monitoring and alignment program throughout the corporation.

Confidentiality

A consultancy firm was hired to lend greater legitimacy and confidentiality to the survey.

Confidentiality is fundamental to allow the employees to feel comfortable that it is not they that are being evaluated but Cemig's strategic management process. Exactly in order to maintain this confidentiality and to ensure that no individual employee is identified, none of the questionnaires will remain in our possession, but will be kept by the consultancy, which will send us only the results.

Frequency

This is the first time we have conducted this survey at the corporate level. However, the Distribution and Commercialization Executive Office – DDC conducted this survey successfully last year and, as the results were very positive, a decision was made jointly to broaden its scope, measuring the perceptions of all Cemig employees.

INFORMATION SECURITY

Up-to-date with Information Security is back

The *Up-to-Date with Information Security* training program will be held at 16 Cemig facilities in the capital and around the state from October 15th to November 30th. The selection of the facilities that will host the training sessions was not conducted randomly. According to information technology support analyst and member of the Information Security Administration – ASI Arlindo Porto, the selection was made based on an analysis of data from previous years, which indicated that 82% of participants reside in the municipalities chosen for this new phase. The training program will cover all regions of the State.

Being offered for the fifth time, the *Up-to-Date with Information Security* program is part of a campaign to raise awareness of the *Information Classification and Treatment* process, which has been running since June of this year.

In an effort to make this process more attractive and enjoyable, the training program employs films, games and theater plays. “We hope to have a large enrollment in the program, because, as stated in the letter announcing the beginning of the *Information Classification* process that was sent to all employees in August by president Djalmá Bastos de Moraes, the participation of all employees is fundamental if we are to achieve the expected level of success”, says Arlindo Porto.

Facilities

The *Up-to-Date with Information Security* program will be offered in Uberaba, Uberlândia, the São Simão Hydroelectric Plant, Montes Claros, Conselheiro Lafaiete, Juiz de Fora, Barbacena, Varginha, Pouso Alegre, Ipatinga, Governador Valadares, Divinópolis, the Igarapé Thermal Plant, Contagem and, in Belo Horizonte, at the Rua Itambé and Anel Rodoviário buildings.

More efficient reading with the Management System

On August 29th and 30th, teams from the Uberlândia Commercial Relations and Services – DO/UL and the Billing and Collection Coordination – RC/FA Management Offices (see photo) participated in training sessions for the Reading Management System – SGL, which is a program for low voltage client energy consumption readings.

The first day of training involved employees from Araxá, Patos de Minas, Uberlândia and Uberaba. The second day focused on employees of third party companies that conduct meter readings in Alto Paranaíba and the Triângulo Mineiro region.

The event dealt with improvements to the system, such as the management of routines through the emission of reports, control and more efficient expense reimbursements related to the function of reading meters and access via the internet to the SGL to allow third parties to receive and transmit reading data to and from Cemig.

Training for SAP users

SAP users in the capital and throughout the state (see photo) are being trained in the operational processes used in the financial area. Teams from the Treasury – RF/TS and Tax Planning and Management – CR/TB Management Offices are having their questions answered concerning supplier payments, bank registry, cash flow, TRIP, bank account balancing, revenue and taxes, among other subjects.

Work has already been performed in 12 locations in Belo Horizonte and other areas of the state and may be extended to other units as the need arises. The goal is to show the correct way to enter information in the system and to show users the negative impacts of incorrect practices. Clarification is also provided on any possible onuses the Company may bear resulting from irregularities in the Accounting, Fiscal and Financial Reports.

For RF/TS manager Helton Diniz Ferreira, the greatest benefit if this initiative was the improvement in the level of integration among the processes in the Capital and other locations in the state and the significant reduction in the occurrence of problems, such as incorrect payments and late issuance of bills. “The idea was to transmit knowledge of the SAP to personnel in other areas of the state, where the incidence of errors was highest”, he explains. According to him, the number of calls from suppliers diminished greatly, which indicates a reduction in errors committed.

In the opinion of Rosângela de Souza Mello, an administrative technician with the Passos Commercial Relations and Services Management Office – DO/OS, “the training program was very good. The managerial areas are in need of this type of learning. That’s why we took advantage of it and reproduced part of the training material in the *GD5 Cell Bulletin*. That way, those who didn’t have the opportunity to participate can access the procedures when necessary”, she says.

Employees are retrained

A *Norm 01000-DGT-1A Certification Revalidation* training program was held at the School for Professional Improvement and Development – EFAP in Sete Lagoas from September 10th to 14th. 23 employees were trained to be project tutors in the operational areas involved.

Approximately 2,000 employees will be retrained in Equipment Release Norm – 01000-DGT-1A. This training will be conducted from October to December via long-distance teaching methods with educational and technical monitoring being performed by the tutors.

“This norm, developed by the Transmission and Generation Operations Management Office – PO/GT, is designed to guarantee the safety of employees and third parties and preserve the environment during the process of releasing system equipment, says technical instructor Raul Costa Pessoa from the Professional Improvement and Development Center Management Office – RH/FA.

VOLUNTEERISM

Asin - CEMIG Integrated Social Actions

Photo

Cemig employees and the Fuvae executive board

Foundation inaugurates projects realized with resources from Ai6% Program

On August 24th, FUVAE – Assistance for People with Special Needs Foundation from Varginha, inaugurated its newly renovated and expanded amphitheater, which will benefit the people with special needs who receive assistance from the organization.

In addition to other charitable actions, the improvements were made possible through donations made by Cemig and its employees via the Ai6% Program, which encourages the donation of up to 6% of the income tax owed by individuals or up to 1% of the income tax owed by companies to Child and Adolescent Funds – FIAs, which are responsible for distributing these resources to various charitable organizations.

Recycling

In August the Curvelo Commercial Relations and Services Management Office – DO/CV donated 500 kilograms of paper to ASCARE – the Paper and Recyclable Material Collectors Association in Curvelo. ASCARE fed the paper through a shredder so as not to compromise any Company information.

Ecological visit

Plant operations technician Jefferson Lopes de Almeida and mechanical maintenance technician Gilson Ferreira Venerando, both from the Nova Ponte Plant, volunteer their time at the charitable institution *Mãos Unidas* (United Hands), working as instructors: Mr. de Almeida in the *Residential Electrician* course and Mr. Venerando in the *Industrial Mechanics and Mechanical Design* course.

They paid a technical visit to the Caxuama seedling production facility and environmental reserve, which is the entity that maintains *Mãos Unidas*. The visit provided an opportunity to promote integration with other areas of the company and with other volunteers.

Cemig wins Social Responsibility award

The *Illuminating Lives* and *Solidarity School Kit* projects developed by Asin volunteers from the South Collegiate were finalists for the 4th *Assis Chateaubriand Social Responsibility Award*, presented by TV Alterosa and the José do Rosário Vellano University – Unifenas (see photo).

The presentation ceremony was held on September 4th in Alfenas. The *Illuminating Lives* project, the result of a partnership between Cemig, the Inmate Protection and Assistance Association and Usiparts, was chosen as one of the 10 best and received the *Assis Chateaubriand Social Responsibility Trophy*. The *Solidarity School Kit* project

received an honorable mention for having been selected as one of the 20 social relevance projects with the greatest impact in the region.

In addition to the award certificates received, the projects were included in the 4th *Regional Social Responsibility Guide* and are being featured in short newsflashes on TV Alterosa.

The award is presented with the goal of highlighting and promoting public and private social initiatives in the Southern and Southeastern regions of Minas Gerais in an effort to encourage the sustainable development of these types of projects, thereby increasing their profile.

THE ENVIRONMENT

Team protects *Bem-te-vi* nest

A nest and an egg of *Bem-te-vi* (Brazilian bird of the tyrant-flycatcher family) were found on a post (see photo) in front of the Cemig office in Itajubá in Southern Minas Gerais. Electricians from a live line team isolated the location with their own materials and equipment and transferred the nest, guaranteeing the safety of both the electrical network and the bird's life.

The Bem-te-vi had taken objects to the nest that could have come into contact with the energy transformer terminals. According to client relations analyst José Alberto Brandão Franco Filho from the Pouso Alegre Commercial Relations and Services Management Office – DL/PA, the nest could have caused a short-circuit, negatively affecting the distribution of energy to consumers connected to that transformer. "The bird could have gotten a shock if it had come into contact with live areas and the outer case of the transformer", said José Alberto.

Salto Grande Plant conducts Environmental Education Program

The *Environmental Education Program* was conducted at the Salto Grande Hydroelectric Plant in the Rio Doce Valley from June 25th to 29th. Primary and secondary school students (see photo) in the region visited the Guanhães River dam, the plant's Power House and the Salto Grande recreational club.

The students also watched videos on the environment and safety. The *Efficient Energy, Intelligent Citizenship* educational booklets produced by the Peti Environmental Research and Development Station and personalized water bottles were also distributed to the public.

SPECIAL

Cemig's most valuable source of energy

Behind every point of light that shines in Minas Gerais is the hard work of 10,658 professionals. Each of them demonstrates the commitment, professionalism and technical competence that makes Cemig the best energy in Brazil.

Cemig was included for the second consecutive year in the *Guide to the 150 Best Companies to Work For* survey conducted by the *Você S/A* and *Exame* magazines. This year, Cemig ranked number one in the *Best of the Biggest* category for being the company with over 10,000 employees with the highest Workplace Happiness Index – IFT.

The award was accepted on September 12th in São Paulo by Cemig CEO/President Djalma Bastos de Moraes (see photo), Chief Corporate Management – DGE Officer Marco Antonio Rodrigues da Cunha, Chief Generation and Transmission – DGT Officer Fernando Henrique Schuffner Neto and Human Resources – RH Superintendent Ricardo Luiz Gomes Diniz.

Award

According to Superintendent Ricardo Diniz, the award also grants the opportunity for an exchange of experiences and successful human resources practices with other companies listed and the chance to adapt them for implementation in Cemig.

In addition, the superintendent noted that the award also functions as an organizational climate survey, as 70% of the evaluation is conducted based on the perceptions that employees have of the Company. The remaining 30% is based on Company policies and impressions collected directly during visits paid by journalists from the *Exame* and *Você S/A* magazines.

"We have been classified as a company that takes care of its employees and they recognize this, as evidenced by the results of the survey. In addition, we are showing the investor market that we fulfill the requirements of the best personnel management practices", explains Ricardo Diniz.

Success

From the point of view of corporate strategies, the Corporation's objective to be the best to work for is established in the Strategic Planning process. "We direct the entire HR process towards achieving this end", notes the superintendent.

In 2005, Cemig was not as successful as the minimum number of questionnaires was not completed by employees. Last year, however, was a success because the company was listed among the *150 Best Companies to Work For*. "The survey shows us where we could improve. We must then seek solutions from those who are stronger in these areas. We are now on the list of the best and have access to the best human resources practices employed by a select group of companies", says Ricardo Diniz.

"For this year, the goal was to remain among the 150 best, but we were pleasantly surprised when they called us and said that Cemig would be the first winner of the new '*The Biggest*' category", he notes.

The survey also demonstrates that the happiness index has risen. Last year, it was 70.7 and has risen to 77.4 this year. "This shows us that our personnel management practices are improving and that our employees recognize this", says the superintendent. Another index that has risen, from 72.3 to 78, is the workplace environment quality index. He points out that there are limitations, mainly because Cemig is a mixed-capital company. One of these limitations is related to career opportunities and another to leadership management. HR is developing a plan to address these issues. "We have some issues to deal with, and we are studying solutions for them", he adds.

SPECIAL

Read the opinions of four of Cemig's 10,658 employees

Cemig is a company that offers opportunities for professional and personal growth. In addition, the cooperation among co-workers and the work environment make working at Cemig a source of joy and incentive to strive every day to be a better professional, contributing to the growth of the Company.

Marisa Lages Murta, *electrical transmission project engineer (EX/SE)*

Working at Cemig means being ahead of the times and researching technologies that will be used in the future. In partnerships with universities and research centers, we have the great satisfaction of working in search of alternative energy sources capable of contributing towards the sustainability of the Company's business activities and a cleaner, more efficient tomorrow.

Virgilio Medeiros, *alternative energy technology engineer (TE)*

Working at Cemig is a source of much honor and pride, because, in addition to being a state-owned company and serving the community, the Company seeks, every year, to improve its results in a manner that results in quality, sustainability and social and environmental responsibility and being a leader and model for the market.

Thiago Augusto Ricaldoni Silva, *control and management analyst (ES/IN)*

For me, there is pride in being part of the great structure, built up over the years with work, investment, technology and training. It is gratifying to work for a Company that is committed to satisfying its clients and collaborators and that employs a solid and competent management system. I feel that my place in the company is an extension of my home.

Domingos Barcelos Filho, *plant operations technician (AG/UT)*

Você S/A - EXAME - The Best Companies to Work For 2007 Guide

The survey numbers:

Final grade (Workplace Happiness Index – IFT) 77.4

Cemig

Number of employees.....	10,658
Number of executives.....	192
Average age of employees.....	40.3
Average time of employment (in years)...	18.6
Men.....	86%
Women.....	14%

Employee grades (Workplace Environment Quality Index – IQAT)

What the employees say:

Identify with the company.....	88.8%
Are satisfied and motivated.....	80.4%
Believe they have developed professionally.....	67.8%
Approve of their leaders.....	73.7%

Company grades (Personnel Management Quality Index – IQGP)

What the Company offers:

(grades range from 0 to 100)

Strategy and management.....	73.9
Leadership.....	72.4
Good corporate citizenship.....	62.5
Policies and practices.....	78.3
Career opportunities.....	48.6
Development.....	90
Remuneration and benefits.....	90
Healthcare.....	84.5

VITAL ENERGY

Nature hike

On August 25th, the São João Del Rei Commercial Relations and Services Management Office – DL/SJ held the 2nd *Ecological Nature Hike* (see photo). Participants following the day's itinerary followed the old Tiradentes road through Candonga and the Serra São José before arriving in Tiradentes. 60 employees and family members participated in the hike, which included a picnic at the halfway point.

Judo champion

João Monlevade Commercial Relations and Services Management Office – DL/JM line and network electrician Leonide Valeriano Silva Ferreira (see photo) is a judo champion.

Leonide won the *Campeonato Minas Gerais Dangai de Judô* tournament in August and the *Circuito Vale do Aço de Judô* tournament in April. Leonide competed in the up-to-73-kg category and represented the city of Itabira. The next tournament is already scheduled: it will be held during the Minas Gerais Interior – Jimi Games in Uberlândia.

Employees participate in games

The North Collegiate held the 2nd Internal Games on September 7th and 8th at the Faculdades Funorte university campus in Montes Claros. The event featured 15 different sporting events and 900 employees and family members (see photo).

During the opening ceremonies the delegations entered the gymnasium wearing t-shirts with a different color for each city represented and the flags of Brazil, Minas Gerais, Cemig, Gremig and the participating micro-regions (Curvelo, Janaúba, Janaúria, Montes Claros, Paracatu and Salinas) were raised.

Montes Claros Commercial Relations and Services Management Office – DO/MC manager Evandro Magalhães Dantas welcomed all the visitors. The athletes took an oath and Paracatu Commercial Relations and Services Management Office – DO/MC commercial attendant Claudete Soares Silva lit the *Internal Games* torch.

During the games, participants had their blood pressure and blood sugar levels tested. A special space with inflatable toys, a playground, hula hoops, balls and art workshops was reserved for children.

The goals of the event were to promote an athletic and social exchange, encourage participation in sports, contribute towards the humanization of interpersonal relationships and provide an opportunity for relaxation and fun for employees.

The is the result of partnerships with Gremig, the Sport Plus company and the companies: Lúmen, Nort Cad, Montec, Jadel, Ecel, Santa Clara, Selt and Eletro Pedro. The games included competitions in track and field events, checkers, ballroom dancing, dominos, soccer, indoor soccer, mountain biking, swimming, *peteca*, dodgeball, pool, chess and two popular Brazilian card games: *truco* and *buraco*.

Track and Field in Sete Lagoas schools

The *Track and Field at School* Project, a partnership between Cemig, the office of the Sete Lagoas Sports and Leisure Secretary, the Minas Gerais Military Police – PMMG and the Sete Ventos track and field team organizes competitions and lectures in public schools in Sete Lagoas.

The first event was held on August 12th at the same school where Rio Pan-American Games marathon winner Franck Caldeira studied: the Elza Moreira State School (see photo) in the Montreal district. According to Central Distribution Emergency and Commercial Services Management Office – DC/SE administrative technician Geraldo Silva Campos, the event is already scheduled to be held in 11 more schools in the municipality.

“The Track and Field at School project is our vision of social responsibility, because children today, when well informed and well guided by their schools and parents, become successful people in the future”, says Geraldo. The lectures were delivered by physical education and medical professionals, an officer from the military police and a Cemig technician, who spoke of safety and the fight against energy wastage.

Rio Half Marathon

The *Vital Energy Program* sponsored the participation of 20 Cemig employees (see photo) in the *11th Rio de Janeiro International Half Marathon*, held on September 2nd. The Company provided each of the 20 participants with a t-shirt, baseball cap and financial assistance with enrollment, transportation and lodging costs.

In Rio, the runners enjoyed the support of the Occupational Safety, Health and Well-Being Management Office – RH/ST and the Social Communication Superintendence – CE. The team was based out of a large tent provided by the Company and equipped with two masseuses, a nursing technician, fruit, isotonic drinks and cereal bars. A photographer was hired to record every minute of the athletes' weekend.

Challenge and well-being

For Telecommunications and Information Technology Solution Provision Management Office – TI/OS systems and information technology analyst Paulo Márcio Araújo Vieira, the race is a personal challenge. Participating in the Rio half marathon for the second time, Paulo managed to improve his time this year.

Human Resources Development Management Office – RH/DH positions and remuneration analyst Sônia Lúcia Braga also ran the half marathon and said that the incentives provided by Cemig were important. “We have no doubt that there is an effective concern for the quality of our lives and our happiness, inside and outside of the Company”, says Sônia, who has been running for just three months.

SAFETY

Safer Energy

Cemig understands that, in order to be *The Best Energy in Brazil*, it needs to continually seek to supply energy that is also the safest. And, with the understanding that this efficacy in business is directly linked to the actions of its employees, who in turn depend on good safety, health and well-being practices in order to perform well in their jobs, the Company is conducting a review of the *Safety, Health and Well-Being Policy* of its collaborators. The new version is established in norm NO 02.03, of July 17th, 2007 and replaces the norm that has been in force since November, 2003.

The principles established in the policy dictate that the resources currently available for maintaining the integrity of the employees remain so. That this practice will also be the Cemig's basic premise for the processes related to the promotion of the health and safety of those who work for the company is an example of the proactive stance that marks the management of the businesses.

Human Resources – RH Superintendent Ricardo Luiz Diniz Gomes, since the last norm was implemented, the management system implementation methodology has evolved a great deal. "We sought to systematize the practice and modernize the policy, in light of the conditions inherent to contemporary certifications and tools", he explained. He also said that the revision of the policy led to the rewriting of the *Benefits Booklet*.

Inspection agents take course

The Inspection Agent course was taken by Cemig and third party employees from the Northwestern region on July 18th, 19th and 25th (see photo).

During the course, issues related to civil responsibility, behavioral aspects and norm ND-4.61, which concerns the inspection criteria that guide the agents, were dealt with. Following the course, all the inspection agents from the Paracatu Commercial Relations and Services Management Office – DO/PR were authorized to conduct safety inspections. At the end, the participants were presented with certificates by DO/PR manager Márcio Fernandes Coelho.

Safety is the theme for meeting in Uberlândia

On August 16th and 17th, the Uberlândia Commercial Relations and Services Management Office – DO/UL held the *Safety Meeting for Electricians and Technicians* in Uberlândia. Employees from the management office made technical presentations and attended three lectures focused on changing behavior as a means of preventing accidents (see photo).

The presentations dealt with the teams' routine activities, such as the Opening, Signaling, Testing and Grounding – ASTA routine, which present risks for the employees. Western Distribution – DO Regional superintendent Marcelo José de Almeida Hugo highlighted the responsibilities that employees and the Company bear to allow daily activities to be conducted safely. "Workplace safety is a question of competence", said Marcelo Hugo.

The meeting also included an animated question and answer game, the *Safety Show*, in which norms related to field activities were discussed in a playful manner. During

the event, an exercise session and raffle were held. At the end of the first day, there was a barbeque and sporting events, such as soccer, *peteca* (court game) and *truco* (card game).

“This meeting is part of an effort that has been ongoing in our collegiate since 2004 to raise awareness of and disseminate information about safety methodologies and best practices”, says DO/UL energy distribution engineer and meeting coordinator Luciano Magno da Silva.

Electricians test their knowledge

From May 14th to 18th, electricians from the Juiz de Fora Commercial Relations and Services – DL/JF and Mantiqueira Operations and Maintenance – DL/MM Management Offices were tested in an effort to investigate the possibility of making improvements in the health and safety area.

The test measured the degree of knowledge possessed by the employees regarding safety procedures that must be followed during the execution of maintenance procedures on substation and transmission line equipment.

With the results, it is hoped that it will be possible to improve the electricians' training in work methods, POPs, norms and safety. The plan is to measure the knowledge of employees who work with the powered electrical system and, by doing so, identify any needed improvements to the training and retraining programs.

Line and network electrician Samuel Tanuri from DL/JF earned the highest grade on the questionnaire. In DL/MM, distribution maintenance technician Raimundo da Silva Torres's grade of 98.67% was the highest in the area.

MANAGEMENT

ISO 9000 Launch

On August 10th, at the Cidade Industrial facility, the program to implement ISO 9000 in the Field Service Engineering Management and Coordination Management Office – OM/EC was launched. Representatives from Corporate Sustainability – SE, Distribution control and Management – GD, Regional Central Distribution – DC and Regional Eastern Distribution – DL Superintendences spoke at the event.

The *Local Center*, composed of 21 employees, is responsible for the management of safety services, tools and work methods. The processes that are to be certified are *Field Service On-the-Job Safety Management*, *Field Service Work Equipment and Tool Engineering*, *Normalization of Field Service Work Methods* and *Field Service Management*.

Management Offices announce results

In August, the Triângulo Planning and Expansion – DO/ET, Triângulo Operations and Maintenance and Patos de Minas, Uberlândia and Uberaba Commercial Services and Relations DO/PM, DO/UL and DO/UL Management Offices held meetings to announce the results for the first half of the year and present the company's Strategic Plan to the employees.

415 employees attended the meetings (see photo) where, in addition to learning about the results for the indicators and other activities undertaken in their management offices, they participated in a game of *Who Wants To Be A Millionaire?*, which featured questions and answers about Strategic Planning and performance indicators. Presentations were also made on the best practices and innovations that are developed in the various areas of the management offices.

Events in Divinópolis

Two important events were held in August at the Western Planning and Expansion Management Office – DO/EO in Divinópolis. The first was the creation of the Code of Conduct for the management team. This effort was supported by analyst Aloísio Cláudio Gesualdi Fernandes Neto of the Human Resources Development Management Office – RH/DH.

The second event was the *Strategic Planning Results Assessment Meeting*. At this meeting, which dealt with results from the first half of this year, the performance indicator analysts (see photo) gave presentations on the results and the challenges still to be overcome in the processes. In addition, the management office and the coordinators gave a presentation on the *Goal Contribution and Contract Panel* strategic indicators. Following the meeting, the participants played a soccer game and had a barbecue.

"These two events provide continuity to the work that the team has been doing since 2004. The unfolding of the Strategic Plan as well as the challenge of having it completely absorbed by the entire team of employees in the management office is added to an effort to improve the Organizational climate", says DO/DE manager Márcio Marinho.

ANS/GNS in two more areas

In July the Service Level Management Office – CR/NS launched the Service Level Agreement and Management project for the Materials and Services Superintendence – MS and the Materials Administration and Logistics Management Office – LI/LA (see photo). According to CR/NS manager Vicente de Paula Castro, the implementation of the project at MS and LI/LA is being done with the goal of transforming the services rendered by the two areas into value and sustainability, resulting in cost transparency, adequate tariffs, operational efficiency and satisfied clients.

During the launch, Logistics and Infrastructure superintendent Alaor Lombardi Rezende affirmed that the positive results from the implementation of the ANS/GNS in other management offices are beginning to be seen. MS Superintendent Luiz Henrique de Castro Carvalho highlighted the importance of the establishment of the Service Level Agreements in the office.

EM/MG is 100% certified

The Generation Maintenance Engineering Management Office – EM/MG was audited and recommended by the Bureau Veritas Certification – BVC for Quality Management System certification in all its processes, in accordance with norm ISO 9001:2000. With this recommendation, the area has improved upon its further achievements and is now 100% certified.

EM/MG requested this increase in scope to encompass the *Mechanical Engineering, Electrical Engineering, Reception Engineering, Control Systems Engineering (Regulation)* and *Operation Technologies* processes.

The certification took place from September 4th to 6th, less than a year after the first certification for NBR ISO 9001, which was granted last December. On that occasion, the management office was certified in the areas of *Operations Management, Planning and Management* and *Predictive Engineering*.

MEETINGS

Breakfast and a Chat

Patos de Minas

The Patos de Minas Commercial Relations and Services Management Office – DO/PM held a *Breakfast and a Chat* session four times this year. 20 employees from different areas of the management office were invited to each one. Each session lasted about 4 hours.

Eastern

A *Breakfast and a Chat* session was held on August 1st at the Head Office in Belo Horizonte for 12 electricians from the Eastern Distribution Regional Superintendence – DL. They completed a questionnaire at the end.

Western

Another *Breakfast and a Chat* session was also held at the head office on August 30th for employees from the Western distribution Regional Superintendence – DO. Chief Distribution and Commercialization – DDC Officer José Maria de Macedo was present. Thirteen employees (see photo) participated in the event and completed questionnaires.

Teófilo Otoni

On August 13th, 16th and 17th, the Teófilo Otoni Commercial Relations and Services Management Office – DL/TO held *Breakfast and a Chat* sessions in Teófilo Otoni, Araçuaí and Almenara. Approximately 30 employees participated in the sessions.

The goal was to bring employees in the management office together over breakfast to discuss routine work-related issues in an informal environment. The event schedule included an institutional video and a presentation on the *Positions and Remuneration Plan – PCR*.

Varginha

On July 13th The Varginha Commercial Services and Relations Management Office – DL/VR held its 2nd *Breakfast and a Chat* session. The goal was to bring employees together to talk with their manager about the Company.

The event brought together 12 electricians from Coqueiral, Campo do Meio, Perdões, Bom Sucesso, São Tomé das Letras and São Vicente de Minas.

Work plan meeting held

The Institutional Relations and Regulatory Issues Superintendence – IR met on August 10th to present the directives for the development of the work program for this half of the year and next year.

The meeting included a motivational dynamic ministered by analyst Dolíria Luiza de Freitas of the Human Resources Development Management Office – RH/DH. The exercise highlighted the team's integration, unity, motivation and spirit, which are indispensable attributes for any team's success (see photo).

IR Superintendent Gilberto Gomes Lacerda gave a lecture titled Constructing an Environment of Realizations, which dealt with issues such as the links between the attributions of IR and the Corporation's Strategic Plan, the structure of the superintendence, which is divided into Legal, Legislative, Ombudsman and Regulatory areas, the directives for the development of an IR work plan and the main challenges that the superintendence faces.

The meeting was attended by employees from Cemig's office in Brasília. In addition to having received the group's approval, the event served as a starting point for the development of the action plan.

Energy for Life in Alfenas

On August 18th and 19th, the Energy for Life mobile unit participated in the 3rd Alfenas Show event. Electrician Israel Adriano Pinto, from the Varginha Commercial Relations and Services Management Office – DL/VR, gave a lecture during the event.

The employee used models he produced (see photo) to address topics such as short-circuits in the network caused by kites, energy generation, the environment and the rational use of energy. The public also had the chance to access services made available at the Mobile Unit.

The Show, promoted by the Industrial and Commercial Association of Alfenas was intended to provide the region's businessmen with the opportunity to advertise and commercialize their products. More than 40 companies participated in the trade show with booths showing their products and services. As in the previous years, a great number of people from the region and the city visited the show.

HR COLUMN

Special Loan

If you are in some kind of financial trouble due to social conditions or health problems (your own or your Forluz dependents') look for your department's social assistant and following an analysis you will be given due orientation.

This loan covers expenses regarding:

- High cost healthcare expenditures;
- Elevated deductions due to loans with Forluz;
- Expenditures related to out of town healthcare;
- Deductions due to health treatments of employees on medical leave;
- Delayed payment of INSS medical leave pension;

- Debts accumulated during medical leave period (after returning to work)

HONORABLE MENTION

PHOTO

Equipment and uniforms have changed throughout the years

PHOTO

Evolutions in their means of transportation: in the beginning, bicycles; 20 years ago, trucks.

In love with the job

The profession of an electrician has undergone many changes lately, but some still fall in love with it, as is the case of those who have been electricians for decades, like Edésio Rodrigues Meira, a electrician from the Teófilo Otoni Services and Commercial Management Office – DL/TO. Originally from the state of Bahia, Edésio started working at the former Electric Energy and Water Department – DAE in 1974 and when DAE was taken over by Cemig in 1985, Edésio moved to Minas Gerais and started working as an electrician. After working in several different cities, he settled in Águas Vermelhas in the Jequitinhonha Valley, where he has been living for 13 years now.

He has been working at Águas Vermelhas for so long that he says that there are no secrets left for him concerning local clients, and when a client places a service request he knows beforehand how to solve the problem. “I just love doing what I do and all that is done with love is worthwhile”, he says.

No post climbing

João Bosco de Freitas (see larger photo), working at the Central Distribution Maintenance and Construction Services Management Office – DC/CM, is a different type of electrician, one who has not climbed up and down poles for 21 years. “When I was being trained in Sete Lagoas at the School for Professional Improvement and Development – EFAP, I remember climbing up a post as part of the course”, he recalls.

João Bosco started in Cemig in 1975 and in 1986 he joined the underground network team. Ever since then, the activities comprising an electrician’s scope of work has only become broader due to the expansion of Cemig’s underground network, serving today nearly 50,000 consumers. “When I started, it was only downtown Belo Horizonte. Nowadays, there is also the Savassi district, Santa Luzia, Nova Lima, at the cloverleaf at the exit to Ouro Preto”, he notes.

Modernity

Electricians have also seen remarkable changes in the procedures adopted and the equipment they use, both for those working on underground networks and on overhead networks. “Nowadays, changes are more frequent and they have become faster lately. The profession is changing at every moment, almost everyday, and we have to keep up with the changing times”, says Edésio. For him, safety is an example of something that has improved a lot. He says that with every change there is a bit of resistance, but once everyone has adapted to it, they understand it was for the better.

João Bosco, with all his experience, advises new line-men to persist, because even with all the changes the career has undergone, the profession still seems to be one

offering good opportunities for new comers. "The equipment has its limitations. Electricians will always be needed", explains Edésio.

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