



E-CL

The energy that supports the dual strategy

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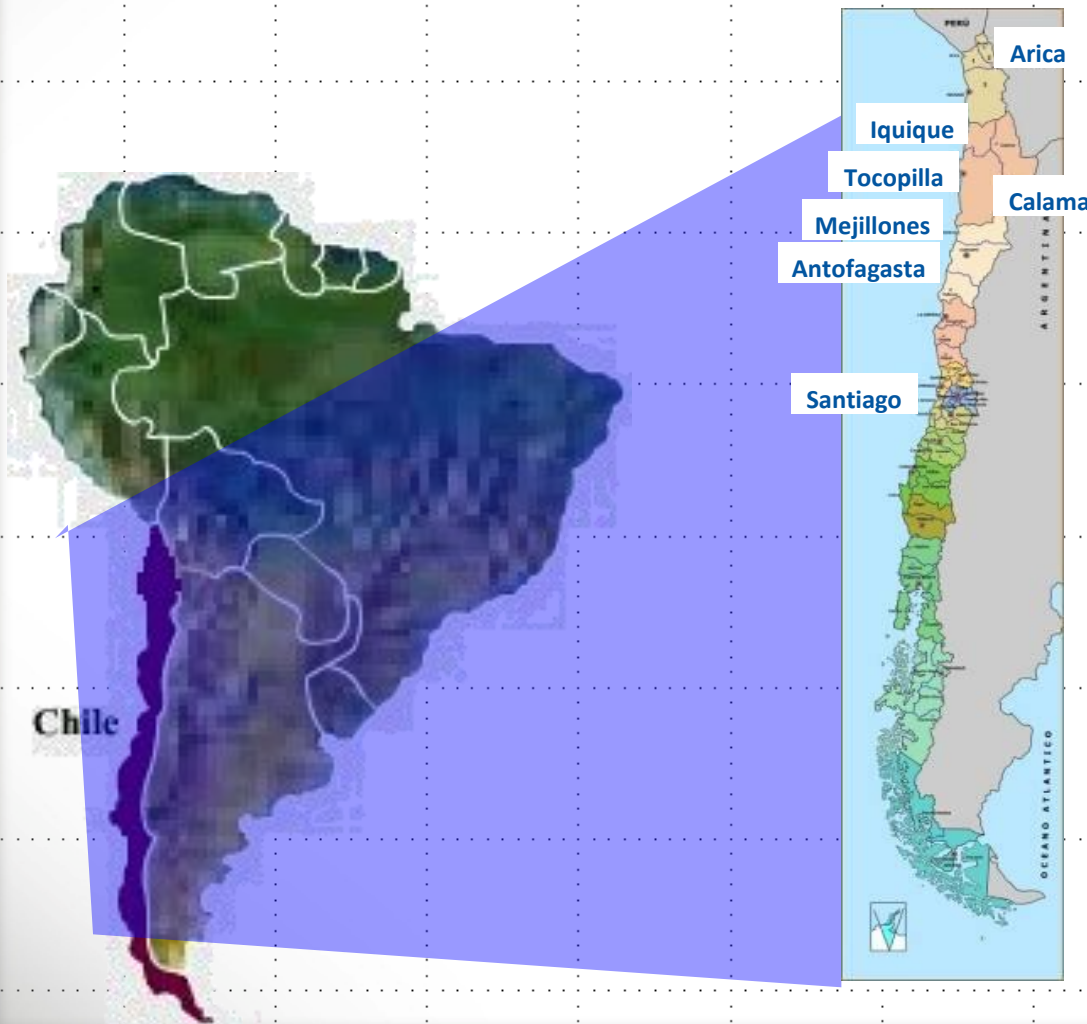
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Who are we?

- **The largest electric company in the SING**, specialized in the production and transport of electric power. With the **support of its** controllers, Codelco and GDF Suez, the company focuses its efforts on **efficiently and competitively** managing its assets with **the purpose of satisfying its clients and contributing to the development** of Chile.
- One of our main priorities is to ensure the **integral wellbeing and health of our workers** - direct and indirect-, as well as **of the communities** in which we operate, thus contributing to **the satisfaction of the main needs of the neighbors** and inhabitants of the zones in which we develop activities.
- All of our group's actions show its **commitment to the environment** by respecting the **laws in effect** and adopting **strict internal regulations** aimed at achieving an **essential and unwavering objective: the care and preservation of the environments** in which we work.

Our presence in the Great North



Electroandina has its main facilities in Tocopilla. Its capacity is 1,091,5 MW, representing 28% of the SING's total installed capacity.

The power plants of **Edelnor** are located in Arica, Iquique and Mejillones, representing 25% of the SING's installed capacity.

Both generate power based on coal, diesel and natural gas.

Distrinor supplies natural gas to the zone's industries.

Summary

We are part of the communities in which we are present, not only through the operation and construction of facilities. We also place our people's energy at the service of our neighbors and the environment.

Our seal is to place our very best in our daily work and share with our neighbors our expertise in the work, environmental, cultural, educational and health ambits, in addition to delivering contributions that privilege the human relationships between our associates and those who receive them.



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Company – Education Outreach

2005

Signing of cooperation agreement between EDELNOR S.A. and Liceo Juan José Latorre for:

- Professional internships
- Dual groups
- Teacher Traineeships
- Donations

1996

First contacts with the then Liceo Juan José Latorre of Mejillones, through donations for educational activities.

2004

First “Industrial Mechanics” dual program

2006

First Trainee Program

2007

First “Industrial Electricity” dual program.

Company – Education Outreach

2009

Second Trainee program

2009

Training program for local workers through welding and electricity courses, as a way of opening up new opportunities for the community of Mejillones.

Development of the dual strategy

- Approaching the educational institution
- Coordination meetings (Diagnosis of educational supply and demand).
- Continuous monitoring of the institution's needs.
- Technical assistance to the school.
- Detection of workers with the potential to perform the role of Master Teacher.

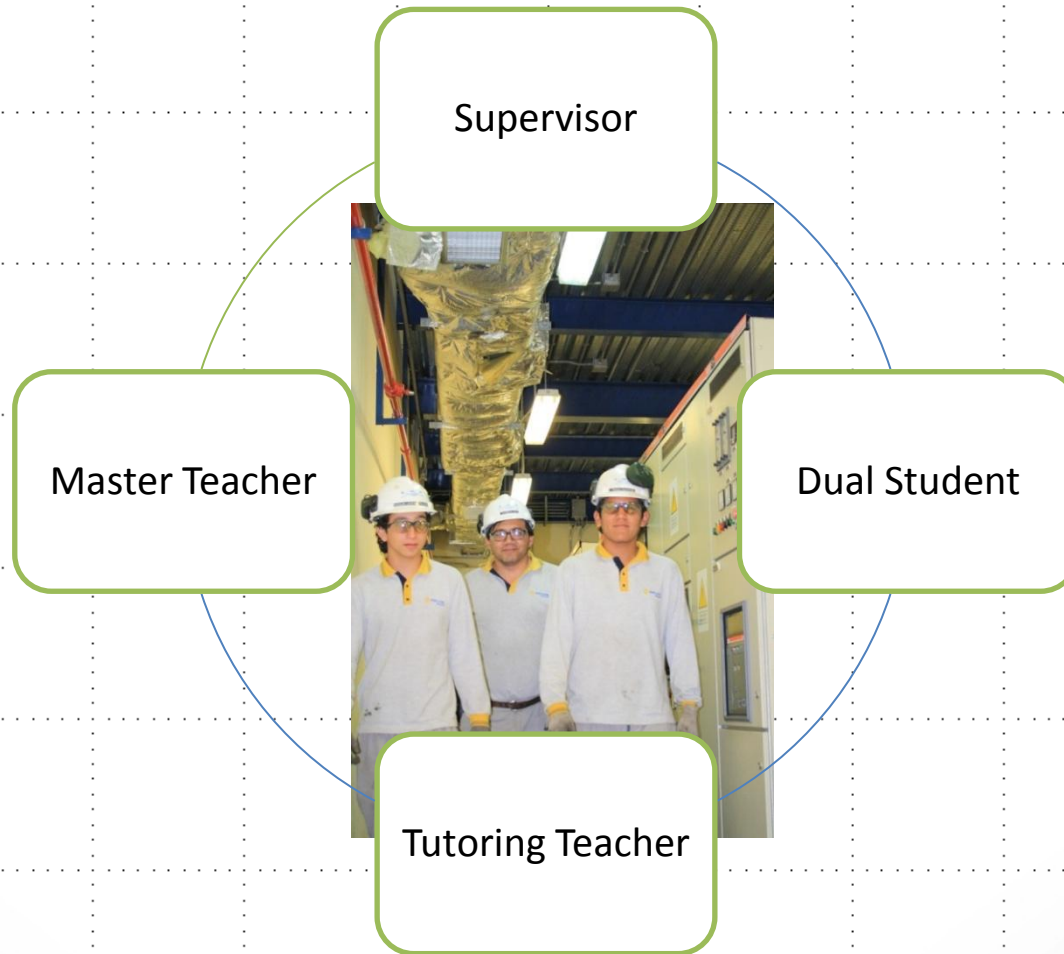
“We are not doing the school a favor...

on the contrary, the school is doing us a favor by opening its doors and allowing our associates to work with the students”

How it works

- Training of teachers to draw them closer to the technologies of our facilities.
- Dual students are provided the relevant assistance to access information of their specialty.
- A dual student becomes one more member of the team during his/her week at the company.
- Inspections and talks in PR, to promote risk prevention in order that students may become used to it from their classrooms.
- Technical assistance to the school.

Internal actions for the Dual Strategy



Internal actions for the Dual Strategy

Supervisor

- Monitors the normal development of the activities.
- Provides support in theoretical subjects.
- Assesses the dangers and risks involved in the activities.
- Arranges for resources.

Master Teacher

- Reinforces theoretical subjects.
- Workshop laboratories.
- Leads field practice.
- Assesses the dangers and risks involved in the activities.
- Controls the Dual student's progress.
- Assigns responsibilities.
- Communicates with tutoring teachers.

Dual Student

- Develops self learning-oriented works.
- Presents works to his/her peers and to the area's technical personnel.
- Participates in the technical area training activities.
- Acts as assistant in workshop and field works.
- Carries out the assigned responsibilities.
- Complies with the regulations that govern the site.

Internal actions for the Dual Strategy

The success or failure of the actions carried out efforts for the dual strategy depends on how the presence of the dual student is taken inside the company.

If the company and the workers see the dual student as a problem, we are doomed to failure. Hence the following synonyms:

Synonyms that lead to failure

- DUAL → Errand boy.
- DUAL → A commitment assumed by the company. only for image purposes.
- DUAL → A burden or ballast.
- DUAL → A person who just makes us waste time.
- DUAL → A problem.
- DUAL → A nuisance.
- DUAL → Termination date...
- Etc.



Internal actions for the Dual Strategy

- On the other hand, if the organization sees the students as valuable persons whose potential it can develop and thus have human capital trained at its facilities, who know the processes, the people, etc., we're on our way to success.

Synonyms that lead to success:

- DUAL → Individual with potential.
- DUAL → A sponge, with a thirst for knowledge.
- DUAL → Assistant in training.
- DUAL → Future skilled personnel.
- DUAL → Investment
- DUAL → A seedbed.
- Etc.

THIS IS HOW E-CL SEES DUAL STUDENTS



Our commitment



Monitoring and assessment of results

- Teachers' feedback.
- Master teachers' feedback.
- Reports on weekly activities carried out.

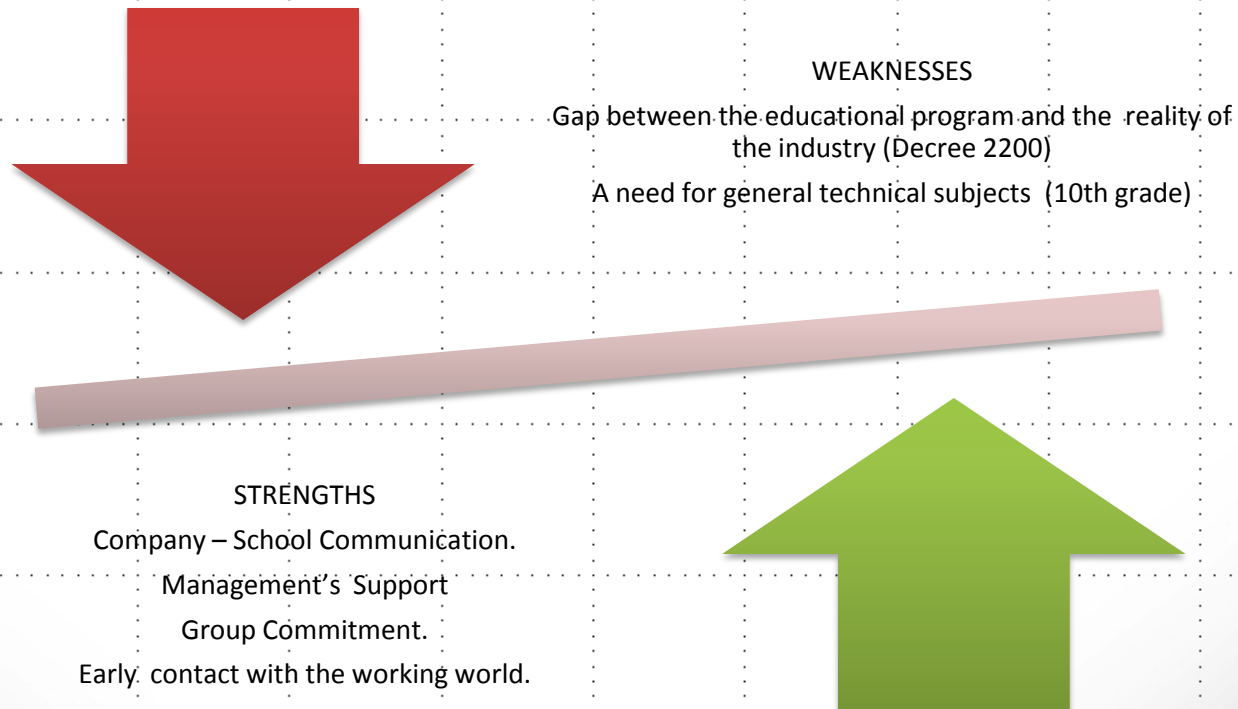


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2006 Trainee Program

- 10 students of the Juan José Latorre Complex participated in the “Industrial Mechanics” specialty.
- The services of UNIVERSIDAD DE ANTOFAGASTA – ASISTENCIA TÉCNICA S.A., were contracted in order to develop subjects focused on the Operation and Maintenance of generating unit equipment.
- Talks delivered by internal narrators were provided with the purpose of transferring knowledge.
- Upon the completion of the program, the results were the following:
 - 8 trainees approved the program.
 - 4 trainees were hired by EDELNOR S.A.
 - 4 trainees were hired by contracting companies of EDELNOR S.A

2009 Trainee Program

- 18 students selected from the Mechanics and Electricity specialty.
 - 9 technicians from the Juan José Latorre Complex.
 - 8 technicians from Colegio Don Bosco.
 - 1 technician from Liceo Eben Ezer II.
- The company contracted the services of INACAP to develop subjects focused on the Operation and Maintenance of industrial equipment.
- Talks with internal narrators were delivered with the purpose of transferring knowledge.



“In life, there are no solutions. There are forces in motion. Those need to be created, and solutions follow.”

Antoine de Saint- Exupéry



“E-CL wishes to generate those forces, applying its energy to the solution of a future need...

... skilled labor”

