

---

## COLLECTIVE LABOR CONTRACT 2010 - 2011

In La Serena, on December 29, 2009, between the Association of Universities for Research in Astronomy, Inc., hereafter referred to as "AURA Inc.", represented by its Legal Representative Sr. Hernán Eduardo Bustos Binviñat, who resides at Colina El Pino s/n, La Serena, and the AURA Employees Labor Union, hereafter referred to as "Employees", represented by their Negotiating Committee composed by the following members: Messrs. Eduardo Toro Rivera, Mario González Kemnis, Francisco Delgado Bórquez, and the advisors, Messrs: Tomislav Vucina Parga, Sofía Páez Garmendia, Edison Bustos Bello and Nelson Ogalde González who for this sole instance reside as previously indicated, have arrived at the following Collective Labor Contract:

### **FIRST:**

#### PARTIES AFFECTED BY THIS CONTRACT:

This Contract affects the AURA Inc. Observatory in Chile, all of its installations, and all of its employees who are listed in the appended Annex N° 1.

### **SECOND:**

#### DURATION OF THE CONTRACT:

This Contract will cover a span of two years commencing January 01, 2010 and completely replaces and leaves without effect any other Collective Contract, Collective Agreement, Accord, or Memorandum of Understanding signed prior to this date and which would have been in effect at the moment of signing the present document by the parties.

### **THIRD:**

#### REMUNERATIONS AND READJUSTMENTS:

The monthly base salary established in January 2010 is the December 2009 base salary incremented in 1%. It is also prearranged that the base salary for December 31, 2010 will be increased in 1% starting 1 January 2011.

AURA Inc. testifies that given the adverse budgetary prediction that affects our principal source of income, added to the rise of the Peso, this offer exceeds AURA Inc.'s budget for 2010 and 2011.

For the duration of this Contract, the agreed upon monthly base salary will be adjusted every six months, in accordance with 100% of the variation of the CPI. Therefore, AURA Inc. will grant the said adjustments on the following dates:

01 April 2010: In accordance with 100% of the variation of the CPI from 01 October 2009 through 31 March 2010;

01 October 2010: In accordance with 100% of the variation of the CPI from 01 April 2010 through 30 September 2010;

01 April 2011: In accordance with 100% of the variation of the CPI from 01 September 2010 through 31 March 2011;

01 October 2011: In accordance with 100% of the variation of the CPI from 01 April 2011 through 30 September 2011.

#### SPECIAL BONUS

AURA, Inc. will grant all employees affiliated to the AURA Employees Labor Union a one-time special bonus of CLP135,000, which will be paid together with the January 2010 salary.

#### **FOURTH:**

Notwithstanding that which is mentioned in the previous clause, each Program is free to negotiate and grant discretionary salary increases to its workers, there being no impediment to do so or opposition from this Union.

#### **FIFTH:**

#### INDEMNITY FOR YEARS OF SERVICE:

Using 01 January 1965 as the earliest possible date for accruing years of service, AURA Inc. will pay employees who cease to work for AURA an indemnity equivalent to the last monthly base salary plus the proportional bonus for each year of continuous service with AURA Inc., according to the formula to be used for this purpose which is described at the end of this clause and which forms an integral part of this Contract. This indemnity will be limited to a maximum of twelve years, which may be extended to thirteen years only when the employee who ceases to work has accrued a fraction in excess of six months and has not yet received his/her annual indemnity payment. This indemnity will be incompatible with any other which may be established by law.

Starting from the first year of work, fractions of years in excess of six months shall be considered full years of effective and continuous work with AURA Inc. For purposes of paying this indemnity, it is understood that the monthly base salary shall not include the family allowance, meal allowance, overtime, or any other benefit or bonus such as Christmas Bonus, Fiestas Patrias (National Holiday) Bonus, School Allowance, Scholarships, Legal Holiday Allowance, Years of Service awards or any other.

AURA reserves the right to pay this indemnity to a maximum of fifteen employees in any one calendar year. If, within a given calendar year, more than fifteen employees cease to work for AURA Inc., the indemnity to those exceeding fifteen in number will be paid during the next calendar year, as AURA's budgetary resources permit at the time. These employees will, in any

case, have preference in receiving their payment with respect to those employees who subsequently qualify for this benefit. None of this precludes AURA from paying all employees who find themselves in this situation immediately, if the budget so permits.

Nevertheless, should AURA terminate its activities in Chile, the corresponding indemnity will be paid, as AURA's budgetary resources at that time permit, to all employees who at that moment are working and qualify for this indemnity.

In the case of the death of an employee, payment of the corresponding indemnity will be made to his/her heirs, or to the person(s) the employee may have designated, and in the proportion that the employee may have established previously by means of a notarized declaration; this document should be in AURA's possession prior to the death of the employee. In any case, the maximum established in article 60, paragraph 3 of the Labor Code [Codigo del Trabajo] will be the determinant factor. The excess on above said maximum is to be incorporated to the inventory for the effective possession according to instructions in the Civil Code. In this circumstance the indemnity shall be made effective regardless of the number of employees who may have been granted the settlement in a given calendar year.

An employee who completes thirteen years of continuous service with AURA Inc. will have the right to receive a payment of one advance indemnity, on a one time basis, which will be equivalent to the monthly base salary plus the proportional bonus, which he/she will receive on the month in which he/she completes thirteen years of service, provided that the employee continues working for AURA. The same procedure will apply when the employee completes 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44 and 45 years of continuous service with AURA Inc. In granting this advance indemnity, 1 January 1965 shall be considered the earliest date for computing longevity. The payment of this anticipated indemnification will be made in the following manner:

- A) For workers who complete their year of service within the first 10 days of their anniversary month, the yearly bonus will be included in the salary of the month immediately before the anniversary payment is due;
- B) For workers who complete their year of service between days 11 and 31 of each month, the yearly bonus will be included in the salary of their same anniversary month;
- C) Workers who fall under category A, and who become eligible for payment in the months of April or October, will be paid by means of a check within the first 10 days of the month;
- D) Workers who do not wish that the indemnification be included in their salary must request this in writing to the Human Resources Department.

Employees who have received, or in the future will receive, advances on accumulated indemnity should choose one of the following options in order to guarantee the accumulation of eleven months of indemnity:

- a) Refund the months advanced by renouncing to receive the annual indemnity for a year of service, until the accumulation of eleven months, or

- b) Sign a promissory note equivalent to the amount of the last monthly base salary plus the proportional bonus he/she is entitled to for every month advanced, up to the eleven months established in article 163 of the Labor Code.

AURA and the Employees expressly agree that those employees, who are dismissed under a cause indicated in article 160 of the Labor Code or any similar cause that may come into legal force in the future, will not have the right to receive the indemnity for years of services and/or the advanced indemnity. Also, employees who have been in continuous and effective service with AURA Inc. for less than one year will not qualify for any indemnity.

Formula to calculate the payment of the indemnity for years of service:

1. Let "I" be: the applicable indemnity to be paid
2. Let "S" be: the employee's current monthly base salary at the time when he/she ceases to work for AURA
3. Let "16/12" be: the factor to include the proportional gratuity in one year; that is to say, the equivalent of 16 monthly base salaries divided by 12 months
4. Let "A" be: The employee's number of years of service
5. Then:  $I = S \times 16/12 \times A$

**SIXTH:**

YEARS OF SERVICE AWARDS:

Once a year AURA will perform its traditional Acknowledgement of Years of Service Award Ceremony, this will include a cash award for those employees who have served AURA continuously for one or more five-year periods.

The cash contribution will be calculated based on the following formula:

Contribution =  $0.25 \times S \times N^{\circ}$  of five year periods

where S = is the Monthly Base Salary, current at the date of the ceremony, plus the proportional bonus.

The cash contribution will be paid according to one of the following options:

Option 1: The Award for any five-year period will be paid and settled in one sole sum during the month of April of each year.

- Option 2: The Award for the five-year period will be paid and settled in two or three successive payments during the months of April, May and June of each year.
- Option 3: The Award for any five-year period will be paid and settled in four, five or six successive payments during the months of April, May, June, July, August and September of each year.

Employees may choose any one of the above mentioned options, which will be offered by AURA before March 31 of each qualifying year upon notification to the employee of the completion of the corresponding five-year cycle, this will be accounted for by 30 April of each year.

AURA and the Employees expressly establish that, should an employee leave AURA's service for whatever reason and at the date of his/her withdrawal he/she has already completed one five-year period or a subsequent five year period and the Years of Service Award has not yet been paid, he/she will not have to wait until April to receive it, but will collect his/her award together with his/her final payment. In the same manner and in the case of the withdrawal of an employee from AURA while he/she is being paid the Years of Service Award in installments, according to the option he/she has chosen, the remaining quotas until completion of the Award will be included in the final payment.

Likewise, when the worker discontinues his/her services with AURA and has not completed his/her upcoming years of service (quinquennium) a sum proportional to the complete quinquennium award will be added to his/her severance payment. To be entitled to this benefit the employee must have worked for AURA for at least five years.

Proportional payment=  $0.25 \times S \times (\text{next Quinquennium } N^{\circ}) \times (\text{years since last quinquennium})/5$ .  
This benefit will have a limit equivalent to three complete quinquenniums.

## **SEVENTH:**

### **BONUSES:**

AURA will pay its employees the four bonuses they currently receive, each equivalent to one monthly base salary, as follows:

One third (1/3) of the respective base salary, less social security and income taxes corresponding to the month of payment, will be paid and settled each month.

Bonuses thus paid will not be subject to readjustments calculated after their final payment.

AURA Inc. and the Employees expressly agree that should any employee leave the service of AURA for whatever reason, he/she will be paid the proportional bonus earned from the date of the last payment to the date of the termination of the work relationship. Likewise, a newly hired employee shall be paid a proportional bonus earned between his/her date of hire and the month in which the next gratification is merited.

**EIGHTH:**

PAYMENT OF SALARY IN CASE OF A WORK-CONNECTED ACCIDENT AND/OR ILLNESS:

AURA Inc. will continue paying employees the salaries they would have received during the entire period in which the employee absents him/herself due to a work-related accident and/or illness (DFL. 44, Article 14, dated July 29, 1978), provided that AURA has the right to collect from the Health Insurance Institute (ISAPRE), the National Health Fund (FONASA), the Law N° 16.744 Work Compensation Agency (Mutual de Seguridad), the Compensation Fund with which AURA has signed agreements, or other similar health or insurance organizations, the subsidy which any of these organizations would have paid the employee. In such cases AURA retains the subsidies, which would otherwise have been paid to the employee.

Therefore, should any health or insurance institution reduce or reject a medical leave of absence, the affected worker is obliged to appeal to the Preventive Medical Commission (COMPIN) within the next fifteen work days after receiving the notification. Should the Preventive Medical Commission reject the worker's appeal, he/she must appeal to the Social Security Inspectorate. Should this last appeal be rejected, the worker must return the advance payment granted by AURA, Inc. or subtract the not worked days from his/her vacation buildup.

**NINTH:**

INSURANCE

LIFE INSURANCE:

AURA, Inc. will take a Life Insurance Policy for all its employees as follows:

Natural Death	1.000 U.F.
Accidental Death	1.000 U.F.
2/3 Disablement	1.000 U.F.

Employees who are not liable for coverage according to the Insurance Companies regulations will continue partially covered as per the criteria of the insurance Companies.

COMPLEMENTARY CATASTROFIC HEALTH INSURANCE POLICY:

AURA will pay all the expenses derived from the contracting though Welfare, the complimentary health insurance policy and the catastrophic health insurance policy up to 1.2 U.F (one point two U. F.) for each worker. If in future negotiations with the insurance company, the insurance policy exceeds 1.2 U. F., the workers Welfare will pay the additional cost that the insurance represents for its members. Personnel not associated to the AURA, Inc. Workers Welfare shall have the option of paying the difference through a payroll deduction or giving up the insurance policy.

**TENTH:**

ANNUAL LEGAL VACATION ALLOWANCE:

AURA will pay its full-time employees (40 hours/week) a Legal Vacation Bonus in 2010 and 2011, according to the following convention:

1. Beginning 1 January 2010 the Legal Vacation Bonus will be CLP515.000. Part time workers will receive this payment proportionally in relation to their work schedule. The Legal Vacation Bonus will be subsequently readjusted to CLP530.000 starting January 2011.
2. To merit this benefit, an employee should have accrued at least one year of continuous service with AURA, and take a minimum vacation period of 80 working hours per year.
3. In 2010 and 2011 AURA will pay the Legal Vacation Bonus to each employee on a one-time basis, when the employee takes a minimum vacation of ten working days (80 hours). Nonetheless, the employee shall use the excess of accrued annual holiday that has not been used, given that accumulations cannot exceed two periods.

Those employees who have outstanding days of vacation, over two annual periods, will be compelled to request, a minimum of 120 working hours of vacation or 15 working days to obtain the payment of the Legal Vacation Bonus.

If by November of each year the employee has still not yet received the corresponding Bonus, AURA will, at that date, pay him/her that year's Legal Vacation Bonus.

4. If an employee ceases to work for AURA, and on the date of termination of his/her Contract he/she has accumulated a minimum (80 hours) or the equivalent to ten working days of vacation during the year in which he/she leaves AURA, and he/she has still not received the corresponding Legal Vacation Bonus, then said bonus will be included in his/her termination payment.

## **ELEVENTH:**

### CONTRIBUTION TO THE WELFARE SERVICE:

AURA will contribute to the "AURA Employees' Welfare Service" the equivalent of 4.50% of the monthly base salaries of the employees who are members of said Service. For their part, employees who are Welfare members will contribute 2.25% of their monthly base salaries.

## **TWELFTH:**

### SCHOOL ALLOWANCE

Addressing the fact that the best education is that provided at paid educational centers where costs generally exceed the economical capacity of the worker, AURA will grant employees' biological and legally adopted children an annual school allowance to be paid on a one-time basis or on a six months period basis, - from March through July and August through December of each year - destined to finance an Elementary, High School, Technical College and University Schooling Allowance for employees' children at the following levels:

This allowance will correspond to  $\frac{2}{3}$  of the annual educational cost comprised by the enrollment fee, monthly rates and formal parallel school courses such as those in preparation to the PSU test or differential specialized courses in Spanish, mathematics, chemistry, physics, biology, languages and differential education for high school students opting for careers that require this curricular background. Following are the minimum and maximum support provided:

For Pre-kinder, Kindergarten and Elementary/Intermediate School students, a minimum of CLP621,000/annually plus the enrollment fee will be paid per student, with a maximum equivalent to  $\frac{2}{3}$  of the annual fee of The International School of La Serena for the higher level of Elementary School.

For High School students, a minimum of CLP621.000 plus enrollment fee will be paid annually per student and a maximum equivalent to  $\frac{2}{3}$  the annual fee of The International School of La Serena for High School level.

For University/Higher Education students, a minimum of CLP\$855,715 annually per student and a maximum  $\frac{2}{3}$  of the annual cost of the career (enrollment fee and monthly rate) with a maximum annual allowance of CLP\$1,777.000 per student. University or Higher Education students who accredit studying in a city other than that where their parents or legal tutors reside, will receive a Residential Allowance of CLP300,000 a year per student which is included in the CLP1,777.000 yearly maximum allowance.

In order to accredit student status, scholars attending from Pre- Kindergarten up to the 3<sup>rd</sup> year of High School must present a full-time student certificate in March of each year certifying their status of regular student. 4<sup>th</sup> year High School students and Higher Education or University students must present the respective certificates of full-time student every six

months, in March or April and September. To receive payment of these allowances, the worker is required to provide a certificate detailing the semester or annual cost detail (March-July or August-December) or present a receipt of payment of the corresponding tuition fees.

For students attending school, AURA can pay the scholarship directly to scholastic educational establishments in one lump sum a year. For Technical or University students, the student shall be paid directly in ten monthly installments from March through December. The payments may be requested to be fractioned in two yearly payments, the first from March to July and the second for the August – December period.

Workers who cannot prove payment of educational fees, or when the cost of these is less than the allowance amount, will be paid the resulting difference between the allowance amount and the total cost of the educational fee, in the form of an educational allowance subject to tax. This allowance may be paid together with the workers wage, in one lump sum or in two annual payments, whichever best suits the worker.

The amounts mentioned above are effective for the school year of 2010.

From 01 February 2011, the minimum scholarship values will remain the same as those for 2010. The maximum scholarship values will be adjusted according to the variation of the referenced school's fees. For University/Higher education these values will be adjusted according to the variation in the CPI between 01 January 2010 and 31 December 2010.

AURA may discontinue the School Allowance on any of the following grounds:

1. When the employee's Contract of Employment with AURA ceases.
2. When the student is expelled from or voluntarily leaves the Establishment where he/she is studying. In this case the worker must inform AURA in writing during the following month of the occurrence.
3. When the documents presented to AURA are not reliable. In this case, the employee must return the School Allowance improperly received.
4. On the last calendar day of the year that a student turns 25 years of age. The exclusion shall not apply to disabled children, as defined by the competent authority.
5. Only and exclusively when the student must postpone his/her studies for medical reasons or to comply with the Military Service, will the school allowance be suspended. This suspension will be in effect during the time the situation lasts, and the benefit will be granted when the student returns to his/her studies for the same period of time that the benefit was suspended, even when he/she has reached the legal age to cease being a dependent. Notwithstanding the above mentioned, the benefit can only be obtained for the time that the student would have had the legal right, in accordance with the conditions stipulated to obtain the School Bonus.

No Scholarship bonus will be paid to Post Degree, or extension course students.

## ACADEMIC EXCELLENCE SCHOLARSHIP

An academic excellence scholarship shall be granted to children of AURA employees who are continuing their education in University and Higher Education Establishments accredited by the Ministry of Education.

This scholarship will finance the remaining 1/3 of the scholarship bonus established in the collective bargain that is not covered by AURA Inc. up to a yearly top figure of CLP888.500 per student for 2010. For 2011 this amount will be readjusted in the same proportion as the maximum University Scholarship.

For calendar year 2010 a maximum limit of one scholarship will be granted and two for 2011.

The rules for the selection of grantees and the regulations for this benefit will be established by a committee integrated by the signatories of this document.

## **THIRTEENTH:**

### **FIESTAS PATRIAS (NATIONAL HOLIDAY) BONUS:**

AURA will grant its employees a Fiestas Patrias Bonus, which will be paid during the second week of the month of September 2010 and 2011 respectively, according to the following rules:

1. The entire Bonus will be paid to those employees who have worked full time for AURA during the period between 1 January and the date of the advance payment of this Bonus, established for the years mentioned in the paragraph above. Part time employees will receive a bonus directly proportional to their effective work time.
2. New employees, hired full time subsequent to 1 January of the corresponding year, will be paid a partial bonus directly proportional to the time actually worked during said year, accumulated to the months of September 2010 and 2011.
3. Employees who, for whatever reason, cease to work for AURA prior to the date of payment of this Bonus in September 2010 or 2011, will not have the right to receive it.

The complete value of the Bonus of 2010 will be CLP\$ 87.000.-

The complete value of the Bonus in 2011 will be CLP\$89.000.-

## **FOURTEENTH:**

### **CHRISTMAS BONUS:**

AURA will grant its employees a Christmas Bonus, which will be paid during the second week of the months of December 2010 and 2011 respectively, in accordance with the following regulations:

1. The entire Bonus will be paid to those employees who have worked full time for AURA during the period between 1 January and the date of payment of this Bonus, as established for years 2010 and 2011. Part time employees will be paid in proportion to their effective work time
2. New employees, hired full time after to 1 January of the corresponding year, will be paid a partial Bonus directly proportional to the effective time worked in the said year, accumulated to the months of December 2010 and 2011.
3. Employees, who, for whatever reason, cease to work for AURA prior to the date of payment of this Bonus, will not have the right to receive said compensation.

The complete value of the Christmas Bonus in 2010 will be CLP \$470.000.-

The complete value of the Christmas Bonus in 2011 will be CLP \$ 485.000.-

## **FIFTEENTH:**

### **PERMISSION FOR ABSENCE WITH PAY:**

AURA consents to grant its employees six (6) non-accumulative working days of leave from work with pay each calendar year, upon presentation of documents justifying the absence of the employee to the immediate Supervisor, through him/her to the respective Department Head, and through him/her to AURA Administration (Human Resources), who shall determine whether the respective absence qualifies or not for Absence with Pay.

Following are possible special situations which justify the absence of the employee:

1. Cases of illness of spouse or children, and cases of serious illness or death of grandchildren, siblings, in-laws, cousins, uncles/aunts and grandparents of the employee.
2. Circumstances of medical examinations of children who must travel out of the city of residence of the employee and who must be accompanied by their father and/or mother. In order to obtain said permission a certificate issued by the treating physician must be submitted previously.
3. In the case of the death of a spouse or child, the employee will have 7 consecutive days of paid leave. This permission will be for 3 days in the event of the death of a child in gestation or the death of the worker's mother or father.

4. Citations to Courts or competent authorities and only upon presentation of the corresponding citation.
5. Renewal of official documents such as: ID card, driver's license, etc., upon presentation of the document which has expired or is about to expire.
6. Banking procedures that require the personal presence of the employee, upon presentation of the citation written by the Bank or the document that fulfills this purpose.
7. Any other procedure required by Chilean law, which must be carried out on work days.
8. Moving within or out of the city of La Serena, a maximum of 2 days.
9. Time used by the employee when traveling from or to La Serena for health reasons, not corresponding to a medical license, e.g., consultations with specialist physicians, specialized treatments, laboratory exams or radiography.
10. Upon completion of a five year period, one day will be granted (the total normal daily hours worked by the employee), which can be taken on the day of the Award Ceremony or during the thirty days following the ceremony.
11. Personnel who work full time on the summit on a five day week shift and who must travel on a daily basis to the mountain top, will accrue three additional days of leave with pay a year apart from the 6 above mentioned. The leave for these last three days need not be justified and can be requested partially or totally.

#### PART-TIME SHIFT/LEAVE OF ABSENCE WITHOUT PAY

AURA Inc. will evaluate the possibility of granting this permission considering its operational needs and grant leave without pay under the following circumstances:

The worker who requests leave without pay must pay his own pension and social security costs. AURA will finance the life insurance, health and dental insurance contracted with the Insurance provider for the first 30 days of leave without pay. After the first 30 days of leave have elapsed the worker must pay for the complete cost of his life, health and dental insurance. The work contract will continue in force for the accrual of vacation and longevity in the company. During the absence without pay no Christmas or Fiestas Patrias Bonuses will be received

#### **SIXTEENTH:**

Given that the Director's day is a discretionary holiday, it will be conferred in agreement with the Union and AURA Programs that operate in Chile. The date must be set during the month of December of the year prior to the holiday.

#### **SEVENTEENTH:**

## LUNCH ALLOWANCE:

AURA will grant a Lunch Allowance to employees who work at the Santiago AURA Office, according to the following rules:

Starting 1 January 2010, the Santiago Office Lunch Allowance will be \$3.190 (Three thousand one hundred and ninety pesos)

Starting 1 January 2011, this Lunch Allowance for employees who work at the Santiago AURA Office will be readjusted 100% of the variation in the CPI between 1 January 2010 and 31 December 2011.

## **EIGHTEENTH:**

### **OVERTIME PAYMENT**

Overtime hours for an extraordinary shift must conform to that disposed in Articles 29, 30 and 31 of the Work Law and that set forth in Numbers 4 and 5 of AURA-O's Internal Procedures for Safety and Order. Any deviation from these norms will be incorporated to the AURA Internal Procedures mentioned above in the regular revisions that the Observatory Direction makes to this document.

An emergency call will be considered such when the Supervisor in charge contacts one of his collaborators to perform some urgent work. The entire time that the job lasts, including the time it took the employee to get to and from the job site to his home will be considered overtime. Nonetheless it is not compulsory for an employee to interrupt his rest to perform emergency jobs.

## **NINETEENTH**

### TRANSPORTATION:

AURA will provide transportation for its employees between its facilities on Cerro Tololo/Cerro Pachon and the cities of La Serena and Coquimbo. The transport will be carried out in comfortable and secure vehicles that may belong to the Organization or be subcontracted in accordance with the needs of the moment.

## **TWENTIETH**

### FLEXIBLE WORK SHIFTS

In conformance with current legislation and AURA's Policies, the latter institution together with the AURA Employees Union, recognize that the work shifts described in Section 3 of the Internal Rules that standardizes labor relationship can be subject to change by AURA Inc, prior approval of the Labor Directorate. Every modification must be notified 30 days in advance, be in common agreement between the parties and the workers involved and subject to the needs of each Program.

**TWENTYFIRST**

TRAINING:

AURA will continue its policy of financing training within each Division and/or Department, in accordance with the specific needs put forth by the employees or detected by their immediate supervisors. These courses are subject to the availability of budget resources in 2010 - 2011.

**TWENTYSECOND:**

SPORTS, RECREATION AND CULTURAL ACTIVITIES:

AURA will continue its policy of promoting sports recreational and cultural activities of its employees subject to the availability of budgetary resources in 2010 - 2011.

**TWENTYTHIRD:**

Any controversy emanating from or related to that agreed upon in the present collective contract, including matters regarding its existence, validity or annihilation, and the application of the benefits granted, will be subject to and finally resolved via direct mediation of AURA Inc.'s Legal Representative and the President of AURA Inc.'s Labor Union. Upon request of either party a tripartite committee can convened, conformed by AURA Inc.'s Labor Union and a representative of the Programs, who will be an assessor. Should a resolution not be reached via the mediation of the tripartite committee, the dispute will be subject to the arbitrage of the AURA Head of Mission in Chile, albeit abiding by the norms and regulations of the Labor Law.

(Signed)  
EDUARDO TORO RIVERA  
for Negotiating Committee

FRANCISCO DEL GADO B.  
for Negotiating Committee

(Signed)  
MARIO GONZALEZ KEMNIS  
for Negotiating Committee

HERNAN E. BUSTOS B.  
AURA Inc. Legal Representative

(Signed)  
FRANCISCO DELGADO BORQUEZ  
for Negotiating Committee



ANNEX N° 1  
**LIST OF MEMBERS**  
**COLLECTIVE LABOR CONTRACT 2008- 2009**

N°	NAME	RUT
1	AGUILAR CAMPOS JORGE ERNESTO	4.902.026-0
2	AGUILAR VILLANUEVA CHRISTIAN MAURICIO	4.902.026-0
3	AGUIRRE FREDES RICARDO GONZALO	4.836.929-4
4	AGUIRRE HUERTA SAMUEL DARIO	10.040.699-3
5	AGUIRRE ZUÑIGA EDUARDO	7.068.383-0
6	ALARCON CARRERA GUSTAVO ADRIAN	9.435.242-8
7	ALVAREZ ARANCIBIA MOISES ALONSO	8.418.880-8
8	ALVAREZ CATALAN RODRIGO BERNARDINO	11.522.079-9
9	ANDRADE CARRASCO JUAN DEL TRANSITO	8.022.482-6
10	ARAYA CONTRERAS MONICA ELIZABETH	8.848.764-
11	ARAYA CORTES CLAUDIO HERNAN	10.126.684-
12	ARAYA MADRID LUIS RICARDO	6.430.460-
13	ARAYA ROJAS JORGE PATRICIO	7.730.660-
14	BASTIAS SILVA EDITH NADEZNHA	10.136.204-
15	BRIONES ALBORNOZ JORGE DOMINGO	8.079.152-6
16	BUSTOS BELLO EDISON EDGARDO	10.281.319-3
17	BUSTOS BINVIGNAT HERNAN EDUARDO	6.600.486-4
18	CACERES VELASQUEZ BLAS MANUEL	5.383.628-
19	CALLEJAS MERY JUAN MAURICIO	10.147.423-
20	CANDIA SILVA PABLO PATRICIO	10.777.007-

21	CANTARUTTI REBOLLEDO ROLANDO ENZO	10.996.588K
22	CARDEMIL ASTE RODOLFO CLEMENTE	7.243.008-5
23	CARRASCO DAMELE ELEAZAR RODRIGO	8.143.929-K
24	CELIS RIVERA CUPERTINO ALFONSO	7.979.175-
25	CISTERNAS MIRANDA ALFONSO NEMESIO	8.805.879-8
26	COLLAO CUBILLOS FABIAN RENATO	4.873.756-0
27	COLLAO OLIVARES FABIAN SEGUNDO	10.535.629-
28	COSGROVE VERGARA EDGARDO BELISARI	4.794.254-3
29	DAMKE ARAYA GUILLERMO MARIANO	5.552.157-3
30	DARUICH PETITO FELIPE ANDRES	13.271.171-
31	DELGADO BORQUEZ FRANCISCO MARIANO	11.716.666-K
32	DIAZ RAMIREZ PBLO MARCELO	11.381.119-6
33	DUBO OSOSRIO GUILLERMO GUSTAVO	12.227.244-3
34	ENCINA CARVAJALEUGENIO EDUARDO	11.639.996-2
35	ESUIVEL ARAYA ROLANDO JUSTO	8.920.135-7
36	ESTY HERRERA OMAR JESUS	12.949.417-
37	FERNANDEZ SEREY MAURICIO	4.489.517-K
38	FIGUEROA JARA CARLOS ROBERTO	8.806.088-1
39	FIGUEROA JARA HECTOR HERNAN	10.322.744-3
40	FLORES CARDENAS SAMUEL DEL CARMEN	5.801.263-
41	FLORES MURILLO KADUR ALEJANDRO	7.402.694-K
42	FRANCO ALCAYAGA SERGIO RUBEN	7.320.694-4
43	GALVEZ ALVAREZ HERMINIO ANTONIO	5.587.176-0

44	GALVEZ HUMERES RAMON LUIS	6.430.151-9
45	GARAGORRI GOMEZ PETRI XAVIER	13.432.976-
46	GARCIA URETA MARIA ANTONIETA	9.198.506-3
47	GARCIA YUS JORGE FERNANDO	8.709.784-6
48	GIGOUX RODRIGUEZ PEDRO EDUARDO	7.904.814-3
49	GODOY CISTERNAS LUIS ANTONIO	11.204.793-K
50	GOMEZ MARIN GERARDO JAVIER	14.100.486-
51	GOMEZ MORENO LUIS ARTURO	5.398.761-3
52	GONZALEZ KEMNIS MARIO ARMANDO	6.533.940-4
53	GUAJARDO BALCAZAR DARIO ALEJANDRO	11.935.840-
54	GUERRA FLORES ANGEL ADOLFO	4.142.402-8
55	GUERRERO ALBARNEZ HECTOR ENRIQUE	5.576.827-9
56	GUTIERREZ BRICEÑO ALEJANDRO	10.309.587-5
57	HUANCHICAY GUERRERO EDUARDO HUMBERTO	4.459.254-1
58	JERALDO ROJAS NELSON ALBERTO	6.762.757-1
59	JERIA ROMAN LARIDAN RENAN	10.842.679-
60	KRUGER NOVOA JORGE GERMAN	7.259.195-K
61	LARA FERREIRA MARIO ANTONIO	5.054.526-1
62	LAZO IBAÑEZ MANUEL EUGENIO	6.867.513-8
63	LAYANA VILLAROEL ROBINSON EDUARDO	9.019.976-7
64	LEIVA VARGAS RODRIGO ALFREDO	8.793.640-6
65	LILLO GUERRERO ROSA DEL CARMEN	5.512.366-7
66	LOPEZ BARRIOS JORGE EMILIO	13.223.906-
67	MARTINEZ SOLA MANUEL DOMINGO	7.967.020-0

68	MATURANA ASPILLAGA DANIEL	5.067.474-6
69	MILLA RAMOS ABELARDO	7.919.239-
70	MONDACA CARVAJAL EDUARDO MARTIN	8.197.069-6
71	MONTANE VIVES ANDRES JOSE	6.413.849-9
72	MUNIZAGA JIMENEZ JAIME PATRICIO	11.806.594-
73	NUÑEZ DIAZ OSCAR ALEJANDRO	6.911.291-9
74	NUÑEZ PORTILLA MARCO ANTONIO	9.029.980-8
75	OCARANZA SOLA ISIDRO DEL CARMEN	8.905.227-0
76	OCHOA PINTO HUGO MARCELINO	6.130.623-4
77	OJEDA CAMPOS PEDRO ALBERTO	5.598.046-2
78	ORREGO ALFARO RAUL ENRIQUE	7.222.418-3
79	ORREGO MOLINA JUAN GABRIEL	4.371.301-9
80	ORREGO REYES HUMBERTO ARNOLDO	6.845.707-6
81	PAEZ GARMENDIA CARMEN SOFIA	12.219.987-
82	PALEO GALLARDO JUAN LUIS	6.408.830-0
83	PARKES NUÑEZ ESTEBAN MIGUEL	8.010.795-1
84	PASTEN OLIVARES HECTOR FRANCISCO	13.328.716-7
85	PASTEN YAÑEZ VICTOR MANUEL	5.134.984-9
86	PELLEGRINI AGUIRRE GILBERTO HERNAN	5.589.769-7
87	PEREZ ZUÑIGA GABRIEL ROBERTO	5.695.768-5
88	PINOCHET CARVAJAL CARLOS JOSE	6.277.867-9
89	PINTO VILLAROEL VICTOR MANUEL	12.814.809-
90	PIZARRO ALVARADO SERGIO FERNANDO	9.334.181-

91	PONCE CONTRERAS SERGIO ALFONSO	4.513.592-6
92	PUÑO RAMIREZ ROLANDO DEL CARMEN	5.700.949-7
93	RAMOS QUINZACARA PEDRO LEON	6.264.768-K
94	RIVERA ALCAYAGA ROSSANO HUMBERTO	8.023.524-0
95	RIVERA MENA OSCAR RAMON	7.978.806-6
96	ROBLEDO VEGA VICTOR MANUEL	13.875.585
97	ROGERS TARDEL ROLANDO HUMBERTO	5.729.277-
98	ROJAS DIAZ ALFONSO DEL ROSARIO	9.050.421-5
99	ROJAS FARIAS DAVID EDUARDO	8.859.706-0
100	ROJAR ORMEÑO ROBERTO ENRIQUE	9.947.120-4
101	ROJAS ZEPEDA FRANCISCO JAVIER	6.785.384-9
102	SAAVEDRA PINOS NELSON ALEJANDRO	5.729.395-0
103	SAGUEZ VEGA CARMEN LUZ DE LOURDE	7.641.000-3
104	SANTAMARIA VASQUEZ LUIS EDUARDO	7.646.293-
105	SCHMIDT CRNOSIJA ENRIQUE CARL	6.973.105-8
106	SCHMIDT HOLLSTEIN RICARDO ERICH	5.443.264-K
107	SCHURTER GARRIGA PATRICIO WALDO	7.743.347-3
108	SEGOVIA TABILO CARLOS EMILIO	7.131.558-4
109	SEGOVIA ZEPEDA EDUARDO CLAUDIO	12.445.863-3
110	SERRANO MARQUEZ JUAN EDUARDO	6.482.643-3
111	SOLIS PAREDES LUIS HERNAN	4.698.513-3
112	TAPIA CONTRARAS EDUARDO ERNESTO	13.327.376K
113	TIGHE CULLEN ROBERTO JOSE	7.870.808-
114	TIRADO SOTO HERNAN ALFREDO	7.870.808-5

115	TORO RIVERA JOHN RAUL	10.906.847-
116	TORO RIVERA EDUARDO HUMBERTO	11.471.174-8
117	UGARTE POBLETE PATRICIO ENRIQUE	5.927.463-5
118	URQUIETA VALENZUELA MARCELA	8.422.270-4
119	URRUTIA AVILA CRISTIAN EDUARDO	11.614.391-7
120	URRUTIA SEPULVEDA MARIO	4.836.075-0
121	VALENCIA VILLANUEVA PATRICIA SOLEDAD	13.017.279-
122	VELIZ ESPEJO ANA LIDUVINA	6.045.704-2
123	VENEGAS FLORES RICARDO EFRAIN	4.230.181-7
124	VERGARA ABARCA PEDRO ENRIQUE	4.110.801-0
125	VINCKE VINCK HELENA	14.709.993-2
126	VUCINE PARGA TOMISLAW BOGDAN	12.644.698-
127	WARNER MUÑOZ CARL MICHAEL	14.718.808-0