

PeopleSoft®

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PeopleSoft 8.8  
Global Payroll for Brazil Reports

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**December 2002**

PeopleSoft 8.8  
Global Payroll for Brazil Reports  
SKU HRMS88GPB-R 1202

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# About This PeopleBook

PeopleBooks provide you with the information that you need to implement and use PeopleSoft applications.

This preface discusses:

- Related documentation.
- Comments and suggestions.

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## Related Documentation

This section discusses how to:

- Obtain documentation updates.
- Order printed documentation.

## Obtaining Documentation Updates

You can find updates and additional documentation for this release, as well as previous releases, on the PeopleSoft Customer Connection Website. Through the Documentation section of PeopleSoft Customer Connection, you can download files to add to your PeopleBook Library. You'll find a variety of useful and timely materials, including updates to the full PeopleSoft documentation that is delivered on your PeopleBooks CD-ROM.

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**Important!** Before you upgrade, you must check PeopleSoft Customer Connection for updates to the upgrade instructions. PeopleSoft continually posts updates as the upgrade process is refined.

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## See Also

PeopleSoft Customer Connection Website, <http://www.peoplesoft.com/corp/en/login.asp>

## Ordering Printed Documentation

You can order printed, bound volumes of the complete PeopleSoft documentation that is delivered on your PeopleBooks CD-ROM. PeopleSoft makes printed documentation available for each major release shortly after the software is shipped. Customers and partners can order printed PeopleSoft documentation by using any of these methods:

- Web
- Telephone
- Email

## **Web**

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## **Email**

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## **See Also**

PeopleSoft Customer Connection Website, <http://www.peoplesoft.com/corp/en/login.asp>

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# **Comments and Suggestions**

Your comments are important to us. We encourage you to tell us what you like, or what you would like to see changed about PeopleBooks and other PeopleSoft reference and training materials. Please send your suggestions to:

PeopleSoft Product Documentation Manager PeopleSoft, Inc. 4460 Hacienda Drive Pleasanton, CA 94588

Or send email comments to [doc@peoplesoft.com](mailto:doc@peoplesoft.com).

While we cannot guarantee to answer every email message, we will pay careful attention to your comments and suggestions.

# CHAPTER 1

## PeopleSoft Global Payroll for Brazil Reports

This appendix provides an overview of PeopleSoft Global Payroll for Brazil reports and enables you to view summary tables of all reports.

**Note.** For samples of these reports, see the Portable Document Format (PDF) files published on CD-ROM with your documentation.

### PeopleSoft Global Payroll for Brazil Reports: A to Z

This table lists the PeopleSoft Global Payroll for Brazil reports, sorted alphanumerically by report ID. If you need more information about a report, refer to the report details at the end of this appendix.

| Report ID and Report Name                   | Description  | Navigation  | Run Control Page  |
|---|--|---|-------------------|
| GPBRBA01<br>Banking                         | Generates an EFT flat file.  | Global Payroll, Payment Processing, Create EFT Payment File BRA                                 | GPBR_RC_EFTBANK   |
| GPBRDE01<br>Depend Statement Income Tax BRA | Using this report, the employee declares his or her eligible dependents for income tax purposes. This report is used during the hiring process and also in case of any data change that affects the employee's income tax status. This declaration should be signed by the employee. With this statement the employee becomes legally responsible for this information. The employee is also responsible for keeping this information up to date by notifying human resources. | Global Payroll, Absence and Payroll Processing, Payroll Reports, Depend Statemnt Income Tax BRA | GPBR_RC_INCTAX    |
| GPBRDE02<br>Family Allowance Register BRA   | Generates a report that lists the employees that are eligible for Family Allowance, based on the employee's dependent data.  | Global Payroll, Absence and Payroll Processing, Payroll Reports, Family Allowance Register BRA  | GPBR_RC_FAM_ALLOW |

| Report ID and Report Name   | Description  | Navigation   | Run Control Page   |
|---|--|--|--------------------|
| GPBRDE03<br>End of duties for Family Allow (end of duties for family allowance) | Generates a report that lists the employees that are no longer eligible for Family Allowance, based on the employee's dependent data.  | Global Payroll, Absence and Payroll Processing, Payroll Reports, Term Resp - Fam Allowance BRA | GPBR_RC_EFAM_ALLOW |
| GPBRFR01<br>Financial Register BRA  | A summary report that shows earnings, deductions and calculations bases for a selected range of months within a calendar year.   | Global Payroll, Absence and Payroll Processing, Payroll Reports, Financial Register BRA        | GPBR_RC_FIN_REG    |
| GPBRGP01<br>GPS Report (Guia de Previdencia Social report)                      | A monthly report used to pay social security amounts to INSS.  | Global Payroll, Social Security/Insurance, GPS Report BRA                                      | GPBR_RC_GPS        |
| GPBRRC01<br>GRFC Report (Guia de recolhimento Rescisório report)                | A mandatory report used to pay the FGTS ( <i>Fundo de Garantia do Tempo de Serviço</i> ). Use this report when a termination occurs (with employer decision unfair cause as the reason) and you need a printed report to pay the FGTS.   | Global Payroll, Social Security/Insurance, GRFC Report BRA                                     | GPBR_RC_GRFC       |
| GPBRRR01<br>Results Register  | Displays, by payee, the results of a payroll calculation, for the earnings, deductions, and/or accumulators you selected on the Element List page. Reports results by segment. A payroll status of Open or Closed appears at the top of the report. Produce after you calculate or finalize a payroll run. | Global Payroll, Absence and Payroll Processing, Payroll Reports, Results Register BRA          | GPBR_RC_PAYRSL     |
| GPBRSF01<br>SEFIP Process   | Generates a FGTS Payment Form and Information to Social Security (GFIP) flat file to send to Fundo de Garantia do Tempo de Serviço (FGTS).   | Global Payroll, Social Security/Insurance, SEFIP Report BRA                                    | GPBR_RC_SEFIP      |
| GPBRPS01<br>Payslip for Brazil  | Prints the payslip for the selected establishment, group ID, or employees for the selected calendar group.   | Global Payroll, Payslips, Create/Print Payslips BRA  | GPBR_RC_PAYSLIP    |

## **CHAPTER 2**

# **Report Samples**

This chapter provides report samples.

For the online samples of these reports, see the PDF files that are published on CD-ROM with your online documentation.

Relatorio: BRCGED01

MINISTERIO DO TRABALHO E EMPREGO/SPES/CGETIP

ACI - APLICATIVO DO CAGED INFORMATIZADO

ARQUIVO CAGED

Emissão: 11/05/2002

Página: 1

RELAÇÃO DE MOVIMENTAÇÃO MENSAL  
 CADASTRO GERAL DE EMPREGADOS E DESEMPREGADOS - CAGED - LEI 4923/65  
 Referência: 04/2002

=====

Razão Social: MATRIZ SÃO PAULO  
 CNPJ: 66.470.907/000-12  
 CNAE: 51926  
 CEP: 04824-020

=====

| Tp Movimento              | PIS/PISAP       | EmpliID | Nome do Empregado       | Admissão   | Rescisão   |
|---------------------------|-----------------|---------|-------------------------|------------|------------|
| Dismissal with fair cause | 104.294.40.87-9 | KR0007  | CARLOS SANTOS GONCALVEZ | 21/06/1999 | 10/04/2002 |
| Hire - with Previous Job  | 120.418.66.99-5 | KR0025  | JULIANO FREIRE          | 10/04/2002 |            |

=====

|  |    |                            |   |
|--|----|----------------------------|---|
| Total de Empregados existentes no primeiro dia do mes: | 27 |                            |   |
| Primeiro Emprego:                                      | 0  | Dispensa sem Justa Causa:  | 0 |
| Reemprego:   | 1  | Dispensa Justa Causa:      | 1 |
| Contrato Prazo Determinado:                            | 0  | A Pedido:                  | 0 |
| Reintegração:  | 0  | Termino Prazo Determinado: | 0 |
| Transferência de Entrada:                              | 0  | Termino Contrato:          | 0 |
|  |    | Aposentado:                | 0 |
|  |    | Morte:                     | 0 |
|  |    | Transferência de Salida:   | 0 |
| Total de Empregados existentes no ultimo dia do mes:   | 29 |                            |   |

Relatorio: BRCGED01

MINISTERIO DO TRABALHO E EMPREGO/SPES/CGETIP

ACI - APLICATIVO DO CAGED INFORMATIZADO

ARQUIVO CAGED

Emissão: 11/05/2002

Página: 2

RELAÇÃO DE MOVIMENTAÇÃO MENSAL  
 CADASTRO GERAL DE EMPREGADOS E DESEMPREGADOS - CAGED - LEI 4923/65  
 Referência: 04/2002

```
=====
Razão Social: FILIAL PORTO ALEGRE
CNPJ: 44.682.318/001-65
CNAE: 51926
CEP: 95900-000
=====
```

```
=====
Tp Movimento          PIS/PISAP      EmpliID      Nome do Empregado          Admissão      Rescisão
=====
Hire - with Previous Job  120.262.21.31-8  KR0026      LEANDRO OLAVO              10/04/2002
=====
```

|  |    |                              |
|--|----|------------------------------|
| Total de Empregados existentes no primeiro dia do mes: | 9  |                              |
| Primeiro Emprego:                                      | 0  | Dispensa sem Justa Causa: 0  |
| Reemprego:   | 1  | Dispensa Justa Causa: 0      |
| Contrato Prazo Determinado:                            | 0  | A Pedido: 0                  |
| Reintegração:  | 0  | Termino Prazo Determinado: 0 |
| Transferência de Entrada:                              | 0  | Termino Contrato: 0          |
|  |    | Aposentado: 0                |
|  |    | Morte: 0                     |
|  |    | Transferência de Salida: 0   |
| Total de Empregados existentes no ultimo dia do mes:   | 12 |                              |

**FICHA DE REGISTRO DE EMPREGADOS**

EmpIID: GR0011

Empresa : Filial Porto Alegre  
 Endereço : Rua A 22 ---XXXXXXXXX-----  
 Estado : RS  
 C.N.P.J : 44.682.318/001-65

Bairro : João Mendes  
 C.E.P : 95900-000

Cidade : Porto Alegre

Nome : CLAUDIA GONÇALVES LINDSTROM Registro : 789456B Página : 1 / 3

**Filiação**

Mãe - Maria Lindstron

Pai - Jose Lindstron

**Documentos**

|                  |                     |                  |                   |                  |                                |                |
|------------------|---------------------|------------------|-------------------|------------------|--------------------------------|----------------|
| Cart. Profis :   | <b>66470</b>        | Série :          | <b>1234</b>       | Data Exp :       | <b>1990-01-01</b>              |                |
| Cert. de Reserv: |                     | Categoria :      |                   | Seção Eleitoral: | <b>394</b>                     |                |
| Título Eleitor : | <b>123456789013</b> | Zona Eleitoral : | <b>022</b>        |                  |                                |                |
| P.I.S. :         | <b>12239802202</b>  | Dt. Cad PIS :    | <b>1991-04-02</b> |                  |                                |                |
| C.I. :           | <b>551555097</b>    | Data Exp :       | <b>1989-01-01</b> | Local :          | <b>1</b>                       | UF : <b>MG</b> |
| Car. Motorista : | <b>99999999</b>     |                  |                   | Data :           | <b>2002-01-01 - 2007-11-30</b> |                |
| C.P.F :          | <b>12345678901</b>  |                  |                   |                  |                                |                |

**Dados Pessoais**

Data de Nascimento: **1970-06-29** Estado Civil : **Common-Law** Sexo : **F** Grau Instrução : **Analphabeto**  
 Nacionalidade : **Chilean** Naturalidade : **BELO HORIZONTE** Estado : **MG**

**Quando Estrangeiro**

Data da Chegada : Naturalizado : **N** Cônjuge Brasileiro: **N** Tem filhos Brasileiros: **S**  
 N. de Filhos : **2** N. de Registro Geral: **123456789016** N. de Passaporte : **148521145** Data Expedição : **2002-11-07**  
 N. de VISA : Status :

**Endereço**

End. Atual : **Alvaro Neto 15 casa 2** Bairro : **Juquitiba**  
 Cidade : **PINDAMONHANGABA** C.E.P : **04112-030** Estado : **SP**

**Dados Admissionais**

Data Admissão : **2002-04-10** Data Opção FGTS: **2002-09-17** Jornada de trabalho: **220** Forma de Remuneração: **Monthly**  
 Cargo : **Manager-Accounts Payable** Salário hora : **43.18** Data de Desligamento:  
 Função : **Manager-Accounts Payable** Salário Atual : **9500.00**  
 Local/Setor de Trabalho: **Curit.Un02** Horário de trabalho: **Semana Normal de Trabalho**

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

Assin. Empregador

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

Assin. Empregado

**FICHA DE REGISTRO DE EMPREGADOS****EmplID: GR0011**

Empresa : **Filial Porto Alegre**  
Endereço : **Rua A 22 ---XXXXXXXXX-----** Bairro : **João Mendes** Cidade : **Porto Alegre**  
Estado : **RS** C.E.P : **95900-000**  
C.N.P.J : **44.682.318/001-65**

Nome : **CLAUDIA GONÇALVES LINDSTROM** Registro : **789456B** Página : **2 / 3**

**Beneficiários**

| Nome                             | Data de Nascimento | Estado Civil  | Parentesco    |
|----------------------------------|--------------------|---------------|---------------|
| <b>Marcos Silva Guimarães</b>    | <b>1990-01-01</b>  | <b>Single</b> | <b>Son</b>    |
| <b>João Carlos Guimarães</b>     | <b>1995-01-01</b>  | <b>Single</b> | <b>Son</b>    |
| <b>Esmeralda Silva Guimarães</b> | <b>2000-01-01</b>  | <b>Single</b> | <b>Sister</b> |

Informações Cipa: **N**

**Profissional:**

| Hab. Profissional :                  | Reg. Profissional : | País       | UF        |
|--------------------------------------|---------------------|------------|-----------|
| <b>Ordem dos Advogados do Brasil</b> | <b>1546541</b>      | <b>BRA</b> | <b>SP</b> |

**Histórico de Férias**

| Referente ao período de | Início | Fim |
|-------------------------|--------|-----|
|-------------------------|--------|-----|

**Histórico Salarial**

| Data              | Para            | Motivo       |
|-------------------|-----------------|--------------|
| <b>2002-06-09</b> | <b>9,500.00</b> | <b>Other</b> |

**Histórico de Contribuição Sindical**

| Data              | Valor         | Sindicato        |
|-------------------|---------------|------------------|
| <b>2002-05-31</b> | <b>300.00</b> | <b>SINDPD_PR</b> |

**Histórico de Alteração de Cargo**

| Data              | Novo Cargo                      | Motivo                      |
|-------------------|---------------------------------|-----------------------------|
| <b>2002-05-10</b> | <b>Manager-Accounts Payable</b> | <b>Job Reclassification</b> |

**Histórico de Mudança de Seção**

| Data              | Nova Seção                          | Motivo             |
|-------------------|-------------------------------------|--------------------|
| <b>2002-11-02</b> | <b>Filial 1 - Curit.Un02 - Mktg</b> | <b>Job Sharing</b> |

**Histórico de Afastamento**

**FICHA DE REGISTRO DE EMPREGADOS****EmplID: GR0011**

Empresa : **Filial Porto Alegre**  
Endereço : **Rua A 22 ---XXXXXXXXX-----** Bairro : **João Mendes** Cidade : **Porto Alegre**  
Estado : **RS** C.E.P : **95900-000**  
C.N.P.J : **44.682.318/001-65**

**Nome : CLAUDIA GONÇALVES LINDSTROM****Registro : 789456B****Página : 3/ 3**

| Início            | Fim               | Motivo            | CID         |
|-------------------|-------------------|-------------------|-------------|
| <b>2002-08-01</b> | <b>2002-09-16</b> | <b>Sick Leave</b> | <b>TEST</b> |



Ficha de Sálario Família

Emplid: GR0011  
 Página: 1  
 Data: 2002-11-11

|                             |        |             |               |                  |                      |                |  |
|-----------------------------|--------|-------------|---------------|------------------|----------------------|----------------|--|
| Empregador                  |        |             |               |                  |                      | CNPJ           |  |
| FILIAL PORTO ALEGRE         |        |             |               |                  |                      | 44682318001651 |  |
| Logradouro                  | Número | Complemento | Bairro        | Cidade           | UF                   | CEP            |  |
| RUA A                       | 22     | FUNDOS      | JOÃO MENDES   | PORTO ALEGRE     | RS                   | 95900-000      |  |
| Empregado                   |        |             | CTPS n. série | Data de admissão | Data de desligamento |                |  |
| CLAUDIA GONÇALVES LINDSTROM |        |             | 66470 - 1234  | 2002-04-10       |                      |                |  |
| Logradouro                  | Número | Complemento | Bairro        | Cidade           | UF                   | CEP            |  |
| ALVARO NETO                 | 15     | CASA 2      | JUQUITIBA     | PINDAMONHANGABA  | SP                   | 04112-030      |  |

| Beneficiários |                        |                    |                  |                       |             |          |                 |               |                       |
|---------------|------------------------|--------------------|------------------|-----------------------|-------------|----------|-----------------|---------------|-----------------------|
| Ordem         | Nome do Filho          | Data do Nascimento | Local Nascimento | Cartório              | N. Registro | N. Folha | Data da Entrega | Data de Baixa | Visto da Fiscalização |
| 01            | João Carlos Guimarães  | 1995-01-01         |                  |                       |             |          |                 | 2004-10-31    |                       |
| 02            | Marcos Silva Guimarães | 1990-01-01         | LAJEADO          | 3º OFICIO DE REGISTRO | 655554      | 156      | 2002-05-01      | 2004-10-31    |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |
|               |                        |                    |                  |                       |             |          |                 |               |                       |

| Valor da Cota do Salário Família |            |          |            |          |            |          |            |          |            |          |            |
|----------------------------------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|
| Vigência                         | Valor Cota | Vigência | Valor Cota | Vigência | Valor Cota | Vigência | Valor Cota | Vigência | Valor Cota | Vigência | Valor Cota |
|                                  |            |          |            |          |            |          |            |          |            |          |            |
|                                  |            |          |            |          |            |          |            |          |            |          |            |
|                                  |            |          |            |          |            |          |            |          |            |          |            |
|                                  |            |          |            |          |            |          |            |          |            |          |            |

\_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_  
 CLAUDIA Gonçalves LINDSTROM



Report: Financial Register  
 Matriz São Paulo  
 Rua Getulio Vargas 360  
 Lapa, SP, São Paulo 04824-020

Annual Financial Registry

Page: 1  
 Time: 10:35:46  
 Date: 11/19/2002

Company: KRC Empresa Demonstração Ltda  
 EstabID: KRC1-1 Matriz São Paulo CNPJ: 66470907000122  
 Emplid: KR0007 Carlos Santos

| Element | Earnings |        | Deductions |        | Amount |
|---------|----------|--------|------------|--------|--------|
|         | Units    | Amount | Units      | Amount |        |

**2002****JANUARY**

|              |                       |       |          |       |          |
|--------------|-----------------------|-------|----------|-------|----------|
| AD NOT HE N  | Nightly Additional fo | 10.00 | 7.27     |       |          |
| AUX CRECHE   | Child Care            | 2.00  | 200.00   |       |          |
| DSR ADC HS   | DSR Overtime          |       | 22.00    |       |          |
| FGTS         | FGTS                  |       | 429.44   |       |          |
| FGTS CON SOC | FGTS Social Contribu  |       | 26.84    |       |          |
| HORA EX D50% | Overtime Of the day   | 10.00 | 54.55    |       |          |
| HORA EX N70% | Night overtime 70%    | 10.00 | 84.78    |       |          |
| INSALU MEN   | Unhealthy Additional  |       | 20.00    |       |          |
| INSALUBRIDAD | Unhealthy Additional  |       | 20.00    |       |          |
| LIC REMUNER  | Paid Absence          | 5.00  | 133.33   |       |          |
| PERIC MEN    | Hazardous Bonus Mont  |       | 240.00   |       |          |
| PREMIO       | Monthly Reward        |       | 5,000.00 |       |          |
| SAL FAMÍLIA  | Bonus family          |       | 20.62    |       |          |
| SALARIO      | Salary                | 21.00 | 560.00   |       |          |
| SALARIO MENS | Salary                |       | 800.00   |       |          |
| CONTR ASSIS  | Assist.Union Contrib  |       |          |       | 30.00    |
| DESC DSR     | Lost Weekly Rest      |       |          | 3.00  | 80.00    |
| FALTA INJUST | Unpaid Absence        |       |          | 16.00 | 426.67   |
| FERIADO DSR  | Holiday DSR Lost      |       |          | 1.00  | 26.67    |
| INSS         | INSS                  |       |          |       | 171.77   |
| INSS CALC IR | INSS for Income Tax   |       |          |       | 171.77   |
| INSS SAL CON | INSS - Salary for Co  |       |          |       | 1,561.56 |
| IR DEDUC DEP | Deduction Amount per  |       |          | 3.00  | 318.00   |
| IRRF         | Income Tax            |       |          |       | 884.87   |
| LIC NÃ RE DM | Unpaid Leave          |       |          | 4.00  | 106.67   |
| LICENÇA REM  | Paid Leave            |       |          | 5.00  | 133.33   |
| PENS SAL BRU | Alimony based on Gro  |       |          |       | 122.05   |
| PENSÃO ALIM  | Alimony Total         |       |          |       | 122.05   |

|                 |                  |  |  |  |          |
|-----------------|------------------|--|--|--|----------|
| TOTAL VENCIMENT | Earnings Total   |  |  |  | 6,102.55 |
| TOTAL DESCONTOS | Deductions Total |  |  |  | 1,715.36 |
| LIQUIDO         | Net Pay          |  |  |  | 4,387.19 |

|                 |                      |  |  |  |          |
|-----------------|----------------------|--|--|--|----------|
| IR REN BRUTA    | Gross Income Tax     |  |  |  | 5,367.99 |
| FG BASE FGTS    | FGTS Calculation Bas |  |  |  | 5,367.99 |
| INSS BASE TOTAL | Social Security Accu |  |  |  | 5,367.99 |

**FEBRUARY**

|              |                      |       |          |       |          |
|--------------|----------------------|-------|----------|-------|----------|
| AUX CRECHE   | Child Care           | 2.00  | 200.00   |       |          |
| FGTS         | FGTS                 |       | 440.00   |       |          |
| FGTS CON SOC | FGTS Social Contribu |       | 27.50    |       |          |
| INSALU MEN   | Unhealthy Additional |       | 20.00    |       |          |
| INSALUBRIDAD | Unhealthy Additional |       | 20.00    |       |          |
| PERIC MEN    | Hazardous Bonus Mont |       | 240.00   |       |          |
| PREMIO       | Monthly Reward       |       | 5,000.00 |       |          |
| SAL FAMÍLIA  | Bonus family         |       | 20.62    |       |          |
| SALARIO      | Salary               | 18.00 | 480.00   |       |          |
| SALARIO MENS | Salary               |       | 800.00   |       |          |
| CONTR ASSIS  | Assist.Union Contrib |       |          |       | 30.00    |
| EMPRESTIMO   | Loan's Portion       |       |          |       | 600.00   |
| FALTA JUSTIF | Paid Absences        |       |          | 12.00 | 320.00   |
| INSS         | INSS                 |       |          |       | 171.77   |
| INSS CALC IR | INSS for Income Tax  |       |          |       | 171.77   |
| INSS SAL CON | INSS - Salary for Co |       |          |       | 1,561.56 |
| IR DEDUC DEP | Deduction Amount per |       |          | 3.00  | 318.00   |
| IRRF         | Income Tax           |       |          |       | 835.82   |
| PENS SAL BRU | Alimony based on Gro |       |          |       | 114.41   |
| PENSÃO ALIM  | Alimony Total        |       |          |       | 114.41   |

|                 |                  |  |  |  |          |
|-----------------|------------------|--|--|--|----------|
| TOTAL VENCIMENT | Earnings Total   |  |  |  | 5,720.62 |
| TOTAL DESCONTOS | Deductions Total |  |  |  | 1,752.00 |
| LIQUIDO         | Net Pay          |  |  |  | 3,968.62 |

Report: Financial Register  
 Matriz São Paulo  
 Rua Getulio Vargas 360  
 Lapa, SP, São Paulo 04824-020

Annual Financial Registry

Page: 2  
 Time: 10:35:46  
 Date: 11/19/2002

Company: KRC Empresa Demonstração Ltda  
 EstabID: KRC1-1 Matriz São Paulo CNPJ: 66470907000122  
 Emplid: KR0007 Carlos Santos

| Element         | Earnings |          | Deductions |          | Amount   |
|-----------------|----------|----------|------------|----------|----------|
|                 | Units    | Amount   | Units      | Amount   |          |
| IR REN BRUTA    |          |          |            |          | 5,500.00 |
| FG BASE FGTS    |          |          |            |          | 5,500.00 |
| INSS BASE TOTAL |          |          |            |          | 5,500.00 |
| IR DEDUC DEP    |          |          | 3.00       | 318.00   |          |
| <b>MARCH</b>    |          |          |            |          |          |
| AUX CRECHE      | 2.00     | 200.00   |            |          |          |
| FGTS            |          | 459.20   |            |          |          |
| FGTS CON SOC    |          | 28.70    |            |          |          |
| INSALU MEN      |          | 20.00    |            |          |          |
| INSALUBRIDAD    |          | 20.00    |            |          |          |
| PERIC MEN       |          | 240.00   |            |          |          |
| PREMIO          |          | 5,000.00 |            |          |          |
| SAL FAMÍLIA     |          | 20.62    |            |          |          |
| SALARIO         | 27.00    | 720.00   |            |          |          |
| SALARIO MENS    |          | 800.00   |            |          |          |
| CONTR ASSIS     |          |          |            | 30.00    |          |
| EMPRESTIMO      |          |          |            | 600.00   |          |
| FALTA JUSTIF    |          |          | 3.00       | 80.00    |          |
| INSS            |          |          |            | 171.77   |          |
| INSS CALC IR    |          |          |            | 171.77   |          |
| INSS SAL CON    |          |          |            | 1,561.56 |          |
| IR DEDUC DEP    |          |          | 3.00       | 318.00   |          |
| IRRF            |          |          |            | 987.95   |          |
| PENS SAL BRU    |          |          |            | 119.21   |          |
| PENSÃO ALIM     |          |          |            | 119.21   |          |
| TOTAL VENCIMENT |          |          |            |          | 5,960.62 |
| TOTAL DESCONTOS |          |          |            |          | 1,908.93 |
| LIQUIDO         |          |          |            |          | 4,051.69 |
| IR REN BRUTA    |          |          |            |          | 5,740.00 |
| FG BASE FGTS    |          |          |            |          | 5,740.00 |
| INSS BASE TOTAL |          |          |            |          | 5,740.00 |
| <b>APRIL</b>    |          |          |            |          |          |
| 13 SAL FIXO     |          | 133.33   |            |          |          |
| ADIC FÉRIAS     |          | 946.67   |            |          |          |
| AUX CRECHE      | 2.00     | 200.00   |            |          |          |
| AVISO PRE IN    |          | 800.00   |            |          |          |
| DOBRO FÉRIAS    |          | 800.00   |            |          |          |
| FGTS            |          | 538.67   |            |          |          |
| FGTS A22 10%    |          | 54.93    |            |          |          |
| FGTS A22 40%    |          | 219.73   |            |          |          |
| FGTS CON SOC    |          | 33.67    |            |          |          |
| FGTS CS 13S     |          | 0.67     |            |          |          |
| FGTS S/ 13S     |          | 10.67    |            |          |          |
| FÉR PROP PAG    | 16.50    | 440.00   |            |          |          |
| FÉRIAS INDEN    | 60.00    | 1,600.00 |            |          |          |
| INSALU MEN      |          | 20.00    |            |          |          |
| LIC AFA ACCI    | 5.00     | 133.33   |            |          |          |
| PERIC MEN       |          | 240.00   |            |          |          |
| PREMIO          |          | 5,000.00 |            |          |          |
| SALARIO         | 6.00     | 160.00   |            |          |          |
| SALARIO MENS    |          | 800.00   |            |          |          |
| AFAST ACCIDE    |          |          | 5.00       | 133.33   |          |
| CONTR ASSIS     |          |          |            | 30.00    |          |
| EMPRESTIMO      |          |          |            | 1,800.00 |          |
| INSS            |          |          |            | 171.77   |          |
| INSS 13° SAL    |          |          |            | 10.67    |          |
| INSS CALC IR    |          |          |            | 171.77   |          |
| INSS SAL CON    |          |          |            | 1,561.56 |          |
| IR DEDUC DEP    |          |          | 2.00       | 212.00   |          |
| IRRF            |          |          |            | 873.30   |          |
| IRRF FER        |          |          |            | 559.95   |          |
| PENS SAL BRU    |          |          |            | 195.47   |          |



# Payslip

|             |                                      |                                      |
|-------------|--------------------------------------|--------------------------------------|
| <b>CNPJ</b> | <b>Period Begin Dt</b><br>2002-04-01 | <b>Period End Date</b><br>2002-04-30 |
|-------------|--------------------------------------|--------------------------------------|

|  |                                |                              |                            |
|--|--------------------------------|------------------------------|----------------------------|
| <b>Name</b><br>1234567890123456789012345 123456789 | <b>CTPS</b>                    | <b>Employee ID</b><br>GR0003 | <b>Registration Number</b> |
| <b>Departament</b><br>Sales and Services           | <b>Job Title</b><br>Accountant | <b>Bank</b>                  | <b>Branch</b>              |
|  |                                | <b>Account</b>               |                            |

| Code            | Description  | Base     | Units | Amount                            | Amount                            |
|-----------------|--|----------|-------|-----------------------------------|-----------------------------------|
| DSR COMISS      | DSR on Commission  |          |       | 230.77                            |                                   |
| MIN GARANTID    | Minimum Guaranteed   |          |       | 300.00                            |                                   |
| PERICULOSIDA    | Hazardous Bonus  |          |       | 190.00                            |                                   |
| SALARIO         | Salary   |          | 30.00 | 633.33                            |                                   |
| SALARIO MENS    | Salary   |          |       | 633.33                            |                                   |
| CONTR ASSIS     | Assist.Union Contri  |          |       |                                   | 30.00                             |
| INSS            | INSS   |          |       |                                   | 148.95                            |
| INSS CALC IR    | INSS for Income Tax  |          |       |                                   | 148.95                            |
| INSS SAL CON    | INSS - Salary for C  |          |       |                                   | 1,354.10                          |
| IRRF            | Income Tax   |          |       |                                   | 22.07                             |
| FG BASE FGTS    | FGTS Calculation Ba  | 1,354.10 |       |                                   |                                   |
| INSS BASE TO    | Social Security Acc  | 1,354.10 |       |                                   |                                   |
| <b>Message:</b> | TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-<br>TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-<br>TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- |          |       | <b>Total Earnings</b><br>1,354.10 | <b>Total Deductions</b><br>201.02 |
|                 |  |          |       | <b>Net Payment</b>                | \$1,153.08                        |

I DECLARE THAT I HAVE RECIEVED THE AMOUNT DEFINED IN THIS RECEIPT.

\_\_\_\_/\_\_\_\_/\_\_\_\_

1234567890123456789012345 123456789012345678901234

# Payslip

|             |                                      |                                      |
|-------------|--------------------------------------|--------------------------------------|
| <b>CNPJ</b> | <b>Period Begin Dt</b><br>2002-04-01 | <b>Period End Date</b><br>2002-04-30 |
|-------------|--------------------------------------|--------------------------------------|

|  |                                |                              |                            |
|--|--------------------------------|------------------------------|----------------------------|
| <b>Name</b><br>João Dias Vasconcelos     | <b>CTPS</b>                    | <b>Employee ID</b><br>GR0004 | <b>Registration Number</b> |
| <b>Departament</b><br>Sales and Services | <b>Job Title</b><br>Accountant | <b>Bank</b>                  | <b>Branch</b>              |
|  |                                | <b>Account</b>               |                            |

| Code            | Description  | Base   | Units | Amount                          | Amount                            |
|-----------------|--|--------|-------|---------------------------------|-----------------------------------|
| AUX CRECHE      | Child Care   |        | 1.00  | 100.00                          |                                   |
| DSR COMISS      | DSR on Commission  |        |       | 184.62                          |                                   |
| FGTS            | FGTS   |        |       | 62.90                           |                                   |
| FGTS CON SOC    | FGTS Social Contrib  |        |       | 3.93                            |                                   |
| INSALUBRIDAD    | Unhealthy Additiona  |        |       | 20.00                           |                                   |
| MIN GARANTID    | Minimum Guaranteed   |        |       | 300.00                          |                                   |
| PERICULOSIDA    | Hazardous Bonus  |        |       | 65.00                           |                                   |
| SAL FAMÍLIA     | Bonus family   |        |       | 20.62                           |                                   |
| SALARIO         | Salary   |        | 30.00 | 216.67                          |                                   |
| SALARIO MENS    | Salary   |        |       | 216.67                          |                                   |
| CONTR ASSIS     | Assist.Union Contri  |        |       |                                 | 30.00                             |
| INSS            | INSS   |        |       |                                 | 86.49                             |
| INSS CALC IR    | INSS for Income Tax  |        |       |                                 | 86.49                             |
| INSS SAL CON    | INSS - Salary for C  |        |       |                                 | 786.29                            |
| IR DEDUC DEP    | Deduction Amount pe  |        | 2.00  |                                 | 212.00                            |
| FG BASE FGTS    | FGTS Calculation Ba  | 786.29 |       |                                 |                                   |
| INSS BASE TO    | Social Security Acc  | 786.29 |       |                                 |                                   |
| <b>Message:</b> | TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-<br>TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-<br>TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- |        |       | <b>Total Earnings</b><br>906.91 | <b>Total Deductions</b><br>116.49 |
|                 |  |        |       | <b>Net Payment</b>              | \$790.41                          |

I DECLARE THAT I HAVE RECIEVED THE AMOUNT DEFINED IN THIS RECEIPT.

\_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_  
JOÃO DIAS VASCONCELOS

# Payslip

LHF Test Establishment

CNPJ

|  |                                   |                              |                            |                             |  |
|--|-----------------------------------|------------------------------|----------------------------|-----------------------------|--|
| <b>Name</b><br>Georgy Penha            | <b>CTPS</b>                       | <b>Employee ID</b><br>GRFE01 | <b>Registration Number</b> |                             |  |
| <b>Departament</b><br>Customer Service | <b>Job Title</b><br>Administrator | <b>Bank</b><br>UNIBANCO      | <b>Branch</b><br>6877      | <b>Account</b><br>123456789 |  |

**Adquisitive Period** 2002-02-02 - 2002-03-03

**Vacation Dates** 1990-01-10 - 2002-01-09

| Code  | Description  | Base | Units | Amount                | Amount             |
|---|--|------|-------|-----------------------|--------------------|
| 1/3 FERIAS<br>PAGO FÉRIAS<br>INSS FER<br>IRRF FER | Vacation Premium<br>Vacation payment<br>Social Security for<br>Income Tax for Vaca |      | 30.00 | 5,000.00<br>15,000.00 | 171.77<br>5,029.68 |

|                 |                       |                         |
|-----------------|-----------------------|-------------------------|
| <b>Message:</b> | <b>Total Earnings</b> | <b>Total Deductions</b> |
|                 | 20,000.00             | 5,201.45                |
|                 | <b>Net Payment</b>    | \$14,798.55             |

I DECLARE THAT I HAVE RECIEVED THE AMOUNT DEFINED IN THIS RECEIPT.

\_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_  
GEORGY PENHA

|   |   |   |
|---|---|---|
| Report Id: GPBRRR01<br>Matriz São Paulo<br>Av. Ibirapuera 850<br>Moema, SP, São Paulo 22010-020 | PeopleSoft<br><b>Payroll Result Register</b><br><b>Analytical Payroll</b><br>Payroll Status: Open | Page: 1<br>Run Date: 11/14/2002<br>CNPJ: 33654289000146 |
|---|---|---|

|  |  |  |
|--|--|--|
| Company: KRO<br>Estabid: KRO1-1<br>Calendar Group Id: GR CG CLAUS 02 | Empresa Construção Ltda.<br>Matriz São Paulo | Pay Period Begin Date: 01/08/2002<br>Pay Period End Date: 31/08/2002<br>Payment Date: 31/08/2002 |
|--|--|--|

| Employee Id | Name        | Hourly Rate | Calendar ID  | Termination Date |             |      |        |         |
|-------------|-------------|-------------|--------------|------------------|-------------|------|--------|---------|
| Department  |             |             | Service Date | Format           |             |      |        |         |
| Element     | Description | Unit        | Amount       | Element          | Description | Unit | Amount | Net Pay |

|                  |                        | <b>Earnings Total</b> |          |                |                 | <b>Deductions Total</b> |          | <b>Net Pay</b>  |
|------------------|------------------------|-----------------------|----------|----------------|-----------------|-------------------------|----------|-----------------|
| GR0018           | DIOGO Gonçalves MIMARY |                       | 26.67    | GRMEN GR LHF08 |                 |                         |          |                 |
| Customer Service |                        |                       |          | 01/01/1994     |                 |                         |          | KR EXEMPLO      |
| DSR COMISS       | DSR on Commissi        |                       | 88.89    | CONTR ASSIS    | Assist.Union Co |                         | 3.00     |                 |
| FGTS             | FGTS                   |                       | 127.11   | INSS           | INSS            |                         | 171.77   |                 |
| FGTS CON SOC     | FGTS Social Con        |                       | 7.94     | INSS CALC IR   | INSS for Income |                         | 171.77   |                 |
| MIN GARANTID     | Minimum Guarant        |                       | 300.00   | INSS SAL CON   | INSS - Salary f |                         | 1,561.56 |                 |
| PERICULOSIDA     | Hazardous Bonus        |                       | 240.00   | IRRF           | Income Tax      |                         | 53.87    |                 |
| QUINQUENIO       | Lustrum                | 1.00                  | 160.00   |                |                 |                         |          |                 |
| SALARIO          | Salary                 | 30.00                 | 800.00   |                |                 |                         |          |                 |
| SALARIO MENS     | Salary                 |                       | 800.00   |                |                 |                         |          |                 |
| Total Employee:  |                        |                       | 1,588.89 |                |                 |                         | 228.64   |                 |
| BASE             |                        |                       |          |                |                 |                         | \$       | <b>1,360.25</b> |
| IR REN BRUTA     | Gross Income Tax       |                       | 1,588.89 |                |                 |                         |          |                 |
| FG BASE FGTS     | FGTS Calculation Ba    |                       | 1,588.89 |                |                 |                         |          |                 |
| INSS BASE TO     | Social Security Acc    |                       | 1,588.89 |                |                 |                         |          |                 |

|                                |                                |                      |
|--------------------------------|--------------------------------|----------------------|
| Report Id: GPBRRR01            | PeopleSoft                     | Page: 2              |
| Matriz São Paulo               | <b>Payroll Result Register</b> | Run Date: 11/14/2002 |
| Av. Ibipapuera 850             | <b>Synthetic Payroll</b>       |                      |
| Moema, SP, São Paulo 22010-020 | Payroll Status: Open           | CNPJ: 33654289000146 |

|                                   |                          |                                   |
|-----------------------------------|--------------------------|-----------------------------------|
| Company: KRO                      | Empresa Construção Ltda. | Pay Period Begin Date: 01/08/2002 |
| Estabid: KRO1-1                   | Matriz São Paulo         | Pay Period End Date: 31/08/2002   |
| Calendar Group Id: GR CG CLAUS 02 |                          | Payment Date: 31/08/2002          |

| Element        | Description | Unit | Amount | Element          | Description | Unit | Amount |         |
|----------------|-------------|------|--------|------------------|-------------|------|--------|---------|
| Earnings Total |             |      |        | Deductions Total |             |      |        | Net Pay |

**Total Establishment:**

|              |                     |       |          |              |                 |  |             |
|--------------|---------------------|-------|----------|--------------|-----------------|--|-------------|
| DSR COMISS   | DSR on Commissi     |       | 88.89    | CONTR ASSIS  | Assist.Union Co |  | 3.00        |
| FGTS         | FGTS                |       | 127.11   | INSS         | INSS            |  | 171.77      |
| FGTS CON SOC | FGTS Social Con     |       | 7.94     | INSS CALC IR | INSS for Income |  | 171.77      |
| MIN GARANTID | Minimum Guarant     |       | 300.00   | INSS SAL CON | INSS - Salary f |  | 1,561.56    |
| PERICULOSIDA | Hazardous Bonus     |       | 240.00   | IRRF         | Income Tax      |  | 53.87       |
| QUINQUENIO   | Lustrum             | 1.00  | 160.00   |              |                 |  |             |
| SALARIO      | Salary              | 30.00 | 800.00   |              |                 |  |             |
| SALARIO MENS | Salary              |       | 800.00   |              |                 |  |             |
| Total:       |                     |       | 1,588.89 |              |                 |  | 228.64      |
| BASE         |                     |       |          |              |                 |  | \$ 1,360.25 |
| IR REN BRUTA | Gross Income Tax    |       | 1,588.89 |              |                 |  |             |
| FG BASE FGTS | FGTS Calculation Ba |       | 1,588.89 |              |                 |  |             |
| INSS BASE TO | Social Security Acc |       | 1,588.89 |              |                 |  |             |

|                                |  |                      |
|--------------------------------|--|----------------------|
| Report Id: GPBRRR01            | PeopleSoft<br><b>Payroll Result Register</b><br><b>Synthetic Payroll</b><br>Payroll Status: Open | Page: 3              |
| Matriz São Paulo               |  | Run Date: 11/14/2002 |
| Av. Ibipauera 850              |  |                      |
| Moema, SP, São Paulo 22010-020 |  | CNPJ: 33654289000146 |

|                                   |                          |                                   |
|-----------------------------------|--------------------------|-----------------------------------|
| Company: KRO                      | Empresa Construção Ltda. | Pay Period Begin Date: 01/08/2002 |
|                                   |                          | Pay Period End Date: 31/08/2002   |
| Calendar Group Id: GR CG CLAUS 02 |                          | Payment Date: 31/08/2002          |

| Element        | Description | Unit | Amount | Element                       | Description | Unit | Amount |
|----------------|-------------|------|--------|-------------------------------|-------------|------|--------|
| Earnings Total |             |      |        | Deductions Total      Net Pay |             |      |        |

| <b>Total Company:</b> |                 | KRO   |          | Empresa Construção Ltda. |                 |  |                    |
|-----------------------|-----------------|-------|----------|--------------------------|-----------------|--|--------------------|
| DSR COMISS            | DSR on Commissi |       | 88.89    | CONTR ASSIS              | Assist.Union Co |  | 3.00               |
| FGTS                  | FGTS            |       | 127.11   | INSS                     | INSS            |  | 171.77             |
| FGTS CON SOC          | FGTS Social Con |       | 7.94     | INSS CALC IR             | INSS for Income |  | 171.77             |
| MIN GARANTID          | Minimum Guarant |       | 300.00   | INSS SAL CON             | INSS - Salary f |  | 1,561.56           |
| PERICULOSIDA          | Hazardous Bonus |       | 240.00   | IRRF                     | Income Tax      |  | 53.87              |
| QUINQUENIO            | Lustrum         | 1.00  | 160.00   |                          |                 |  |                    |
| SALARIO               | Salary          | 30.00 | 800.00   |                          |                 |  |                    |
| SALARIO MENS          | Salary          |       | 800.00   |                          |                 |  |                    |
| Total:                |                 |       | 1,588.89 |                          |                 |  | 228.64             |
|                       |                 |       |          |                          |                 |  | <b>\$ 1,360.25</b> |