
PeopleSoft Enterprise Global Payroll for Brazil 9.1 Reports

November 2010

Copyright © 2010, Oracle and/or its affiliates. All rights reserved.

Trademark Notice

Oracle is a registered trademark of Oracle Corporation and/or its affiliates. Other names may be trademarks of their respective owners.

License Restrictions Warranty/Consequential Damages Disclaimer

This software and related documentation are provided under a license agreement containing restrictions on use and disclosure and are protected by intellectual property laws. Except as expressly permitted in your license agreement or allowed by law, you may not use, copy, reproduce, translate, broadcast, modify, license, transmit, distribute, exhibit, perform, publish or display any part, in any form, or by any means. Reverse engineering, disassembly, or decompilation of this software, unless required by law for interoperability, is prohibited.

Warranty Disclaimer

The information contained herein is subject to change without notice and is not warranted to be error-free. If you find any errors, please report them to us in writing.

Restricted Rights Notice

If this software or related documentation is delivered to the U.S. Government or anyone licensing it on behalf of the U.S. Government, the following notice is applicable:

U.S. GOVERNMENT RIGHTS

Programs, software, databases, and related documentation and technical data delivered to U.S. Government customers are “commercial computer software” or “commercial technical data” pursuant to the applicable Federal Acquisition Regulation and agency-specific supplemental regulations. As such, the use, duplication, disclosure, modification, and adaptation shall be subject to the restrictions and license terms set forth in the applicable Government contract, and, to the extent applicable by the terms of the Government contract, the additional rights set forth in FAR 52.227-19, Commercial Computer Software License (December 2007). Oracle USA, Inc., 500 Oracle Parkway, Redwood City, CA 94065.

Hazardous Applications Notice

This software is developed for general use in a variety of information management applications. It is not developed or intended for use in any inherently dangerous applications, including applications which may create a risk of personal injury. If you use this software in dangerous applications, then you shall be responsible to take all appropriate fail-safe, backup, redundancy and other measures to ensure the safe use of this software. Oracle Corporation and its affiliates disclaim any liability for any damages caused by use of this software in dangerous applications.

Third Party Content, Products, and Services Disclaimer

This software and documentation may provide access to or information on content, products and services from third parties. Oracle Corporation and its affiliates are not responsible for and expressly disclaim all warranties of any kind with respect to third party content, products and services. Oracle Corporation and its affiliates will not be responsible for any loss, costs, or damages incurred due to your access to or use of third party content, products or services.

Contents

Chapter 1
Global Payroll for Brazil Reports1
Global Payroll for Brazil Reports: A to Z.....1

Report Samples

CHAPTER 1

Global Payroll for Brazil Reports

This appendix lists and summarizes all Global Payroll for Brazil reports.

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

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Process Scheduler

Global Payroll for Brazil Reports: A to Z

This table lists the Global Payroll for Brazil reports, sorted alphanumerically by report ID.

Report ID and Report Name	Description	Navigation	Run Control Page
GPBR_RC_HRS_CA Schedule Override Agreement	This XMLP report is an agreement between the Employer and the Employee indicating that the employee agrees to extend his or her schedule when working more than 44 hours a week.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Compensation Agreement BRA	GPBR_RC_HRS_CA
GPBR_HRS_CRD Hours Compensation Agreement	This XMLP report shows that the employee's schedule agrees with the employer's schedule for the employee.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Compensation Agreement BRA	GPBR_RC_HRS_CA
GPBR_RC_RBD Benefits by Disability Format	This XMLP report is required to pay any benefit related to a disability.	Global Payroll & Absence Mgmt, Social Security / Insurance, Benefits by Disability BRA	GPBR_RC_RBD
GPBRBA01 Banking	Generates an EFT flat file.	Global Payroll & Absence Mgmt, Payment Processing, Create EFT Payment File BRA, Payment File Generator	GPBR_RC_EFTBANK

Report ID and Report Name	Description	Navigation	Run Control Page
GPBRDE01 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 Mgmt, Absence and Payroll Processing, Reports, Dependnt Statmnt Income Tax BRA, Dependent Statement Income Tax	GPBR_RC_INCTAX
GPBRDE02 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 Mgmt, Absence and Payroll Processing, Reports, Family Allowance Registry BRA, Family Allowance Registry BRA	GPBR_RC_FAM_ALLOW
GPBRDE03 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 Mgmt, Absence and Payroll Processing, Reports, Family Allow. Term of Resp BRA, Family Allowance Term of Resp.	GPBR_RC_EFAM_ALLOW
GPBRFE01 Vacation Receipt/Notice BRA	Generates one of two reports. The first (the vacation receipt), provides information for a defined period of vacation, including either information on the acquisitive period or the amounts of vacation time paid. This report serves as a payslip for vacations. The second (vacation notice), provides the required 30-day notice of an employee's vacation dates.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Vacation/Receipt Notice BRA, Vacation Receipt\Notice	GPBR_RC_VAC_REC
GPBRFR01 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 Mgmt, Absence and Payroll Processing, Reports, Financial Register BRA, Financial Register	GPBR_RC_FIN_REG
GPBRGP01 GPS Report (Guia de Previdencia Social report)	A monthly report used to pay social security amounts to INSS.	Global Payroll & Absence Mgmt, Social Security/Insurance, GPS Report BRA, GPS Report	GPBR_RC_GPS

Report ID and Report Name	Description	Navigation	Run Control Page
GPBRRC01 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 & Absence Mgmt, Termination Processing, GRFC Report BRA, GRFC Report	GPBR_RC_GRFC
GPBRRR01 Results Register	Displays, by payee, the results of a payroll calculation, for the earnings, deductions, and accumulators you selected on the Element Lists BRA 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 Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register BRA, Payroll Results Register	GPBR_RC_PAYRSL
GPBRSD01 Unemployment Insurance Report	Generates a <i>Caixa Economica Federal</i> unemployment insurance form, consisting of an Unemployment Insurance Request, and a Dismissal Notice. Produce after employment termination calculation is run.	Global Payroll & Absence Mgmt, Termination Processing, Unemployment Insurance Rpt BRA, Unemployment Insurance	GPBR_RC_ENEMP
GPBRSF01 SEFIP Process	Generates a FGTS Payment Form and Information to Social Security (GFIP) flat file to send to <i>Fundo de Garantia do Tempo de Serviço</i> (FGTS).	Global Payroll & Absence Mgmt, Social Security/Insurance, SEFIP Report BRA, SEFIP Report	GPBR_RC_SEFIP
GPBRPS01 Payslip for Brazil	Prints the payslip for the selected establishment, group ID, or employees for the selected calendar group.	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips BRA, Payslip Run Control	GPBR_RC_PAYSLIP

Report ID and Report Name	Description	Navigation	Run Control Page
GPBRTE01 Termination Contract Report	Generates a report that formalizes the employee termination with the union. The report includes all earnings and deductions the employee has to receive as part of the termination process, and therefore serves as a payslip for the termination payment. The Termination Contract Report includes the following five sections: Employer Data, Employee Data, Contract Data, Earnings and Deductions calculation results, and Signature. Generate only after the contract termination calculation has been completed.	Global Payroll & Absence Mgmt, Termination Processing, Termination Contract Rpt BRA, Termination Contract	GPBR_RC_TER_CON
GPBRDA01 DARF Report BRA	Generates the DARF report.	Global Payroll & Absence Mgmt, Taxes, DARF Report BRA, DARF Report BRA	GPBR_RC_DARF
GPBRDI01 Monthly DIRF Report BRA	Generates the monthly DIRF report.	Global Payroll & Absence Mgmt, Taxes, Monthly DIRF Report BRA, Monthly DIRF Report BRA	GPBR_RC_DIRF_MENS
GPBRDA01 DIRF Report BRA	Generates the DIRF (<i>Declaração do Imposto Retido na Fonte</i>) report.	Global Payroll & Absence Mgmt, Year-End Processing, DIRF Report BRA, DIRF Report	GPBR_RC_ANNDIRF
GPBRA01 RAIS Report	Generates the RAIS (<i>Relação Anual das Informações Sociais</i>) report.	Global Payroll & Absence Mgmt, Year-End Processing, RAIS Report BRA, RAIS Report	GPBR_RC_RAIS
GPBRIR01 IREN Report BRA	Generates the IREN report.	Global Payroll & Absence Mgmt, Taxes, IREN Report BRA, IREN Report BRA	GPBR_RC_IREN
GPBRME01 Averages Report BRA	Generates the Averages report including selection options for establishment, group ID, department, and employees.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Averages Report BRA, Avgs. Report BRA	GPBR_RC_AVG

Index

A

Averages report 4

B

Banking report 1

D

DARF report 4

Depend Statement Income Tax report 2

DIRF reports 4

E

End of duties for Family Allow report 2

F

Family Allowance Register report 2

Financial Register report 2

G

GPS report (Guia de Previdencia Social report) 2

GRFC report (Guia de recolhimento Rescisório report) 3

I

IREN report 4

P

Payslip for Brazil report 3

R

RAIS report 4

reports 1

Results Register 3

S

SEFIP Process report 3

T

Termination Contract report 4

U

Unemployment Insurance report 3

V

Vacation Receipt/Notice report 2

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		

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-----** 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 : 1 / 3

FiliaçãoMãe - **Maria Lindstron**Pai - **Jose Lindstron****Documentos**

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

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
Marcos Silva Guimarães	1990-01-01	Single	Son
João Carlos Guimarães	1995-01-01	Single	Son
Esmeralda Silva Guimarães	2000-01-01	Single	Sister

Informações Cipa: **N**

Profissional:

Hab. Profissional :	Reg. Profissional :	País	UF
Ordem dos Advogados do Brasil	1546541	BRA	SP

Histórico de Férias

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

Histórico Salarial

Data	Para	Motivo
2002-06-09	9,500.00	Other

Histórico de Contribuição Sindical

Data	Valor	Sindicato
2002-05-31	300.00	SINDPD_PR

Histórico de Alteração de Cargo

Data	Novo Cargo	Motivo
2002-05-10	Manager-Accounts Payable	Job Reclassification

Histórico de Mudança de Seção

Data	Nova Seção	Motivo
2002-11-02	Filial 1 - Curit.Un02 - Mktg	Job Sharing

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
2002-08-01	2002-09-16	Sick Leave	TEST

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 DESCNTOS	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 DESCNTOS	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	
MARCH					
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
APRIL					
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

CNPJ	Period Begin Dt 2002-04-01	Period End Date 2002-04-30
-------------	--------------------------------------	--------------------------------------

Name 1234567890123456789012345 123456789	CTPS	Employee ID GR0003	Registration Number
Departament Sales and Services	Job Title Accountant	Bank	Branch
		Account	

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			
Message:	TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-			Total Earnings 1,354.10	Total Deductions 201.02
				Net Payment	\$1,153.08

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

____/____/____

1234567890123456789012345 123456789012345678901234

Payslip

CNPJ	Period Begin Dt 2002-04-01	Period End Date 2002-04-30
-------------	--------------------------------------	--------------------------------------

Name João Dias Vasconcelos	CTPS	Employee ID GR0004	Registration Number
Departament Sales and Services	Job Title Accountant	Bank	Branch
		Account	

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			
Message:	TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX- TESTE -XXXXXXXXXXXX-			Total Earnings 906.91	Total Deductions 116.49
				Net Payment	\$790.41

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

____/____/____

JOÃO DIAS VASCONCELOS

Payslip

LHF Test Establishment

CNPJ

Name Georgy Penha	CTPS	Employee ID GRFE01	Registration Number	
Departament Customer Service	Job Title Administrator	Bank UNIBANCO	Branch 6877	Account 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	Vacation Premium			5,000.00	
PAGO FÉRIAS	Vacation payment		30.00	15,000.00	
INSS FER	Social Security for				171.77
IRRF FER	Income Tax for Vaca				5,029.68

Message:	Total Earnings	Total Deductions
	20,000.00	5,201.45
	Net Payment	\$14,798.55

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

____/____/____

GEORGY PENHA

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

Employee Id	Name	Hourly Rate	Calendar ID	Termination Date
Department			Service Date	Format
Element	Description	Unit	Amount	Element
		Earnings Total		
				Deductions Total
				Net Pay
GR0018	DIOGO Gonçalves MIMARY		26.67	GRMEN GR LHFM08
Customer Service				01/01/1994
				KR EXEMPLO
DSR COMISS	DSR on Commissi		88.89	CONTR ASSIS
FGTS	FGTS		127.11	INSS
FGTS CON SOC	FGTS Social Con		7.94	INSS CALC IR
MIN GARANTID	Minimum Guarant		300.00	INSS SAL CON
PERICULOSIDA	Hazardous Bonus		240.00	IRRF
QUINQUENIO	Lustrum	1.00	160.00	Assist.Union Co
SALARIO	Salary	30.00	800.00	INSS
SALARIO MENS	Salary		800.00	INSS for Income
				INSS - Salary f
				Income Tax
Total Employee:			1,588.89	
				228.64
				\$ 1,360.25
BASE				
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 Payroll Result Register Synthetic Payroll Payroll Status: Open	Page: 2 Run Date: 11/14/2002 CNPJ: 33654289000146
Matriz São Paulo Av. Ibipapuera 850 Moema, SP, São Paulo 22010-020		

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 Payroll Result Register Synthetic Payroll 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 CLAUD 02		Payment Date: 31/08/2002

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

Total Company:			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
							\$ 1,360.25

C A R L O S S A N T O S

S E R I N G E 2 1

P I N D A M O N H A N G A B A 0 4 3 2 1 0 5 0 S P

1 6 6 4 7 0 9 0 7 0 0 0 1 2 2 5 1 9 2 6

1 0 4 2 9 4 4 0 8 7 9 1 2 3 4 5 6 7 3 4 5 M S

0 0 0 9 2 *Administrador*

2 1 0 6 9 9 1 1 0 4 0 2 1 9 2 8 0 6 8 0 4 4

8 0 9 0 1 0 0

0

0

2

2

TERMO DE RESCISÃO DO CONTRATO DE TRABALHO

I D E N T I F I C A Ç Ã O	01 CNPJ/CEI 49930514000135	02 Razão Social/Nome Empresa Demonstração Ltda			
	03 Endereço (logradouro, nº, andar, apartamento) Rua Getulio Vargas 360			04 Bairro Lapa	
	05 Município São Paulo	06 UF SP	07 CEP 04824-020	08 CNAE 1234-5	09 CNPJ/CEI Tomador/Obra 49930514000135

I D E N T I F I C A Ç Ã O	10 PIS - PASEP 10429440879	11 Nome Carlos Santos			
	12 Endereço (logradouro, nº, andar, apartamento) Seringe 21			13 Bairro	
	14 Município Pindamonhangaba	15 UF SP	16 CEP 04321-050	17 Carteira de Trabalho (no, série, UF) 1234567 12345 MS	
	18 CPF 466.438.187.53	19 Data de nascimento 28/06/1980	20 Nome da mãe Santos, Maria Eulogia		

D A D O S	21 Remuneração p/fins rescisórios R\$ 1,740.30	22 Data de admissão	23 Data do Aviso Prévio 09/04/2002	24 Data de afastamento 11/04/2002
	25 Causa do afastamento	26 Cód. afastamento 28	27 Pensão alimentícia(%) 0.00	28 Categoria do trabalhador 01

D I S C R I M I N A Ç Ã O	Proventos		Valor Base		Valor R\$		D I S C R I M I N A Ç Ã O	Descontos		Valor Base		Valor R\$	
	Descrição	Valor Base	Valor R\$	Descrição	Valor Base	Valor R\$		Descrição	Valor Base	Valor R\$			
	AVISO PRE TR	Severance Pay	293.33		CONTR ASSIS	Assist.Union Co	30.00						
	PREMIO	Monthly Reward	5,000.00		EMPRESTIMO	Loan's Portion	1,800.00						
	PERICULOSIDA	Hazardous Bonus	48.00		INSS	INSS	171.77						
	INSALUBRIDAD	Unhealthy Addit	4.00		INSS 13º SAL	INSS 13º Salary	60.44						
	LIC AFA ACCI	Accident Leave	5.00	133.33	IRRF	Income Tax	1,124.59						
	DOBRO FERIAS	Doubled Paid Va	800.00		IRRF FER	Income Tax for	398.62						
	FERIAS INDEN	Indemnified Vac	60.00	1,600.00	PENSÃO ALIM	Alimony Total	210.14						
	ADIC FERIAS	Additional of V	800.00										
	MED HRS 13S	Average - 13th		6.82									
	DSR MD HS 13	Average DSR		213.56									
	AUX CRECHE	Child Care	2.00	200.00									
	46 TOTAL BRUTO			10,506.93	54 TOTAL DAS DEDUÇÕES		3,795.56						
					55 LIQUIDO A RECEBER		6,711.37						

F O R M A L I Z A Ç Ã O	56 Local e data do recebimento	57 Carimbo e assinatura do empregador ou preposto		
	58 Assinatura do trabalhador	59 Assinatura do responsável legal do trabalhador		
	60 HOMOLOGAÇÃO Foi prestada, gratuitamente, assistência ao trabalhador, nos termos do art. 477, 1o, da Consolidação das Leis do Trabalho - CLT, sendo comprovado, neste ato, o efetivo pagamento das verbas rescisórias acima especificadas.	61 Digital do trabalhador	62 Digital do responsável legal	
	Local e data	64 Recepção pelo Banco (data e carimbo)		
	Carimbo e assinatura do assistente			
63 Identificação do órgão homologador				

Recibo de Férias

Nome Empregado Helio Moreira Santos		ID KR0047
CTPS No./Série 5251 / 125	Departamento./Seção Cafeteria/Restaurant Dept.	Cod. Seção 31000

Data Admissao 01/01/2000	Período Aquisitivo 01/01/2001 a 31/12/2001	Período de Gozo 16/02/2002 a 11/03/2002
------------------------------------	--	---

CALCULO DA REMUNERAÇÃO PARA PAGAMENTO DE FÉRIAS

Faltas nao justif. no Período Aquisitivo 0	Salário 2000.00	Remuneração 4266.66
--	---------------------------	-------------------------------

DEMONSTRATIVO

Código	Verba	Qtde.	Proventos	Descontos	
FERIAS	Vacation payment	24	1.600.00		
1/3 FERIAS	Vacation Premium		533.33		
IRRF FER	Income Tax for Vacation			673.87	
INSS FER	Social Security for Vacation			171.77	
			R\$ 4.266.66	R\$ 845.64	
LIQUIDO FER	Vacation Net				R\$ 3.421.03

Recebi de EMPRESA DEMONSTRAÇÃO LTDA a importância líquida de R\$3.421,03 (Trez Mil Quatrocentos Vinte e Um Reais e Trez Centavos). Conforme demonstrativo acima, referente a 24 dias de férias.

_____, ____ de _____ de _____
Empregado

Obs.: O Recibo de Férias deverá ser quitado pelo empregador, pelo menos 2 (dois) dias antes do Período de Gozo de Férias.

Aviso de Férias

Sr.(a) Helio Moreira Santos			
CTPS No./Série/	5251 / 125	Depto./Seção: -	31000 Cafeteria/Restaurant Dept.
Nos termos das disposições legais vigentes, suas férias serão concedidas conforme a demonstrativo abaixo:			
Referência	Período aquisitivo	Período de gozo	Retorno ao trabalho
KR0047	01/01/2001 a 31/12/2001	16/02/2002 a 11/03/2002	12/03/2002

Empregador

Empregado

NOTA: ART. 135 DA CLT: A CONCESSÃO DAS FÉRIAS SERÁ PARTICIPADA, POR ESCRITO, AO EMPREGADO, COM ANTECEDÊNCIA DE, NO MÍNIMO 30 (TRINTA) DIAS, DESSA PARTICIPAÇÃO O INTERESADO DARÁ RECIBO PAR. 1º O EMPREGADO NÃO PODERÁ ENTRAR NO GOZO DAS FÉRIAS SEM QUE APRESENTE A O EMPREGADOR SUA CTPS, PARA QUE NELA SEJA ANOTADA RESPECTIVA CONCESSÃO.

Recibo de Férias

Nome Empregado Helio Moreira Santos		ID KR0047
CTPS No./Série 5251 / 125	Departamento./Seção Cafeteria/Restaurant Dept.	Cod. Seção 31000

Data Admissao 01/01/2000	Período Aquisitivo 01/01/2001 a 31/12/2001	Período de Gozo 16/02/2002 a 11/03/2002
------------------------------------	--	---

CALCULO DA REMUNERAÇÃO PARA PAGAMENTO DE FÉRIAS

Faltas nao justif. no Período Aquisitivo 0	Salário 2000.00	Remuneração 4266.66
--	---------------------------	-------------------------------

DEMOSTRATIVO

Código	Verba	Qtde.	Proventos	Descontos
FERIAS	Vacation payment	24	1.600.00	
1/3 FERIAS	Vacation Premium		533.33	
IRRF FER	Income Tax for Vacation			673.87
INSS FER	Social Security for Vacation			171.77
			R\$ 4.266.66	R\$ 845.64
LIQUIDO FER	Vacation Net			R\$ 3.421.03

Recebi de EMPRESA DEMONSTRAÇÃO LTDA a importância líquida de R\$3.421,03 (Trez Mil Quatrocentos Vinte e Um Reais e Trez Centavos). Conforme demonstrativo acima, referente a 24 dias de férias.

_____, ____ de _____ de _____
Empregado

Obs.: O Recibo de Férias deverá ser quitado pelo empregador, pelo menos 2 (dois) dias antes do Período de Gozo de Férias.

Aviso de Férias

Sr.(a) **Helio Moreira Santos**

CTPS No./Série/ **5251 / 125**

Depto./Seção: - **31000 Cafeteria/Restaurant Dept.**

Nos termos das disposições legais vigentes, suas férias serão concedidas conforme demonstrativo abaixo:

Referência	Período aquisitivo	Período de gozo	Retorno ao trabalho
KR0047	01/01/2001 a 31/12/2001	16/02/2002 a 11/03/2002	12/03/2002

Empregador

Empregado

NOTA: ART. 135 DA CLT: A CONCESSÃO DAS FÉRIAS SERÁ PARTICIPADA, POR ESCRITO, AO EMPREGADO, COM ANTECEDÊNCIA DE, NO MÍNIMO 30 (TRINTA) DIAS, DESSA PARTICIPAÇÃO O INTERESADO DARÁ RECIBO PAR. 1º O EMPREGADO NÃO PODERÁ ENTRAR NO GOZO DAS FÉRIAS SEM QUE APRESENTE A O EMPREGADOR SUA CTPS, PARA QUE NELA SEJA ANOTADA RESPECTIVA CONCESSÃO.