

To: THE ENTIRE ORGANISATION

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From: THE GENERAL MANAGER OF HUMAN RESOURCES

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Date: 20 de mayo de 2010

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**Subject: APPOINTMENT OF MR GERMÁN GARCÍA CABALLERO as FCC Recruitment and Employment Director.**

At the proposal of Mr José María Merino, and following a favourable report from the Appointments and Remuneration Committee, I am pleased to announce that Mr Germán García Caballero has been appointed as **Recruitment and Employment** Director at FCC.

His primary responsibility will be to help transform the role of Human Resources at FCC by developing and implementing recruitment policies and processes, in line with the new strategy.

His functions and responsibilities include:

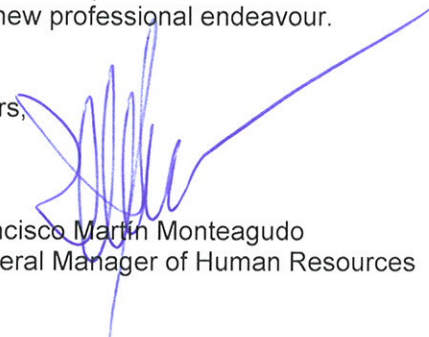
- Establishing **key** group-wide **policies and processes** for recruitment.
- **Standardising** recruitment processes.
- Developing tools which facilitate **internal mobility**.
- Enhancing the FCC brand image as a **leading employer** and developing projects to **attract talent**.
- Providing **specialised** recruitment **services** to all business areas.
- Ensuring **dialogue** between FCC corporation and the business areas as regards recruitment.

Mr Germán García Caballero has a degree in Psychology from the Complutense University of Madrid. Following several years teaching at the University and in the Engineering sector, he joined FCC's Human Resources department in 1986. He has taken on wider responsibilities since then, his most recent position being Recruitment Manager.

He will now report directly to Mr José María Merino and will replace Mr Ciro Martín, who we would like to thank for his dedicated service during the last thirty-five years. We wish him the best of luck in the future.

I expect Mr Germán García to be given all possible support to enable him to succeed in his new professional endeavour.

Yours,

  
Francisco Martín Monteagudo  
General Manager of Human Resources