



Servicios Ciudadanos

To: THE ENTIRE ORGANISATION

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From: GENERAL MANAGER OF FCC MEDIO AMBIENTE

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Date: 29 September 2014

Number:

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**Reference:**

At the proposal of the Chairman of FCC Medio Ambiente, and following a favourable report from the Appointments and Remuneration Committee, the following appointments have been made:

**MANUEL RAMÍREZ LEDESMA, head of ZONE II Environmental Services Spain.** He will report directly to Jordi Payet, general manager of Environmental Services Spain.

Manuel graduated in Agricultural Engineering from the Technical University of Madrid. He has worked in FCC for over 23 years, having held a number of positions of responsibility within the Environmental Services division. Most recently, he has worked in the International division, as general manager of Egypt Environmental Services, S.A.E. His mission will be to develop, manage and coordinate the Andalusia I, Andalusia II, Canary Islands and Murcia offices and reduce customer receivables.

**ANTONIO RODRÍGUEZ GÓMEZ, head of the Central Spain Office,** reporting directly to Jesús Medina Peralta, head of Zone III.

Antonio obtained a degree in Agricultural Engineering from the Technical University of Madrid. Since joining FCC in 1990, he has held a range of positions of responsibility in the Environmental Services division, most recently head of the Castilla & León Zone office.

His principal mission will be to consolidate the services being delivered in the Madrid and Extremadura regions and to develop our footprint in Castilla-La Mancha while also maintaining current revenue streams and addressing customer receivables.

**JAVIER RIVAS GAVELA, head of the Castilla & León Zone Office,** reporting directly to Jesús Medina Peralta, head of Zone III.

Javier obtained a degree in Industrial Engineering from the University of León. He joined FCC in 2000 as Project Engineer in the Studies Department and went on to hold a number of positions of responsibility, most recently head of production at the Castilla & León Zone office.

His mission will be to strengthen and consolidate the business currently under way in Castilla & León and to take the lead in new activities, such as energy efficiency, in that region, with the priority of retaining the current revenue streams and client portfolio.



I expect them to be given all possible support to enable them to succeed in their new professional endeavours.

Yours,

Signed: **Jordi Payet Pérez**  
General Manager, Medio Ambiente