

May 27, 2005

Ms. Lucila Pautrat
Av. Universitaria 2747
Lima 31, Peru

Ref. : WBS : EW-P079949-ESW-BB

Dear Ms. Pautrat :

1. I am pleased to offer you a Short Term Consultant appointment to the staff of the World Bank Group. We expect to need your services for about 20 working days during the period from May 30, 2005 to June 30, 2005, in Lima, Peru. **Please note that effective July 1, 1998, in accordance with Staff Rule 4.01, Section 2, total World Bank Group Short Term consultant assignment(s) may not exceed 150 days, or 1,200 hours, within any fiscal year.**
2. If you are a former staff member, limitations on your reappointment are specified in Staff Rule 4.01, Section 8, currently in effect and as may be amended from time to time.
3. Your terms of reference are attached. By signing this letter of appointment, you agree to carry out your appointment in accordance with these Terms of Reference.
4. Your appointment is subject to local recruitment and is subject to the conditions of employment of the World Bank Group as at present in effect and as they may be amended from time to time.
5. Please note that it is your responsibility to obtain the appropriate visa or work authorization (if applicable).

Your remuneration will be at the rate of soles 422.50 net of taxes, per working day, upon delivery of the final product with the authorization of the Task Manager, Mr. Ernesto Sanchez Triana.

You will assume any tax obligation that may be imposed by your country of nationality

7. In the event the World Bank Group finds it necessary to cancel the assignment or to shorten its duration, the World Bank Group reserves the right to adjust the terms of the assignment as necessary. Your appointment will terminate at the end of the period unless it is extended or a new appointment is made. The World Bank Group has no obligation to extend the appointment or to offer a new appointment, even if your performance is outstanding, but it may do so if agreed to in writing at the time of the expiration of the appointment.

8. The World Bank will make every effort to give you as much notice as possible of any such change. In the event The World Bank finds it necessary to extend the terms of this assignment, every effort will be made to accommodate your interests.
9. Under this appointment, you will be subject to the World Bank Group's Staff Rules in effect at the time you are appointed and as they may be amended during your period of service.
10. If travel is authorized by the World Bank in connection with this assignment, the World Bank will bear the cost of less than first class travel. The type of less than first class travel will be determined by the hiring office. In addition and as approved by the World Bank, while in official travel status you will be reimbursed (a) actual reasonable expenses (lodging, meals, tips, and valet) or (b) receive a per diem in lieu of actual reasonable expenses. Please see important information in the enclosed "Notes for Short Term Consultants and Short Term Temporaries" under Hotel and Subsistence Expenses.
11. While you are in authorized travel status on official World Bank Group business on this assignment, you will be covered by the World Bank Group's Accidental Death and Dismemberment Insurance policy, which would also cover limited medical expenses, and Baggage insurance policies. Please note that these insurances will not cover you while on vacation or other personal trips before, during, or after an assignment with the World Bank Group. You are therefore advised to carry personal insurances covering such occasions.
12. The World Bank Group also provides Worker's Compensation insurance. Please see the enclosed "Notes for Short Term Consultants and Short Term Temporaries" for details on all of these insurances.
13. The automatic beneficiary designation contained in the World Bank Group's Accidental Death and Dismemberment Insurance policy indicates that payment for loss of life of the consultant will be made to the spouse, if living 10 days after the death of the insured; otherwise, to the estate of the insured. However, if a written designation of a different beneficiary is filed with the World Bank Group (in the specific country office) payment will be made to that beneficiary.
14. Additional details about policies and procedures relating to Short-Term assignments are set forth in the enclosed "Notes for Short-Term Consultants and Short-Term Temporaries."
15. All materials produced or acquired under the terms of this appointment - written, graphic, film, magnetic tape, or otherwise - shall remain the property of the World Bank. The World Bank furthermore retains the exclusive right to publish or disseminate in all languages reports arising from such materials. The rights and duties provided for in this paragraph shall continue, notwithstanding your termination or the execution of its other provisions.
16. For a period of two years after termination of this assignment, you will not seek or accept work connected with projects or operations that were of direct concern or make use of

material acquired during this assignment, unless the prior consent of the World Bank has been obtained.

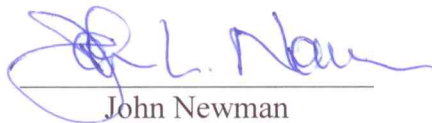
17. You also agree that all knowledge and information not already within the public domain which you may acquire from the World Bank or its employees or by virtue of your assignment shall for all time and for all purposes be regarded by you as strictly confidential and held by you in confidence, and shall not be directly or indirectly disclosed by you to any person whatsoever excepting with the World Bank's written permission.

18. Notwithstanding any provisions of this letter of appointment, your appointment may be terminated if the World Bank's office is abolished. In such a case, the Bank will make every attempt to give you reasonable notice of termination.

19. Should you have any questions about this offer of appointment or its terms and conditions, please do not hesitate to communicate with me.

20. Please indicate your acceptance of this offer of appointment and your understanding of its terms and conditions by signing and returning the enclosed copy of this letter.

Sincerely yours,



John Newman
Peru Country Manager
Sub Regional Office
Bolivia, Ecuador, Peru and Venezuela

Acceptance:

I hereby accept my appointment to the staff of The World Bank Group, under the terms and conditions of employment set forth in my letter of appointment and the policies and procedures of The World Bank as at present in effect and as they may be amended from time to time.

I certify that my employment with the World Bank Group under the terms of this letter of appointment and the Terms of Reference does not violate any law or employment regulations or policy to which I am subject. I certify that I will advise the Staff and Consultant Appointments Unit, HRSSC, of any close relatives employed by the World Bank Group.

I certify that if I am a United States national, I have so advised the World Bank Group for income tax reporting purposes, even if I am also a national of another country.

I have received, reviewed, and understand The World Bank Group's Staff Principle 3 – “General Obligations of Staff Members,” and Staff Rule 3.01 - “Outside Activities and Interests.” I certify that my employment with the World Bank Group under the terms of this letter of appointment and the Terms of Reference does not violate the provisions of this Principle and Rule.

I certify that I, and members of my immediate family, are not currently employed by member governments on any World Bank Group-financed projects and will not be during my period of employment with the World Bank Group. I also certify that I will not, for a period of two years after termination of my employment with the World Bank Group, seek or accept work connected with projects or operations that were my direct concern or make use of material acquired during my World Bank Group employment, without prior approval from the World Bank Group.

I certify that if my appointment is externally funded either partially or fully that I will not be involved in any way in the administration of the funds of my government, foundation or entity in which I was employed; and that I will not attempt to gain special favors or benefits for my government, foundation or entity.

I understand that I am not eligible for any Bank Group life or medical insurance except in the limited circumstances outline above. I further understand that it is my obligation to meet my own life and medical insurance needs.



Signature

27 Mayo 2005

Date

Enclosures

1. Staff Rule 00, "Principles of Staff Employment" — Principle 3
2. Staff Rule 3.01, "Outside Activities & Interests"
3. Terms of Reference
4. Notes for Short Term Consultants & Short Term Temporaries
5. Codes of Professional Ethics