

2016

ANNUAL REPORT
AND AUDITED
ACCOUNTS 2016



Secot

Voluntariado Senior
de Asesoramiento Empresarial

Declarada de Utilidad Pública

ANNUAL REPORT
AND AUDITED
ACCOUNTS 2016



Testimony

@NAO_Therapist

“The tutors are a fundamental part in the development of projects. Working with them is a real pleasure: they are people with great experience in the world of entrepreneurship that have opened our eyes and taught us how to deal with the difficulties of this sector”.



José Carlos González

José Carlos Pulido

SECOT MADRID

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Diseño y maquetación
Volarte Branding
volarte.es

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A Letter from the President

Rafael Puyol
Antolín



It is an honor to present The Annual Report and Audited Accounts of Activity for our Association for 2016. This year we celebrate our 28th Anniversary. SECOT is a solid institution made up of Senior volunteers. We are a professional independent institution like no other in Spain, who has been able to sort out difficulties and reinvent itself to find its place in society.

2016 has been a year in which we have consolidated activities and launched new ones on a national level. It has also been a year of anniversaries, given that two of our most important branches celebrated their 25th Anniversaries, SECOT BIZKAIA and SECOT VALENCIA surrounded by their Seniors, their guests, entrepreneurs, and different public and private institutions.

We would also like to welcome three new Associate Sponsors who make up three great institutions: Fundacion Sabadell, Fundacion EY and the Círculo de Empresarios from which SECOT was born thanks to the drive of Lucila Gomez de Baeza. Fundacion Konecta is our latest Associate Sponsor which we welcomed in 2017. SECOT has increased its branches by

one, in Castellon, giving us more reach in the area of Levante.

Thanks to the work of our Board of Director's Secretary we have been able to elaborate a new body of standards, and a modification of statutes that allows greater transparency that favors cohesion and good management of the Association. As part of an integral plan and always following our Seniors guidelines we will be carrying out a strategic reorientation following the 2015-2016 Management Plan which will bring about a new Strategic Plan based on three pillars: quality, differentiation and communication. The support of our General Secretary has been essential in carrying this project out.

SECOT is alive thanks to the work and motivation of our Seniors. With this letter I would like to pay tribute to them for the endless hours they have dedicated to people who have set out to be entrepreneurs. I would also like to honor our Members of the Board of Directors and the Branch Presidents, without their work, leadership and commitment it would not have been possible to attain the Association's objectives. Fostering intergene-

ral relationships through our volunteer work is relevant now and will be more so in the future due to the importance of the elders in our society and because of the solidary ties that have been established.

Let us continue to work together so that SECOT continues to make a bigger difference every time with clear differentiation based on experience and diversification of financing sources as our premise in order to remain sustainable.

Andre Maurois used to say that "the art of aging is the art of still maintaining some hope" and I think that this is the secret of our philosophy at SECOT. We are people who live with the enthusiasm and hope of giving back to society what it once gave to us. ●

“ANDRE MAUROIS USED TO SAY THAT
“THE ART OF AGING IS THE ART OF
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IT ONCE GAVE TO US».

Rafael Puyol Antolín
PRESIDENT

2A

Council

HONORABLE PRESIDENT

Su Majestad el Rey Don Juan Carlos



Members:

Luis A. Aires Dupre President BP Spain	Fernando Frances Pons President of Everis	Gervais Pellisier President of Orange Espagne S.A.U
Cesar Alierta Izuel President of the Telefonica Foundation	Lucila Gomez de Baeza Tinture Founding President of SECOT	Jose Luis Perelli Alonso President of EY Spain
Miguel Antoñanzas Alvear President Viesgo	Francisco Gonzalez Rodriguez President of Banco Bilbao Viscaya Argentaria S.A.	Eva Piera Rojo Director of Institutional Relations for the Banco Bilbao Viscaya Argentaria S.A.
Juan Luis Arregui Ciarsolo PRESIDENT OF THE ENCE BUSINESS GROUP	Blanca Hernandez Rodriguez President of Ebro Food Foundation	Borja Prado Eulate President of Endesa
Amalia Blanco Lucas General Director of Communications and External Relations for Bankia	Francisco Iborra Miralles President of Asisa	Fernando Querejeta San Sebastián President of IDOM
Jose Luis Bonet Ferrer President of the Spanish Chamber of Commerce	Javier Lopez Martin President of the Fundacion Caja Rural Castilla-La Mancha	Matias Rodríguez Inciarte Vicepresident of Segundo Banco Santander
Antonio Brufau Niubo President of the Repsol Foundation	Alfredo Mahou Herraiz President of the Mahou San Miguel Foundation	Antonio Rodríguez- Pina Borges President and CEO of Deutsche Bank in Spain
Jesus Diaz de la Hoz President of the PWC Foundation	Manuel Marin Gonzalez President of the Iberdrola Foundation	Fernando Ruiz Ruiz President of Deloitte
Rafael de Icaza y de la Sota President of the Viscaina Aguirre Foundation	Francisco Menor Monasterio Director of the ACS Foundation	Leonardo Sanchez -Heredero Alvarez President of Bosques Naturales
Monica de Oriol e Icaza President of the group Seguriber-Umano	Miguel Molins Nubiola President of the Fundacion Privada Banc Sabadell	Javier Targhetta Roza CEO of Atlantic Cooper
President of Honor os SECOT and of the Circulo de Empresarios	Jose Maria Pacheco Guardiola President of the Konecta Foundation	William Van Dyke Citi Country Officer, itibank International PLC
Carlos Maria de Palacio y Oriol Legal Representative of the TALGO Foundation	Virgilio Oñate de Mora Honorable President	Javier Vega de Seoane Azpilicueta President of the DVK Group and President of the Circulo de Empresarios
Jose Joaquin de Ysasi- Yasmendi y Adaro President of Honor of SECOT	Jesus Paños Arroyo President of the Official School of Building Contractors and Architects of Madrid	Richard Weissend President of Heineken Spain S.A.
Salvador Fernande Lopez Managing Director of Wolters Kluwer Spain S.A.		Pending designation Banco Popular
Leopoldo Fernandez Pujals President of Jazztel Telecom S.A.U.		

2B

Board of Directors

HONOR COMMITTEE

Rafael Termes Carreró
Eugenio Marín García-Mansilla

PRESIDENTS OF HONOR

José Joaquín de Ysasi-Ysasmendi y Adaro
Virgilio Oñate de Mora
Mónica de Oriol e Icaza

FOUNDER PRESIDENT

Lucila Gómez de Baeza Tinturé

PRESIDENT

Rafael Puyol Antolín

VICEPRESIDENTS

Francesc Turró Serrano
Ana Figaredo Alvargonzález
Cámara de Comercio de España

SECRETARY OF THE BOARD

Carlos Álvarez Jiménez

TREASURER

Faustino Calero García

VICESECRETARY OF THE BOARD

Begoña Morera Herranz

Marzo, 2017

SPOKESMEN

Marcial Campos Calvo-Sotelo
Antonio Cumellas Roca
Luis H. de Larramendi
Manuel Díaz Fajardo
Inocente Gómez Bordonado
José M^a Llorente Gozalo
José Manuel López Alemany
Adolfo Torres Torres
César L. Valdés Álvarez
Joan Veciana Borrás

MAIN OFFICE TEAM

GENERAL SECRETARY	DIRECTOR OF INSTITUTIONAL RELATIONS
José María Llorente Gozalo	Carmen Alemán Laín
VICESECRETARIES OF THE BOARD	ADMINISTRATION
Daniel Cañardo y Juan Carlos Gil	Concepción Navas Garrido
TECHNICAL AND ADMINISTRATIVE DIRECTOR	COMMUNICATION
Begoña Morera Herranz	Miriam Gil Bueno

Certifications and other credentials

SECOT strives to be highly competitive and transparent in all of its areas of activity thereby applying all necessary Quality Control Procedures in order to provide the best service possible to those whom they advise and are committed to, as well as to comply with the applicable norms and legislation.

For several years we have implemented a management system based on the norms of UNE EN ISO 9001:2008. This system is certified by AENOR and guarantees that the application of all procedures in all our areas of activity are in compliance as well as all of those derived from or acquired by contract obligations.

In addition to this, the entity is a member of Red Española de Pacto Mundial de Naciones Unidas by which it adheres to the ten principles of conduct and action as far as human rights, labor laws, environment and anti-corruption policies.●





Red Pacto Mundial
España



Label of Responsibility

The Label of Responsibility obtained by SECOT Barcelona is an action taken by the Asociacion Responsables in order to help small businesses and organizations visualize their RSE commitments and encourage sustainable commerce.



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Certificate of Collaboration

with the Project Lanzaderas de Empleo

The Santa Maria la Real Foundation grants the certificate to SECOT for being a collaborating entity for launching employment all over the country and for favoring the insertion of unemployed people in the workforce.



Certificado de
entidad
colaboradora con
el Programa
Lanzaderas de
Empleo

Adhesion to the Code of Principles of Generational Diversity Observatory GT

With its adhesion to this code SECOT advances in its mission to provide the favorable development of people based on equal opportunities without discrimination for age and with respect for generational diversity.



Management report

WHAT IS SECOT

SECOT stands for “Spanish Seniors for Technical Cooperation”, SECOT is a non-profit organization founded in 1989 and declared of public use in 1995. It was promoted by the Círculo de Empresarios, and was later joined by the Chambers of Commerce and Social Action Businesses.

The main objectives of the Association are to advise and train people, small businesses and non-profit entities in all areas of business management. The

main targets are young entrepreneurs, those who have been unemployed for extended periods of time, and other groups in danger of social exclusion who would like to become or stay active in the workforce. This task is carried out effectively by the Seniors who are retired or pre-retired professionals who have previously occupied positions of great responsibility in important businesses. They do this voluntarily therefore making no income for their work. In this manner they are passing their knowledge and experience on to those who need it and by doing so they are contributing to society, which proves to be very rewarding for them.

Presently SECOT has more than 1400 Associates. More than 1100 of them are Seniors distributed throughout 25 provinces with existing branches. Financing is made possible by the generous donations of its members, Seniors, Associated Sponsor Seniors, Adhered Members, and Collaborating Members. Other income is also collected from public and private entities that require services from the Association and with whom a Collaboration Contract has been established.

For 28 years since the Association was founded SECOT has worked arduously to allow small businesses to remain in the market and has helped many entrepreneurs bring forth their business projects turning them into running businesses. In summary, they have helped create jobs and maintain job positions.

These accomplishments deserve recognition. From the very beginning and until now, we have had the support and sponsorship of His Majesty the King Juan Carlos, who holds Presidency of Honor, and we would like to express our gratitude.●

PRINCIPLE COURSE ACTIONS

CONSULTING

Technical business consulting is implemented for entrepreneurs, small businesses and non profit organizations.

TRAINING

Promotes within its volunteers and offers to others technical and professional training carrying out an important training task in the formation of entrepreneurs and highlighting the course actions learned in the Escuela SECOT for Entrepreneurs, e-Semp.

PROJECTS

Individual projects are carried out specifically tailored to the specific contracts taken on with public and private sectors. These projects include mentoring activities.

THINKING FORUM

Ideas related to the development and encouragement of the spirit of entrepreneurship and the prolongation of careers, aging in an active manner, and the promotion of intergenerational relations.

MISSION

To create and maintain jobs through the development of the spirit of entrepreneurship. To offer Seniors the opportunity to remain active by transmitting their much valued knowledge and experience to others such as entrepreneurs, small businesses, and nonprofit organizations who can benefit from their expertise.

VISION

To be recognized as the leading non-lucrative independent association in Spain for business consulting, made up of Seniors.

VALUES

Independence	Loyalty
Volunteering	Legality
Social Compromise	Ethics
Professionalism	Transparency

MANAGEMENT REPORT: MEMBERS OF SECOT

MEMBERS

	Memberships (1)	Total (2)
Founding Members	-	36
Protecting Entities	-	3
Seniors	106	1.146
Protecting Members	3	37
Adhered Members	9	108
Collaborating Members	9	107

(1) During 2016 (01/01/2016 – 31/12/2016)

(2) April 3rd, 2017

NEW PROTECTING MEMBERS



SENIORS BY DELEGATIONS

	Seniors (4)
Álava	21
Alicante	4
Aragón	72
Asturias	58
Balears Illes	24
Barcelona	203
Castellón	14
Cantabria	11
Girona	36
Granada	33
Guipúzcoa	14
Jaén	19
Jerez de la Frontera	19
A Coruña	48
La Rioja	14
León	38
Lleida	10
Madrid	231
Málaga	14
Murcia	14
Navarra	6
Sevilla	41
Tarragona	38
Tenerife	6
Valencia	50
Valladolid	48
Vigo	20
Bizkaia	40
Total	1.146

PROFESSIONAL DISTRIBUTION OF SENIORS

	%	%	
Otras	17,26	Agriculture	1,25
General Enterprise Management	13,42	Energy resources	1,10
Economy / Financials	10,19	Accounting/Audits	1,01
Education / Training	6,30	Chemistry	1,01
Industrial Factories	5,41	Import/Export	0,83
Commerce	5,14	Legal	0,80
Service Enterprises	4,99	Leisure	0,74
Quality Control	3,95	Public Administration	0,71
Marketing	3,30	Hospitality	0,68
Diagnosis	2,47	Vehicles	0,65
Other not included	2,38	Decoration / Design	0,56
Human Resources	2,20	Environmental	0,56
Construction and Public Works	2,14	Cattle Industry	0,53
Communications	1,93	Transport	0,42
Fiscal/Tax	1,90	Health / Veterinary	0,39
Computers	1,81	Strategic Planning	0,30
Food	1,72	Fashion and tailoring	0,27
Cultural Activities	1,57	Insurance	0,12

SENIORS BY GROUP OF STUDIES

	%
Graduates	38,86
Engineers	19,83
Technical Engineers	14,31
Holders of diploma	13,13
Other studies	12,68
Secondary School Graduates	0,73
Professional training	0,46

4 . MANAGEMENT REPORT: MEDIA DIFUSSION

MEDIA DIFUSSION

Each year SECOT continues to grow with the hopes that our Seniors are more and more active in their business counseling for the benefit of the development of business in our country. Communication is therefore a top priority. That is why our web page is totally updated.



Sessions

54,251

Users

38,837

Pages visited

139,731

Pages/Sessions

2,58

Duration of Sessions

0:02:23

% of New Sessions

70,44

SOCIAL NETWORKS



Facebook
2,341 fans



Twitter
@Secot_
3,362 followers
6,295 tweets



Youtube
Private Channel
User:
SECOTseniors



Linkedin
1,386 followers
User: SECOT

SECOT.ORG

Newsletter Senior OnLine

5.500
subscriptions

1.700
downloads



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¡ATREVETE A EMPRENDER!

eSemp, la Escuela de Emprendimiento de la Fundación Secot, ha comenzado su actividad en el sector de la hostelería y turismo con el desarrollo de la primera edición del curso de formación de la Escuela SECOT de Emprendedores en Madrid, que comenzará en dos semanas y que cubrirá el primer semestre de 2016. Esperan superar la cifra de 20 mil y en mayor medida de las mujeres, ya que se necesita montar una empresa pero no se vive con la suficiente formación para llevarla a cabo. Nuestra formación no tiene coste para el alumno, aunque si se exige al finalizar la clase la obtención del diploma expedido por la Asociación acreditando la formación recibida.

Los cursos programados son: [Catering de la calle!](#)

Iniciación al Marketing y a la Gestión Comercial, Curso de Formación Integral para el Emprendedor: Curso de Competencias y Habilidades del Emprendedor, Curso de Gestión Financiera Administrativa de la Empresa y Tercero Seminario del Plan de Negocio.

Además, en este nuevo Ciclo, eSemp ha puesto en marcha tres [Seminarios de Lean Startup](#). Con la metodología Lean los alumnos podrán de forma organizada y empática desarrollar su proyecto de negocio, como necesitaría para poder conseguir un buen encaje Producto-Mercado y que realmente el proyecto tenga suficiente demanda de clientes que quieran pagar por el producto/servicio para llegar a crear un negocio rentable, repetible y escalable.

NUEVO

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IMPULSANDO LA ACCIÓN SOCIAL DE LAS EMPRESAS CONVENIO CÍRCULO - SECOT

El Presidente del Círculo de Empresarios, Javier Vega de Seoane, y el Presidente de SECOT, Rafael Puyol, han firmado un acuerdo de colaboración para reforzar la promoción del impulso creativo empresarial, factor imprescindible para la creación de nuevas empresas así como para el desarrollo de las ya existentes y participar en la acción social solidaria.

Con la firma de este acuerdo el Círculo de Empresarios, Socio Promotor de SECOT se convierte además en Socio Protector de la Asociación. El presidente del Círculo, Javier Vega de Seoane, ha valorado la importancia de este acuerdo afirmando que "el Círculo promovió hace casi treinta años la creación de SECOT, que pone la gran experiencia y formación de los seniores profesionales directivos propulsadores y jefes, así como de los jóvenes emprendedores y de empresas iniciadoras, y ahora desea reforzar su compromiso con esta asociación en la tarea de impulsar conjuntamente la acción social solidaria de las empresas".

El Círculo de Empresarios, integrado por más de 200 altos directivos y propietarios de empresas nacionales e internacionales que operan en España, con una facturación agregada que equivale al 40% del PIB, es también una entidad sin ánimo de lucro. Tiene como objetivo la promoción de la fibra empresarial, el espíritu emprendedor como figura del empresariado como factores principales del progreso económico y social. Su actividad tiene una triple orientación: hacia el crecimiento, la calidad institucional y la responsabilidad social de las empresas.

Accede [al video](#)

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PREMIOS SECOT A LA EXCELENCIA

Ya está abierto el plazo de presentación de candidaturas al Premio, que por octava año consecutivo, está patrocinado por la Fundación Repsol.

1. Asociación Excelencia
2. Mujer Emprendedora Excelencia
3. Senior Excelencia
4. Proyecto de mayor impacto

Para acceder a las Bases de los Premios pincha en el siguiente enlace: [Bases VIII Edición Premios Anuales Secot a la Excelencia](#)

Podrán solicitar la participación en el Premio Anual a la Excelencia de SECOT todos los Socios de la Asociación que hayan realizado un proyecto de mejoras del trabajo atraves desempeñado por sectores Senior, tal y como indicara la Junta Directiva Profesional del Socio en la Asociación.

En esta convocatoria, en la que hay otras novedades en las categorías premia-

das, se podrán seleccionar entre las siguientes actuaciones:

1. Asociación Excelencia
2. Mujer Emprendedora Excelencia
3. Senior Excelencia
4. Proyecto de mayor impacto

Para acceder a las Bases de los Premios pincha en el siguiente enlace: [Bases VIII Edición Premios Anuales Secot a la Excelencia](#)

Españoles podrán contar con muchas participaciones y que los galardonados sean un claro ejemplo de la excelencia realizada en proyecto de mejoras del trabajo atraves desempeñado por sectores Senior, tal y como indicara la Junta Directiva Profesional del Socio en la Asociación.

"Como institución sin ánimo de lucro y de carácter altruista les pedimos que

dejéis un comentario"

El acto de entrega tendrá lugar el 13 de junio en la sede de la Fundación de Ibercaja Egaña, Vicerrectorado de la Fundación Repsol, quien hará entrega de los galardones a los premiados en esta edición.

#IbercajaSECOT

MEDIA BROADCASTING

Radio
57

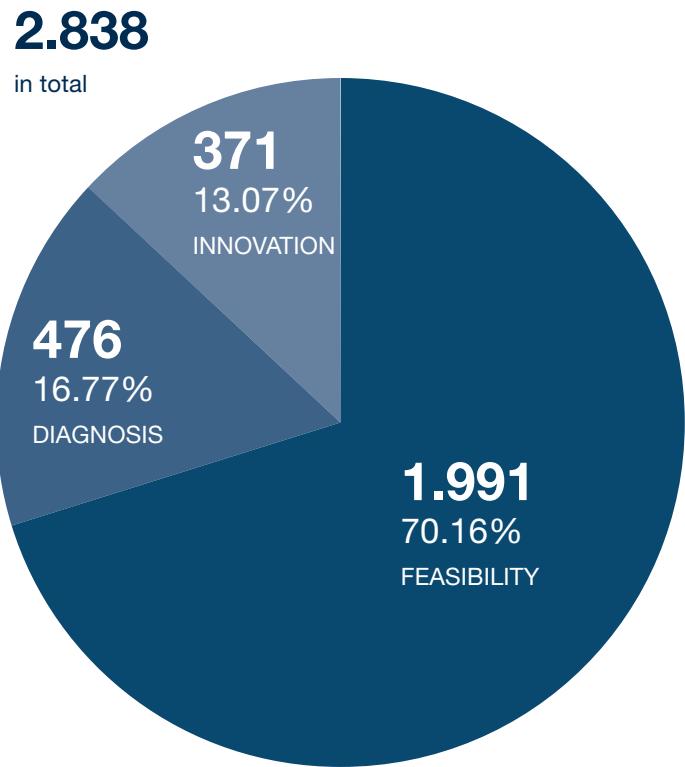
Television
21

Press
85

Internet
63

4 . MANAGEMENT REPORT: CONSULTING PROJECTS

Consulting projects based on particular nature



Projects according to its business

	nº	%
Cultural activities	82	2,89
Agriculture	78	2,75
Food	124	4,37
Commerce	297	10,47
Communications	74	2,61
Construction / Public works	35	1,23
Quality Control	3	0,11
Decoration / Design	46	1,62
Economic / Financial	20	0,70
Service Companies	423	14,90
Education / Training	139	4,90
Manufacture and Industrial Workshops	62	2,18
Tax	5	0,18
Livestock	7	0,25
Hospitality	126	4,44
Import / Export	20	0,70

	nº	%
Informatics	179	6,31
General Engineering	67	2,36
Legal	15	0,53
Marketing	21	0,74
Environment	14	0,49
Fashion / Tailoring	76	2,68
General Company Administration	9	0,32
Fishing	2	0,07
Chemistry	15	0,53
Tourism / Sports / Leisure	78	2,75
Vehicles	11	0,39
Energetic Resources	4	0,14
Human Resources	12	0,42
Health / Veterinarian	75	2,64
Transport	57	2,01
Others	662	23,33
TOTAL	2.838	100%

Profile of the advised (sex)

	%	2016	2015	2014
Men	52,10	1476	1606	1742
Women	47,90	1357	1335	1461
	100	2.833	2.941	3.203

Profile of the advised (age)

	%	2016	2015	2014
18 to 35	55,31 %	1567	1534	1592
36 to 45	35,97 %	1019	770	1015
46 to 60	8,15 %	231	577	437
> 60	0,56 %	16	60	159
	100	2.833	2.941	3.203

Imparted training

External
training

326

courses

3.435

hours

10.017

students

Internal
training

111

courses

408

hours

1.330

students

HIGHLIGHTED PROJECTS AND ACTIONS

Axes of Performance

Counseling and Mentoring	Training and Orientation
Yuzz	eSemp
ESADE	Escuela Municipal de Granada
Red INNprende	Colegio "ESTUDIO"
Lazarus	Fundación Bertelsmann
Redessa	F. Vodafone
Ship2b	Instituciones Penitenciarias
Others: City Halls and other public entities	
<hr/>	
Innovation	
<hr/>	
Factoría Cultural	
Bankinter	
Fondo de Empprendedores	

Executive Summary of Highlighted Projects and Actions

Amongst the most representative projects in which our Seniors collaborated we can find Yuzz of the University of Santander, Repsol Foundation Entrepreneur's Fund ; with the Bertelsmann Foundation three workshops have been imparted for high school students and vocational training students. We collaborate with the Vodafone Project "Take advantage of your Smartphone in your daily life" as well, carrying out 80 workshops imparted by Seniors to students over 50 years of age. We must also mention the great job in mentoring developed with ESADE Barcelona, the Innovation projects through Catedra Orange, Bankinter, Proyecto Lazarus of the Caja Rural Castilla La Mancha Foundation Associate Sponsor of SECOT and Factoría Cultural for the encouragement and the promotion of cultural and creative businesses in collaboration with Obra Social "La Caixa" and the participation of Deutsche Bank's program MADE FOR GOOD, Associate Sponsor of SECOT as well as the training activities imparted with the support from The City Hall of Granada for the development of the Escuela Municipal de Emprendedores.●



YUZZ

Objective

To put forth to those selected the necessary support in order to develop their idea. A network of experts, counseling and personalized tutoring, training in business matters a platform of joint work in management and legal advice in the event that the idea becomes a business project. The project is carried out by Centro Internacional de Emprendimiento (CISE) and is integrated in the University of Cantabria through the Foundation of the University of Cantabria for Study and Investigation in the Financial Sector (UCEIF). Yuzz is sponsored by Banco Santander through Santander Universidades.

Beneficiaries

504 young adults- yuzzers- between 18 and 30 with business ideas of a technological base.

Implementation and Development

11 SECOT Seniors have participated in this program in 36 YUZZ centers. 4225 hrs. Of training and counseling were given. Branches from A Coruña, Alava, Bizkaia, Cantabria, Girona, Granada, Jaen, La Rioja, Leon, Lleida, Malaga, Navarra, Oviedo, Balears, Guipuzkoa, Sevilla, Tarragona, Madrid, Barcelona, Valencia, Valladolid and Salamanca.



ESADE

Objective

ESADE Business School has 3 different programs: MBA, Executive Education, and University Business Programs. The degree in Business Administration as adapted by the Bologna Plan takes place in the BBA. The Seniors at SECOT collaborate inside the Business Administration program as academic tutors for those students participating in the PRACTICUM III and PRACTICUM IV programs where the students receive credit hrs. for working in the business. The last year before graduating and earning a Bachelor's degree in Business administration Secot also participates in some of the final assignments required in order to earn the degree. The Seniors also help plan and develop a final project, The IN COMPANY PROJECT: This project is proposed by the company where the student had earned the credits by working.

Beneficiaries

Students from ESADE, a total of 110 on this particular occasion received from the Secot Seniors the knowledge, wide experience in the business world, and the necessary dedication so that the contribution could be successful.

Implementation and Development

11 Seniors participated in 1,608 hours.



RED INNPRENDE

Objective

To generate new projects and feasible business in the hospitality, tourism and food and agriculture sectors of Andalusia.

Beneficiaries

25 selected projects. 40 subjects between the ages of 22 and 40 years.

Implementation and Development

Secot Seniors (3 in total), 1 from Seville, 1 from Jerez, and 1 from Malaga tutor the selected entrepreneurs so that they acquire the necessary abilities and capacities in order to design, develop, and present their own business project.

5 . HIGHLIGHTED PROJECTS AND ACTIONS



LAZARUS

Objective

To enhance the creation and acceleration of businesses the participants of LAZARUS 2 trained with them in order to learn how to control risks and make their projects more solid. The entrepreneur can be a part of LAZARUS 2 for 3 years (2015-2018): from the beginning of the definition of their idea to the more mature phases, through mentoring, the best in the market and acceleration without asking for capital in exchange.

Beneficiaries

12 participants who will go through the phase of validation using the Lean Startup method and generating an Executive Summary and Business Plan by the hand of teachers, tutors, coaches, and entrepreneurs who are very experienced.

Implementation and Development

Our Seniors have been involved in the Selection process of the projects.



REDESSA

Objective

To provide counseling in order to support and generate development and growth in the businesses situated in Redessa

Beneficiaries

18 micro companies and entrepreneurs situated in the available space at Redessa, at the City Hall of Reus.

Implementation and Development

During this year the Seniors at SECOT have assisted the acts organized by Redessa and have collaborated as well in the organization of the Premios Reus Empresa. They have also held informative and promotional activities for entrepreneurs (Such as market studies, quality undertaking, business plans, and feasibility studies).



SHIP2B

Objective

To detect and award innovative projects that offer improvements toward the orientation and employment of young people.

Beneficiaries

Young people who have unsuccessful attempts at employing themselves who can be directed towards the programs and resources allowing them to join the work force.

Implementation and Development

SECOT is a collaborating partner in this project sponsored by Banco Sabadell-Associate Sponsor of SECOT y Ship2B. The Seniors at SECOT Barcelona and Madrid mentored 14 of the 20 projects selected of which 4 were chosen by the project.



eSemp

Objective

To capitalize the knowledge and expertise of our Seniors in order to transform it into a valuable quality training product that is useful and sustainable for all.

Beneficiaries

538 students in 2016. Courses mainly targeting entrepreneurs who wish to launch a certain business project and who lack the basic knowledge and management skills necessary to create, develop and implement it.

Implementation and Development

The educational courses include 668 hours in total. They are possible thanks to the support received from MadridEmprende, from the City Hall of Madrid, The Rafael del Pino Foundation and the Comunidad de Madrid. These services are part of a support system for entrepreneurs that is made possible by SECOT and that has recently been awarded with a seal for outstanding performance in the creation of employment for young people from the Ministry of Employment which is supported by the European Monetary Fund. This educational experience is spreading through other branches such as Barcelona and Leon where similar projects are being carried out.



MUNICIPAL SCHOOL OF GRANADA

Objective

To improve the qualifications of those who wish to start up a new business or who have a business idea through the counseling and “know how” of the professionals at SECOT.

Beneficiaries

347 students and 198 hours of training in 2016. Entrepreneurial people who need to acquire the necessary competencies to create a business or to businessmen and women who need specialized training in a particular area of business.

Implementation and Development

The training itinerary focuses on the four main principles of a company: Identification of particular business activity, Marketing and Sales Plan, Human Resources Plan, Financing and Accounting Plan, and Training Exercise.

The contents of the courses are designed so that students can follow through by themselves, completing specific seminars in a modular form following an integrated format of courses.



ESTUDIO SCHOOL

Objective

To enhance the students understanding of business entities through the development of critical thinking, strengthening skills such as communication and reflection as well as leadership, decision making, willingness to work, as well as the development of creativity and innovation in students.

Beneficiaries

In the academic course 2016-2017, 62 students from the Colegio Estudio of Madrid have received specific training in the project mini companies (Proyecto Mi-niempresas) from 12 Seniors of SECOT Madrid.

Implementation and Development

The program is designed to last 12 weeks, during which students will learn to better understand the role of businesses in our society. In these sessions the Junior Achievement methodology and materials are implemented.

5 . HIGHLIGHTED PROJECTS AND ACTIONS



BERTELSMENN FOUNDATION

Objective

Seniors strive to transmit experience and knowledge to Middle School, High School, and Vocational Training students for their personal growth and development in order to prepare them for the workforce.

Beneficiaries

Young people between the ages of 15-17.

In 2016 the SECOT Seniors taught 2639 students in 106 sessions with a total of 130 hours of training.

Implementation and Development

33 volunteer Seniors from Madrid, Seville and Malaga give talks and design activities specifically for the following subjects: How to make a good CV, Have you thought of starting your own business?, take the leap, learn how to prepare a business interview, plan for a mini company, time management, efficient presentations, and financial abilities.



VODAFONE FOUNDATION

Objective

To help close the gap that exists between older people and the world of new technologies so that they learn digital skills through workshops titled “How to get the most from my Smartphone”. These workshops were imparted by Seniors for people over 50.

Beneficiaries

1086 people over 50 years old in 2016.

Implementation and Development

25 Seniors from the branches of Valencia, Madrid, Zaragoza, Valladolid, Girona, Barcelona, Bizkaia, Castellon and Alava took part in 80 workshops, throughout 6 Autonomous Communities in a total of 143 hours of training.



PENAL INSTITUTIONS

Objective

To foster the spirit of entrepreneurship and to re-educate in order to facilitate the process of re-entry into society and the workforce through self-employment for those who are deprived of liberty.

Beneficiaries

We had 4 people in the training courses.

Implementation and Development

Voluntary Seniors of SECOT train inmates in diverse fields such as management, marketing for entrepreneurship, economic planning and financing, market studies, etc.



ENTREPRENEURS FUND

Objective

To put forth to those selected the necessary support in order to develop their idea. A network of experts, counseling and personalized tutoring, training in business matters a platform of joint work in management and legal advice in the event that the idea becomes a business project. The project is carried out by Centro Internacional de Emprendimiento (CISE) and is integrated in the University of Cantabria through the Foundation of the University of Cantabria for Study and Investigation in the Financial Sector (UCEIF). Yuzz is sponsored by Banco Santander through Santander Universidades.

Beneficiaries

504 young adults- yuzzers- between 18 and 30 with business ideas of a technological base.

Implementation and Development

11 SECOT Seniors have participated in this program in 36 YUZZ centers. 4225 hrs. Of training and counseling were given. Branches from A Coruña, Alava, Bizkaia, Cantabria, Girona, Granada, Jaen, La Rioja, Leon, Lleida, Malaga, Navarra, Oviedo, Balears, Guipuzkoa, Sevilla, Tarragona, Madrid, Barcelona, Valencia, Valladolid and Salamanca.



CULTURAL FACTORY

This project is made up of companies in the fields of Cultural and Creative Industries that have come together to form a greenhouse of companies.

Objective

To offer mentoring, networking and training that is personalized and comes from real personal experience and creativity. The mentor's mission is to enhance the mentee's personal growth in a "aspheric" way. It is part of a personal growth process for the mentee to develop his/her own capacities and vision.

Implementation and Development

22 Seniors have offered 82 workshops and a total of 160 hours of personal training.



BANKINTER

Objective

To support the feasibility plan called "Tres en Raya" 2016-2020 which was elaborated considering the three biggest threats which affect us at the moment: The economic crisis, the aging population and global warming.

Beneficiaries

Small and medium size businesses and entrepreneurs.

Development and Implementation

The Seniors of SECOT take part in motivational talks for the employees of Bankinter. Bankinter collaborates with the SECOT School for Entrepreneurs, eSemp, and they take part in mentoring projects for Bankinter's Innovation Foundation.

5 . HIGHLIGHTED PROJECTS AND ACTIONS

TRAINING AND COUNSELING WITH CITY HALLS AND OTHER GOVERNMENT AGENCIES

83	City Halls ⁽¹⁾
16	Barcelona Activa
51	Chambers of Commerce ⁽²⁾
4	COAATIEM
2	COACB
1	Red Cross
3	EGIBIDE
3	Pablo Picasso School of The Fine Arts
7	Business School of Jerez
2	Pere Tarres Foundation
2	PIMEC Foundation
2	PREVENT FOUNDATION
2	GEOLIT

5	IMEFE
18	IMH
20	PIC-B CAMBRA
3	PRUAB
7	REACTIVACIÓ BADALONA BCIN
2	SEED & CLICK
8	TECNOCAMPUS MATARÓ
15	UNED
2	University of A Coruña
9	University of Jaen
1	Vapor Llonch

(1) City Halls: Vitoria-Gasteiz, Castelldefels, El Prat de Llobregat, Elplagues, Gavà, Hospitalet Llobregat, Premià de Dalt, Sant Joan Despí, Sant Vicenç Horts, Viladecans.

(2) Chambers of Commerce: Barcelona, Linares, Valencia.

STILL GROWING...

New Branch in Castellon

In November The Board of Directors approved the opening of a new branch in Castellon, which had been operating as a dependent office of the Branch of Valencia. Vicente Nebot was named branch President. The headquarter is in the University Campus and 16 Seniors work there.

INTERNATIONAL ACTIVITY

INTERGENERATIONAL MENTORING FOR ENTREPRENEURS-INTGEN

Secot Guipuzcoa is presently collaborating as a local partner in the Erasmus+ Project sponsored by CEBANC Educational Center in San Sebastian. This is called intergenerational mentoring for entrepreneurs and focuses its activities on promoting innovation and change while maintaining good business practices.

The project brings together members from Spain, United Kingdom, Greece and Finland who belong to different sectors of education and business. The intergenerational nature of the program allows for the Seniors to transmit their knowledge from many years of experience in the workforce to young people.

SECOT, as a Partner of the Project participated in 2016 in The International Seminar for International Intergenerational Entrepreneurship which was held in San Sebastian. Many experts were invited from different countries and they shared their knowledge on the benefits of intergenerational mentoring and its impact on the economy and on education. Lucila Gomez

de Baeza, Founding President of SECOT held a conference titled "Our Seniors Can Offer Your Business A lot" amongst other participations from this non profit organization with the goal to diffuse the need to promote political and social actions that contribute to the transferring of knowledge from Seniors to young people. This transferring of ideas serves as a tool for the development of these countries and to promote employment for young people and social cohesion as a motor for human development.



CESES

SECOT is a member of The European Confederation of Experts, CESES whose headquarters are in Brussels and is made up of 22 organizations of Seniors from countries in The European Union.

The main objective is to promote economic development in the countries through small and medium sized businesses and institutions. It is for this purpose that the Confederation combines the resources of more than 24,000 expert Seniors including the ones from SECOT.

www.ceses.net



INSTITUTIONAL ACTIVITY

Presidents' Meeting

In February, a reunion was celebrated in Madrid for all of the SECOT Branch Presidents. Others also attended such as people from General Services, The Founding President, General Secretaries, the Technical and Administrative Director, and the Director of Institutional and Corporate Relations.

Two Vicepresidents Carlos Alvarez and Antonio Cumallas were also there on behalf of The Board of Directors. The reunion had two objectives: To explain the Management Plan of SECOT and discuss the current situation of the Association taking into account the possibility of redefining its mission and objectives based on the exchange of ideas, opinions, problems, interests, and ambitions of the Presidents of the SECOT branches and the exchange of information related to good practice.



GENERAL AND EXTRAORDINARY MEETINGS OF SECOT

In June SECOT held the first General and Extraordinary meeting of the Association in the Lazaro Galdiano Museum of Madrid where the companies balance of activities was approved for the year 2015 through the Annual Report.

President Rafael Puyol presided the act as well as Founding President, Lucila Gomez de Baeza, Treasurer, Carlos Garcia Cebrian and the General Secretary, Jose Maria Llorente. The Extraordinary Assembly was also held on that same day where questions were answered and they commented on the effects in relation to the approval for the Modification of the Social Statutes of SECOT, The Code of Good Government, and the new Normative Framework; said documents were approved and can be found on the website www.secot.org. They can also be accessed through the following code:



In October SECOT renewed its Board of Directors, approving the appointing of those who make up the government body.. There names can be found published in www.secot.org or in this document.

MOST RELEVANT PUBLIC ACTS

XXV Anniversary of SECOT Bizkaia and SECOT Valencia

SECOT Bizkaia

SECOT Bizkaia celebrated its 25th year anniversary for its activity in Bilbao where the Seniors from this branch got together with The Founding President Lucila Gomez de Baeza, The Mayor of Bilbao, Juan Ma. Aburto, The Deputy of Social Action and Foral Orders of Bizkaia, Isabel Sanchez Robles, Iñigo Pombo, Councilman of Social Action for the City Hall of Bilbao, Andoni Recagorri Advisor to the Mayor, and Sergio Murillo General Director of the Promotion of Personal Autonomy and other personalities of the business and institutional sector of Bizkaia. During the day, many gave thanks to the Seniors of SECOT for their altruistic commitment to society by sharing their knowledge with others. Amongst those were Jose Carlos Perinat, actual President of SECOT Bizkaia, Mari Carmen Gutierrez, Ex President of SECOT Bizkaia, Isabel Sanchez Roble, Deputy of Social Action and Juan Maria Aburto, Mayor of Bilbao. There was also participation from Juan Alberto Gonzalez Juan Jose Azpirov, Begoña Etxebarria General Director of the Nova Salcedo Foundation who presented and was Moderator the Round table for "The Future of Employment for Youth". They had the participation of Luis Miller, Professor of Economy at UPV/EHU, Ana Diaz, Elisa Mena from the Nova Saldcedo Foundation, and the young and talented Iñaki Aguirre, Beñat Insunza and Lander Iraragorri presented their project "The Drone That Grows With Me". This Branch was founded in 1991 and currently has more than 40 SECOT Seniors.



SECOT Valencia

*"THE REAL
INTEREST OF
THINGS DOES
NOT CONSIST OF
COUNTING YEARS;
BUT RATHER OF
MAKING THE YEARS
COUNT".*

—
Rafael Puyol
Antolín

A simple act took place presided by Rafael Puyol, President of SECOT, along with the Vicepresident of the Branch of Valencia, Mr. Gaspar, The General Director of Economy Entrepreneurship and Cooperativism, Mr. Alvarez and by the businesswoman Ms. Teresa Valdes, General Director of Bemygene a company that collaborates with SECOT.

Teresa Valdes, General Director of Bemygene a company that was monitored by SECOT Valencia in its early days. This company received the Prize for Excellency in the last edition of The Secot Prizes sponsored by The Repsol Foundation. The prizewinner, businesswoman of the year, explained how our Seniors had encouraged her to become a businesswoman and how she took the big decision and decided to launch her own business.

The General Director of Economy Entrepreneurship and Cooperativism, Paco Alvarez affirmed that entrepreneurship knows no age, but that essentially we must help young people without forgetting about the rest, but inserting in young people's DNA the importance of entrepreneurship and the desire to set forth not only for financial well being but to generate a social climate that generates well being.

CLOSING CEREMONIES for the IX and X EDITION of TRAINING COURSES AT eSemp MADRID

The closing ceremonies for the IX and X Editions of The Secot School for Entrepreneurs, eSemp were held in June and December respectively, in The Auditorium of The Google Campus of Madrid for Entrepreneurs and in the Espacio COMO de COMUNICA +A.

At The Auditorium of The Google Campus of Madrid for Entrepreneurs

The ninth cycle of courses finished with an Award Ceremony where diplomas were given out. It took place on the 6th of June in The Auditorium of The Google Campus of Madrid for Entrepreneurs.

We had the honor of having the following people attend: Vicente J. Montes Gan, Director of the Rafael del Pino Foundation, Concepcion Diaz de Villegas Solans, General Director of Commerce and Entrepreneurship in the Area of Government and Equality, Social Rights, and Employment for the City Hall of Madrid, Miguel Angel Garcia Martin, Vicecounselor of Hacienda and Employment of Madrid, Rafael Puyol Antolin, President of SECOT, Antonio Ferrer, Director of eSemp-Madrid, Javier Rodriguez Zapatero, Managing Director for Google Spain and Portugal whose talk was of great interest.

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At theEspacio COMO

The Closing Ceremony for the eSemp Courses took place on the 19th of December at The ESOACIO COMO de COMUNICA+A. Its President Jaime Antoñanzas had welcoming words for all of the attendants.

Like in previous versions , we had the privilege of having the presence of Vicente J. Montes Gan, Director of the Rafael del Pino Association, Concepcion Diaz de Villegas Solans, General Director of Commerce and Entrepreneurship in the Area of Government and Equality, Social Rights and Employment for The City Hall of Madrid, Rafael Puyol Antolin, President of SECOT, Antonio Ferrer Directie of eSemp Madrid, and Javier Vega de Seoane, President of the Circle of Businessmen who gave an interesting talk.

We also had the participation of a student named Maria Palacios who gave thanks for the training she received and for the strength and encouragement that was transmitted to her.



8 . MOST RELEVANT PUBLIC ACTS

VIII Edition of The SECOT AWARDS FOR EXCELLENCE

In June the 8th Edition of The SECOT Excellency Award Ceremony was held with the support of the Repsol Foundation. The act was presided by Rafael Puyol Antolin, President of SECOT along with Ignacio Egea Vicepresident of the Repsol Foundation in the Auditorium of The Lazaro Galdiano Foundation. The Vicepresident of the Repsol was in charge of giving out the awards in four different categories: Prize for Excellent Senior, Prize for Excellent Counseling, and Prize for Excellent Female Entrepreneur, a new prize we integrated this year, and lastly, Prize for Project With the Most Impact. The attendants had the privilege on this occasion of listening to Master Conference imparted by Pedro Luis Uriarte: "Spain facing its challenge".

In the category of Excellent Senior the award was granted to Diego Hurtado from SECOT Jaen, and runner up solidary prizes were awarded to Pilar Redondo and Maria Carmen Gutierrez, Members of SECOT Alava and SECOT Bizkaia respectively. The prize for Excellent Counseling was awarded to the project BANDALIBRE COMUNICACIONES, counseled by Seniors of SECOT Sevilla: Eusebio Risco Murillo, Manuel Diaz Fajardo and Jose Luis Sanchez Garrido. JAKIN CODE, a project which received mentoring from SECOT Alava specifically from the Seniors Victor Allende and Mariano Cauderon received the runner up prize in this category.

The Prize for Excellent Female Entrepreneur was awarded to Teresa Valdes, developer of Bemygene Health, a company mentored by the Seniors of SECOT Valencia Jose Francisco Soriano and Francisco Fuster. The runner up prize was awarded to FIFTY SOLUTIONS, a company counseled by the Seniors of SECOT Barcelona Fransesc Reig and Antonio Cumellas.

In the category of Project with the Most Impact the award was granted to a Project developed by the Seniors of SECOT Alava for the Food Bank. Our partners helped the Food Bank to improve their management plan and interior organization. Victor Allende Urruela picked up the award on behalf of all of his colleagues. The runner up prize in this category was picked up by the SECOT Senior Miguel Antonio Frances from SECOT Aragon, for the project carried out by the members of this branch, IDEYA, Network of Joint Work Effort.



"That is why collaborating with SECOT is not only a way of contributing to social entrepreneurship and to the improvement of intergenerational relations, it is also a way to add years to life, and life to the years".

Rafael Puyol
Antolín



III Edition Prize for Enterprising Spirit SECOT-COPE Jaen

The Prize for Enterprising Spirit COPE-SECOT recognized the work of 4 entrepreneurs with the help of SECOT Jaen. Thanks to the important work of the COPE Station the prize intends to contribute to the promotion of cultural entrepreneurship and favors the creation, development, and consolidation of new businesses through an uninterrupted publicity campaign with five radio slots a day during three months in one of the COPE stations.

David Santos Alaez The Director of COPE Jaen assisted the act, as well as Diego Hurtado Lopez President of SECOT Jaen. The Academic Vice Rector of Relations with Society of the University of Jaen Juan Ramon Lanzas, representatives of IMEFE GEOLIT as well as local media and media from other provinces.

The awards went to: Juan Garrido Martinez for his project “The Hare . Bikecouriers”, Angela Moreno Caballero for “Bay Fitness”, Virginia Cuellar Ramos for “CT Lawyers”, and Alejandra McKelligan Flores for “Contrast”. The runner up prize was awarded to Alvaro Rodriguez Garcia for” Iwheels”, and to Cristina Perez Martinez for “CP Architecture and Design”.



Testimony

@labichacreativa

“They have taught us how to envisage and trust our abilities. They taught us how to organize our ideas and work; focusing on priorities. The most important thing they taught me is to know the value of my own business and they gave me the strength to carry on in these difficult times”.

 **Maria Sabatini**
LaBicha Creativa
SECOT Barcelona

CONTRACTS SIGNED IN 2016

A Coruña	School of Industrial Technical Engineers of Lugo Juansoñador Foundation Government of Galicia Council of Economy Employment and Industry of the Government of Galicia
Álava	Ajebask-Alava Group of Labor Societies of Euskadi Afaaraba Association University of the Basque Country Vital Social Project Mejora Foundation
Asturias	Microbank
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Bizkaia	Economist Without Fronteirs

Girona	City Hall of Girona Diputacion of Girona Sarria Paper co.
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13 . Seniors

A CORUÑA

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 Álvarez García, Ildefonso
 Aramburu Nuñez, Rogelio
 Arias Barrientos, Gonzalo
 Barbero Conti, Fernando
 Bello Vázquez, Miguel
 Bello Vázquez, Vicente Manuel
 Bermudez de Castro Olavide, Ramón
 Bescansa López, Rafael
 Bullón Camarusa, Javier
 de La Cuesta Gutiérrez, José Luis
 de Soto Rodríguez, Ramón
 Donapetry Camacho, Juan Manuel
 Fernández Neira, Pelegrín
 Gallego Rodríguez, Joaquín Manuel
 García García, Francisco
 Gómez Albarrán, Isaac
 Guerrero García, Miguel
 Hernando Mansilla, Mª del Carmen
 Lamas Sánchez, José Luis
 Leira Martínez, Carlos Fernando
 Lois Lorenzo, Ramón
 López Alba, Ángel
 López Tocino, Aurea
 Lorenzo Fernández, José Ramón
 Martín Domínguez, Adriano
 Martínez Alonso, Venancio
 Méndez Campos, José Luis
 Merlan López, Antonio
 Molezun Rebollón, Ramón
 Mucientes Castro, Juan
 Otero González, José Luis
 Otero Rodríguez, Carlos
 Pablos Abella, Hilario
 Palacios Arribas, Carlos
 Pedreda Armengol, José Luis Guillermo
 Penide Orosa, Rafael Luis
 Piñón Muiño, Remigio Ángel
 Posada González, Manuel Enrique
 Rey Cortiñas, Ramón Francisco

RIVERA MONREAL, JOSÉ M^A

Rodríguez Lorasque, Luis
 Silvestre Logroño, Florencio Ángel
 Soriano Fernández, Salvador
 Taibo Gago, Fernando
 Tirapu Díaz, Gabriel
 Tourón Rodríguez, Alejandro
 Vila Guasch, Ramón

ÁLAVA

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 Allende Urruela, Víctor
 Bracons Huguet, Hermenegildo
 Campo Teran, Carlos
 Caudepon Gurria, Mariano
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 Gómez de Segura y Pérez de Onraita, José
 González García, Miguel Ángel
 González González, Enrique
 Jaúregui Ibabe, Jesús
 Jiménez Fernández de Retana, José
 Ignacio María
 Lasagabaster Lasagabaster, Pedro
 Llorente Muñoz, Carlos
 Martí Rodríguez, Isabel
 Molina Cubillo, Esperanza
 Rebollo Gómez, Felipe
 Redondo Santos, M^a Pilar
 Sagredo Gonzalez, Nelida
 Sánchez- Somoza García, Iñaki
 Vázquez Ruiz de Larrea, M^a Consuelo
 Zárate Pérez de Arrilucea, Juan Antonio

ALICANTE

Carbonell Bernabeu, Carlos
 Pérez Domene, José
 Ros Garrigos, Marcos
 Sala Rabasco, Antonio

ARAGÓN

Antón Cayuela, Jesús
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 Bellvis Martín, Emilio
 Bescos Acin, Antonio
 Blasco Arnal, Fernando
 Carbó García, Joaquín R.
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 Cartagena de La Peña, Rafael
 Casquero Vega, Dioscorides
 Cedeño Álvarez, Roger Antonio
 Cejador Gracia, José María
 Cepero Monguilot, José Luis
 Chueca Seguer, Juan Antonio
 Clemente Martín, José Manuel
 de León Gutiérrez, Francisco Javier
 Delgado Castro, Carlos Javier
 Delgado Gracia, Luis Miguel
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 Fábregas Gine, Manuel
 Francés Gallego, Miguel
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 García Pastor, Luis Santiago
 Garrido Rey, Leonardo
 Gendre Martí, Luis Jorge
 Gimeno Casañola, María Jesús
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 Hernández Martínez, José Ignacio
 Herrero Orpi, Jesús María
 Irache Navales, Luis
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 Navarro Agesta, Miguel Ángel
 Ortiz de Solórzano Aurusa, Fernando
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 Otin Lloro, Miguel Ángel
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 Pellicer Bambó, Federico Mario
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 Pérez Casañ, Antonio
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 Rodrigo Pacheco, Fernando
 Royo Vidal, Miguel
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 Sánchez Criado, Miguel Ángel
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 Aréchaga Fernández, Emilio
 Arias Gallego, Timoteo

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 Feito Fernández, José
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 Fernández García, Maximino
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 Fernández Pérez, Esther
 Fernández Sierra, Enrique
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 García Rojo, Avelino
 Gayol Blanco, Agustín
 González Castro, Fulgencio
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 Lorenzo Suárez, Luis A.
 Marcilla Areces, José María
 Martínez Piquero, Juan José
 Nosti Montes, Benigno
 Pello Castaño, José Luis
 Pérez Álvarez, José
 Pérez Díaz, José Manuel
 Pérez García, Valentín
 Pico García, José
 Rionda Tejón, José Carlos
 Rodríguez Castaño, María Sagrario
 Rodríguez Corripio, José Luis

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Rodríguez Pan, Jeremías	Álvarez Cebrián, Juan Manuel	Colom Villegas, Joan	Garrido Martos, Luis	Marquès Sánchez, Manel
Rodríguez Suárez, Carlos	Anglada Rull, Joan	Cossín Suárez, Alberto	Gascón Serrano, Liberto	Martí i Llorach, Ramón
Sánchez González, Mari Ángeles	Antem Omedes, Juan Manuel	Cros Balsells, Jorge	Gendre Martí, Joan	Martínez Balañá, José M ^a
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Timiraos Riesco, Luis M	Baeza Navarro, José	Dalmases Llonch, Francesc	Gil Zueco, Javier	Masjuan Teixidó, Félix
Valdés García, Casimiro	Baiget Bessó, Josep M ^a	de Cruïlles de Peratallada Ventosa, Juan	Girbau Bover, Pere	Mayoral Cenzano, José Luis
Valdés Tamargo, José Manuel	Bailac Abbad, Francisco	de Dalmases Piñot, Roberto	Godayol Mas, Bonaventura	Medina Gascón, Pedro
Vega Gil, Trinidad	Banús Carrasco, Jaume	de Francisco Garrido, Antonio	Gómez Tirado, Roberto	Mercadal Sallent, Joan
BALEARS	Barangé Coma, Agustín	de Haro Navarro, Antonio	González- Isla Masip, Aurelio	Mercadé Santacana, Antonio
Álvarez - Ossorio Ferragut, Antonio	Barbará Adroher, Jaime	de Prado Marcilla, Arsacio	González Sánchez, Felipe	Mestre Carceller, Josep Vicenç
Arévalo Indalecio, Salvador	Barreira Sans, Joaquín	del Campo Fornis, Luis	Grasas Guisset, Joan	Mir Rocabruna, Manuel
Ballester Forteza, Miguel Àngel	Bartolí i Rodríguez, Joan	Delgar Garçon, Salvador	Guardiola Flores, Víctor	Mira Olcina, Elias
Barceló Nieto, Miguel	Basté Moreno, José Luis	Domingo Prats, Antoni	Guardiola Llagostera, Manuel	Moix Casas, Artur
Bertrán Brotons, Joan	Bayo Manso, Miguel	Dòria Forcada, Romà	Guerrero Rius, Joan Manuel	Monsó Pons, Carles
Calafat Rotger, Ramón	Bergés Domingo, Pedro	Duran Escriba, Albert	Hilbert Fazzetta, Antonio	Monteira Reig, Ramón
Cánovas Miranda, Sebastián	Bernal Navarro, Vicente	Escrich Minguell, Antoni	Imbert Ibáñez, Ramón	Monteys Viñals, Jordi
Dueñas Abril, Juan Marcos	Boadas Vázquez, Jordi	Escudé Jordi, Jordi	Isern Crous, Francesc	Morera Castillo, Justo
Estrades Moranta, Francisco	Bombardó Vigueras, Vicenç	Estruch Puig, Jaume	Isern Triedu, Josep	Moreta Munujos, Jordi
Fernández Homar, Àngel	Bonshoms Pau, Lluís	Farreras Orts, Jaime	Izquierdo i Castillo, Lluís	Muñoz Aguilar, Juan Pablo
López Collado, Emilio	Borrás Figueras, Tomás	Faura Castellet, José María	Jambrina García, Àngel José	Muñoz Roquet, Alejandro
Loshuertos Tous, Carlos	Boya Amenos, Teresa	Feliú Bohera, Ignacio	Jané Altimiras, Josep M ^a	Navarro Revert, M ^a Luisa
Martín González, Montserrat	Bricall Orellana, Albert	Fernández Aguado, José María	Jornet Ansón, Fernando	Nebot Soto, Benjamín
Martínez Román, Iñigo	Brugada Baviera, Ramón	Fernández León, José	Jover Fontanals, Araceli	Noguera Ramón, Joan
Miranda Larrucea, Ignacio	Calatayud Correcher, Antonio	Fernández Saguer, Vicenç	Jover Mur, Ramón	Ochoa de Echagüen Pla, Juan
Moreno Bermejo, Ricardo	Cañardo Blasco, Daniel	Ferré Serra, José M ^a	Labarta Carreño, Juan Àngel	Oliver Fernández, Juan Carlos
Morla Jaume, Guillermo	Casablancas Torras, Felix	Ferrer Fusté, Manuel	Lino Varela, Emma	Palou Brau, Josep
Rotger Mengual, Andreu	Casals Navarro, Pere	Ferrí Güell, Jordi	Lite Lite, Andreu	Palou Serra, Joan
Sancho Bisquerra, Enrique	Castellá Giménez, Francisco	Figueras Calderó, Josep Lluís	Llach Llatje, Martí	Parcerisa Martínez, Arturo
Segui Gelabert, Bernadí	Castellet Grau, Pedro	Florencia Abadías, Pedro	Llaveria Planelles, Salvador	Peralta Gayo, Juan Carlos
Toledo Ferrer, Miguel Àngel	Castells Ganduxe, Jaime	Flores del Castillo, Luis Fernando	Llorente Martínez, Pascual	Peretó García, M ^a Isabel
Tugores Ferrer, Maties	Castellort Solé, Magí	Fontdecaba Anticó, José M ^a	Llubià Maristany, Lluís	Plana Abadía, Roberto
Vigara Díaz, Belarmino	Castro Villalba, Joaquín	Forasté Giravent, Llorenç	López - Dóriga Portabella, Gabriel	Pocorull Viñallonga, Eduard
Zurdo Jimeno, Eduardo	Cavaller Soteras, José Antonio	Foriscot Riba, Alfons	López Alseda, Agustín	Poncela Gutiérrez, Tomás
BARCELONA	Cebollero Arilla, Saturnino	Forroll Turró, Josep	López Gual, José	Ponsetí, Santiago
Aguado Delgado, Fernando	Cerrada Soler, Antoni	Gallarde Raventós, Josep	López Lozano, José	Poole Mayer, Eugenio
Alegre i Bosch, Francesc	Chimenos Piro, Francisco Javier	Gallego Salas, Joan	López Rodríguez, Agustín Manuel	Prat Canet, Josep M ^a
Allué Carruesco, Gabriel	Cirici Delgado, Enric	Garcés Sánchez, José Miguel	Lozano Fiol, Joaquín	Prats Aige, Ramón
	Codina Farrás, Àngel	García Miguel, Jorge	Macías Domínguez, Llorenç	Prenafeta Pastor, Modest
	Coiduras Charles, Ramón	García Santos, Leopoldo	Marbà Oller, Josep María	Puigdellivol Llobet, Pere

13 . Seniors

Pujadas Niño, Andreu
Pujol Armenteros, Antonio A.
Quiles Díaz, Rafael
Ravés i Terrades, Enric
Reig Juan, Francesc
Rivera Llobet, Miguel
Roch Noguera, Ramón
Ródenas Lorente, Ricard
Rodes Ribas, Francisco
Rodríguez Rovira, José M.
Ros Gandía, Luis Javier
Rosell García, Francisco
Roses Batlló, Ramón
Rovira Montañà, Josep
Salinas Avellaneda, Jaume
Sanagustín Lascorz, José M.
Sánchez López, Joaquín
Santolaria Arruelbo, Gabriel
Santos López, Luis
Segura Rius, Frederic
Sellés Mestre, Joan
Serra Piernau, Miguel
Sicilia Zafra, Vicenç
Solé Fauste, Josep M.
Soler Serra, Jaume
Soriano Cebamanos, José L.
Sumoy Bolufer, Eduard
Termes Tubau, Salvador
Torguet Santiveri, Carlos
Torres Godori, Ignasi
Traveria Morató, Antoní
Turró Serrano, Francesc
Ventosa Dunjo, Juan
Vidal Planells, Joan Anton
Vilardell González, Ferrán
Villagrá Herrero, Juan Carlos

BIZKAIA

Echevarrieta Inchausti, Juan Ramón
Azpiroz Azpiroz, Juan José
Martín Zabalegui, Fernando

Puente Ochoa, José
Arechavala Orbegozo, José Miguel
Jíménez Zamora, Manuel
García La Peña, Enrique
de Gaminde Alix, Miguel
Oteiza Luquín, Luis
Castillo Gándara, Manuel
Farré Ganduxe, Francisco
Díaz de Greñu Argudo, José M.^a
de Francisco Sainz, José Luis
Gutiérrez Ruiz, M^a del Carmen
Santamaría de Las Heras, José Ramón
Aga Van Zeebroeck, René
Urbano Inchausti, José Antonio
Capelastegui Herrero, Fernando
Perinat Mazeres, José Carlos
Urien Goiricelaya, Alfonso Fernando
Casanova Tueros, Pablo M.
Larrañaga Barrera, José Antonio
González Cenzano, Juan Alberto
Montes Alcántara, Gregorio
Boraita Álvaro, Vicente
González Hernández, Francisco
Velarde Gómez, José Luis
Sinde Oyarzabal, Juan Manuel
Aguirre Echebarría, José Luis
Varela Asensio, José Manuel
Ochandiano Uriarte, Gorka
Zuazua Iriondo, Alberto
Ruiz Sánchez, Fernando
González Camiruaga, Víctor
Alvarez Alonso, Ismael
Bañeres de La Torre, Luis
Larrea Gayarre, Pedro
Martínez Garay, Julio
Gahela Feito, Carlos

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Calcedo Ordóñez, Victoriano

Ciria Pacheco, José Luis
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Gómez Barreda, Ricardo
Lázaro Garma, José María
López de Novales Gómez, Jesús
López Villegas, Ángel
Puente Gainza, Faustino
Soto Mirones, Julio
Zamanillo Peral, Juan

CASTELLÓN

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Escrig Zaragozá, José Daniel
Gutiérrez Fernández, Manuel
Latre David, Fernando
López Mateo, Luis Carlos
Martínez Marqués, Fernando
Merino Zorrilla, Jesús Gabriel
Mir Casar, Rosa
Montesinos Cervera, Jesús
Montoro Fernández, Juan José
Nebot Vilar, Vicente Domingo
Remolar Vaquer, Álvaro
Robles Cía, Manuel
Tárín Corberán, José Rafael

GIRONA

Agustí Boschdemont, Juan
Aldrich Miquela, Francesc
Añón López, Enrique
Argilés Felip, Domingo
Batalla Vicens, Ricard
Bayer Trias, Jordi
Bertran Maruny, Josep
Bronsoms Serra, Josep
Cabarrocas Pruneda, Antonio

CASTELLÓ

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Gutiérrez Fernández, Manuel
Latre David, Fernando
López Mateo, Luis Carlos
Martínez Marqués, Fernando
Merino Zorrilla, Jesús Gabriel
Mir Casar, Rosa
Montesinos Cervera, Jesús
Montoro Fernández, Juan José
Nebot Vilar, Vicente Domingo
Remolar Vaquer, Álvaro
Robles Cía, Manuel
Tárín Corberán, José Rafael

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Aldrich Miquela, Francesc	Duarte Muñoz, Francisco
Añón López, Enrique	Esquivias López- Cuervo, Ricardo
Argilés Felip, Domingo	Fernández Bedmar, José
Batalla Vicens, Ricard	Fernández Elipe, Carlos
Bayer Trias, Jordi	García Lozano, Rufino
Bertran Maruny, Josep	García Santiago, Miguel
Bronsoms Serra, Josep	González Carrascosa, Emilio
Cabarrocas Pruneda, Antonio	González López, Juan
Díaz San Emeterio, José Luis	Hernández Fernández, José Luis
Figueras Mitjans, Salvador	Ibañez Sánchez, José
Forcat Fontanet, Trinidad	Jiménez Villena, Fermina
Ginabreda Sala, Josep M ^a	Lachica Garrido, Manuel
Guixeras Julià, Martí	López - Cuervo Arrovo, Javier

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Macías Canalias, Carles
Mas Cuadrado, Manuel
Mateu Nierga, Narciso
Mellado Campmajor, Joan
Moner Ferrer, Joaquín
Moreno Sánchez, Manel
Munne i Ubia, Joaquim
Navarro Navarro, Josep Lluis
Palau Baquero, Agustín
Parareda Bosch, Miquel
Porras Sanchez, Francisco
Recasens Sarsanedas, José
Reixach Blanch, Narcis
Ribera Riera, Josep
Rigat Giménez, Francisco
Ros Juliá, Francisco
Seoane Soler, Moisés
Tió Palahí, Josep
Triola San Juan, Palmiro
Urcola Castells, Avelino
Victoria Lozano, José

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Cobo Castillo, José Francisco
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Fernández Elipe, Carlos
García Lozano, Rufino
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González Carrascosa, Emilio
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Hernández Fernández, José Luis
Ibañez Sánchez, José
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Magaña Martínez, María
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Martínez Alcalde, Jesús
Martínez Barrios, Ángel
Martínez González, M^a José
Martos Riquelme, Ignacio
Miranda Capilla, Felipe Tomás
Muñoz Martín, Félix
Ocaña Porto, Eduardo
Paños Gálvez, Francisco
Pérez Hidalgo, Guillermo
Rivera Verdejo, Francisco
Romero Romero, Pedro
Romero Vilchez, José Carlos
Terrón García, Juan
Villanova Meiñas, María de Gracia

GUIPÚZCOA

Amenabar Errasti, María Ángeles
Arriagán Aguayo, José Ramón
Basa Muro, Fernando
Collera González, José
Imaz Petrali, Graciela
López Rivero, Ángel
Morais Maeso, Federico
Mourenza Campdepadros, Ricardo
Redondo Hernández, Juan Carlos
Rosado Galdós, Genaro
Solozábal Echevarría, Rodolfo
Sucunza Saldise, Adolfo
Ubillos Zabalegui, Miguel
Villanueva Arnáiz, Emilio

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Boyanó Martínez, José
Cárdenas Izquierdo, Jesús
Castellano González, Manuel
de Faramiñan Gilbert, Juan Manuel
de La Obra Gómez, Ildefonso
García García, Salvador

García Gómez, María Loreto
García Rodríguez, Mª del Pilar
Hurtado López, Diego
Hurtado López, José María
Medina Fernández, Francisca
Morago Gómez, José
Portilla González, Juan Emilio
Ronda Arauzo, José María
Sánchez López, José
Tejedor Ochoa, Benito
Tierra Orta, Manuel
Villar Molina, Ignacio

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Bandrés Sierra, Juan Antonio
Bellido Pérez, Jesús
Caro Fernández, Joaquín
Carrión Mata, Lorenzo
Estévez Ballester, Alejandro
Fatuarte Álvarez, Manuel
Fernández Calderón, Abel
Fernández Ruiz, Manuel
Gil de Montes Ferrera, Manuel
Iraizoz Oteiza, Javier María
Lago Rodríguez, José Manuel
Luque Hermoso, Adolfo
Martínez Segura, José
Muñoz Rubio, José
Nieto Armario, Andrés
Pareja Rubio, Manuel Luis
Pérez de Haro, Juan
Rodríguez Moreno, Francisco Javier

LA RIOJA

Aguado Martínez, Jesús
Barbi Villar, José Luis
Calleja Benito, Luis Manuel
Citolera Tormo, Rafael
Cuenca Andrés, Luis Alberto
Domínguez Cordero, Juan Manuel

Fernández Benito, Antonio
Martín Cisneros, Manuel Jesús
Martin Herreros, José María
Martínez- Zaporta Loscertales, Luis
Miguel
Ochoa García, José Ignacio
Quintero Martínez, Víctor
Rodríguez Ochoa, Antonio
Torroba Montalvo, José Ramón

LEÓN

Abrial Montiel, José María
Aller González, Fernando
Cañon Gutiérrez, Maximino
Carrizo González, Agustín
Cifuentes González, Jaime
de La Calle García, Raúl
de Las Cuevas Pérez, Juan Manuel
de León García, Miguel Ángel
Diez Cuevas, Ángel Luis
Escudero Barbero, Roberto
Fernández Díaz, Severino Ángel
García Armesto, María Jesús
González Cuervo, Gregoria Margarita
Herrero Aller, Juan Manuel
Labanda Segura, Felipe
Lagartos Rodríguez, José Ignacio
Lamelas Viloria, Manuel
Llamas García, Bernardo
López García, Luis Alberto
López Trigal, Lorenzo
Manceñido Fuertes, Martín
Martínez Rodríguez, José Manuel
Martínez Sevillano, Celedonio
Mateos de Paz, Andrés
Méndez Fernández, Fermín
Miguelez Ferreras, Álvaro
Morán Álvarez, Francisco
Negro Albañil, Alfredo
Rodríguez Alonso, Julia del Carmen
Rodríguez García, Francisco

Rodríguez Simón, María del Mar
Santoveña Fernández, José
Silvan Martínez, Avelino
Starkey Grump, Celestino Gregorio
Suárez González, Manuel
Tabarés Sánchez, Jesús
Villarroel López, Margarita
Yebra García, Abelardo

LLEIDA

Albá Remolá, José María
Carbaneras Esteve, Armando
Lloveras Sole, Joan
Llurba Abella, Josep
Mari Cardona, Josep Francesc
Martínez Mora, Joan
Mateu Casellas, Joaquín María
Rogés Espachs, Joan
Sanvisen Alins, Josefa
Teixidó Baiget, Ramón

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Acevedo González, José
Adánez Alonso, Pedro
Agea Amador, Luis Fernando
Aguillo Manzanos, José Antonio
Aguirre Hernández, José Ignacio
Altolaguirre Lizasoain, Javier
Andrés Monge, Carlos
Andreu Amador, Ángel
Aragonés Conejo, Julián
Aranda Jiménez, José Ramón
Arce Ortiz, José Luis
Arechederra Hidalgo, Begoña
Arenas García, José María
Baixas Veiga, Javier
Bandín Abad, Doris
Barabash Bustelo, Miguel
Barba Olivares, Antonio
Barbarrosa Saéz, Sergio
Bardesi Orue- Echevarría, Alberto

Barroso Ortega, José Luis
Bartolomé del Álamo, Julián M.
Bonet Arques, Julio
Borrego Díaz, Carlos
Borré Asensio, José
Bravo Cabria, Soledad
Bueno Gracia, Juan
Buenosvinos Rojas, Diego
Buitrón Pozo, Vicente
Calderón Suárez, Manuel
Calero García, Faustino
Calleja Fernández, Tomás
Candela Candela, José Antonio
Cano González, Ángel
Cano Moreno, Lucas
Cantera Palacios, Felipe
Cardona Herrero, Sergio
Carmona Esteban, Manuel
Carrasco Campos, Pilar
Carrera de La Figuera, José Manuel
Carrión Gutiérrez, Andrés
Casado León, Antonio
Casado López, José
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Colom Poveda, Ernesto
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Corrales Arenal, Bernardo Antonio
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de Irala Rodríguez, Javier
de La Lastra Fernández, José Antonio
de La Portilla Hierro, Matilde Elena
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del Giudice Ravenna, Carlos
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13 . Seniors

Giménez Precioso, Amado- Ignacio
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 Gómez - Martinho Martínez, Alberto
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 González García, Carmen
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 Hernández Lorenzo, José Luis
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 López Fernández, Lorenzo José
 López Nieto, Pedro
 López Sáez, Raúl
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 Machado Sanz, José Ignacio
 Malmierca Hernández, Almudena
 Marco Arribas, Amalia Dolores

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 Marino Martín, Manuel David
 Martín Acebes, Ana
 Martín- Portugués Bravo, Rafael
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 Martínez Antón, Carlos
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 Martínez Sánchez, Ignacio
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 Miralles Ayuso, Máximo
 Miranda García, José Javier
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 Moliner Mallén, Juan Francisco
 Montes Cortaberry, Aránzazu
 Montoya Oliver, M^a Concepción
 Morales Rico, Antonio
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 Municipio Sanfabio, Miguel
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 Muñoz Lozano, Jorge Manuel
 Nicolás Bartolomé, Ernesto
 Nitschke, Jürgen
 Nó Burillo, Joaquín
 Novillo Sánchez - Brunete, Alfonso
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 Petit Asumendi, Ignacio
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 Pisano García, Raul
 Plaza Rodríguez, Manuel

Pomares Abad, Pedro
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Valverde Luna, Bienvenido
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MÁLAGA

Ávalos Cañete, Francisco Manuel
 Carvajal Berrocal, Francisco
 de Vicente Alfaro, Fermín
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 Lara Álvarez, Fidel
 López Martínez, Emilio
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 Sendra Farré, Juan

NAVARRA

Apesteguía Remón, Pedro
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 Ortega de Andrés, Juan J
 Sanromán Castanera, José Luis
 Uría llarduya, Jesús

SEVILLA

González de Riancho Beltrán, Modesto
 González Moreno, Juan Manuel
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Grau Guinart, Josep
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Palacín Artiga, Francesc
Plana Gil, Salvador
Pubill Aguilar, Xavier
Quismondo Queralt, Luis
Reguant Serra, Jordi
Riba Llorens, Carlos
Sabate Farnos, Ramón
Soler Luz, Salvador
Tallardá Castells, Salvador
Torrents Vidal, Agustí
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Viudez Carricundo, Josep Antoni

VALENCIA

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Aparicio Bonache, Dolores
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Cantó Ruiz, Salvador

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Estelles Rodrigo, Manuela
Esteve Ferrer, Andrés
Esteve Molla, Manuel
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García Morales, José
Gil Gironés, Salvador
Giménez Pericas, Rafael
Jambrina Valdeón, José Antonio
Juliá Fortanet, Manuel Carlos
Manso Zorzo, José Luis
Mariner Monlleó, Rafael
Martínez Giralta, Antonio
Martínez Moreno, Jesús
Masson, Didier
Meliá Escámez, Encarna
Mestre Molto, Francisco
Monrabal Aguirre, Javier Jesús
Moreno Bolaños, José Luis
Navarro Martínez, Sebastián
Nicolás Plummer, Trevor William
Padrós Olivé, Clemente
Pelegrí de La Peña, Francisco
Pesquera Galdós, Guillermo
Ramos Martínez, José Luis
Rivero Calle, Luis
Rodríguez Castro, Ramón
Ruiz Lluch, Juan
Sánchez Montalar, José Enrique
Santacruz Albalat, Manuel
Sanz Solera, José
Sebastiá Bayarri, Mariano
Sena Villarroja, José Salvador
Serral Montó, M^a Francisca
Soriano Catalán, José Luis

Soriano Hernández, José Francisco
Trull Blasco, Enrique
Ureña Ceamanos, José Luis

VALLADOLID
Alonso García, Roberto
Álvarez Rodríguez, Daniel
Aragoneses Reques, Olga
Araus Gutiérrez, Francisco
Bargiela Fernández, Constantino
Barrios Rubio, Salvador
Bustos García, Félix
Caballero Escayco, Rosa M^a
Cadenato García, Juan Carlos
Cantera Quitián, José Manuel
de Santiago Díaz-Gémes, Francisco
Javier
Escalada Martín, José María
Escobar Santiago, Ramón
Fernández de Larrinoa Pangua, Tomás
Figueras Juárez, Domitilo
Gallardo Sánchez, Manuel José
Gallego Blázquez, Luis Alfonso
García Córdoba, Manuel
García Cuesta, Josefa
Gómez Modrego, Miguel Antonio
Gómez Monge, Ernesto
González Ferrero, Francisco Javier
González Gallego, José Ángel
González Torrico, José
Hermann, Eduard
Herrero Cerezo, Francisco Javier
Liqueite Arconada, Andrés
López Hierro, César
López Manrique, Ángel Luis
López Martínez, Jesús
Martínez Angulo, Francisco
Martínez Toribio, José Ángel
Mayorga Mingo, Luis
Merino Arnaiz, Teodoro
Miguel Gaspar, Antonio

Polanco de Castro, Fidel
Prado Pérez, Emilia
Rico González, Gerardo Manuel
Romo Lagunas, Fidel
Ruiz Alonso, M^a del Carmen
Sacristán Díaz, Antonio
Sainz Baranda, Pedro
Sainz Fernández, Francisco
San José Bartolomé, José Luis
Santiago Martín, Francisco
Santodomingo Alcalde, Ángel
Septién Arroyo, Manuel
Vaquero González, José Luis

VIGO
Amoedo Garrido, Manuel
Ballesta Basadre, Javier
Barbeito Naya, Eliseo
Barral Andrade, Ramón
Fernández González, José Antonio
Fontaiñas Rua, Perfecto
Gago Rodríguez, José
García Arbulo, Guillermo
González Fernández, Juan Carlos B.n.
López Lorenzo, José
Martín Amaro, Ignacio Juan
Martínez Sidrach - Cardona, Rafael
Moa Banga, Pío
Múgica Melgar, José Luis
Parente Parente, Luis
Pumar Gómez, Celso
Rey Pérez, Jorge
Sánchez Bello, José
Sánchez Martínez, Paulino
Santorio Santorio, Ramón Antonio

Corchón Martínez, Pedro
Díaz Izquierdo, Santiago
Fenollar Quereda, Manuel
Guillamón López, José
Marín Hernández, Miguel
Marín Marín, Alberto
Martínez Frutos, Miguel
Martínez- Lozano Menéndez, José Luis
Ruiz Laencina, Fulgencio
Sánchez Sánchez, Alejandro

OTRAS LOCALIZACIONES: ISLAS CANARIAS

Aparicio Rojo, Enrique
Cruz Corona, Pablo
Fariña Tello, Santiago
León Remón, Antonio
Manrique Escaladas, Javier
Miranda Cruz, Domingo

OTRAS LOCALIZACIONES: MURCIA
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Belmonte Gázquez, José Antonio
Campillo Paredes, Juan Antonio
Caride de Liñán, José Antonio

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ANNUAL REPORTS

Our annual reports and our audit report from BDO Audiberia Auditores S.L. are available to the public at our central offices in SECOT or on our web page www.secot.org

Secot is regularly evaluated by the Fundacion Lealtad or Loyalty Foundation

which assures that the principles of transparency and good practice are being met.

The last report from 2016 can be found on: www.fundacionlealtad.org

Secot is a non-profit organization declared of public use on the 27th of January of 1995.



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Rafael Calvo 18
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España

We have audited the financial statements of SECOT and understand that they are true to the financial activity until the 31st of December of 2016.

The Board of Directors are the responsible party for the formulation of the financial statements according to the general rules applied to the entities of Spain and should express the true financial situation of this entity as identified by the documentation.

Auditor's Responsibility

Our responsibility is to express an opinion based on the abbreviated and attached annual reports based on our audit. We have conducted our audit in conformance with the current laws applicable to audits of financial statements in Spain. This law requires us to abide by a code of ethics, and also to plan and carry out the audit so that we have reasonable assurance that the reports are free of material corrections.

An audit requires the application of certain procedures to obtain evidence on income and the annual reports. The procedures that are chosen for this are at the discrepancy of the auditor, including the evaluation of pertinent risks due to fraud or error.

When carrying out these evaluations of risks the auditor takes into account the relevant internal control for the formulation of these reports by the entity, and tries to design the procedure to suit the entity according to their circumstances and not express an opinion on their efficiency as far as their internal control.

An audit also includes the evaluation of the accounting policies applicable and the estimates of management as well as the sum of annual reports.



Fundaments of opinion with exceptions

As a result of the inspection carried out by Agencia Tributaria during 2015, in which the entity recognized installments in their favor, the Association increased their right to payment, in the amount of 75,000 Euros, Payable to Net Assets and requested this be due by December 31, 2015. Taking this into account, on this date the reserves appear overestimated by 142,000 Euros, and the Profit and Loss account underestimated by 142,000 Euros, taking into account that the total figure of the Assets should have been accounted for in 2015 appearing in statements.

In the end of the fiscal year 2015, Total Equity, is not affected by this. This fact was corrected in the previous audit, not affecting the audit for 2016.

Opinion with exceptions

In our opinion, except for the figures described in the paragraph "Fundaments of Opinion with Exceptions", the annual reports express in all aspects a true image of equity and the financial situation of Seniors Españoles para la Cooperacion Tecnica as of December 31st, 2016, as well as the corresponding results of the audit in conformance with the legal frame of financial information that results in application and in particular with the principles and accounting criteria which they contain.

BDO Auditores, S.L.P.

Carlos de Corral Gargallo
Socio - Auditor de Cuentas

12 de mayo de 2017

AUDITORES
INSTITUTO DE CENSORES Y JURADORES
DE CUENTAS DE ESPAÑA

BDO AUDITORES, S.L.P.

Año: 2017 N°: 011731624
SEÑAL CORPORATIVA: 96,00 EUR

Informe de auditoría de cuentas sujetos
a la revisión de acuerdo con las normas
específicas e internacionales.

PROFIT AND LOSS ACCOUNT (€)

	2016	2015
INCOME		
Members and Collaborators	227.877	251.322
Subvenciones, subsidies y legacies	88.288	51.115
Other incomes	290.419	374.074
TOTAL INCOMES	606.584	676.511
Financial incomes	2.235	1.170
TOTAL incomes	608.820	677.681
EXPENSES		
Expenses from personnel	278.722,88	295.474
Independent professionals Expenses	47.821	46.533
Trips Expenses	75.844	69.257
Amortized fixed assets	82.820	84.230
Other exploitation expenses	173.388,72	230.736
TOTAL EXPENSES	658.597	726.230
PROFIT OF THE YEAR	-49.777	-48.549

ABBREVIATED BALANCE SHEET (€)

	31/12/16	31/12/15
NON-CURRENT ASSETS	131.957	191.023
Intangible assets	57.780	84.233
Fixed assets	71.637	103.951
Long term associated investments	997	997
Long term financial investments	1.543	1.842
CURRENT ASEETS	698.662	716.481
Advanced payment suppliers	500	500
Borrowers and accounts to collect	111.386	224.039
Short term financial investments	89.300	125.000
Liquid assets	497.477	366.942
TOTAL ASSETS	830.619	907.504
NET EQUITY	740.059	829.127
Social Fund	73.087	70.177
Surpluses previous year	674.549	723.099
Surpluses this year	-49.777	-48.549
Subvenciones, subsidies y legacies	42.200	84.400
CURRENT LIABILITIES	90.560	78.377
Advanced payments	0	0
Creditors	62.210	53.316
Public Administration Debt	28.350	25.061
TOTAL LIABILITIES	830.619	907.504

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Testimony

*“This organization gives us the opportunity to stay active and be useful: By actively participating in the day to day life of many entrepreneurs we help them make the right choices along the way.
This is my goal now!”.*



César López
Senior
SECOT Valladolid

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Voluntariado Senior
de Asesoramiento Empresarial

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