

## **NOTICE TO THE MARKET**

### **BANCO DO ESTADO DO RIO GRANDE DO SUL S.A.**

CNPJ/MF nº 92.702.067/0001-96

#### **Retirement Incentive Plan – PAI**

Banco do Estado do Rio Grande do Sul S.A. (“Banrisul”, “Bank” or “Company”) announces that its Board of Executive Officers has approved the retirement program called Retirement Incentive Plan (“PAI”), to be offered to its employees.

To join the program, employees must be already retired or eligible for retirement by the National Pension Plan (INSS) and should also fulfill the retirement conditions established by Banrisul Foundation until December 31, 2014.

The enrollment to the Plan shall be until March 31, 2014, with employees leaving the Company until June 30, 2014.

The Retirement Incentive Plan was designed to allow that the retirements meet the interests of the Bank, harmonizing the expectations of employees who enroll in the program with the preservation of existing knowledge by the Company.

Banrisul will keep shareholders and stakeholders informed about the coming stages of the program.

Porto Alegre , February 12, 2014.

**João Emílio Gazzana**

**CFO and Investor Relations Officer**

**Banco do Estado do Rio Grande do Sul S.A. – Banrisul**