



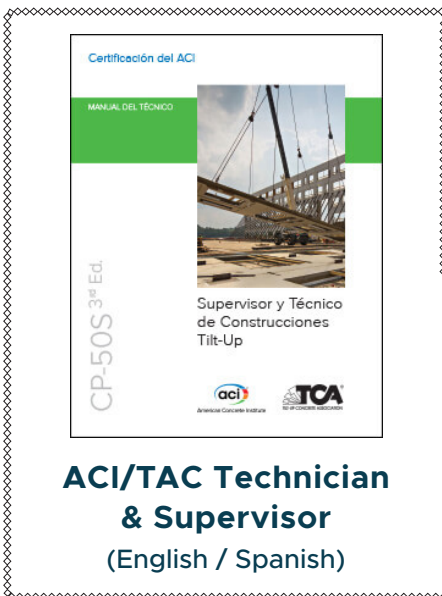
CONTINUOUS TRAINING & DEVELOPMENT PROGRAM (CTDP)

THREE POINT PROGRAM

- University Level Training & Peer Respected Industry Certifications
- On The Job Training & Project Cycles / Rotations
- Team Building

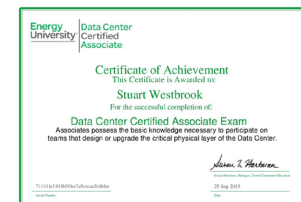
Our continuous **COMMITMENT** to training, **IMPROVEMENT** in employees careers, and **ENHANCEMENT** of their skills is unmatched by our competitors.

CERTIFICATIONS & TRAINING



Energy University™

Technical Training



Commissioning Training



Technical Training



Certified Construction Manager



CQM-C Certification



ON THE JOB TRAINING (OJT) *Via* PROJECT CYCLES

EARLY PROFESSIONAL

On the Job Training (OJT) Through Field-Based
Project Cycles

Rotation Through APM SME Pillars

- ▶ OFCI Tracking and Delivery (L1/L2)
- ▶ Construction Services Administration (CSA)
and Document Control
- ▶ Commissioning (L3-L5) Admin and Process
Observation
- ▶ QAQC of Divisions 1-14
- ▶ QAQC of Divisions 21-28

"Task" Oriented Role

SEASONED PROFESSIONAL

On the Job Training (OJT) Through Field-Based
Project Cycles

Overall Responsibility for Large Projects, Multiple
Projects or Program Level Management

- ▶ P&L of Project or Program
- ▶ BD at Account Level
- ▶ Safety
- ▶ Execution
- ▶ CSA
- ▶ QAQC
- ▶ CX

"Mentoring" Role

MID-CAREER PROFESSIONAL

On the Job Training (OJT) Through Field-Based
Project Cycles

Rotation Through APM SME Pillars

- ▶ Project P&L
- ▶ BD at Project Level
- ▶ Project Execution
- ▶ Project Safety
- ▶ Project Recovery Plan
- ▶ Leads
 - ▶ Budget / Schedule
 - ▶ Design
 - ▶ Pre-Construction
 - ▶ Construction
 - ▶ CX
 - ▶ Closeout

"Leading" Role

TEAM BUILDING

Communications &
Interpersonal Relationships



National Level

- ▶ New Initiative Incubation Platform
- ▶ Employee Focus Groups
- ▶ Sponsor Mentor Ally
- ▶ Interdisciplinary Access
- ▶ Quarterly Industry Technology Townhalls



Regional Level

- ▶ Regional Leadership Training
- ▶ Project Kick-Off Events
- ▶ Team Outings
- ▶ Bi-Weekly Roundtable
- ▶ In-person and Virtual