

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM

PROGRAM SUMMARY

This is a development program for young professionals designed and implemented by the ALSA Group for its International Road Passenger Transport division.

It involves recruiting young professionals so that, through a carefully designed international training plan lasting three years, they can develop their skills and knowledge, laying the foundations for a career with the Group.

PROGRAM OBJECTIVE

To search for talent and allow it to grow within the Group.

The development and training of people with strong potential who, by integrating the Group's values and culture, will be given the chance to grow professionally and personally, to take on positions of responsibility in the near future should they successfully achieve the necessary skills.

THE PROGRAM

After successfully passing the recruitment process, where the candidates will interview with the HR department, the responsible person from the department they are interested in and can be asked to complete a psychometric test, an employment contract with a trial period of 6 months will then be signed between the participant and the chosen company at the destination country, where the participant will become an employee, being registered in the destination country's social security system.

The working conditions during this phase will be those set out in the Group's JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM, adapted to local legislation, according to which the participant will not hold a position within the Company's organizational chart and will not be governed by its collective agreement. They will report to the person designated by the Company, who will usually be the head or the appointed Manager of the department where they work.

Every six months, participants undergo a performance evaluation, which will allow their progress within the program to be analyzed. This evaluation will provide feedback to be given in interviews and vital decisions will be made regarding the tasks to be undertaken, training, and possible department changes etc., as well as the decision regarding whether the participant will continue with the program.

Additionally, at the end of each year, they will receive the plan for the next period, which will outline the aims and expectations relating to their professional development.

The program consists of two separate stages:

1- Initial training plan (first year)

Should the needs and circumstances of the company allow it, at the initial stage of employment the participant could attend training on activities performed by ALSA Operations departments

in Spain. These activities will be similar or related to the tasks they will be assigned in the department they have been selected for. This training period will ideally happen during the initial stage of employment however, it is possible that the company will decide to arrange the initial or further training at different times, according to the needs at the time of the employment.

During the first 6 months, an introduction plan to the department will be undertaken. This plan will provide general training of the department they have been selected for will be delivered, including an explanation of the organization, activities, and roles within the Company.

By the time the training is completed, they will be assigned a position in the department where, under the supervision of a manager/mentor (normally the department's head), they will complete different tasks, functions, and projects aimed at familiarizing them with the department and the business.

During this phase, they will also be given specific training to strengthen any aspects that require improvement or support, with particular emphasis on English as a basic communication tool.

2- Development plan (second and third year)

Over the next two years, specific plans will be designed according to participants' performance so that they can continue to develop professionally and personally.

In this second phase, program participants will assume different roles with progressively more responsibility within their department, or they may change to other departments to gain a wider appreciation of the Company and its business.

During this phase, various types of training will be given to improve their performance.

During the process, the combination of the development of specific skills and each participant's personal and professional expectations will define their future areas of specialization within the Group.

END OF THE PROGRAM

The program may be terminated at any time if evaluations detect poor performance.

Once the program has been completed successfully and if the participant has demonstrated the required competencies have been achieved, the Company could offer the participant a specific position, where they will begin their career within the Group, subject to the role's work conditions, the participant's performance and skillset, and the company's circumstances at the given time.

At any time during the program, particularly at the end, work opportunities arising in other companies or international projects belonging to the Group may be offered to participants. It is therefore vital that they have a clear and determined vocation enabling them to accept changes and move to other countries.

PEOPLE ELIGIBLE FOR THE PROGRAM

- University graduates with little or no work experience.
- Proficient in English (a recommended minimum of level B2).

- Eligible for a work permit in the country of destination.
- Fully available to participate in international programs and career trajectories with international moves in the present and/or future.
- Potential to become a high-performing professional.
- Organizational and management aptitudes.

AREAS FOR PROFESSIONAL DEVELOPMENT WITHIN THE GROUP

The areas of specialization will be according to the department they have been selected for, within the road passenger transport sector.

As in any multinational group, professionals may grow from a specific point in one of its companies to corporate roles or even senior management.

Subject to the needs, the company will search for participants of the JIP Program within any of the below-listed departments.

- OPERATIONS (Services, Planification, Control Room, etc.)
- FINANCE
- ENGINEERING (Maintenance, Technical Office)
- HR
- COMMERCIAL (Sales, Marketing, etc.)
- CENTRAL SERVICES (Health and Safety, Business Intelligence, etc.)
- IT
- LEGAL
- HEALTH & SAFETY

OPEN SEARCH

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM; MALTA

Since 2014, the Group has run a program for young professionals at its subsidiary in Malta (Malta Public Transport), which is the exclusive operator of all road passenger transport in the country.

With 1,300 employees and a fleet of over 480 buses that has recently been introducing new electric ones, MPT offers a unique setting for professional development because it is a company that, given its setting in the European Community and in a Mediterranean, English-speaking country, has enormous potential for training, growth, and improvement.

Salary conditions

The aim of the proposed salaries linked to the program is

- i) to provide attractive conditions for young, inexperienced participants and
- ii) to increase their wages each year, subject to their annual performance evaluation, thus setting them on a gradually increasing path over the three years of the program.

The program offers its participants the chance to choose between two packages at the beginning of their employment. The chosen package will apply for the entire duration of the program.

Package 1 includes added expatriates benefit to the salary package, meant to be used for any accommodation, flight costs or any other expenditure the participant might need.

Package 2 covers the accommodation of the participant during the full length of the program and up to 80% of the cost of 4 round trips to the country of origin.

Important conditions for Package 2:

- ➔ The accommodation offered in this package will always be a shared apartment rented by the Company and sublet to the participant. The Company reserves the right to use any unused room in the accommodation for other participants or employees as it might be needed. The participant is assured a private room at all times.
- ➔ The Company will cover 80% of the total amount of the round trip up to 500€ per trip. The participant will purchase the tickets upfront and then proceed to submit the invoices or receipts to the company for reimbursement. Maximum 4 trips per year subsidize by the company
- ➔ Each JIP member, according with his/her personal needs must chose option 1 or option 2 for the whole period of 3 years and remains unchangeable till the end.

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM SALARY STRUCTURE

	INTERNATIONAL - Package 1		
	Year 1	Year 2	Year 3
BASIC SALARY € (*)	€ 14,000	€ 18,500	€ 22,000
Bonus %		10%	10%
ANNUAL MBO BONUS €		€ 1,850	€ 2,200
EXPATRIATES BENEFIT	€ 1,200	€ 7,500	€ 8,000
ACCOMMODATION INCLUDED	YES	NO	NO
TOTAL	€ 15,200	€ 27,850	€ 32,200

	INTERNATIONAL - Package 2		
	Year 1	Year 2	Year 3
BASIC SALARY € (*)	€ 14,000	€ 18,500	€ 22,000
Bonus %		10%	10%
ANNUAL MBO BONUS €		€ 1,850	€ 2,200
80% of up to 4 return flight tickets to Country of origin	€ 1,280	€ 1,318	€ 1,358
ACCOMMODATION INCLUDED	YES	YES	YES
TOTAL	€ 15,280	€ 21,668	€ 25,558

Important to be noticed, that amounts paid in the payroll in Option 1 regarding “Expat- Benefit” are taxable.

(*) COLA (Cost of Living Adjustments) will be considered following the statutory legislation of each country and the company’s policies on COLA application.