

JUNIOR INTERNATIONAL PROGRAM – Operations Department (Service) CMCXXI GROUP

This is the development program for young professionals designed and implemented by the CMC XII 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 grow professionally and personally in order to take on positions of responsibility in the near future.

THE PROGRAM

An employment contract with a trial period of 12 months will be signed and the participant will be registered with the destination country's social security system.

The working conditions during this phase will be those set out in the Group's JUNIOR INTERNATIONAL 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 of the department where they work.

Every six months, participants will 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)

At initial stage of employment participant will attend for training on activities performed by ALSA Operations departments in Spain. Afterwards they will be allocated in Malta.

During the first 6 month in Malta an introduction plan to the department will be undertaken. This plan will provide a general training on Operation department (Service) 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 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, the Company will offer the participant a specific position, where they will begin their career within the Group, subject to the role's work conditions.

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 with change and moves to other countries.

PEOPLE ELIGIBLE FOR THE PROGRAM

- University graduates with little or no work experience
- Proficient in English (a recommended minimum of level B1)
- 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
- Vocation for staff management

AREAS FOR PROFESSIONAL DEVELOPMENT WITHIN THE GROUP

The areas of specialization will be within Operations Department (Service) of a company in 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.

The typical the roles that are commonly associated with the department are described below:

- Planning
- Control Room
- Service management
- Transport networks
- Staff management
- Incidents
- Fleet management
- Service supervision

There is the possibility that the participant is offered to move to other areas within a transport company as:

- FINANCE
- MAINTENANCE
- HR
- COMMERCIAL
- CENTRAL SERVICES
- IT
- COMMUNICATION

OPEN SEARCH

JUNIOR INTERNATIONAL 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 400 buses, MPT offers a unique setting for professional development because it is a company that, giving 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, thus setting them on a gradually increasing path over the three years of the program.

The maximum salary is therefore set at €22,512 (exclusive of bonus) in the third year, in line with the following structure:

**JUNIOR INTERNATIONAL PROGRAM SALARY
STRUCTURE**

YEAR 1	YEAR 2	YEAR 3
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BASIC SALARY €	9,918	15,000	17,500
GOV BONUS	512	512	512
ANNUAL MBO BONUS €	-	1,500	1,750
ANNUAL MBO BONUS %	0.0%	10.0%	10.0%
EXPATRIATE BENEFIT	-	3,500	4,500
TOTAL €	10,430	20,512	24,262
OTHER			
ACCOMMODATION (*)	YES	YES	YES
FUEL COSTS	NO	NO	NO
HEALTH INSURANCE	YES	YES	YES
CAR AND FUEL	NO	NO	NO
FREE TRANSPORT	YES	YES	YES
MOBILE TELEPHONE	YES	YES	YES

(*) Individual room in a flat shared with fellow participants.

Vacancies

POSITION	NUMBER OF PEOPLE
OPERATIONS	10