
WORKER BENEFIT

Just Program



REVITALIZA
CONSULTORES

4.3 CONTINUING EDUCATION POLICY

Revitaliza Consultores has a corporate social responsibility program for continuing education that support, sponsor and contribute financially to the education and continuous training of of their employees. Every year the Administration Department allocates a budget for the execution of this program.

The continuing education program includes all training activities that are relevant for the development of skills and specific knowledge of each employee, providing general support in technical knowledge and leadership development. Also, employees are allowed to attend sessions during work time.

Continuing Education Budget (2018): **\$1,950USD per employee.** The continuing education program includes the following:

Annual budget for Continuing Education per employee (2018)

Program	Description	Annual Budget per employee
Personal coaching for personal growth	<ul style="list-style-type: none">- Individual sessions with a counselor of the coaching company- Personal sessions during work time	\$600 USD
Group Coaching	<ul style="list-style-type: none">- Group sessions for the integration and professional growth- Group coaching sessions during work time	\$600 USD
Courses	<ul style="list-style-type: none">- 100% scholarships for courses will be granted by Revitaliza Educación for associates. For those who obtain the scholarship, it is requested a 80% attendance.- It will be necessary to help with the cafeteria service and other activities need for courses	\$500 USD

Program	Description	Annual Budget per employee
Credentials	<ul style="list-style-type: none"> - Credential fees will be reimbursed, only if the associate does well on exam. - Credentials will be reimbursed within a period of six months, time requested by the directors of their respective areas, if not complied within that term, employees will have to pay for their own credential fees. - Each employee is entitled to reimburse an optional credential per year, as long as he/she meets conditions. If the employee demonstrates exemplary performance, he/can apply for another credential which would be paid by the company. 	\$250 USD
Total		\$1,950 dls

Associates who demonstrate exemplary performance in their work and in their commitment to the environment, Revitaliza Consultores will provide financial support for specific courses, training and conferences inside and outside Mexico.

Annual Education Events and Opportunities

Program	Description
-Living Future -Education summit -Greenbuild	These educational events and opportunities will be granted to employees who have been in the company over a year. It is mandatory to demonstrate commitment and sustainable practices as life-style. Work performance should be inspiring, collaborative and impeccable.
Specific courses abroad	This benefit will be granted to employees who demonstrate skills and commitment over the time. The associate must be committed to working on Revitaliza Consultores for more than two years, otherwise it will be necessary to make a refund.
External courses	These benefits will be granted to workers who have been in the company over a year. Revitaliza Consultores grants up to 80% in scholarship for courses related to sustainability. It is granted to people who have more than 3 years working in the company and who hold, at least, junior consultant responsibilities.