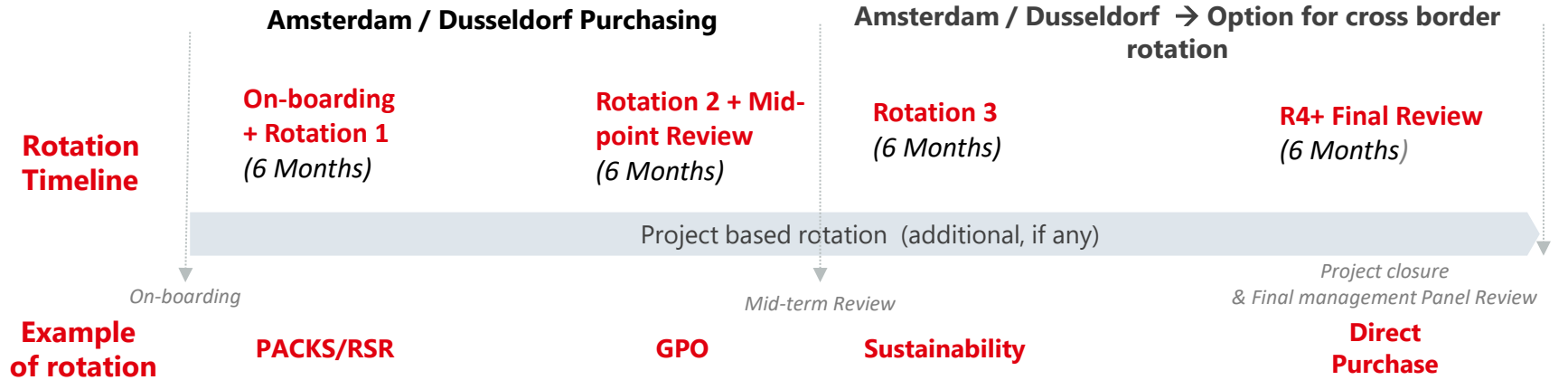


ROTATION PROGRAM EXAMPLE

COMPREHENSIVE TRAINING TO BUILD SOLID FOUNDATIONS



Key Execution Elements

- Fast onboarding based on structure process with dedicated “buddy”
- Rotation based well defined project with assigned mentor (project owner)
- Goal and KPI for project communicated clearly to evaluate success
- Mentoring between management and trainees
- Post program career acceleration plan to closely support and expediate career progression