



# TRAINING AND DEVELOPMENT FOR DMCI EMPLOYEES

The Company is committed to improving the performance of the Group, including the employees of its subsidiaries. The Company recognizes the benefits of trainings and development programs for the employees to grow and develop their skills and talents.

For General Welfare and Development, the Company has the following activities:

1. The Company has an in-house training center through DM Consunji Technical Training Center (DMCTTC). It provides quality training exclusive to the DMC Group of Companies such as Leadership, Supervisory Development, Problem Solving and Decision Making and Foremanship Training among others. Professional Development Trainings conducted by DM Consunji Technical Training Center to the DMCI Group of Companies are as follows:
  - a. Professional Development Seminars
  - b. Basic Safety Orientation Program
  - c. Basic Occupation Safety and Health
  - d. Quality of Work Life Seminars
  - e. Performance Management, Leadership and Succession training
  - f. Foremanship Program
  - g. Team Building Programs
  - h. Administrative Programs
  - i. Behavioral, skills and technical courses
  - j. Engineers Development Programs

Below are trainings and seminars conducted for the period January 1 to June30, 2016 to DMCI Group of Companies:

Company	Program	No. of Graduates	Sub-Total
D.M. Consunji, Inc.	One day Safety Orientation	5,028	5,141
	Heavy Equipment and Truck Operator Certification	71	
	Engineers Development Program Series 100	20	
	Line and Grade Development Program	22	
DMCI Homes	Concrete Technology	23	47
	Equipment Utilization	24	



<b>Berong Nickel Corp.</b>	Problem Solving and Decision Making	25	25
<b>Southwest Luzon Power Generation</b>	Quality of Worklife Seminar	28	28

2. The Company supports the professional development of its employees by allowing them to participate in organizations and professional clubs such as:
  - a. Management Association of the Philippines
  - b. Public Relations Society of the Philippines
  - c. Golf Clubs
  - d. Philippine Chamber of Commerce and Industry
  - e. Philippine Overseas Construction Board
  - f. International Association of Business Communicators
  - g. Institute of Corporate Directors
  - h. United Architects of the Philippines
  - i. Financial Executives Institute of the Philippines (FINEX)
  
3. Activities of each subsidiaries such as:
  - a. Fellowships among management and key officers of subsidiaries
  - b. Corporate planning sessions
  - c. Team building activities

Below are trainings/seminars attended by key officers and employees:

Date	Seminars Attended
August 3, 2016	Corporate Governance Forum
June 22, 2016	Mid-Year Economic Briefing
April 11, 2016	Contemporary Topics on Corporate Governance
November 9-10, 2015	Annual Disclosure Seminar
October 15, 2015	PSE-SEC Corporate Governance Forum
September 24, 2015	Creating Advantage Through Governance
April 21, 2015	Seminar on Corporate Governance
February 18, 2015	Orientation Course for Corporate Governance
October 21, 2014	Corporate Governance Forum
September 25-26, 2014	National Public Relations Congress
September 2-3, 2014	Asian Forum on Corporate Social Responsibility
February 5, 2014/April 29, 2014/June 9, 2014	Distinguished Corporate Governance Seminar
October 18, 2013	Risk Driver Analysis Session
September 10, 2013	MAP CEO Conference
August 29, 2013	Presentation to Audit Committee
April 17, 2013	Unlocking the Power of Financial Modelling



August 23, 2012	Enterprise Risk Awareness Session by SGV & Co.
March 02, 2012	Economic Briefing by Victor Abola
December 15, 2010	Private-Public Partnership Briefing by Alberto Agra
July 30, 2010	Economic Briefing by Prof. Victor Abola
June 28, 2010	Cross Cultural Seminar by Prof. Yih-teen Lee
January 12, 2010	Leadership Seminar by Dr. Pablo Cardona
August 11, 2009	Introduction to Economics by Federico Macaranas
August 15, 2009	The Language of Business by Felixberto Bustos
August 21, 2009	The Chinese Financial System by Dr. Victor S. Limlingan