

Employee Growth, Welfare, Training, Development

The Company continuously creates growth opportunities through its carefully programmed operations, continuous training and development at all levels and through an impartial, steadfast commitment to merit system as the sole basis for evaluating performance. The Company believes in the value of plain hard work.

The Company provides various training programs for its employees to maintain competitiveness and efficiency.

The training programs (in-house) for the year 2017 are as follows:

- General Orientation Program (GOP)
- Work Attitude & Values Enhancement (WAVE) Workshop
- Teambuilding Workshop
- Lean Construction Seminar
- POKAYOKE Seminar (Mistake Proofing)
- Training the Trainers Program
- Supervisory Development Program (SDP)
- Understanding MILLENNIALS
- 8D Methodology
- Leadership Training for Supervisory Union Officers
- Cross-Cultural Communication and Training Workshop
- Accounting for Non-Accountants
- EEI Employee Opinion Survey (EOS)
- Basic Project Management Program (BPMP)
- Project Execution Development Course (PEDC)
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- Industrial Fire Brigade Training
- Job Safety Analysis and Risk Assessment Training
- Earthquake Drill Orientation
- Safe, Use, Handling, Storage and Disposal of Chemical and Waste
- Safety Engineers Training Program
- Disaster and Crisis Management Training
- Safety Induction Course (SIC)
- Risk Based Training
- Appreciation Course on EHSMS Standards Seminar
- Updates on Labor Laws & DOLE Issuances
- Weight Management and Nutrition
- Actual Fire Extinguisher Exercise
- Supervisory Training Observation Program (STOP)
- Family Health Series (FHS) Certificate
- HIV / AID Awareness Seminar
- Civil and Architectural Inspection Seminar
- Material Receiving Inspection Seminar
- Non-Destructive Test Inspection Seminar
- Information Security eLearning for YGC Companies
- TEKLA Training Structures
- PRIMAVERA P6
- Primavera Risk Analysis Training
- Data Privacy Act of 2012 Awareness Seminar
- Content Publishers for Announcements/End-User Training
- Vision 2021 – Value Stream Mapping Workshop
- Masonry Training

Training and Development Costs

The Company spent a total of Php.206.78 million as training and development costs for the last three (3) years as follows:

Period Covered	Amount	Percentage to Revenues
CY ended December 31, 2017	P.33,055	0.22%
CY ended December 31, 2016	P.75,096	0.51%
CY ended December 31, 2015	P.98,628	0.52%

Another labor union, the EEI Supervisory/Staff Employees Union (EEISSEU), an independent union which was established in 1993, is the bargaining agent of the staff level and supervisory employees.

The Company's management has maintained good relations with its employees, and has not experienced any strike or work stoppage for four (4) decades or since 1977.

In 2015, EEI renewed the Collective Bargaining Agreements (CBA) for both Unions and which will expire on June 30, 2018. The Company does not anticipate any difficulty in renewing the Collective Bargaining Agreements for both Unions.