

**Local training and development**  
Employ. Educate. Empower.

Training Programs



## Local hiring

APR Energy strives to hire and train local workers at all of its plant sites. Our plants typically employ as many as 70% of their employees and contractors from the local workforce. This provides valuable skill development and education for local residents, adds jobs to the community and promotes economic growth.

*40 local trainees completed certification in the operation and maintenance of gas turbines and diesel reciprocating engines in support of the company's projects in Libya. APR Energy offers more than 120 training courses tailored to individual personnel needs.*



*By hiring as many personnel from the local workforce as possible, APR Energy provides valuable skill development, adds jobs to the community and promotes economic growth.*

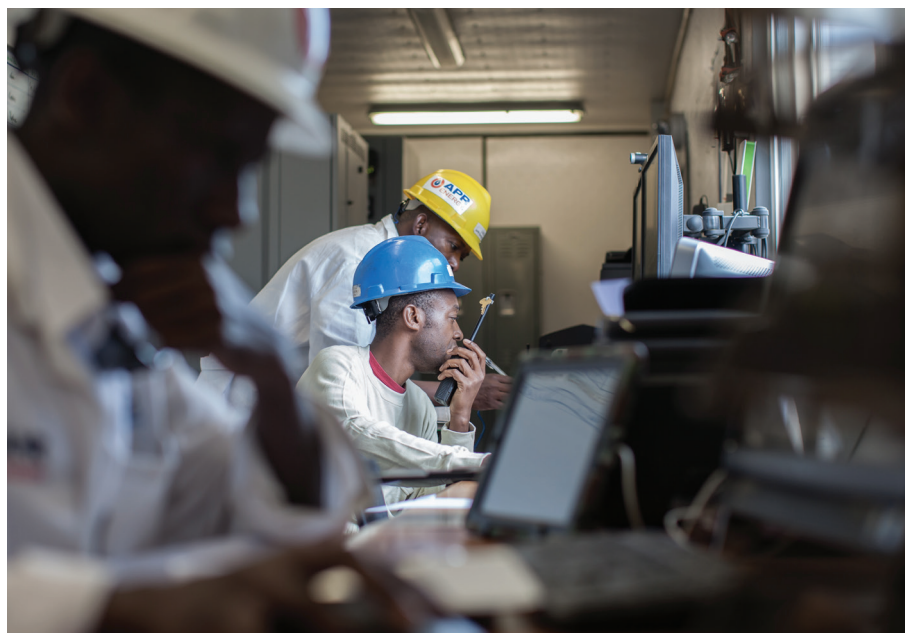
## World-class training platform

Through APR University, the company's online training site, our people have access to more than 120 training courses, ranging from fundamentals of plant operations to complex gas turbine operations and maintenance. With more than 1,500 individual trainings delivered to date, APR University serves as the company's primary global platform for managing and providing blended learning solutions of instructor-led training, on-the-job training and computer-based training modules. Courses are developed to be flexible to adapt to each individual's experience and skill level, and often serve as part of multi-phased certification programs. Access is available via desktop computer and mobile devices, including smart phones.

*APR Energy develops and empowers its employees by using subject matter experts to provide on-the-job training and mentorship.*

## Customized, tailored approach

APR Energy takes a highly customized approach to training and development, which may vary based on the specific location, technology and operating goals of the plant site. We start by assessing the local skills available to us through a needs assessment, which provides important information to help us design specific courses for the local workforce. Training often is tailored for each team member to meet their unique needs, and our mutual goals. This benefits the community, as well as the individual employees, since many of our longtime employees who were hired and trained locally now hold positions of authority within our company – roles that include Director of Diesel Power Modules and Field Service Engineer. Even employees who choose to leave the company take valuable skills into their community and to future jobs.







*APR Energy personnel gain valuable technical experience in areas that include safe turbine operation and maintenance, control room operation, fuel quality, transmission and distribution, and instruments and controls.*

## Focus on Health, Safety and the Environment (HSE)

The health and well-being of our people and communities always is AP Energy's number-one priority. We strive for an injury-free workplace, requiring 100% safe work practices and employee engagement. As part of these efforts, we provide regular, in-depth training, mentoring and job-specific education, supported by internal procedures, quality management systems, work instructions and protective equipment. Typical HSE training at our plant sites covers 16 key functional areas, including health, welfare and first aid/CPR, fire protection and firefighting, waste management, and safe working methods (lock out/tag out, permit to work, confined space entry and working with medium and high-voltage systems). The HSE skills, practices and policies we teach our people become ingrained in their daily work practice, and are often carried with them throughout their career.

*Workers in Angola receive valuable health, safety and environment training at our site in Rocha Pinto. AP Energy strives for an injury-free workplace, requiring 100% safe work practices and employee engagement.*

## Leading-edge technical training

Unlike typical temporary power providers, AP Energy uses leading-edge technology featuring the latest advancements in the industry, and is the only company to use gas turbines. This is the same turbine technology used on permanent power plants and jet aircraft. Employees are provided in-depth training and development on technical areas that include safe turbine operation and maintenance, control room operation, fuel quality (natural gas, diesel, kerosene, LPG, naphtha), transmission and distribution, and instruments and controls. Our strategic partnership with GE allows AP Energy to offer its valuable in-depth training on installing, operating and maintaining GE turbine technology – something other temporary power companies cannot offer.







Technicians in Angola gain hands-on experience operating a GE TM2500 gas turbine. AP Energy is the only company in its industry to use turbines, the same leading-edge technology used in permanent power plants and jet aircraft.

## Hands-on, experiential learning

APR Energy recognizes that some of the best skill development is done through hands-on, experiential learning. As such, we empower our employees through on-the-job training and mentorship. We also use subject matter experts in each area of plant operations to guide our trainees, taking them through standard operating and maintenance procedures that we use in our facilities throughout the world.

As part of our hands-on approach, APR Energy has frequently welcomed the use of interns from local schools and universities, providing them valuable experience and, in many cases, hiring the highest performers into permanent positions. APR Energy employees also have presented, taught and volunteered in local vocational schools to provide students with a greater understanding of power generation and the technologies we use.



Powering your progress®

**UNIVERSITY**

### APR University Learning Services

A competency-based portal that focuses on the skills needed to achieve high performance.

#### Learning Paths

Built around comprehensive competency models tied to job roles and curricula.

#### Automated Enrollments

Learner is notified by email as Learning Paths and Courses are assigned to them.

#### Catalog of Optional Courses

Learners can and request enrollment in non-assigned, optional courses.

#### Web Conferencing

Supports WebEx, GoToMeeting, and GoToTraining for hosting informal online classes, virtual workgroups, and webinars.

#### Key Assets

#### Knowledge Base

Integrated with robust document management under Microsoft SharePoint.

#### Mobile Devices

Exceed LMS automatically recognizes your browser and delivers an optimized LMS experience for smart phones, tablets and other mobile devices.

#### Certifications

Tracks both internal certifications and credentials assigned by external vendors and authorities.

#### Reliable and Secure

Uses Amazon Web Services (AWS) as the primary hosting resource, and its backup, monitoring, and recovery procedures are robust.

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