

1 The ULI Mentorship Program

- Will enhance the general membership with an outstanding education and professional networking opportunity.
- Is designed to provide an opportunity to connect, share experiences and form relationships.
- Will set up mentorship groups that exchange ideas, share professional experiences and challenges, and create networks.
- Aims to promote greater awareness of all facets of the real estate industry through its meetings and connections.
- Will provide a confidential, trusting environment for educational and exchange of ideas.

3 Mentee Groups

- Will be formed by 3-6 members of the ULI YLG.
- To form part of a Mentee Group, ULIY YLG members will be screened and approved by the ULI YLG Committee.
 - Mentees are driven young professionals with successful and rapidly growing careers
 - Mentees are responsible and therefore can assign due time to the Mentorship program
- Mentee Groups will jointly select and prepare the subjects to be discussed during their mentorship meetings, prior to meeting with the Mentor.
- Mentees will benefit from receiving advice and hearing from different experiences shared by the Mentors. They will also meet and interact with like-minded young professionals from the Real Estate industry.

2 Program Scope

- Duration: 1 year initially.
- Aimed at young professionals in the ULI YLG program.
- Meetings will be held bi-monthly between Mentee Group and Mentor.
- Members will ideally be from diverse professional backgrounds but all with invested interest in the Real Estate sector in Mexico.
- Confidentiality is key, there should be complete trust and openness to exchange ideas and build relationships.
- Extra one-on-one or group meetings may be organized with the Mentor such as coffee/lunch/ or other more informal activities at Mentor's availability and discretion to discuss career planning, future projects with Mentee Group.

4 Mentors

- Someone with 15-20 year experience in the real estate/ financial sectors who is willing to spend time with, inspire and learn from young professionals.
- Will provide guidance on the subjects set forth in each meeting, based on past business experiences and will help mentees identify problems and solutions within their companies/projects when applicable.
- Will refer mentees to other business associates.
- Will provide career advice and expand Mentee Groups' vision of the industry outside of their specific field.
- Will benefit from interacting with different young leaders in the industry, and therefore
 - Gain satisfaction by imparting their knowledge and experience
 - Meet new young driven professionals that may at some point be in key positions in the RE Industry.

1 Application Process

- Applicants must be a registered ULI YLG Member, and fill out an online questionnaire (attached). Such questionnaire shall include a short statement of interest where applicants shall specify their interest to participate in the program.
- The board of the ULI YLG, will create Mentee Groups with 3-6 individuals and assign a Mentor based on certain pre-identified criteria.
- The final list of groups is announced by the YLG, and the Mentorship vice chairs will coordinate the first meeting (thereon after, a group coordinator shall be elected for each succeeding meeting, by each group)

2 Operation of the Program

- Individual sessions between mentor and Mentee Group.
- Meetings are generally 1.5 – 2.0 hours.
- **100% attendance is expected.**

3 Implementation of First Group - Timeline

- During the first meeting, the group shall:
 - Send proposed subject one week in advance.
 - Jointly determine meeting dates for the next 4-6 meetings.
 - Proceed with general introductions, establish expectations and discuss logistics.
 - Assign responsibility of coordinating future meetings to each mentee who will be responsible for coordinating schedules and fleshing out an agenda with the mentor for their assigned meeting.
- A standard meeting would proceed as follows...
 - Mentor will begin conversation with respect to topic of the day.
 - Mentor will open conversation for their mentees to ask questions and add comments based on their own experience.
 - The mentor may set tasks (in the case that there is anything to do prior to next meeting).