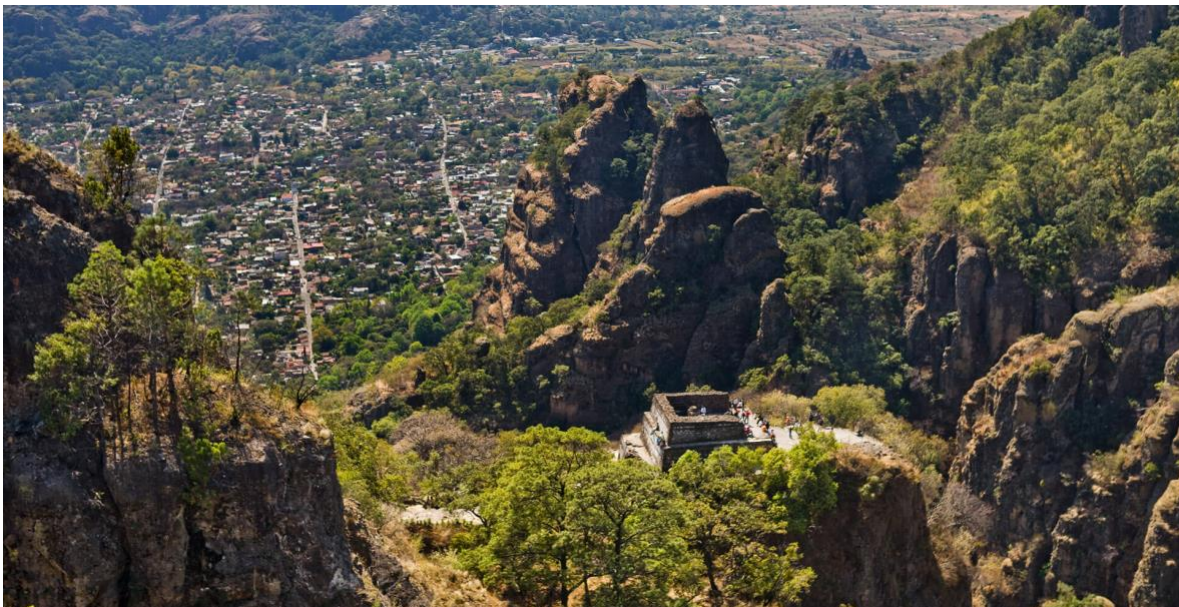

TEPHOSTAL

And Environmental Education Center



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1.- OUR PROJECT

In the last years, Mexico has recognized and improve its potential for tourism using the great diversity of the country. Diversity that is not only represented in nature, but also culturally, geographically, and historically. To ensure the enhancement of such attributes, in 2001 the government crated the program “Pueblos Mágicos” (Magical towns), choosing small towns that have been good at maintaining unique traditions, natural environment, and historical sites (Universal, 2011).

By 2020, there are 121 “Magical towns”, in the country, and one of them, is Tepoztlan. Located north in the state of Morelos. Tepoztlan is just 55.5 km south of Mexico City, and 17 km away from Cuernavaca, the state’s capital. This location gives the town a geographical privilege, being the way for many travelers that move between cities and turning it in an ideal getaway destination for people from these capitals (Gov. of Tepoztlan, 2016).

Tepoztlan is known as the best touristic site in the state of Morelos, mainly because of its location inside a natural protected area, and next to an archeological site, mount “Tepozteco”. Another main attraction of the town is the former Convent of Our Lady of the Nativity, declared by UNESCO as World Heritage. Finally, the special value of Tepoztlan falls in the offer of Tourism of nature. Here is common to find activities like: Hiking, mountain biking, horse rides and interpretative routes (SECTUR, 2014).

In a moment where ecological and sustainable initiatives are not only being greatly needed, but also well supported, we want to present a project that seeks to be competitive, pertinent and innovative. As professionals in natural resources management, we recognized the need of a truly sustainable model of touristic services, where energy and water are use with the most advance technology in efficient and functional buildings. We also acknowledge the need of environmentally friendly agriculture systems, and the advantages of the products that result from such systems. For our team, one of the biggest challenges the world is facing today is waste management, therefore, innovative projects should count with infrastructure that allows a responsible management of waste. And finally, this team identifies education as the key to address any problem, and we see an opportunity of learning in every experience.

TEPHOSTAL and Environmental Education Center, is our call to embrace new opportunities. It’s a chance to make tourism in a different and truly sustainable way, where people can go to relax, but also to learn, choosing to travel in a more responsible way that allows them to enjoy nature without leaving a dark footprint on the environment.

Our Mission:

To offer a quality host service in a sustainable environment that allow visitors to enjoy their experience, while taking the tourism impacts to the minimum possible, using every activity as a learning opportunity shared on our education program.

Our Vision:

To become a model of sustainable practices in the touristic national and international field, improving the idea of environmentally friendly services.

The project will be located in Tepoztlan in a land piece of 5Ha. With address in: 20 de Febrero, 62520, Tepoztlan, Morelos, MX., To understand better what Tephostal is, we divide it in 5 components: (1) Hostel, (2) Environmental Education Center, (3) Sustainable Farm, (4) Energy infrastructure, and (5) Water management infrastructure. Each component responds to one of our main goals, and together make Tephostal, the most sustainable model of hostel services.

The size of each component inside the selected area will be as follows:

- Educational center: 25x10 --> 250 sqm x 2 (shape: 25m x 20m)
- Farm: 5 000 sqm (shape: 50m x 100m)
- Cabins: 30sqm x 10 (shape each: 5.48m x 5.48m)
- Water plant: 60sqm (shape: 5m x 12m)
- Hostel: 300 sqm (shape: 15m x 20m)
- Parking: 20x5.5 --> 110 sqm (shape: 6m x 25m)
- Camping site: 500 sqm (shape: 25m x 20m)
- Energy facility: 60sqm (shape: 5m x 12m)

1.1.- Hostel

Is the core component of our project. It will consist in a main building with **6 dorms** with two double beds (Capacity: 4 people each), **1 dorm** with 4 bunk beds (Cap.: 8 people), and **1 private room** with one double bed (Cap.: 2 people), with the possibility to host 34 guests.

10 cabins with capacity for 2 people each, will be around the green space in our 5 Ha piece of land, to offer more privacy and comfort to 20 more guests.

Finally, a **camping zone** will be available for visitors that will have the opportunity to be closer to nature and enjoy our wonderful location.

One main **kitchen and dining area** would provide guests the option to consume locally grown products that come from our very own farm, on in-site made dishes prepared by our cook, to introduce our visitors with a taste of the local gastronomy.

Definition of hostel capacity without the camp site

- Number of guests: 54 per day

- Work capacity: Increasing in steps from 40% to 60% to 80% and the aim is to reach full capacity in year 6, as shown in Table 1.

Table 1: Capacity of the hostel

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Occupancy (%)	40	60	80	80	80	100	100	100	100	100
Number of guests	7.884	11.826	15.768	15.768	15.768	19.710	19.710	19.710	19.710	19.710

1.2.- Environmental Education Center

Consists on a large meeting room, located in our site, next to our organic farm and energy system. This building, that can also be partitioned into two smaller rooms, will be equipped to serve 50 people in a friendly learning environment, facilitated by projectors, white boards, a small library, and the teaching staff.

Tephostal's educative offer is integrated by **two programs**.

School program

Aims to work with public and private elementary schools from the municipality and the surrounding cities.

Characteristics:

- Groups of max. 45 students, from 5° or 6° grade, and 3 Chaperons.
- 3 hours
- 3 educators needed
- Privet schools are asked to cover the whole cost of the course. Public schools have a discount and are encouraged to work together with the kinds of activities to earn the money needed to participate in the program.
- The group is asked to bring a lunch for the kids (or each kid brings their own)

The **objective** is: To lead kids into an analysis of their environment (Natural and Social), to recognize its main components, the daily impacts generated by human activities, and the possible alternatives in favor of sustainability.

Description: Using games, videos and participatory activities, the kids identify the biotic and abiotic components of the natural environment, and the social structures important in their own context (Family, School, Sport teams, Producers). Once they understand and situate such factors, their impacts are recognized in relation to their own activities (Water pollution, electricity waste, air pollution).

Finally, to talk about alternatives in favor of sustainability, we talk them to our farm to learn about organic production of food. The energy infrastructure is also used to teach the groups about the renewable energy systems. The last part of the course asks the kids to identify actions they can implement to decrease their own impact in the environment.

The program considers evaluation methods to be able to measure the degree in which the objective has been accomplished, and to report the knowledge learned by the group to the teachers of the visiting school. This way teachers are motivated to reinforce such knowledge in the classroom.

Summer camp program

Aims to work with diverse groups, either local or visitors from national and even international background.

Characteristics:

- Groups of max. 45 participants. (+3-6 Chaperons needed for young groups).
- 2 days program
- 3 educators needed
- Each participant needs to pay for their participation. Local participants can get a discount according to socio-economic situation
- Accommodation and food are given by Tephostal

The **objective** is: Promote the adoption of pro-environmental habits, by analyzing the life cycle of daily goods, and presenting alternatives and possibilities to support sustainable practices.

Description: The program will be adaptable to each group since we'll have a curriculum of activities and material developed to go over topics such as: Sustainability, Pollution, Natural Resources Management, Climate Change, Water management, Renewable energy and Team building.

For each topic, a set of games, videos, and activities will be available, in a way that this course can be followed by kids, young people, adults and even groups of families. Participants will have the opportunity to choose the topics they want to learn, and activities will be selected by the teaching staff, based on the characteristics of each group.

However, regarding the topics a group picked, every camp will have a strong base on team building, life cycle analysis and sustainable practices. This last topic, of course represented using our farm, energy and water infrastructure, to show practical examples of sustainable development.

The program considers evaluation methods to be able to measure the degree in which the objective has been accomplished, to be able to identify opportunity areas, and strengths of our educative program.

1.3.- Sustainable farm

Is a **vegetable and fruit tree farm** extended over an area of a half hectare, divided into smaller plots with **10 beds of 35m x 0,75m**, drip irrigated with our own treated water. More than **20 different varieties of crops** will be grown here in order to source the kitchen of the hostel including tomatoes, radish, kale, spinach, onions, carrots, beets, beans, pumpkins, papaya, lemons, and many more

delicious foods. Initially the farm was intended to reduce the hostel's environmental footprint by sourcing our own foods, but the surplus of products from the farm will also be available to purchase in our store.

The work in the farm is mainly taken out by our friendly farmers, nevertheless the farm is also open to the hostel's guests and visitors, as well as for complementing some of the workshops offered in our education center. The design of the Farm will help visitors to learn more about how their food grows and the effort that it means to do small-scale organic farming.

1.4.- Energy infrastructure

The facilities of the hostel and the educational center will be completely supplied by renewable energies. The main energy source will be a solar photovoltaic plant distributed in the rooftop of the hostel and the educational center. There is also a small wind turbine plant composed by 8 turbines of 10kW and solar collectors to provide the Domestic Sanitary Hot Water. The energy surplus from the renewable electricity generation will be stored mainly in batteries for its use at night and also converted into hydrogen in order to supply the uses of the hydrogen-fueled car that will be used for purposes of the project. A portion of the hydrogen can be reconverted back into electricity when there is surplus of the car consumption.

The hydrogen production gives the project a special tool for attracting more clients for the educational center who are interested in hydrogen-related courses. As the hydrogen systems technologies are still in development phases the investment in this equipment might be very high, therefore three scenarios will be analyzed:

- 1- Solar PV energy surplus stored 100% in batteries and hydrogen production only for hydrogen-fueled car
- 2- Solar PV energy surplus stored in batteries system and no hydrogen production at all
- 3- Solar PV energy surplus stored 100% as hydrogen

1.5.- Water management infrastructure

Treats the wastewater that comes from the hostel, camping site and the education center. One of the challenges faced in the water sector in Tepoztlan, is the issue of untreated water (Del Poder and De Morelos, 2016). Hence, the idea to treat and reuse the wastewater. The treated wastewater will be used to irrigate crops on the sustainable farm and the surplus water will be used in the lavatories in Tephostal.

The wastewater treatment plant will consist of a primary tank, 2 aeration chambers, a clarifier and an effluent pump as shown in Figure 1 below.

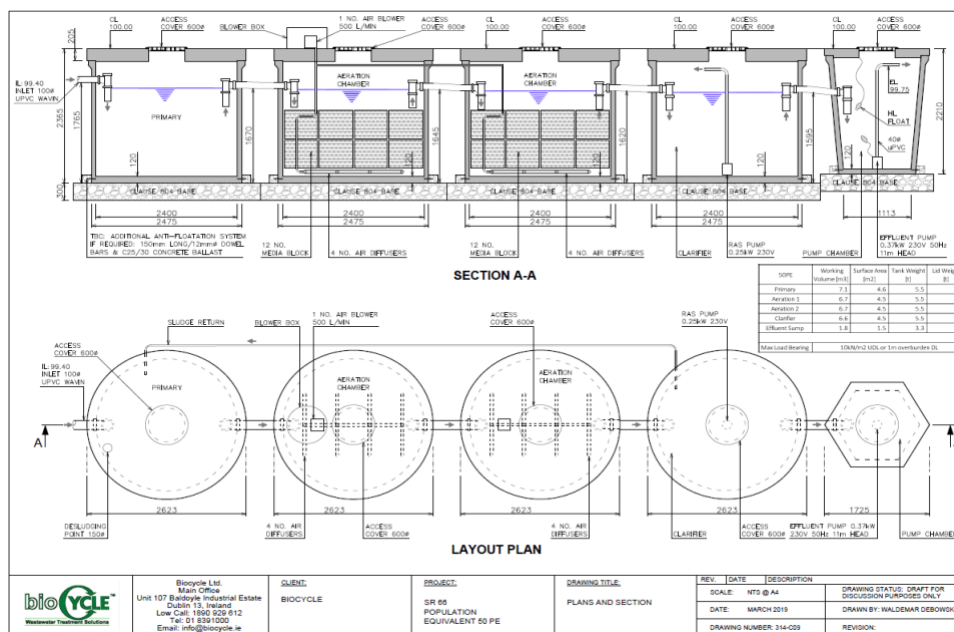


Figure 1: Wastewater Treatment Plant Layout

The plant has an operational capacity of treating 7 500 l/d. The performance of the treatment plant is as follow and Table 2:

- Nominal organic daily load: 0.41kg/d
- Nominal hydraulic daily load: 1.60 m³/d

Table 2: Wastewater Treatment Efficiency

Treatment Efficiency (nominal sequence)	Efficiency (%)	Effluent (mg/l)
COD	92.1	50
BOD ₅	97.5	6
NH ₄ -N	85.6	4.2
SS	97.0	8

According to the [NOM - 001-SEMARNAT-1996](#) (Official Mexican Norm of the Secretariat of Environment and Natural Resources) there is a regulation on the presence of coliform bacteria and helminth worms allowed from sewage allowed in the water used for crop irrigation. Table 3 shows the permitted presence of pathogens according to the norm:

Table 3: Mexican Treated Wastewater Standards

Parameters	Unit (MPN/100 ml)
------------	-------------------

	Monthly average	Daily average
Fecal coliforms	2000	1000
	Unit (Eggs/l)	
	Restricted irrigation	Non-restricted irrigation
Eggs and helminths	5	1

2.- Market Analysis

The present market analysis was done assessing each one of the three main components of the project: (1) Hostel, (2) Environmental Education Center and (3) Sustainable farm.

2.1.- HOSTEL

The program “Pueblos Mágicos” (Magical towns) was introduced by the Mexican government in 2001 to boost national tourism, highlighting the touristic value, meeting the demand for culture, traditions and adventure that the 121 declared traditional towns can offer; Since 2002 the program is including the town of Tepoztlan, located in the State of Morelos (SECTUR, 2014). Even before Tepoztlan was declared a “Magical town” it was recognized in the area for being a center for shamans, healers and alternative medicine nation-wide, as well as internationally in the “esoteric” community. Always attracting a specific kind of people seeking for this kind of treatments, and experiences (Ruiz López and Alvarado Rosas, 2017).

With the introduction of the government’s tourism-boosting “Magical town” program, tourism increased and started to attract all kinds of visitors, families, international tourists, people seeking for party, as well as visitors seeking to unwind in proximity to nature. Nowadays, middle to upper class citizens of Mexico City, and Cuernavaca (the state’s capital) visit Tepoztlan over the weekend, staying overnight in the hotels that are in the downtown area. These visitors bring the largest share of income to the tourism in town, nevertheless it welcomes also national and international tourists seeking for a longer stay, proximity to nature, ruins, and a stay away from the fuss of the Mexican cities.

In response to these characteristics, the Tepohostal will be aiming to host:

- National weekend tourism from the cities surrounding
- Visitors from other places of Mexico
- International tourists
- Families
- Groups of friends
- Students

2.1.1.- Possible competitors

A search with the travel website *booking.com* showed 88 results for accommodations in Tepoztlan, 14 out of which were “Hostels” and “Guest houses”, and 5 “Lodges” (including SPAs, swimming pool / jacuzzi). In the area of Tepoztlan, these kinds of accommodations do not promote their sustainability in term of specifically advertising their own energy and food production, as well as water treatment plant and organic waste composting.

When searching on *ecosia.com* for sustainable hotels in Mexico, including most of these features, 8 Hotels and other accommodations types where encountered. However, 5 of them are on the east coast of Mexico in the “Riviera Maya”, which is faraway of Tepoztlan.

2.2.- ENVIRONMENTAL EDUCATION CENTER

In Mexico the National Institute of Geography and Statistics (INEGI, 2019) reports an approximate of 30% of the national population enrolled in the formal education system that includes Elementary, Middle, High School and Universities. Just in the state of Morelos, INEGI reports 524 896 students enrolled in schools.

Within this context, the Ministry of Public Education, has consider since the 80's the importance of including Environmental Education (EE) as part of the official curriculum of schools. Nevertheless, when analyzing such practices and the status of the national education system, the results have been limited due to the incongruence of EE principles, and those ruling the formal education system (Gonzalez Gaudiano 2013).

Therefore, EE initiatives outside of schools have become relevant to bring to the population, the knowledge and skills needed to advance on the goal of achieving Sustainable development.

Adding to the importance and pertinence of the topic, we may look on the daily environmental practices done by Mexicans. It is reported, for example, that more than 56% of the people do not follow any waste management program in their house. The reasons may be different, but most of them are somehow related to lack of information about the topic (i.e. Not knowing how to separate the waste, Not knowing why it is important, Not knowing how the public system of waste management works, among others) (INEGI, 2017).

On the energy topic, most of the actions taken by Mexicans to “improve” their energy use, are more related to practical aspects (i.e. Unplug electronics or Turn off the lights when not in a room), rather than root problems (i.e. Checking their electric installations, Choosing and supporting renewable energy sources) (INEGI, 2017).

For these reasons, initiatives with Environmental Education are being implemented and supported in the whole country.

Mexico has a big offer on Environmental education activities everywhere you go. Usually, not only in EE centers, but also applied in Zoos, Museums, Ecoturistic projects and Natural Protected Areas. Each kind of activity has their own group target and their own administration and work plan, since the field of EE offers a broad amount of possibilities for its implementation. However, in Tepoztlan such practices are not reported, leaving not only a business opportunity, but also an educative gap with the rest of places that count with this kind of programs.

The Environmental Education Center run by Tepohostal would attend the identified gap and present an educative program focused on:

- Students from Elementary schools from municipality and surrounding cities.
- Groups of people interested in sustainability.
- Businesses
- Tourists

2.2.1.- Possible competitors

To identify competitors for this kind of projects, is important to think about the location.

Tepoztlan, is located just 1 hour and 20 minutes south of Mexico City. It is a town already famous for its prehispanic heritage, represented by an archeological zone in its limits. And the nature, that represent an escape from the noisy capital to a foresty calm place (VisitMexico, n.d.).

Comparison Case - Xochitla

As a comparison, 1 hour north of Mexico City, Xochitla Ecologic Center finds its place. This is a center located in a touristic town, like Tepoztlan, at a similar distance to the capital. Within 70 Ha, this place has a broad offer as a Recreational park, EE center, Business and institutional training center, and Social center as well as a Restaurant. This center is identified as a model of Success by experts on the EE field in Mexico. It started its work with reforestation activities around 1985, and officially functions as an EE center since 2008 (Xochitla, n.d.).

By 2015, Xochitla reported:

- 41 273 students in their EE activities
- 19 new trained EE instructors
- 4 226 participants from companies
- 4 workshops about Climate change mitigation measures
- 2 workshops about elaboration of “ecologic” products
- Collaboration as workplace for courses from universities
 - 11% of their visitors, attend EE activities.
 - 13% Attend as part of their company activities
 - 12% of their income is product of the EE programs (In contrast with the 62% of productive activities)
 - 14% of their costs goes to EE. Their programs need subsidy from other projects in the park.

Xochitla represents an example of a successful EE center. In its strengths there is the big extension of land that give them many possibilities of activities and the chance of organize and host big scale events. Also, since it has a long-time running history, it now presents a brand that is attractive for sponsors and institutions that are in search of collaboration with environmental initiatives. In addition, they have worked on the professionalization of their team and activities, offering programs with higher quality that encourage schools and companies to participate. And finally, they have accomplished to be economically sustainable mostly by their own activities and without governmental aid. As weaknesses we can say that their visitors only have the option of camping in case of programs that go for more than one day, which might be a limitation for their offer. Their location has been now surrounded by the urbanized area, which makes them lack a natural environment around the park. Reported to be in a flooding area, which has affected their installations.

Direct competitors

An EE center in Tepoztlan would compete with (1) other EE projects in the south of Mexico City, where we can also find the most important university of the country, the Autonomous National University of Mexico, that has a big extracurricular offer. And (2) with other EE initiatives in the state of Morelos, especially those around the Town of Tepoztlan.

To identify other similar* projects, a quick search on Google was done, using the key words “Environmental Education Center”, “Environmental Education”, “Ecologic park”, “Ecotouristic” and “Ecotourism”, and applying a filter of an approximate 60 km ratio from Tepoztlan, the following results were found:

6 EE centers within the City

- Environmental teaching center Dr. Mario Molina
- EE center Acuexcomant
- EE center Ecoguardas
- EE center Humedalia
- EE center Acuxcoma
- EE center Tepenahuac

2 National parks

- Cumbres del Ajusco
- El Tepozteco

14 Ecoturistic Centers (Possible EE activities)

5 Ecologic Parks (Possible EE activities)

1 EE demonstrative center located in Tepoztlan**

**The actual similarity of the projects is difficult to analyze since, in general, the identified centers listed don't have a website or detailed description.*

*** “EE Demonstrative Center Xihuillitempa”, is the closest identified project, and the only one reported around Tepoztlan. It is focused on empowerment of women offering workshops of ecotechnics. More information has not been found.*

2.3.- SUSTAINABLE FARM

2.3.1.- Possible competitors

A research about the potential competitors in the field of sustainable farms was developed. The results show that there are not so many farms in Mexico that have sustainable auxiliary services such as renewable energy. For each of the competitors, the extent to which they compete with the project was analysed classifying the “Facilities” in 4 categories: Farming system, Accommodation, Educational Centre and Energy System. The results are shown in the table 4.

Table 4: Potential sustainable farms competitors.

Source: (Granja Cocotla, 2019) (Granja la Victoria, 2019) (Eco Rancho El Arco, 2019)

Location	Name	Objective	Facilities											Others				
			Farming system			Accommodation	Educational Center			Energy system								
			Compost	Animal production	Organic production	No fertilizers	Hostel	Dining room	Receive visits	Give courses	Area for courses	Solar	Wind		Biogas	Hydrogen		
Atlangatepec, Tlaxcala	Granja Cocotla	Sell organic meat and vegg	x	x	x	x				x	x							Deshidratant process to preserve vegg
Mexico City	Cafeavis El Arco	Meat, vegg and education	x	x	x	x	x	x	x	x	x	x	x	x	x			
Mexico City	Granja La Victoria	Rabbit production														x		
San miguel de Allende, Guanajuato	Vía organica	Ranch School	x	x	x	x					x	x	x	x				Agroecologic park, restaurant, sport activities, bike, horse ride, hiking

3. -Calculation of the investments

As it was explained in the section 1.4, three different scenarios were performed concerning the energy system of the project. The investment, costs and cashflows calculations were performed for the three of them showing that the most convenient option for the project is the scenario 1. Therefore, the economic analysis for this business plan is made on this scenario. Nevertheless, the results of the other options can be seen in the annexed excel sheets.

The investment costs were calculated in groups as the different business units of the project. Then, the depreciation years for each item were identified to calculate the depreciation cost.

Table 5: Investment List

	Total (€)	Depreciation (years)	Depreciation Cost (€/year)
TOTAL INVESTMENT	5.325.589		43.175
Land/property	4.700.000,00	-	-
Hostel	60.000,00	50	1.200,00
Building	-	-	-
· 6 dorm rooms x 2 double beds	-	-	-
· 1 dorm room x 4 bunk beds	-	-	-
· 1 private room x 1 double bed	-	-	-
Cabins	120.000,00	50	2.400,00
Furniture	4.000,00	10	400,00
Beds	-	-	-
Chairs	-	-	-
Tables	-	-	-
Room fittings (closets/wardrobes, interior design and décor)	10.500,00	10	1.050,00
Washroom & bathroom installations/facilities + laundry machine	9.600,00	10	960,00
Kitchen + one main dining room and related appliances	3.000,00	10	300,00
Parking and fencing	2.000,00	10	200,00

Meeting room	20.000,00	20	1.000,00
Panels to divide the room	800,00	10	80,00
Furniture	1.500,00	10	150,00
2 Laptops + 1 Printer	1.700,00	3	566,67
2 projectors and instalation equipment	1.000,00	3	333,33
Small librery	2.500,00	10	250,00
Stationery equipment	1.000,00	10	100,00
2 whiteboards	700,00	10	70,00
Solar installation	32.440,39		1.753,73
Solar panels	21.454,20	20	1.072,71
Inverter	5.320,00	10	532,00
System controller	125,00	10	12,50
Panels support structure	5.220,00	50	104,40
Auxiliary electric materials	321,19	10	32,12
Wind energy installation	64.000,00		3.200,00
Wind Turbine	64.000,00	20	3.200,00
Sanitary Hot Water system	2.170,00		113,50
Solar colectors	2.070,00	20	103,50
Pumps	100,00	10	10,00
Hydrogen production	155.992,30		23.499,23
Electrolyser (€/kWoutputHHV)	23.400,00	10	2.340,00
Fuel cells (€/kWe)	11.830,00	10	1.183,00
Compressor	11.000,00	10	1.100,00
Storage tank	30.000,00	10	3.000,00
BOS	762,30	10	76,23
Toyota Mirai	79.000,00	5	15.800,00
Batteries (optional)	36.186,00		3.618,60
Batteries	36.186,00	10	3.618,60
Wastewater Treatment Plant	65.000,00	50	1.300,00
Road	12.000,00	50	240,00
Roadway	10.000,00	-	-
Parking area	2.000,00	-	-
Boundary Wall	19.500,00	50	390,00
Wall	15.000,00	-	-
Entrance Gate	1.000,00	-	-

Barbed wire	3.500,00	-	-
Farm	15.300,39	1	15.300,39
Seeds/Seedlings fruit trees	1.500	-	-
Fences	7.130	-	-
Cold room construction	1.000	-	-
Greenhouse	177	-	-
Woodchips for paving	105	-	-
Irrigation system	4.648	-	-
Harvest baskets, scales	-	-	-
Hoe	35	-	-
Shovel	19	-	-
Pickaxe	16	-	-
Harvest cart	70	-	-
Seeders	49	-	-
Broadfork	34	-	-
Rake	22	-	-
Watering can	6	-	-
Garden scissors	50	-	-
Hoses	190	-	-
Pipelines	250	-	-

4. -Calculation of cost and price definition

4.1 Cost Calculation

The products that the project will offer are the following:

- Accommodation (in hostel/cabins)
- Meal (restaurant)
- Courses (Educational center)
- Farmed products

The cost of each of the products was calculated creating costs centers and adding the energy and water costs to each of the business units. The costs centers were divided as follows:

- Energy
- Hostel
- Restaurant
- Educational Center
- Water treatment plant
- Farm

The general costs were calculated using the cost items and the personal that cannot be assigned completely to any of the business units. Then this cost was distributed among the business units represented by percentage and added to their yearly operational costs.

Table 6: General Costs

General costs	Quantity	Unit	Price (€/u)	61.056,67
Road/Boundary wall Depreciation cost	-	-	-	390,00
Administration (manager, accountant, purchasing & supply, marketing, etc.)	5	person	10.833,33	54.166,67
Security	2	person	3.250,00	6.500,00

Table 7: Operational Costs

	Consumption	Unit	Price (€/u)	Total cost(€/year)
TOTAL				527.221,61
Energy				105.626,42
General Costs	16,67	%	61.056,67	10.176,11
Solar installation				1.753,73
Depreciation cost	-	-	-	1.753,73
Maintenance cost	65	(€/kWp)	14,92	-
Wind energy installation				6.682,40
Depreciation cost	-	-	-	3.200,00
Maintenance cost	80	(€/kW)	43,53	3.482,40
Electricity deficit of the PV plant	-	-	-	-
Sanitary Hot Water system				103,50
Depreciation cost	-	-	-	103,50
Maintenance cost	-	-	-	-
Hydrogen production				71.592,08
Depreciation cost	-	-	-	2.340,00
Water	79	m3/year	40,68	3.207,21
O&M cost	2	% of investment		31.087,36
Extraordinary expenses	-	-	-	34.957,50
Batteries				3.618,60
Depreciation cost	-	-	-	3.618,60
Maintenance cost	-	-	-	-
Labour force				11.700,00
Auxiliar services operator	2	person	5.850,00	11.700,00
Hostel				154.284,33
General Costs	16,7	%	62.346,67	10.391,11
Depreciation cost	-	-	-	1.200,00
Energy	8.450	kWh/year	0,98	8.299,88
Purchasing & supplies (housekeeping, laundry, kitchen, etc.)	-	-	-	10.000,00
Taxes, licences & permits	-	-	-	10.000,00

Administrative & overhead costs	-	-	-	5.000,00
Insurance	-	-	-	25.760,00
Advertising & marketing	-	-	-	2.000,00
Wi-Fi/internet & software	-	-	-	2.100,00
Maintenance & repairs	-	-	-	10.800,00
Miscellaneous costs	-	-	-	10.000,00
Furniture Depreciation cost	-	-	-	-
Cabins				2.400,00
Depreciation cost	-	-	-	2.400,00
Labour force				56.333,33
Receptionist/front office	4	person	6.500,00	26.000,00
Housekeeping & laundry	6	person	3.791,67	22.750,00
Maintenance	2	person	3.791,67	7.583,33
Restaurant				144.864,88
General Costs	16,7	%	62.346,67	10.391,11
Depreciation cost	-	-	-	-
Energy	11.046	kWh/year	0,98	10.849,90
Annual costs	14.782,50	kg	6	88.695,00
Farmed products	14.783	kg/year	0,56	8.345,54
Gas	-	-	-	2.750,00
Labour force				23.833,33
Chef	1	person	8.666,67	8.666,67
Kitchen staff	4	person	3.791,67	15.166,67
Educational Center				28.669,83
General Costs	16,7	%	62.346,67	10.391,11
Depreciation cost	-	-	-	1.000,00
Energy	1.149	kWh/year	0,98	1.128,72
Water	-	-	-	200,00
Stationary	-	-	-	150,00
Maintenance	-	-	-	500,00
Miscellaneous cost	-	-	-	1.000,00
Labour force				14.300,00
Educative program director	1	person	6.500,00	6.500,00
Teaching staff	2	person	3.900,00	7.800,00
Water Treatment Plant				43.508,15
General Costs	16,7	%	62.346,67	10.391,11

Depreciation cost	-	-	-	240,00
Energy	730	kWh/year	0,98	717,04
Renovations of Civil Constructions	2	per year	700,00	1.400,00
Mechanical Equipment	2	per year	700,00	1.400,00
Electrical and Electronical Equipment	2	per year	700,00	1.400,00
Disposal of sewage sludge, screenings, sand and municipal waste	12	per month	530,00	6.360,00
Chemicals and materials (5-7%) of total OC				3.700,00
Polymers, alum and lime for sludge conditioning	1	per year	500,00	500,00
NaCl, Cl ₂ , O ₃ for disinfection	1	per year	500,00	500,00
FeCl ₂ , FeCl ₃ , AlCl for precipitation of phosphorous	1	per year	500,00	500,00
Methanol, ethanol for denitrification	1	per year	500,00	500,00
Reagents for laboratories	1	per year	500,00	500,00
Oil and gas for machinery	1	per year	500,00	500,00
Others	1	per year	700,00	700,00
Miscellaneous WTP Cost				6.200,00
Administrative costs like insurances	12	per month	250,00	3.000,00
Internal laboratory services	2	per year	100,00	200,00
Pollution charges	12	per month	250,00	3.000,00
Labour force				11.700,00
Technician Water Treat Plant	2	person	5.850,00	11.700,00
Farm				50.268,01
General Costs	16,7	%	62.346,67	10.391,11
Depreciation cost	-	-	-	15.300,39
Seedlings	-	-	-	1.500,00
Water	150	m ³	15,89	2.384,01
Rent of wheeled tractor	1	1/month	95,00	95,00

Pesticides	125	ml	30,62	3.827,50
Labour force				16.770,00
Gardener	3	person	5.590,00	16.770,00

4.2 Price definition

After calculating the self-costs of each product, a price with a margin of 15% was set and compared with the prices found in the market. For each of the cases it was seen that this margin set a price that was too low for the actual market. Therefore, these prices were set equal to the market values producing a much higher margin. The results can be seen in Table 8.

Table 8: Self-cost of each business unit

Cost Centre	Total Cost (€)	Production	Unit	Unit cost	Unit	Margin (%)	Price	Unit
Energy	105.626,42	107.536	kWh/year	0,98	€/kwh	-	0,98	€/kwh
Hostel	154.284,33	19.710	Guests	7,83	€/guest	500	46,97	€/guest
Restaurant	144.864,88	59.130	meals	2,45	€/meal	100	4,90	€/meal
Educational Center	28.669,83	32	courses	895,93	€/course	362	3.240,00	€/course
Water treatment plant	43.508,15	2.738	m3/year	15,89	€/m3	-	15,89	€/m3
Farm	50.268,01	133.560	kg/year	0,38	€/kg	50	0,56	€/kg

5. -Profitability and Cash Flow

The revenue was calculated using the prices set in the previous section and defining a percentage of productivity for each business unit.

Table 9: Price set for each business unit

Business unit	Production at 100%	Unit	Price	Unit
Hostel	19.710	Guests	46,97	€/guest
Restaurant	59.130	meals	4,90	€/meal
Educational Center	32	courses	3.240,00	€/course
Farm	133.560	kg/year	0,56	€/kg

Table 10: Revenue per business unit

Business unit		Year										
		0	1	2	3	4	5	6	7	8	9	10
Hostel	% of capacity	0%	40%	60%	80%	80%	80%	100%	100%	100%	100%	100%
	Guests	-	7.884	11.826	15.768	15.768	15.768	19.710	19.710	19.710	19.710	19.710
	Revenue	-	370.282	555.424	740.565	740.565	740.565	925.706	925.706	925.706	925.706	925.706
Restaurant	% of capacity	0%	40%	60%	80%	80%	80%	100%	100%	100%	100%	
	Meals	-	23.652	35.478	47.304	47.304	47.304	59.130	59.130	59.130	59.130	
	Revenue	-	115.892	173.838	231.784	231.784	231.784	289.730	289.730	289.730	289.730	
Educational Center	% of capacity	0%	40%	50%	70%	90%	100%	100%	100%	100%	100%	
	Courses	-	13	16	22	29	32	32	32	32	32	
	Revenue	-	41.472	51.840	72.576	93.312	103.680	103.680	103.680	103.680	103.680	
Farm	% of capacity	0%	60%	80%	100%	100%	100%	100%	100%	100%	100%	
	Fruits & Vegetables	-	80.136	106.848	133.560	133.560	133.560	133.560	133.560	133.560	133.560	
	Revenue	-	45.241	60.322	75.402	75.402	75.402	75.402	75.402	75.402	75.402	
Total	-	572.887	841.423	1.120.327	1.141.063	1.151.431	1.394.518	1.394.518	1.394.518	1.394.518	1.394.518	

Then a cashflow was calculated using the total revenues, investment and total annual costs. The length of the project for the analysis was 10 years. Finally the NPV was calculated using a discount rate of 7,5% (Banco de México, 2019) resulting in a NPV= 1.582.333,39 €.

Table 11: Tephostal Cashflow

Year	0	1	2	3	4	5	6	7	8	9	10
Revenue (€)	-	572.887,50	841.423,04						1.394.517,74	1.394.517,74	
Annual Costs (€)	-	- 364.955,45	- 364.955,45						- 364.955,45	- 364.955,45	
Depreciation costs (€)	-	- 43.175,06	- 43.175,06						- 43.175,06	- 43.175,06	
Investment (€)	- 5.325.588,69	-	-						-	-	
Profit before taxes (€)	- 5.325.588,69	164.756,99	433.292,54						986.387,23	986.387,23	
Taxes (16%) (€)	-	- 26.361,12	- 69.326,81						- 157.821,96	- 157.821,96	
Profit after taxes (€)	- 5.325.588,69	138.395,87	363.965,73						828.565,27	828.565,27	
Cash flow (€)	- 5.325.588,69	181.570,93	407.140,79						871.740,33	871.740,33	

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Articles of Association – Tephostal LLC

Associates

Between:

Alcalde Burella, Federico

Jahn, Louisa

Kiruri, Joyce Wamaitha

Niipaya, Hilma Ndatoola

Suarez Hernandez, Ruben Omar

following articles of association are contracted:

§ 1 Name, Registered Office and Financial Year

The company's name is Tephostal LLC

located in 20 De Febrero, 62520 Tepoztlán, Morelos, Mexico

The financial year shall be the calendar year.

§ 2 Object of Business

The object of the company's business is making tourism in a sustainable way, teach about sustainable living and environmental education, producing its own fruit and vegetables, clean energy and treating its own water to irrigate the facilities.

§ 3 Share Capital

The share capital is X00,000.00 Euro.

The associates will have the following shares Alcalde Burella, Federico 40%, Jahn, Louisa 15%, Kiruri, Joyce Wamaitha 15%, Niipaya, Hilma Ndatoola 15% and Suarez Hernandez, Ruben Omar 15%.

The share shall be payed immediately on the bank account of Tephostal LLC

§ 4 Managing Directors and Representation

The managing director of Tephostal is Alcalde Burella, Federico.

The managing director can represent the whole association.

The managing director can be represented with a written consent by Jahn, Louisa; Kiruri, Joyce Wamaitha; Niipaya, Hilma Ndatoola and Suarez Hernandez, Ruben Omar.

§ 5 Announcements

Announcements of the company shall be published on the official Tephostal LLC homepage.

§ 6 Formation costs

Tephostal LLC shall bear the costs of company.

§ 7 Final provisions

This contract can only be changed in a written form.

These articles of association shall be governed by the laws of the United Mexican States.

In case of any discrepancies between the Spanish and the English version the Spanish version of these articles of association shall prevail.

[Place, Date] [Place, Date]

Signature [Alcalde Burella, Federico] Signature [Jahn, Louisa]

[Place, Date] [Place, Date]

Signature [Kiruri, Joyce Wamaitha] Signature [Niipaya, Hilma Ndatoola]

[Place, Date]

Signature [Suarez Hernandez, Ruben Omar]

AVISO DE PRIVACIDAD

En cumplimiento con lo establecido por la Ley Federal de Protección de Datos Personales en Posesión de Particulares, se extiende el presente Aviso de Privacidad.

I. Responsable del Tratamiento de Datos Personales.

Tephostal, representado legalmente por Federico Alcalde Barella; a quien en lo sucesivo se le denominara "La Empresa" que se encuentra ubicada en 20 de Febrero, 62520, Tepoztlan, Morelos, MX, por medio del presente hace de su conocimiento que sus datos personales serán tratados estrictamente para los fines que más adelante se señalan.

II. Datos Personales.

Los datos personales que serán tratados por la empresa, consisten en información personal del titular, la cual puede comprender: su nombre completo, dirección de correo electrónico, domicilio, números de teléfono, lugar y fecha de nacimiento, estado civil, número de hijos, estado de salud, educación, experiencia profesional, técnica referencias personales y profesionales, situación socioeconómica, datos patrimoniales y financieros, cuenta bancaria para depósitos de nómina, número de seguro social, Registro Federal de Contribuyentes y CURP.

III Finalidades del Tratamiento de Datos Personales.

"La empresa" recabará sus datos personales sin fines de divulgación o utilización comercial, y será únicamente para los siguientes fines:

- Evaluación como posible candidato para ocupar algún puesto vacante presente o futuro.
- Se podrá proporcionar información a terceros o Agencias de Colocación cuando éstos le estén ofreciendo la oportunidad de cubrir alguna vacante de trabajo siempre y cuando ya no labore para nuestra empresa.
- Intercambio de currículum y/o cartera.
- En su caso, la elaboración de Contrato Laboral en términos del artículo 25 de la Ley Federal del Trabajo.

- El cumplimiento de obligaciones legales, fiscales, laborales, seguridad social, entre otras que deriven de la relación laboral y de acuerdo a las Leyes aplicables.
- Potenciales procesos administrativos o judiciales, que involucren al titular de los datos personales.

Las finalidades descritas anteriormente en el primer, segundo y tercer punto son necesarias a fin de poder considerarlo como candidato de un puesto laboral y en ningún momento se aplicarán prácticas discriminatorias en virtud de la *información sensible* que *proporcione*. "La empresa" podrá *comunicar* su *currículum vitae* u *otra* información que nos haya proporcionado a otras empresas no relacionadas con la misma, a fin de que puedan contactarlo y considerarlo para una posición laboral. (Intercambio de currículum y/o cartera).

Los datos personales serán guardados bajo la más estricta confidencialidad, y no se les podrá dar un uso distinto a los antes mencionados, salvo que medie un cambio en este Aviso de Privacidad. Una vez que se cumpla la finalidad del tratamiento de datos personales, éstos serán bloqueados con el único propósito de determinar posibles responsabilidades en relación con su tratamiento, hasta el plazo de prescripción legal o contractual de éstas. Durante dicho periodo, los datos personales no podrán ser objeto de tratamiento y transcurrido éste, se procederá a su cancelación en la base de datos que corresponde.

IV. Recolección de los Datos Personales.

Para la recolección de datos personales, seguimos todos los principios que marca la Ley como la licitud, calidad, consentimiento, información, finalidad, lealtad, proporcionalidad y responsabilidad.

Los datos personales serán recabados directamente del titular de forma personal, o a través de otros medios ópticos, sonoros, visuales, o por cualquier otra tecnología legalmente permitida, ya sea mediante solicitudes, currículos, entrevistas, estudios socio-económicos, evaluaciones médicas y psicométricas, en nuestra página de internet o servicios en línea, entre otros.

Además, podremos obtener información del titular de otras fuentes permitidas por la ley, tales como directorios telefónicos ° laborales, bolsas de trabajo, referencias de otras empresas ° particulares, bases de datos públicas de cualquier entidad o dependencia pública o privada, entre otras.

V. Opciones y medios para limitar el uso o divulgación de los datos.

La empresa cuenta con las medidas de seguridad, administrativas, técnicas y físicas necesarias y suficientes para proteger sus datos personales contra daño, pérdida, alteración, destrucción, uso, acceso o tratamiento no autorizado.

Los datos personales son salvaguardados en bases de datos y equipos de cómputo que cuentan con la seguridad necesaria para prevenir fugas de información. Controles de acceso físico y lógico, controles ambientales, sistemas de protección anti intrusos (IPS, Firewall), herramientas de protección antivirus y filtrado web son algunas de las herramientas utilizadas para mantener la seguridad de los datos en los sistemas de información de "la empresa".

Las herramientas de seguridad informática mencionadas en el párrafo anterior están apoyadas por una política interna de seguridad de la información que explica a los empleados las consideraciones de seguridad que deben tomar en cuenta al utilizar un sistema informático y es reforzada constantemente.

Por ello, se hacen de su conocimiento las opciones que Usted tiene para solicitar la limitación del uso o divulgación de sus datos personales, materia de este Aviso:

a) Por escrito enviado al Encargado del Tratamiento de Datos Personales (en el domicilio señalado en el punto VI siguiente).

b) Vía telefónica con el Encargado del Tratamiento de Datos Personales al teléfono (XX) XXXXXXXXX

VI. Encargado del Tratamiento de los Datos Personales.

El Encargado de Tratamiento de Datos Personales en la empresa es _____, con

domicilio en 20 de Febrero, 62520, Tepoztlan, Morelos, MX, CP 45038; con horarios de atención de _____ a _____ de Lunes a Viernes, correo electrónico _____.

VII. Medios para ejercer los derechos de acceso, rectificación, cancelación u oposición, de conformidad con lo dispuesto en esta Ley.

Usted podrá ejercer sus derechos (acceso, rectificación, cancelación y/u oposición) contactando directamente al Encargado del Tratamiento de Datos Personales vía correo electrónico: _____ . La solicitud deberá contener y acompañar lo que señala la Ley en su artículo 29, tales como:

- El nombre y domicilio del titular u otro medio para comunicarle la respuesta a su solicitud.
- Los documentos que acrediten su identidad o, en su caso, la representación legal del titular.
- La descripción clara y precisa de los datos personales respecto de los que se busca ejercer alguno de los derechos.
- Cualquier otro elemento o documento que facilite la localización de los datos personales, así como cualquier otro

documento que exija la legislación vigente al momento de la presentación de la solicitud.

“La empresa” no estará obligada a cancelar los datos personales cuando se trate de alguno de los supuestos establecidos en la Ley, entre otras, las siguientes: que se refiera a las partes de un contrato privado, social o administrativo y sean necesarios para su desarrollo y cumplimiento; deban ser tratados por disposición legal; se obstaculice actuaciones judiciales o administrativas vinculadas a obligaciones fiscales, la investigación y persecución de delitos o la actualización de sanciones administrativas; sean necesarios para proteger los intereses jurídicamente tutelados del titular; sean necesarios para realizar una acción en función del interés público; sean necesarios para cumplir una obligación legalmente adquirida por el titular y sean objeto de tratamiento para la prevención o para el diagnóstico médico o la gestión de servicios de salud, siempre que dicho tratamiento se realice por un profesional de la salud sujeto a un deber de secreto.

Para tener mayor información respecto al ejercicio de sus derechos acceso, rectificación, cancelación y/u oposición, puede comunicarse directamente con el Encargado del Tratamiento de Datos Personales cuyos datos aparecen en el apartado VI del presente Aviso de Privacidad.

VIII. Transferencias de datos que se efectúen.

Los datos personales jamás serán divulgados ni compartidos con terceros, en el entendido de que no se considera como tercero a las empresas que formen parte del mismo grupo que requieran tener los datos personales para los fines antes mencionados. La única transferencia de datos a

terceros será en todo caso para dar cumplimiento a obligaciones legales laborales, fiscales, seguridad social y juicios relativos a pensiones alimenticias, que deriven de la relación laboral con el titular de los datos personales.

IX. Revocación.

El titular de los datos personales podrá revocar su consentimiento para el tratamiento de datos personales en cualquier momento, debiendo, únicamente para tales efectos, enviar una solicitud por escrito al Encargado de los Datos Personales, ya sea por mensajería al domicilio o al correo electrónico mencionados en el apartado Vi del presente Aviso.

Tendremos un plazo máximo de 20 días hábiles para informarle sobre la procedencia de la misma y si resulta procedente, se haga efectiva la misma dentro de los quince días hábiles siguientes a la fecha en que se comunica la respuesta al correo electrónico que nos proporcione para tales efectos.

X. Consentimiento del Titular.

Consiento que mis datos personales sensibles sean tratados conforme a los términos y condiciones del presente

Aviso de Privacidad. Si () No ().

Nombre: _____

Fecha: _____ **Firma:** _____

XI. Cambios al Aviso de Privacidad.

Nos reservamos el derecho de cambiar este Aviso de Privacidad en cualquier momento. Las modificaciones estarán disponibles en cualquiera de los siguientes medios: (I) anuncios visibles en nuestros establecimientos (periódico mural) o módulos de Servicios al Personal; (II) en nuestra página de internet (III); o se las haremos llegar al último correo electrónico que nos haya proporcionado.

No seremos responsables si Usted no recibe la notificación de cambio en el Aviso de Privacidad si existiere algún problema con su cuenta de correo electrónico o de transmisión de datos por internet.

Fecha de la última actualización al presente aviso de privacidad:15 de Enero de 2020.

CONTRATO DE TRABAJO POR TIEMPO DETERMINADO

Contrato Individual de Trabajo por Tiempo Determinado que celebran, por una parte _____ **(Nombre del empleado)** _____, a quien en lo sucesivo se denominará **“El (La) Trabajador (a)”**, y por la otra la empresa **Tephostal**, del cual el Sr. Federico Alcalde Burella es el representante legal y a quien en adelante se denominará **“El Empleador”** conforme a las siguientes declaraciones y cláusulas:

DECLARACIONES

I. Declara **El Empleador**:

Ser una persona moral, debidamente establecida y registrada conforme a la legislación Mexicana con domicilio en avenida 20 de Febrero, 62520, Tepoztlan, Morelos, MX. y con registro federal de contribuyentes XXXXXXXXXXXX.

II. Por su parte **el trabajador** manifiesta:

Llamarse como ha quedado escrito y ser de nacionalidad _____, tener ____ años de edad, ser su estado civil _____, con domicilio particular _____.

CLAUSULAS

PRIMERA: “El Empleador” contrata a **“El Trabajador”** por tiempo determinado, y por un período de _____ días, mismo que queda comprendido del día ____ del mes de ____ del año ____ al día ____ del mes de _____ de _____, para que le preste sus servicios con el puesto y/o categoría de _____.

SEGUNDA: “EL EMPLEADOR” se reserva el derecho de fijar unilateralmente una pena convencional que deberá de cumplir en caso de averías o daños ocasionados por negligencia comprobable y/o mal uso en los equipos que se proporcionen para el desarrollo de las actividades de él **“EL TRABAJADOR”** ó **“EMPLEADO”** entendiéndose como equipos los siguientes: Equipo de cómputo, instalaciones energéticas, instalaciones de manejo de agua y en general en todo el equipo que se le

proporciones a **“EL TRABAJADOR”** ó **“EMPLEADO”**. Esta pena convencional será exigible por **“EL EMPLEADOR”** sin necesidad de declaración judicial.

TERCERA: El presente contrato obliga a lo expresamente pactado, conforme a lo dispuesto por el artículo 31 de la Ley Federal del Trabajo en vigor, y por lo tanto, la duración del mismo será estrictamente la que se señala en la cláusula anterior, por lo que al vencerse su término las partes lo darán por concluido en forma definitiva con apoyo en el aludido precepto legal, en directa correlación con los artículos 35, 37, fracción Y, 53, fracción III, y demás relativos y aplicables de la citada ley laboral, sin ninguna responsabilidad para **“EL EMPLEADOR”**.

CUARTA: **“El Trabajador”** se obliga a prestar sus servicios en el domicilio de la empresa o en cualquier otro lugar que ésta le indique dentro del municipio de Tepoztlan, Morelos, y/o cualquiera otra entidad de la República Mexicana.

QUINTA: La jornada semanal de trabajo será de ____ horas diarias mediante un horario de labores de **“El Trabajador”** que quedará comprendido de las ____ horas, a las ____ horas. Con una jornada semanal de _____ a _____ de cada semana, con descanso el día _____.

SEXTA: **“El Trabajador”** recibirá un salario (mensual) de \$ _____ (_____ Pesos 00 /100 M.N.), mismo que le será cubierto por **“El Empleador”** en el domicilio de ésta o en su caso, en el lugar donde éste preste sus servicios, los días 15 y 30 o 31 de cada mes, en el cual se encuentra incluida la parte proporcional, correspondiente a los séptimos días y/o días de descanso semanal de cada período devengado.

Del mismo modo, **“El Trabajador”** está de acuerdo en que **“El Empleador”** realice por cuenta de éste, las deducciones legales correspondientes, particularmente las que se refieren al pago del Impuesto sobre la Renta, Seguro Social, cuotas sindicales ordinarias y extraordinarios, etc.

SÉPTIMA: **“El Trabajador”** no podrá laborar tiempo extraordinario de trabajo, sin previa autorización por escrito que **“El Empleador”** le otorgue, por conducto de sus representantes.

OCTAVA: “El Trabajador” se obliga en términos de la fracción X del artículo 134 de la Ley Federal del Trabajo a someterse a los reconocimientos y exámenes médicos que **“El Empleador”** le indique.

NOVENA: “El Trabajador” se obliga a observar y respetar las disposiciones del Reglamento Interior de Trabajo que rigen en **“El Empleador”**.

DÉCIMA: “El Trabajador” disfrutará de la parte proporcional, del período vacacional anual de 6 días hábiles, con pago de prima vacacional del 25%, sobre la cantidad que le corresponda por el primer concepto en mención; así como la proporción en iguales términos de un aguinaldo anual de 15 días de salario por el tiempo de los servicios prestados a **“El Empleador”**.

DÉCIMA PRIMERA: Lo no previsto por este contrato se regirá por las disposiciones de la Ley Federal del Trabajo vigente al momento de la firma de este contrato, así como por el Reglamento Interior de Trabajo que rige con **“El Empleador”**.

DÉCIMA SEGUNDA: Las partes contratantes manifiestan en términos de lo dispuesto por el artículo 39 de la multicitada ley laboral: estar de acuerdo en que si vencido el término fijado en la cláusula primera subsiste la materia de trabajo, la relación laboral se prorrogará únicamente por el tiempo que produce dicha circunstancia y consecuentemente terminada ésta, terminará también el contrato y/o relación individual de trabajo existente entre las partes contratantes.

DÉCIMO TERCERA: “El Trabajador” solo podrá dar por terminada la presente relación laboral y sus acuerdos con **“El Empleador”** luego de entregar una notificación escrita 15 días laborales antes del término de su labor.

“El empleador” puede dar por terminada la presente relación laboral y sus acuerdos, sin necesidad de notificaciones previas en caso de infracciones graves al presente contrato o reglamento interno de **“El empleador”**.

“El Trabajador” esta obligado a regresar todo material y equipo que sea propiedad de **“El empleador”** al momento del término del contrato.

Leído que fue el presente contrato por quienes en éste intervienen lo ratifican en todas y cada una de sus partes a su más entera conformidad y lo suscriben por triplicado, entregándose copia del mismo al **“El Trabajador”** para los fines legales que a éste convengan.

Tepoztlan, Morelos, a los ____ días del mes de _____ de _____.

“TRABAJADOR” o “EMPLEADO”

Declaro Que Recibí Copia

Del Presente Contrato

(Nombre)

“EL ESTABLECIMIENTO”

Sr. Federico Alcalde Burella

TESTIGO

Nombre

TESTIGO

Nombre