



EMPLOYEE RECOGNITION

Creating a Culture of Engagement and Recognition

EMPLOYEE RECOGNITION

EMPLOYEE PERFORMANCE POINT BASED AWARD PROGRAMS

A point-based recognition and incentive program is an ideal tool for recognizing and rewarding employees for actions that tie back to specific organizational goals, increased employee performance, and corporate values. Not every company's engagement strategies or desired outcomes are the same.

We have developed a series of recognition models that can be incorporated into an overall Employee Performance Program that can drive the engagement process.



EMPLOYEE PERFORMANCE

EMPLOYEE RECOGNITION

MANAGER TO EMPLOYEE RECOGNITION MODULE



EMPLOYEE AWARDS

Instantly reward employees with points. Points under 100 are entered instantly into the employees account. Please Note: 1st Level managers may issue up to 100 points without approval. 2nd Level managers may issue or approve up to 250 points. Executive approval is required for awards over 250 points.

Award To: Robert Condreay

Reason: PERFORMANCE

Points To Award: Minimum 20 Points

Description:

(300 Characters Max) 300 characters left

Award

Managers are the best resource for identifying and rewarding key performance initiatives. Our responsive designed web sites make recognizing and rewarding employees as easy as a few clicks.

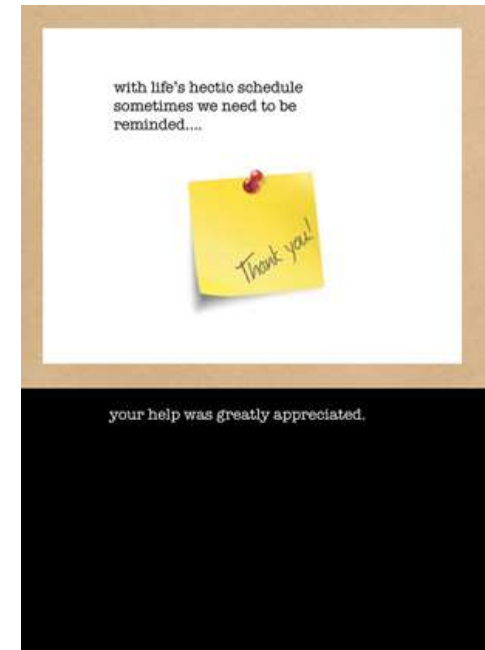
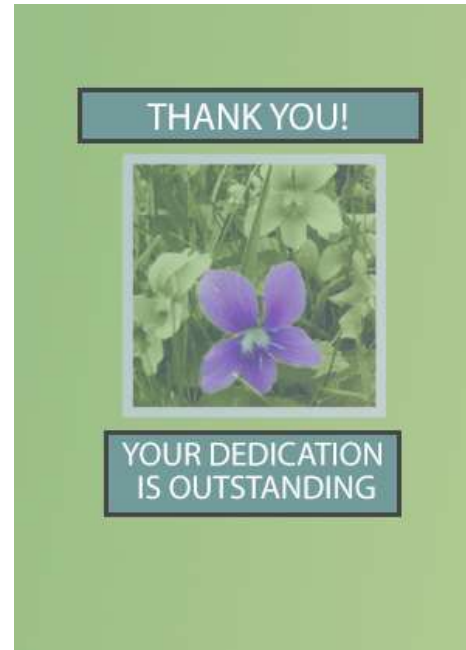
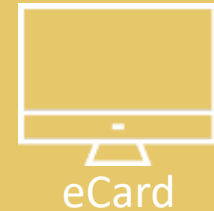
**Available with or without an approval process.*

EMPLOYEE RECOGNITION

PEER TO PEER eCARDS

Peer to Peer e Cards are an ideal way of introducing recognition and engagement of core performance initiatives to the corporate culture.

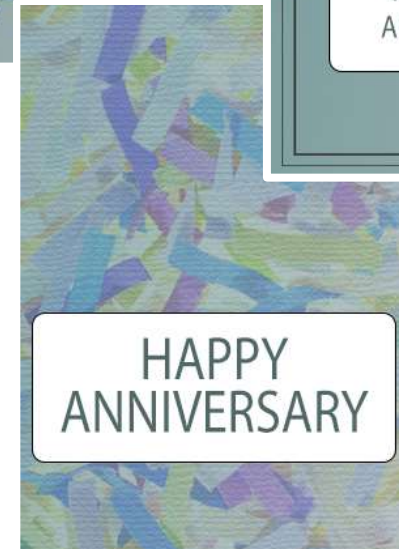
For example, thank a co-worker for taking a shift or assisting on a project.
A great management tool for tracking top performing employees.



EMPLOYEE RECOGNITION

LIFE CELEBRATIONS

There is no better way to say we care than acknowledging important milestones in the lives of your employees. Life Celebration ecards are designed to acknowledge special moments to coworkers and managers.



EMPLOYEE RECOGNITION

ON-THE-SPOT RECOGNITION



An ideal method for management to instantly award employees for exceptional work, going above and beyond, or staying late to meet a deadline.

One of the ways this can be accomplished is with a physical On-the-Spot card which will contain a code and instructions to redeem for points on the website.

This is a great tool to catch someone doing something right, and a quick and easy way to reward.



EMPLOYEE RECOGNITION

NOMINATION SYSTEM

Nomination System

Employee of the Month
Employee of the Year

Nominate a peer for exhibiting a Core Value.

This award is granted by your superior, team lead, or coworker when you go above and beyond your daily responsibilities!

* Select a Recipient

* Recognize

Select

* What Core Value did this employee demonstrate?

Effort

* Message

(2500 Characters Max) (250) characters remaining

Submit

Implementing a formal and robust Employee of the Month, Quarter or Year program in an organization can be a very powerful tool to boost morale, motivate employees, and promote a culture of public praise, excellence awards, and recognition.

EMPLOYEE RECOGNITION

IDEA SUGGESTION SYSTEM



IDEA SUGGESTIONS

The best resource for reducing expenses, saving time, or improving a process are employees. The ideas generated can range from simple quality of work-life improvements to larger streamlining issues that can save the company thousands of dollars. Suggestion programs create more involvement and input for employees and improved efficiency creates cost-savings for employers.

Bright Ideas

All employees are encouraged to submit their meaningful and impactful ideas on this portal. Each approved submission is worth 1,000 Performance Points.

* denotes a required field

* **Type of Idea:**

* **Please outline your suggestion:**

(200 Characters Max) 200 characters remaining

EMPLOYEE RECOGNITION SURVEYS

Having regular employee opinion surveys has been on evidence-based lists of high-performance HR practices. Research suggests that for three reasons, companies should solicit periodic surveys with their employees:

1. Surveys are still great predictors of behavior.
2. Surveys give employees the chance to feel heard.
3. Surveys are a vehicle for changing behavior.

Please complete this survey!

1. What do you like the most about working here?

2. On a scale of 1 to 5, how satisfied are you with your supervisor?

3. On a scale of 1 to 5, how satisfied are you with your job?

4. On a scale of 1 to 5, how satisfied are you with your organization?

5. On a scale of 1 to 5, how happy are you at work right now?

6. Do you feel that your role has a purpose?

7. Would you leave this organization if another company offered you a 10% raise?

8. What kind of training would you like to receive to help you accomplish your career goals?

9. Do you feel like your coworkers respect each other?

10. Do you feel you give authentic recognition to the workplace?

Submit

SURVEYS

EMPLOYEE SURVEYS ARE STILL ONE OF THE BEST WAYS TO MEASURE ENGAGEMENT.

EMPLOYEE RECOGNITION

SELF-ENROLLMENT OPTION

BellSimons PARTNER POINTS PROGRAM

Please enter the required Profile Information below and click the Enroll button. We will contact you for the rest of the information to setup your account.

Profile Information

- First Name
- Last Name
- Company
- Phone
- Email Address

Agency Rewards\$

You must be enrolled to earn points in the Agency Rewards Program.

You can enroll as an Agency or as an individual.

If you enroll as an Agency, please designate one person as an administrator for our reporting purposes. Points earned from all qualified policies and endorsements from your agency will be deposited into the administrator's point bank account. Once an agency has enrolled, individuals from the agency cannot enroll.

If you enroll as an individual participant, only your sales from all qualified policies and endorsements will qualify you for point earnings. If you do not see your agency in the Agency drop down tab, then your agency has already enrolled as an Agency and all points earned will be deposited into the agency's administrator's point bank account.

Date:

Agency:

Enrollment:

ED# / RED Tax ID:

Email Address: (This will be your login)

First Name:

Last Name:

Address:

City:

State:

Zip Code:

Phone:

Payment: (This is optional and must contain at least 3 numbers)

Custom Payment:

Security Question:

Admin:

In the event that you are unsure of everyone that will be able to participate, we can include an enrollment button on the log-in page that will direct the participant to enter all pertinent information for enrollment. After the enrollment information is submitted by the participant, they are automatically logged into the website and added to all reports.

EMPLOYEE RECOGNITION

YEARS OF SERVICE

Recognizing and rewarding employees for their tenure is still an effective strategy and the foundation of successful recognition programs.

Our Years Of Service Program Solutions Are Designed To:

- Stand alone or combined with an employee recognition program
- Points Based or Award Levels
- Paper based, online or a combination
- Custom sourced Life Style Award offerings based on budgets and demographics of employees
- Service Presentation Packages



Years of Service

Recognize and reward employees for their years of service.

YEARS OF SERVICE PROGRAMS

CUSTOM AWARD NOTIFICATION

A complete Service Award kit can be provided for a small fee and includes:

- Personalized certificate of appreciation
- Award selection sheets/booklet
- Order form / Instructions for online access
- Postage-paid return envelope
- Presentation folder and envelope
- Optional congratulatory letter
- Available in Blue or Red



YEARS OF SERVICE PROGRAMS

CUSTOM AWARD NOTIFICATION

A upgraded Moment Box can be provided for an additional fee and includes:

- A Small Gift
- Instant Order Brochure
- Moment Guide for Event Planning
- and more



PLAN, SCHEDULE,
INVITE & CELEBRATE



YEARS OF SERVICE PROGRAMS

CUSTOM AWARD NOTIFICATION

A larger 12" x 9" Moment Box is also available and includes:

- A Small Gift
- Full-size Custom Catalog
- Moment Guide for Event Planning
- and more

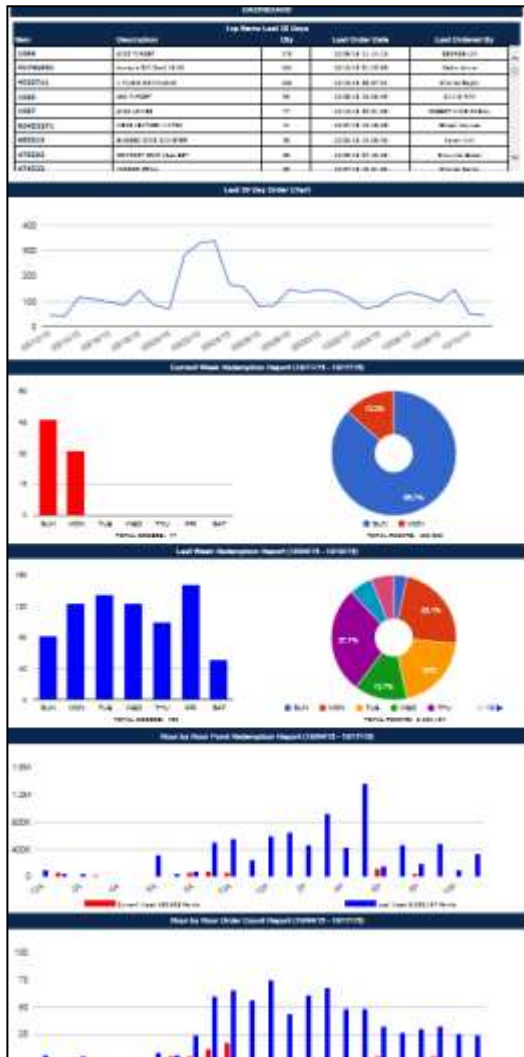


PLAN, SCHEDULE,
INVITE & CELEBRATE



EMPLOYEE RECOGNITION

PROGRAM TRACKING AND REPORTING



We offer an online administration site with all programs that will provide real time reporting on any type of data required to analyze and track the progress of engagement. Reports are exportable to Excel.

Dashboards are a collection of widgets that give you an overview of the reports and metrics you care about most. Dashboards let you monitor many metrics at once, so you can quickly check the health of your accounts or see correlations between different reports. Currently, we can offer a dashboard with the following widgets:

- Top Items Ordered in the Last 30 days
- Number of Orders in Last 30 days
- Current Week Redemption Graph
- Last Week Redemption Graph
- Hour by Hour Point Redemption Graph
- Hour By Hour Order Graph

EMPLOYEE RECOGNITION

CUSTOMER SERVICE

Our Customer Care Group is comprised of an experienced staff that is fully trained to assist your employees with any order inquiry including all information regarding the merchandise and orders, such as order status, expected ship dates for backordered and drop-ship merchandise, or special handling.



Customer Service Representatives are available from 8:00 AM ET to 4:30 PM ET Monday – Friday. Email inquiries are responded to in 4 hours or less. Our standard is to have 80% of calls answered within 30 seconds.

EMPLOYEE RECOGNITION | RETURNS

If for any reason the participant is not satisfied with their award, we will be happy to replace it as long as all the original shipping cartons and packing material are returned with the items as received. All exchanges must be made within thirty (30) days from receipt and process returns within five (5) days.

- **Defective and Damaged Merchandise.** When a Participant advises that they have received a damaged or defective item, Award Headquarters will immediately ship a replacement item. Arrangements will be made through the customer service department to pick up the damaged merchandise.
- **Other Returns.** If a Participant advises us they wish to return an item (excluding furniture) for any other reason, and if that item is unused and in the original manufacturer's carton, arrangements will be made through the customer service department to pick up the item.



EMPLOYEE RECOGNITION | SECURITY

To protect your information, we have instituted some of the strictest security measures in the business. Among them include::

- All employees sign a Letter of Confidentiality when hired.
- A fully secured Award Headquarters building and warehouse
- Information is not shared with any outside individuals or companies.
- VeriSign SSL technology is installed on our web server.
- Network access to data is protected by Share Permissions and NTFS file security.
- All systems are protected by a tightly controlled firewall using multiple routers.
- All systems are PCI compliant to protect personal information and ensure security



EMPLOYEE RECOGNITION

CONTACT US

