



Warriors**Excelling**

Reward & Recognition Program

*You have put our patients first, now let us celebrate
YOU by acknowledging and rewarding your
contributions!*

- **eCards**
- **Living the Mission**
- **Special Warrior Award**
- **Commendable Commitment Award**

eCards (I see you!)

An eCard is a way for team members and managers to acknowledge one another on birthdays and for team work that goes above and beyond.

Eligible: All team members

Requirements: Team members must be employed for 90 days



Living the Mission (Warriors Workin' it)

Manager-to-Peer nominations with single-level approval process. Recognize our team members for the behaviors, contributions and work performance each of us makes towards our corporate values of Patients First, Respect & Compassion Always, Together We Succeed, Everyday Innovation, and Science & Medicine Matter.

Goal: To provide immediate recognition to team members whose individual performance exemplifies CleanSlate's mission, vision and core values.

Eligible: All team members (excludes CEO cabinet members)

Award: 250/500/700-point load (valued at \$25, \$50, \$75) Points are banked and redeemed online for a wide selection of gifts or awards. Points remain on the website until redeemed

Requirements: All nominated team members must be employed for 90 days

Monetary Nominator: Managers and above (does not have to be one's immediate supervisor)



Special Warrior Award (We Think You're Kind of a BIG Deal)

Goal: For management to provide recognition to team members whose individual performance exemplifies CleanSlate's mission, vision and core values.

Monetary Nominator: Managers and above (does not have to be one's immediate supervisor)

Eligible: All team members (excludes CEO cabinet members)

Requirements: All nominated team members must be employed for 90 days

Process: Managers will fill out a nomination form, completed forms should be submitted to Arlene Rivie. The committee will then review nominations. Awards will be given in check form between the amounts of \$250 - \$2,500. A drawing will be held annually for those employees who have been awarded with a spot bonus for a chance to win the **President's Award**. The winner of the President's Award will receive a **weekend getaway package!**



Commendable Commitment Award



Goal: To show loyal team members that CleanSlate values their dedication and contribution to the role they play in CleanSlate's success.

Eligible: All team members

Requirements: All team members must be employed for 90 days

Process: All team members will be rewarded at year 1, year 3, year 5 and 5 year increments. Team members celebrating a service anniversary will be awarded points that equate to a monetary value. Team members will login to the ordering site and view up to 10 categories of awards ranging from electronics to home goods.

Nomination Form for the We Think You're Kind of a BIG Deal (Special Warrior Bonus Award)



Eligibility: All team members (excluding CEO cabinet members)

Special Warrior Bonus Award: Special recognition for individual performance that exemplifies CleanSlate's mission, vision and core values – See award tiers below.

- i. Performance **beyond normal expectations** of the nominee's position for a specific assignment, task, or goal resulting in a qualitative result or behavior which embodies CleanSlate's mission, vision and core values.
- ii. Behavior/performance which embodies CleanSlate's mission, vision, core values and/or quantitative results which contribute to **process improvements which can be leveraged across the organization.**
- iii. Individuals who make contributions that have a significant impact on functional or key organization objectives. The impact can be the completion of a project ahead of schedule or on-time with results which exceeded or met expectations, significant cost savings, or increased profitability.

(\$250-\$2500)

Nominee Name

Job Title

Date of Hire

Bonus Amount

Nominator Name

Title

Please provide a brief narrative describing how the nominee met the criteria.

Please submit your nomination to arivie@cleanslatecenters.com

To be completed by committee only

Do you approve of this nomination?

Date

Division/Corporate Head: _____

Chief Human Resources Officer: _____