

INCENTIVE POINT CONVERSIONS

The point scale exists to prevent employees from focusing on the dollar value, separate points from monetary values and increase the perceived value of the achievement and item.

The incentive industry's standard point scale is 1/2 cent (.005) per point, where a \$20 gift is equivalent to 4,000 points.



**\$100
or
20,000 Points**

For example, the Keurig on the right is \$100, so your employees would need 20,000 points to order the gift on the 1/2 cent per point scale.

DOLLAR AMOUNT	POINT VALUE (Half Cent - .005)	POINT VALUE (Penny - .01)	POINT VALUE (Nickel - .05)
\$20 - 30	4,000 - 6,000	2,000 - 3,000	400 - 600
\$31 - 50	6,001 - 10,000	3,001 - 5,000	601 - 1,000
\$51 - 75	10,001 - 15,000	5,001 - 7,500	1,001 - 1,500
\$76 - 100	15,001 - 20,000	7,501 - 10,000	1,501 - 2,000
\$101 - 150	20,001 - 30,000	10,001 - 15,000	2,001 - 3,000
\$151 - 200	30,001 - 40,000	15,001 - 20,000	3,001 - 4,000
\$201 - 300	40,001 - 60,000	20,001 - 30,000	4,001 - 6,000
\$301 - 400	60,001 - 80,000	30,001 - 40,000	6,001 - 8,000
\$401 - 600	80,001 - 120,000	40,001 - 60,000	8,001 - 12,000
\$601 - 800	120,001 - 160,000	60,001 - 80,000	12,001 - 16,000
\$801 - 1,500	160,001 - 300,000	80,001 - 150,000	16,001 - 30,000
\$1,501 - 6,000	300,001 - 1,200,000	150,001 - 600,000	30,001 - 120,000

4,000 Points × .005 = \$20.00
- or -
\$20.00 ÷ .005 = 4,000 Points

CONVERSION TIP: Multiply a point value by your point scale to get the dollar value. Alternatively, divide a dollar value by your point scale to get the point value.