



## Measure Learning FY23 Recognition Program Review:

1. **Celebrate You!** Thank you and recognition any time.
2. **NHR Onboarding Welcome Kit.** Sustainable Mug, Journal, ITP Overview & Message from Measure.
3. **Year End Holiday Onsite & Virtual Gatherings**
4. **Milestone Service Awards:**
  - **Anniversary Recognition:** Note from HR, All Hands' Meeting Shout Out, and Manager Posts in CelebrateYou! For all service anniversaries.
  - **Milestone Service Anniversary Awards**
    - Year 1. \$25 award. Thank you certificate from Tim and Team (*for all milestones*).
    - Year 5. \$100 award.
    - Year 10. \$200 award.
    - Year 15. \$300 award.
    - Year 20. \$400 award.
    - Year 25. \$500 award.
    - Year 30. \$1000 award.
5. **Ideal Team Player Bi-Monthly Recognition Awards & Year-end Virtual Lunch**
  - Announce winners at bi-monthly All-Hands meetings. A winner will be named for Hungry, Humble and Smart at each meeting. Nomination process can be found on HRconnect and submitted through askHR.
  - Monetary award
  - Year-end, virtual recognition lunch with Tim, the SLT, and aligned managers. Each award winner will be recognized and celebrated.
6. **ML Spot Recognition Award Budget by Department.** Budgeted by Department and provided to SLT Leader. Award process request through Leader then askHR. Awards will be received by paycheck. Recognition kits are available via HR. This replaces the Fond program.
  - **HR**
  - **Marketing**
  - **Finance/IT**
  - **SD Ops**
  - **PT/ADP**
  - **Technology/PM**
  - **HED**