

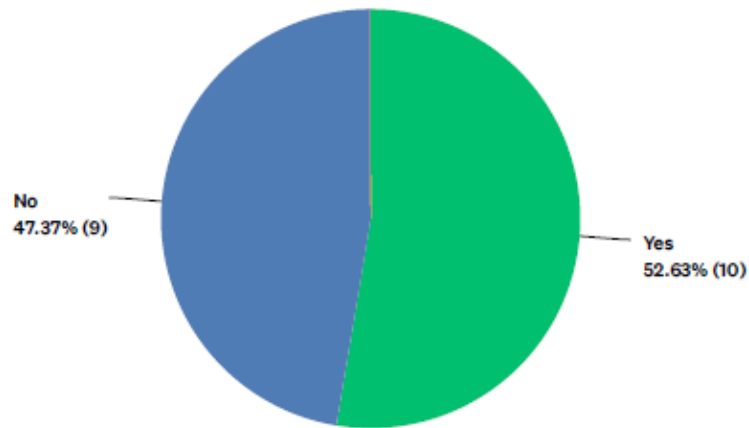
CEFLI Quick Poll

February 2020

Recognition Programs

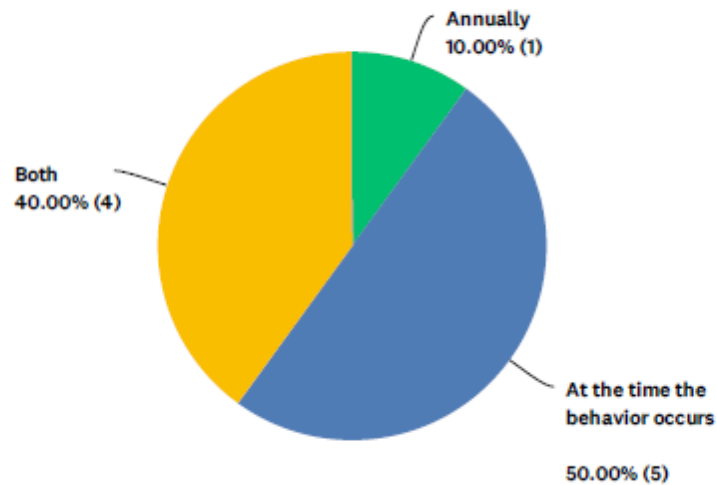
Q1 Does your company recognize employees for exhibiting ethical behaviors or behaviors exemplifying company values?

Answered: 19 Skipped: 0



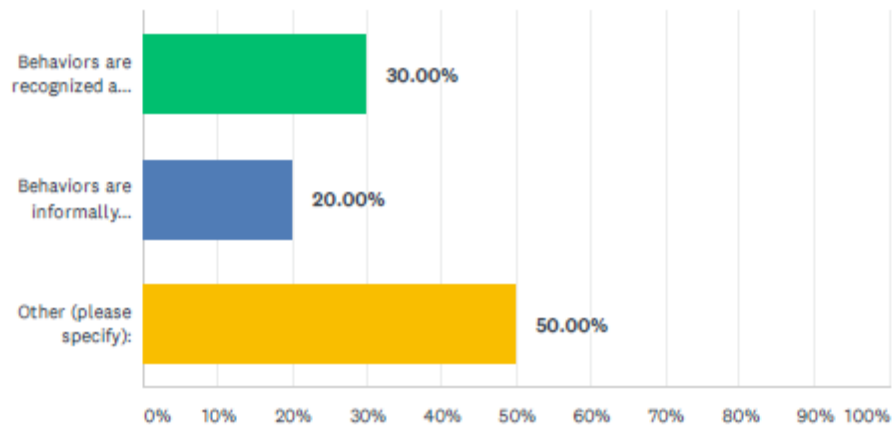
Q2 When are such behaviors recognized?

Answered: 10 Skipped: 9



Q3 How are such behaviors recognized?

Answered: 10 Skipped: 9

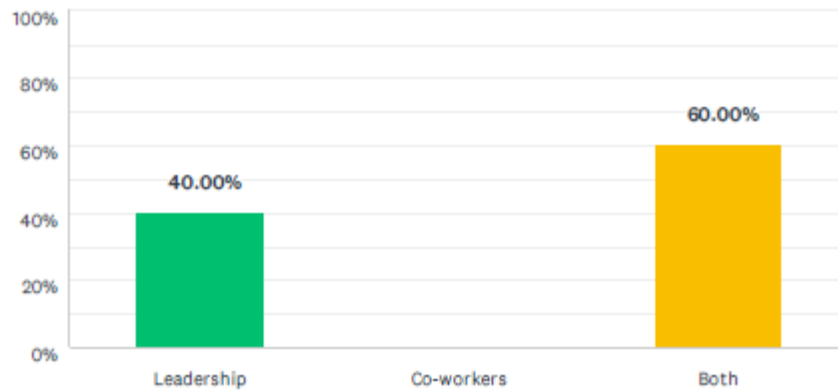


Reponses to "Other":

- Employees are recognized through personal reach-out by phone, email or through the company's "Appreciation Hub". They also may be recognized by being featured in company-wide communications published on the company intranet or internal social media, such as our "What Would You Do?" feature.
- Three respondents noted: "Both."
- Formal program not limited to such actions - but a general recognition program.

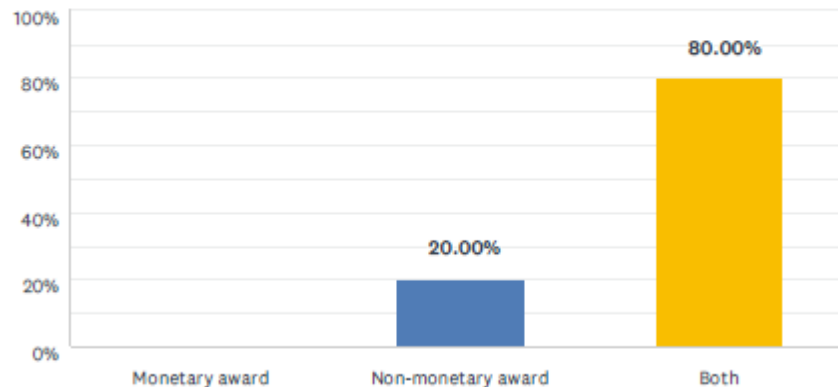
Q4 Who recognizes the behaviors?

Answered: 10 Skipped: 9



Q5 What type of recognition occurs?

Answered: 10 Skipped: 9



Q6 Please share insight regarding strategies you have used, recognition ideas, etc.

Answered: 3 Skipped: 16

- We call them "Spotted" awards. Will provide a lunch gift card, or other small monetary token such as a gift card. People are not looking for big rewards but appreciate the acknowledgment.
- We use an online recognition program for informal (daily) recognitions and formal recognition is done on a monthly, quarterly and yearly basis.
- See comments in response to question 3.