



GEPHART STAR AWARDS EMPLOYEE RECOGNITION PROGRAM

Michael Belue, Scott Bergland, Brian Binkley,
Dena Edmiston, Scot Moser

Revised: January 6, 2020





AGENDA

- Program Overview
- How We Got Here
- Recognized Behaviors
- Program Eligibility
- Program Awards
- Nomination Process
- Recognition Committee
- Program Advertising





PROGRAM OVERVIEW





PROGRAM OVERVIEW

- Program supports behaviors highlighted in the *Owners' Plan: Culture & Leadership*.
- Peer-to-peer nomination process.
- Recognition and great awards given four times a year.





HOW WE GOT HERE





HOW WE GOT HERE

- Management Team Subcommittee project
- Basic research on what makes for effective Employee Recognition programs.
- Looked at ten other companies' programs.
- Management & Executive Teams gave revision suggestions and approval





RECOGNIZED BEHAVIORS





RECOGNIZED BEHAVIORS

- Everyday Hero Award

Employee performance continues to be the bedrock of company performance for Gephart. Our success is built upon people's dedicated, day-to-day contributions and we believe that is worth celebrating. We want to recognize those around us who are dedicated to doing their work to the best of their ability every day but whose efforts may often go unnoticed.





RECOGNIZED BEHAVIORS

- Above & Beyond Award

Everyone has moments or situations when they go beyond what is generally expected for the good of the company or a colleague. We want to celebrate these Above & Beyond efforts with special recognition.





PROGRAM ELIGIBILITY





PROGRAM ELIGIBILITY

- All office employees except those serving on the Management & Executive Teams and Ownership.
- If you're on the company org chart, you're in the program.





PROGRAM AWARDS





PROGRAM AWARDS

- Given out at the end of each quarter.
- Additional annual award determined by random drawing from among the year's non-winning nominees.
- Participants can win more than once a year but not more than once in the same quarter.
- Winners' recognition:
 - Supervisor delivers award.
 - Company-wide email announcing recognition award winners and nominees.
 - Announcement posted on Gephart's LinkedIn & Facebook pages.
 - Recognized in Gephart's quarterly newsletter.





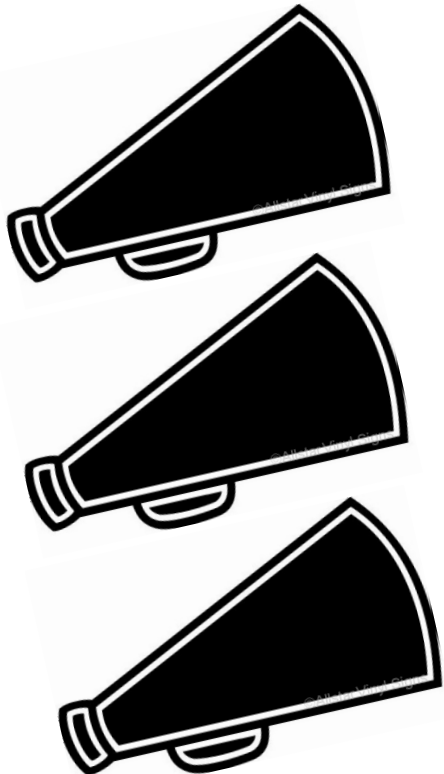
PROGRAM AWARDS

- Up to \$500 in value.
- Awards are taxable so Gephart will add \$125 to your paycheck upon receiving an award to cover your tax liability for the award.
- Gephart Marketing will be your concierge!



SPORTS EXPERIENCE PACKAGES

Customize a sports experience package to cheer on your favorite team with transportation to the game or a meal beforehand depending on quantity and value of tickets. Recipient is able to decide on the game date and number of tickets.





NIGHT ON THE TOWN PACKAGES

Treat yourself and a guest(s) to a night on the town. Recipient will be able to customize the perfect package that could include such things as dinner, a show, limo tour, spa packages, or a hotel stay.





MEMBERSHIPS

Enjoy a yearly membership!



MINNESOTA ZOO®



Science
Museum
of Minnesota®



Minnesota
Children's
Museum





CLUBS

Select a club of your choice and enjoy the rewards all year!



DELTA

SKY CLUB



GIFT CARDS

Select a gift card from the retailer of your choice!





THE NOMINATION PROCESS





NOMINATION PROCESS

- Quarterly nominations.
- Any office employee can nominate any other office employee.
- Management & Executive Team members and Ownership can make nominations.
- Anonymous nominations are okay.
- Multiple nominations of the same person are okay.
- www.gephartelectric.com/StarAwards



IS THERE A STAR AROUND YOU?

Gephart Star Awards

Program Overview:

- Supports behaviors highlighted in the Owner's Plan: Culture & Leadership
- Peer-to-peer nomination process
- Recognition and great awards given four times a year

[NOMINATE SOMEONE](#)



Do You Know a Star?



Everyday Hero Award

Employee performance continues to be the bedrock of company performance for Gephart. Our success is built upon people's dedicated, day-to-day contributions and we believe that is worth celebrating. We want to recognize those around us who are dedicated to doing their work to the best of their ability every day but whose efforts may often go unnoticed.



Above & Beyond Award

Everyone has moments or situations when they go beyond what is generally expected for the good of the company or a colleague. We want to celebrate these Above & Beyond efforts with special recognition.

[NOMINATE SOMEONE](#)



2020 Star Awards Nomination Form

In an effort to remove as much bias as possible, the Recognition Committee makes their decision solely based on the description provided with all names removed. Please include as much detail as possible in your nominations as well as specific examples!

*** 1. Person You Are Nominating:**

*** 2. Category You Are Nominating Them For:**

3. Reason for Nomination (Be Specific):

4. Examples Supporting Your Nomination:

5. Your Name (Optional):

Done





THE RECOGNITION COMMITTEE





RECOGNITION COMMITTEE

- Decides which nominees receive Gephart Star Awards.
- Comprised of 4 members from MS & MN and 1 Management Team Member.
- Unanimous committee vote is required to give an award.
- Meets the first week of each quarter to determine awards for the previous quarter.
- Not obligated to give out both awards each time.
- Email all-call coming!
- Random drawing to determine members.





PROGRAM ADVERTISING





PROGRAM ADVERTISING

- Important to keep the program top of mind.
- Posters and monthly emails calling for nominations.





NOMINATE SOMEONE!

www.gephartelectric.com/StarAwards

