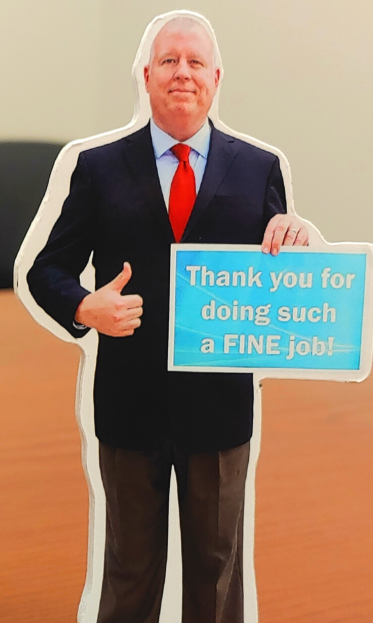


THE FINE AWARD

THANKS FOR DOING SUCH A
"FINE" JOB



**Everyone wants to be appreciated, so if you appreciate someone, don't keep it a secret."
- Mary Kay Ash (Businesswoman & Founder of Mary Kay Cosmetics)**

With the "Fine" Award, each employee has the opportunity to receive and pass on recognition to each other in the form of a mini Jeff Fine trophy. Recognize teammates for:

- Random acts of kindness
- A positive customer interaction
- Creating a new work idea
- Helping on a work project
- Bringing your "A-game" to work
- Helping a co-worker
- Showing leadership
- You choose! (As long as it includes kindness and positivity!)

1 What is it?

The "Fine" Award is an employee-to-employee recognition program designed to increase engagement! Ideas for what you can recognize a teammate for are listed above.

2 How does it work?

Pass the award to a co-worker to help recognize each other's achievements. The award is employee-driven. Recipients will keep the award for no longer than 2 weeks. Notify your immediate supervisors when passed on, and offer a brief explanation as to why he/she is being recognized. If you have any questions, speak to your supervisor.

3 What if I receive the award?

Please take a picture or selfie with it! Send any pictures to your respective supervisor. All awardees will be recognized on Clerk Connect!

4 What if my employee is recognized?

If you are a supervisor or manager and your employee receives the award, please send pictures to Tierra Earls Haas and Len Keso.

PLEASE DO NOT ALTER JEFF!