

Employee Recognition Program

EMPLOYEE OWNED HOLDINGS, INC.

PROUD TO BE 100%

EMPLOYEE OWNED



Employee Anniversary Milestones + Life Events

Anniversary Milestones

EMPLOYEE OWNED HOLDINGS, INC.

1 YEAR

Personalized Card from President

6 YEAR - 100% ESOP VESTED

Personalized card from President

Recognized at ESOP Event

Gift Card (\$100 Value)

10 YEAR

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$200 Value)
- RTIC Cooler



15 YEAR

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$300 Value)
- Personalized Experience



20 YEAR

Celebration

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$400 Value)
- Tumi Backpack



TUMI

TIFFANY & CO.

25 YEAR

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$500 Value)
- Plane Ticket (\$500 Value)



30 YEAR

Celebration

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$600 Value)



35 YEAR

Employee Choice:

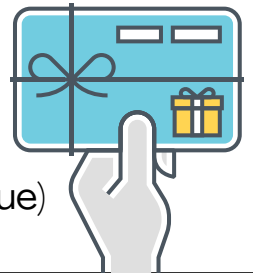
- Tiffany & Co Gift
- Gift Card (\$700 Value)



40 YEAR

Employee Choice:

- Tiffany & Co Gift
- Gift Card (\$800 Value)



RETIREMENT

20+ Years of Service Achieved:

Celebration is determined by the company President



How does this program work?

ANNIVERSARY MILESTONES

6 Years

When an employee becomes 100% ESOP vested – they will be recognized in October during ESOP Awareness month.

10, 15, 20, 25, 30, 35 + 40 Years

Each year during ESOP Awareness month, employees who reach a milestone will receive an email prompting them to make their gift selections. These employees will be recognized, and receive their gifts at our end-of-the-year holiday parties.

20 + 30 Years

Celebrations will be managed through EOH Marketing team.

Employee Life Events

EMPLOYEE OWNED HOLDINGS, INC.

BIRTHDAY

Personalized Birthday Card



MARRIAGE

Email Announcement

Inside Scoop Recognition

Tiffany & Co. Gift



NEW CHILD

Email Announcement

Inside Scoop Recognition

Tiffany & Co. Gift



LOSS OF IMMEDIATE FAMILY MEMBER

Employee Choice:

- Flowers + Condolences
- Donation in honor of the deceased



MANAGERS WILL SUBMIT REQUESTS TO THE
HR DEPARTMENT FOR ALL LIFE EVENTS.

TIFFANY & CO.