WorkProud®

Proud of Your **Work** – **Proud** of Your Company™

Employee Engagement & Recognition Platform

2021

CONTACT

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WorkProud®

About WorkProud:

- 18+ Years Industry Experience
- 450+ Concurrent Client Programs
- 12,000,000+ Active Users
- 98% Surveyed Customer Satisfaction
- 95% Client Retention Rate
- Inc. 5,000 Fastest Growing Companies — 13 Consecutive Years

Differentiators & Strengths:

- Highly flexible and customizable solutions
- Multi-industry experience, expertise, and longevity
- Best in class technology — cloud-based, desktop and mobile
- Global presence — multi-country, lingual, and currency
- Diverse rewards catalogs with 100,000+ options
- "Rewards Agnostic" — no minimums, no maximums
- Tableau integrated, comprehensive, deep-dive reporting

A LOOK AT SOME OF OUR CLIENTS

macy's — Qualcomm — BlueCross BlueShield — nrg®

Johnson&Johnson — SIGNET JEWELERS — SAP® — MasterBrand Cabinets, Inc.

Michaels — human good — hp — CiTRIX®

Yum! — Allied Insurance a Nationwide® company On Your Side™ — nielsen — PIAGET

LINCOLN ELECTRIC — BLIZZARD ENTERTAINMENT — SAFRAN Labinal Power Systems — GABLES RESIDENTIAL

RWJBarnabas HEALTH — tyco — ALTOUR GLOBAL NETWORK — vspone

Carnival® — Benjamin Moore® Paints — NTTA NORTH TEXAS TOLLWAY AUTHORITY — BUFFALO WILD WINGS

BRITISH AIRWAYS — KIA — BMW — HARLEY-DAVIDSON MOTOR CYCLES

WHAT OUR CLIENTS HAVE TO SAY

"The WorkProud Platform enables us to reinforce our core values and facilitate public celebration of behaviors we want emulated. Since implementation, the results have been incredible: exponential program adoption, regular engagement across all levels of employment (including 97% of those in leadership positions!), and clear visibility of regional and store accomplishments! Thanks, WorkProud, for your dedication to our program!"

"It is incredible to witness the power of the WorkProud Platform across the stores organization, more importantly, it is awesome to see how the stores are deeply embracing this tool. They love the simplicity, social media feel, and intuitiveness. It is obvious that Macy's needed to find a better and more effective way to recognize our store associates and this initiative has paid off with staggering results and adoption rates. Keep it up!"

"Gables' WorkProud Platform allows us to consistently recognize our associates in ways that would be impossible using traditional programs. The ability to create value-based recognition from your desktop or smartphone and have the entire company see it instantly is very powerful. Coupled with the ability for peers to give a recognition that can then be reinforced by their supervisors with a simple "like" or even points, makes WorkProud an incredibly effective tool."

"We love working with WorkProud team. They always seek and seem to understand where we are coming from and inspire such confidence with their knowledge. They're the best!"

"Unlike many incentive vendors that are simply trying to sell you something, WorkProud has proven to be a true partner with shared goals and the motivation to see our program succeed."

"WorkProud has been integral in helping to create a culture of appreciation and engagement over the years. We know just how important recognition is in maintaining positivity across our workforce, and we couldn't do that without WorkProud."
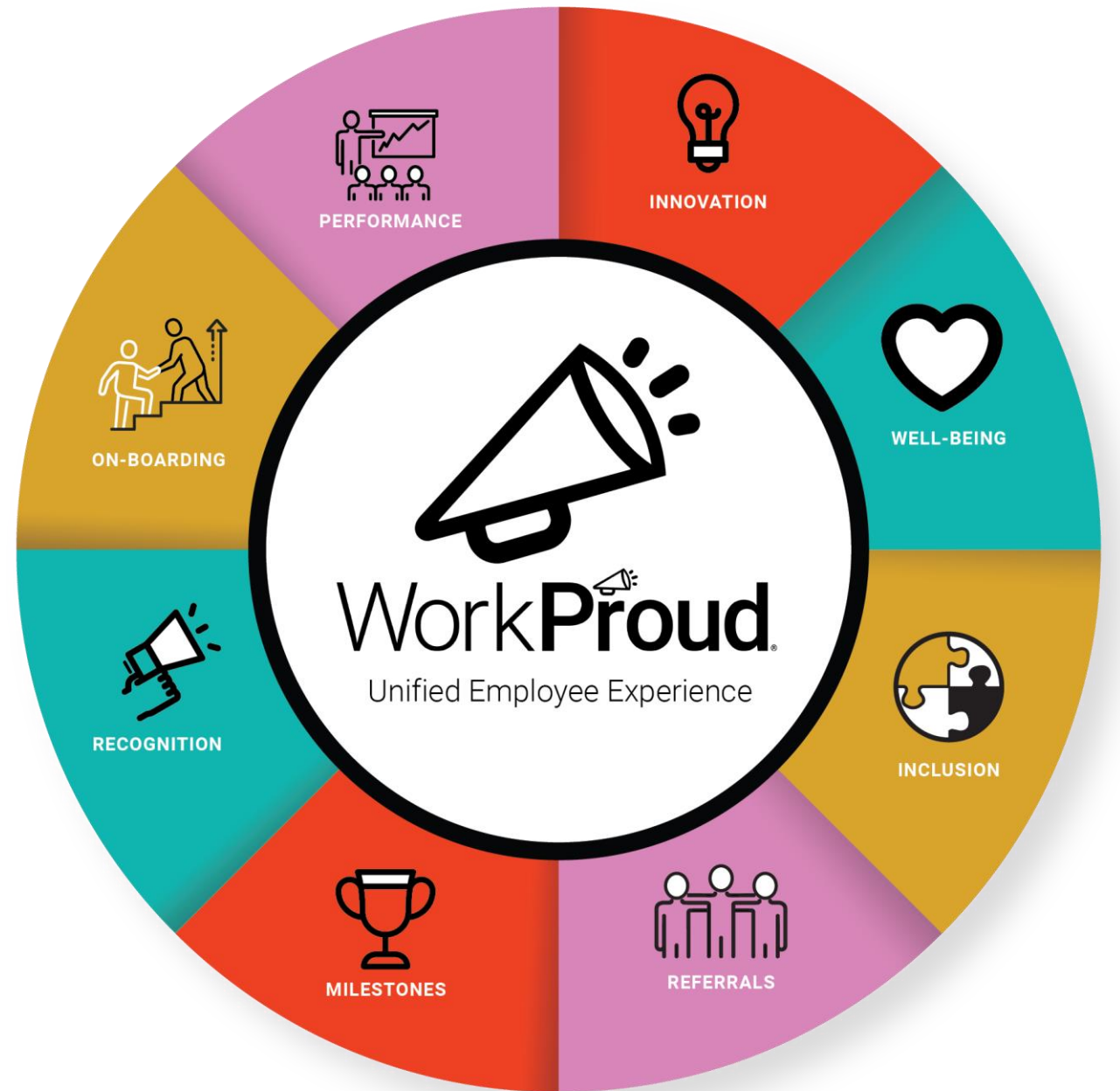
WorkProud

WorkProud is a unified employee engagement and recognition platform that will have a positive impact on employee satisfaction, retention, and company business results. Together we will make your employees feel

Proud of their Work and Proud of their Company.

Our goals are to help your company:

- Align your core values and objectives
- Improve recruitment and reduce turnover
- Increase engagement and productivity
- Keep people connected and engaged
- Make people feel encouraged and appreciated
- Enhance job satisfaction and sense of purpose
- Reduce unnecessary spending and realize an ROI

WorkProud

The WorkProud Platform is feature-rich and comprehensive, will be designed around your company's brand standards, and provide a well rounded, engaging employee experience via features such as:

- Peer-to-Peer and Manager-to-Employee Recognition
- Core Value Badging
- Gamification (e.g., Scratch-Off Game)
- Social Media Tools (e.g., Like, Comment, Share, Follow)
- Individual, Personal Profiles
- Follow/Unfollow and Grouping Logic for Individuals and Teams
- Events Calendar for Service Anniversaries and Birthdays
- Custom Rewards Catalog
- Service Anniversary & Birthday Recognition and Reward
- Custom Recognition Workflows (e.g., CEO Award and Nominations)
- Custom Materials (e.g., Recognition Certificates and Anniversaries)
- Platform Training and Education Materials
- Tableau Integrated Reporting Tools to Track KPIs and ROI
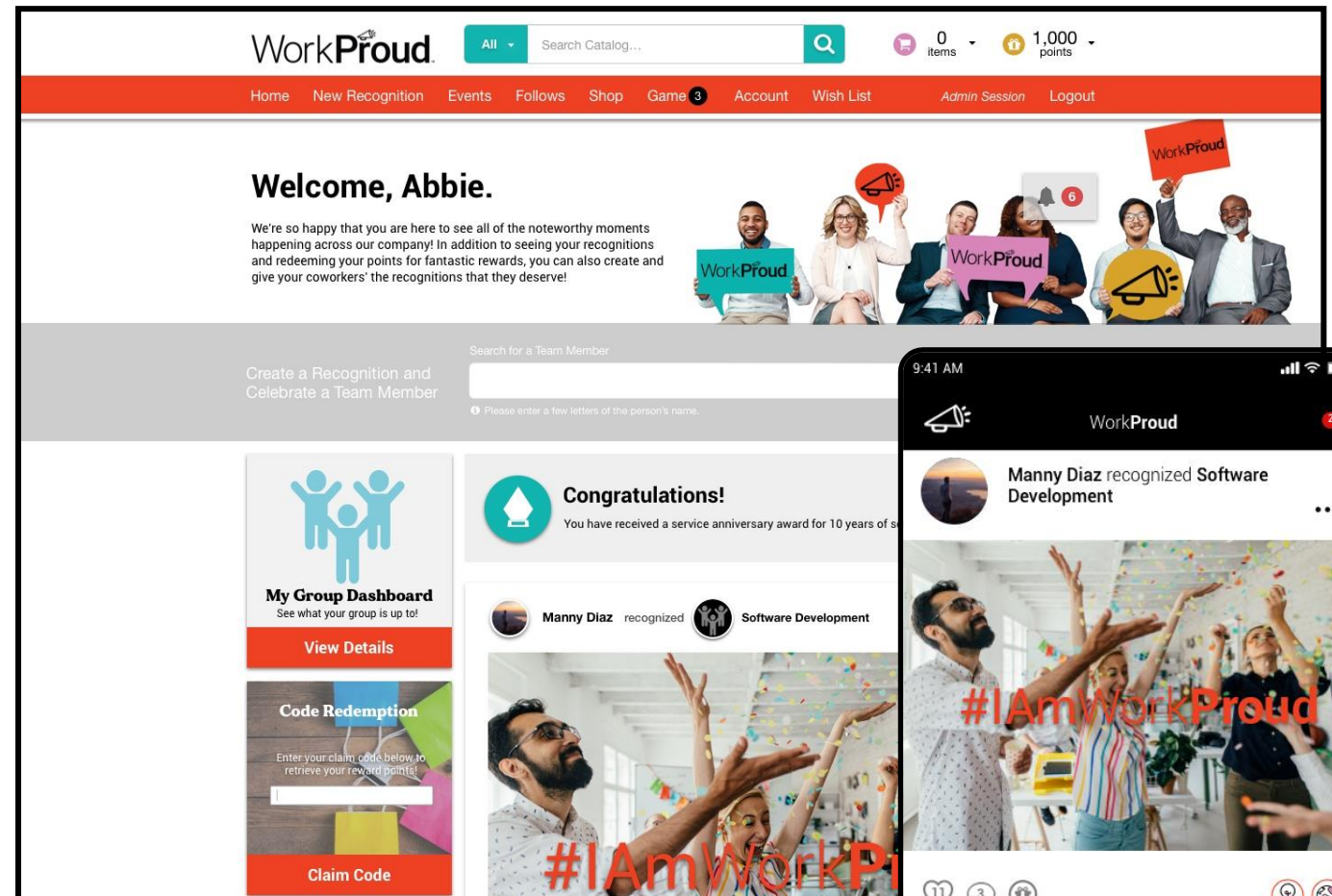
WORKPROUD DEMO WEBSITE & APP:

WORKPROUD WEBSITE DEMO

WORKPROUD APP DEMO
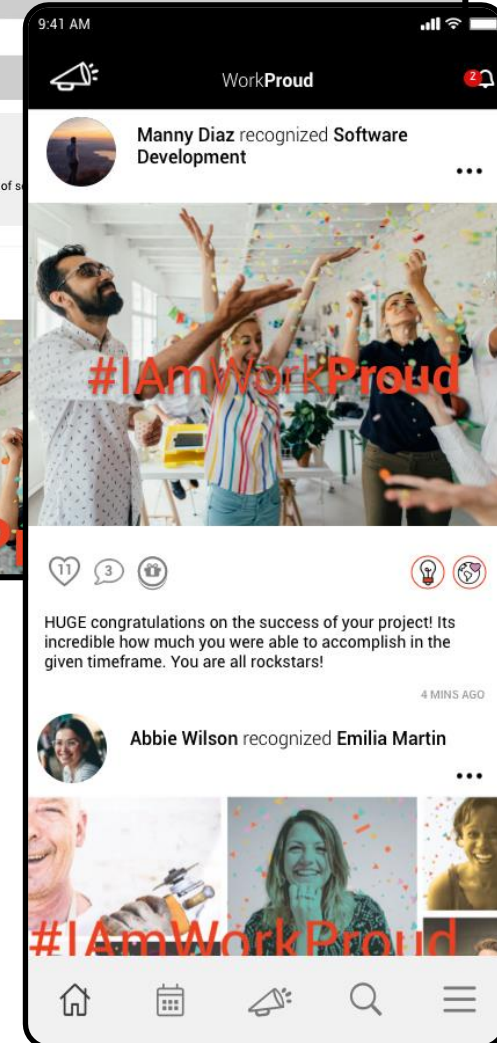
WorkProud App

The WorkProud App allows employees to interact with colleagues everywhere they go. Utilizing an intuitive interface, the app includes all basic functionality of your Platform's website.

WORKPROUD APP DEMO
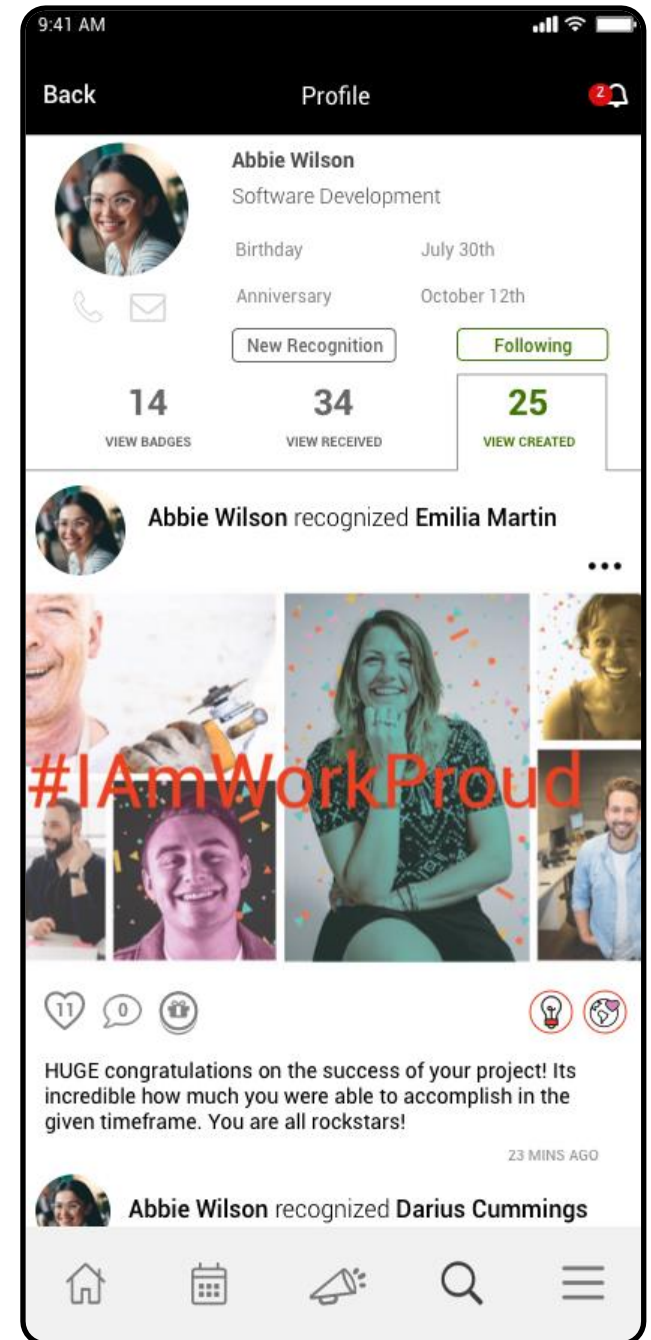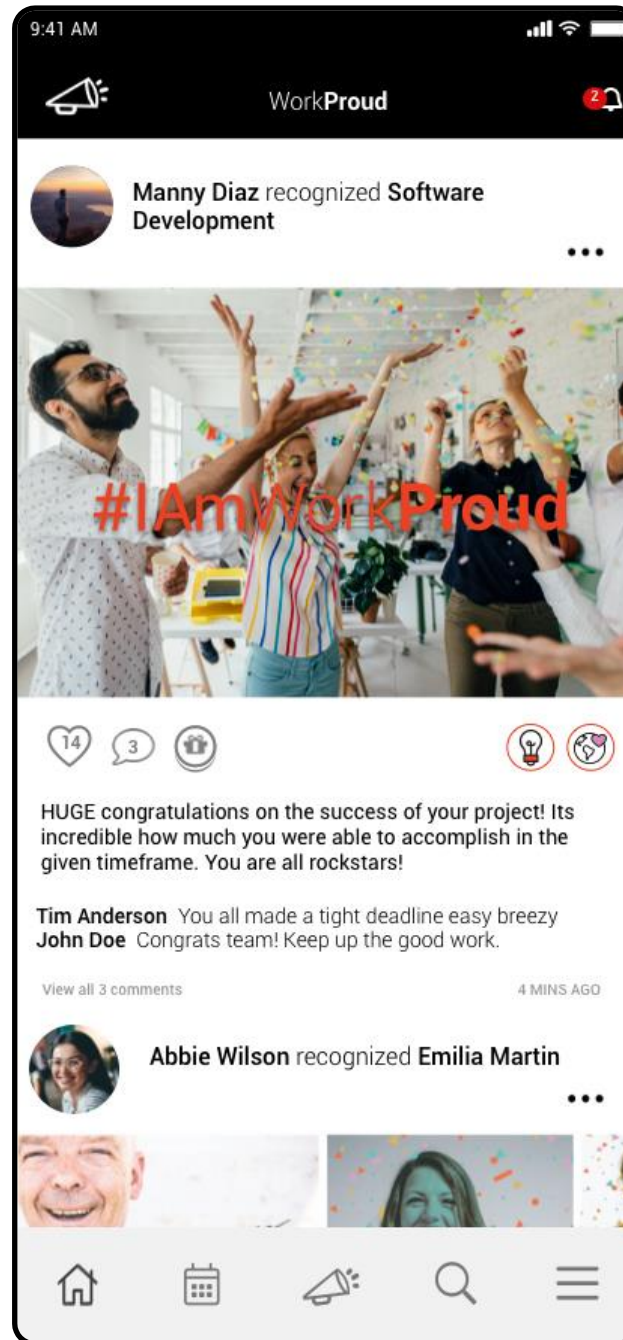
RECOGNITIONS

WorkProud encourages a culture of appreciation with Peer-to-Peer and Manager-to-Peer recognition. Recognitions will appear as posts on the homepage timeline, where employees will be able to:

- Recognize, like, comment on, and share coworkers' successes at individual and groups levels

- Tie posts to your core values via our Value Badging feature

- Attach images, videos, and eCards to their Recognitions

- Download a printable certificate of any recognition they've received

EVENTS CALENDAR

The Events Calendar allows you to post events happening throughout your company's community.

Whether birthdays, Service Anniversaries, or upcoming events, employees will have a place to go to keep up with things.

GROUP & FOLLOW LOGIC

Employees will be able to follow and unfollow individuals and groups as they choose and/or are required, seeing a tailored view of Platform activity.

PERSONAL PROFILES

Individual participants profiles will show:

- Profile picture and basic personal information

- Core Value Badge Counter

  Badges are collected via recognitions, for achieving goals, attending events, and anything else you can think of.

- Recognitions received from others and created by the employee themselves
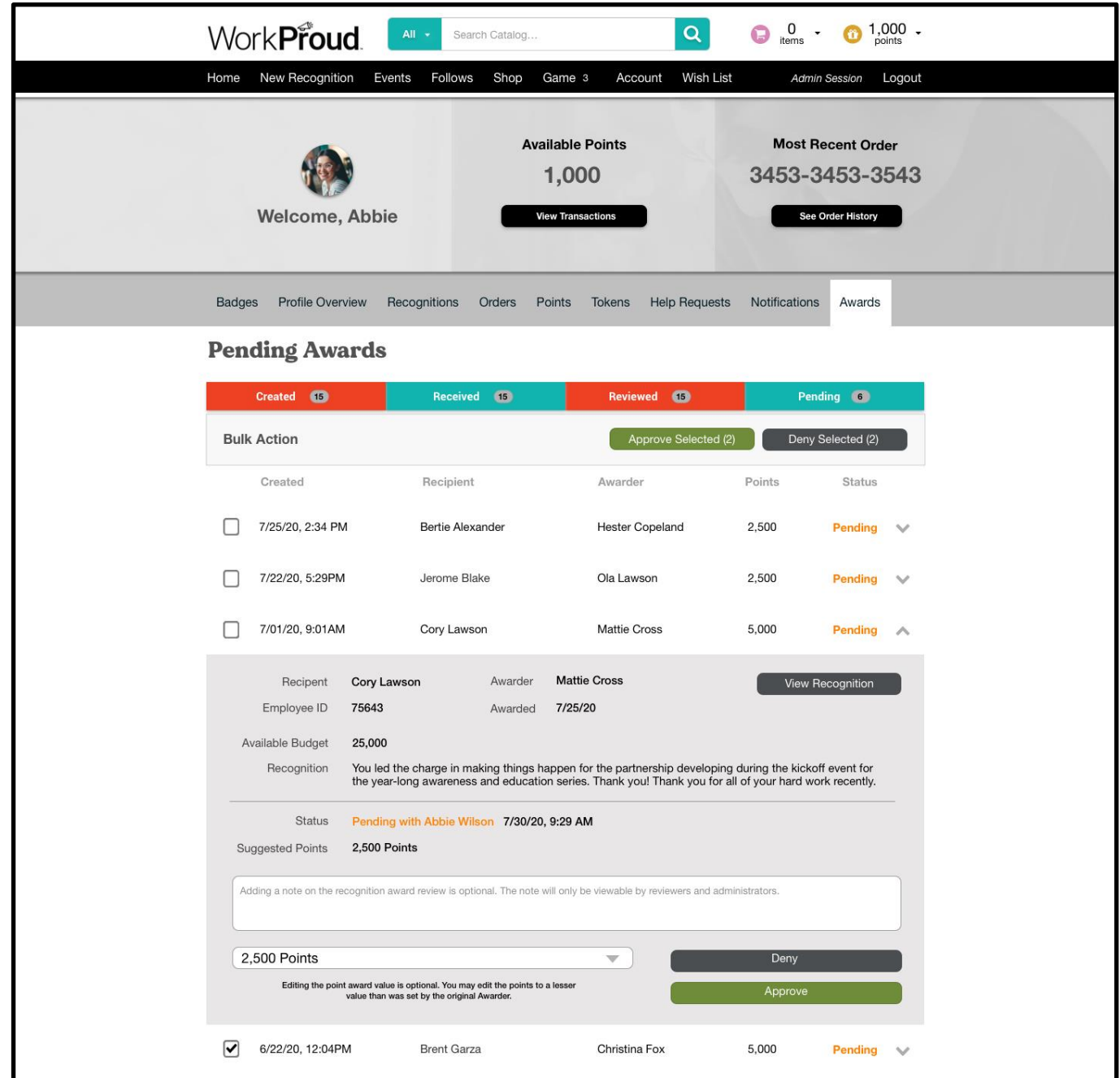
- Point, order, help request, and other pertinent info, all on an individual employee basis

NOMINTATIONS & AD-HOC AWARD MANAGEMENT TOOLS

Platform admins will have the ability to manage the nominations and ad-hoc award processes based on customized workflows and budgetary rules.

- 📢 Ad-hoc award budget management
- 📢 Approval workflows to view, approve, edit/update, deny point/monetary reward distributions
- 📢 Distributable point accounts per admin/employee with budgets defined by your company
- 📢 Reporting and tracking

GAMIFICATION

Gamification is a proven strategy in reinforcing positive behavior. We offer a variety of options designed around your brand, culture, and goals, including:

- Point and Token-Based Instant-Win Games
- Point and Token Digital Claim Codes
- Competitions
- Sweepstakes

REWARDS CATALOG

WorkProud offers customizable rewards catalogs with 100,000+ options. Participants will be able to redeem their points and tokens for:

- Retail Merchandise
- Retail Gift Cards
- Pre-Paid Debit Cards
- Health & Well-being
- Travel and Experiences
- Charitable Giving
- Company Supplied Items:
  - Branded Merchandise
  - PTO
  - Payroll
  - Continuing Education

SERVICE ANNIVERSARIES

When it comes time to celebrate Service Anniversaries, we will help make employees feel recognized and appreciated for their hard work and dedication with:

- In-Platform Messaging
- Letters to Managers and Employees
- Personalized Award Booklets
- Curated Reward Catalogs
- Personalized Certificates and Plaques
- Branded Presentation Boxes
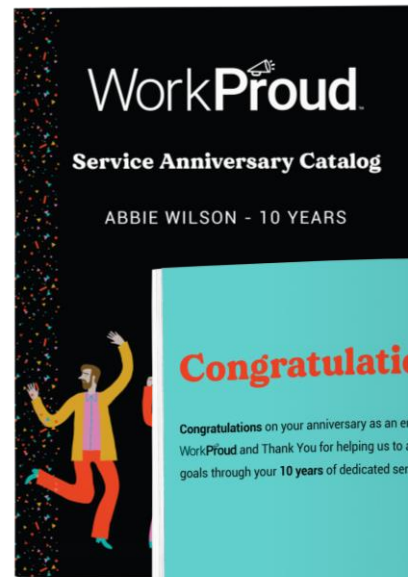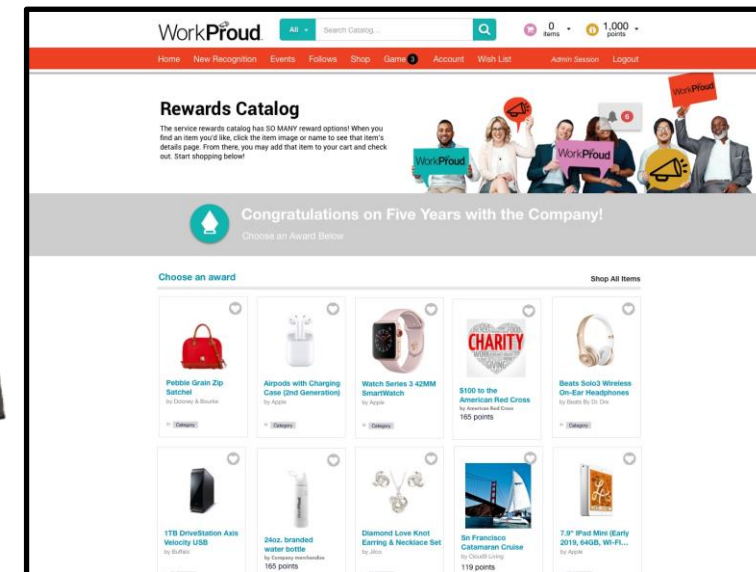
ADMINISTRATION

Platform administrators will be able to measure incremental and overall Platform performance via a **Tableau-integrated Admin Dashboard** including:

- On-Screen and Downloadable Reports
- General Participation / Platform Usage Stats
- Recognition and Core Value Badge Activity
- Recognition Management (flag, approve, delete)
- Point and Token Distribution Tools
- Point, Token, and Code Card Activity
- Reward Catalog Redemption Activity
- Platform Financial Activity, Track KPIs and ROI
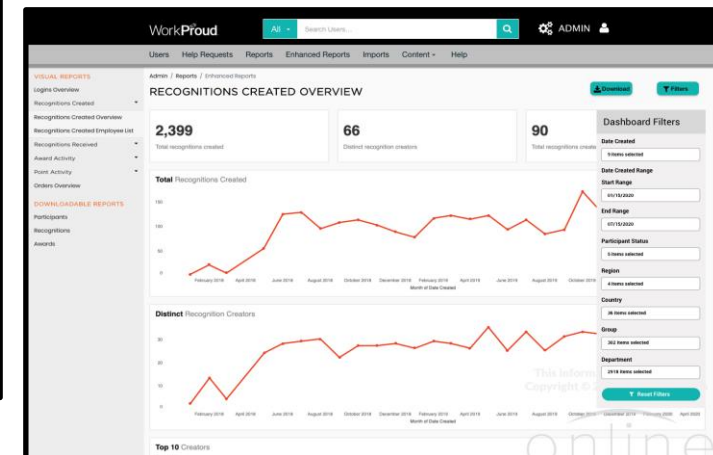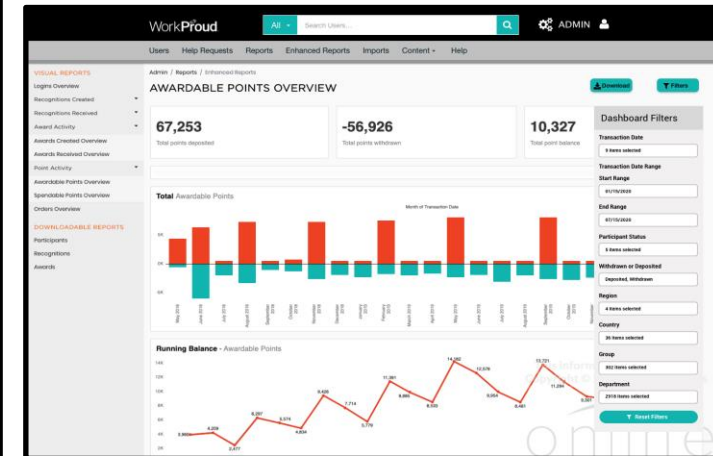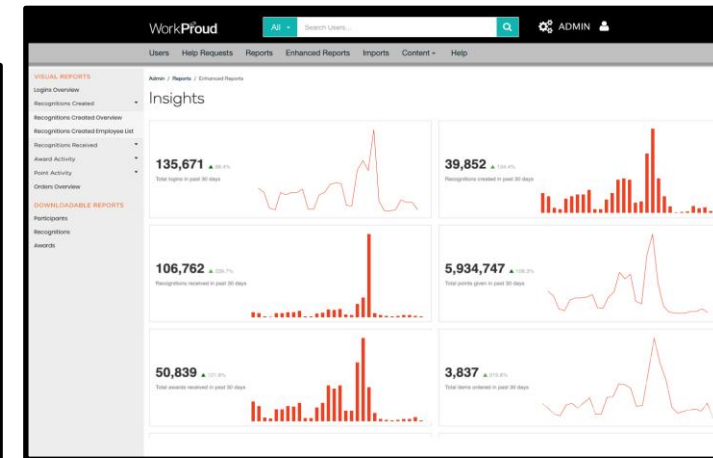
CUSTOMIZED MATERIALS

WorkProud can create custom materials to enhance the impact and meaning of your recognitions:

- 📣 Custom Design & Branding
- 📣 Personalization
- 📣 Custom Messaging
- 📣 Print & Digital Formats

RECOGNITION CERTIFICATE EXAMPLE

ANNIVERSARY CERTIFICATE EXAMPLE

TECHNOLOGY
OVERVIEW

IMPLEMENTATION
PHASES

ONGOING
RELATIONSHIP

Customizable, Configurable, Scalable Desktop and Mobile Platform

Integration Options:

- HRIS Systems
- Single Sign On
- Intranet
- Communications Systems
- Wellness Programs
- Scheduling
- Safety
- Learning Management Systems

1. Consulting and Statement of Work
2. Materials Gathering
3. Design and Development
4. Quality Assurance Testing
5. User Acceptance Testing
6. Implementation and Launch
7. Ongoing Admin and User Support

Estimated Timeline:

8 to 12 Weeks from Engagement

Your organization will be assigned a dedicated account team responsible for:

- Leadership and User Training
- Day-to-Day Management
- Strategic Growth
- Admin and User Support

This includes Quarterly Business Reviews, providing evaluation of your:

- Objectives and Outcomes
- Successes and Areas of Improvement
- Admin and Participant Feedback
- Return On Investment

PROFESSIONAL SERVICES

CREATIVE & DIGITAL DESIGN

We ensure that your program adheres to your brand standards and cultural identity by utilizing our creative services, including:

- Digital Design
- User Interface
- Communication Materials
- Related Program Content Elements

STRATEGY

Core to our program offerings is strategy development based on our understanding of behavior change. Your program will be meaningful, engaging, rewarding, and positively impact your business outcomes.

CATALOG & REWARDS FULFILLMENT

Through superior sourcing, volume pricing, streamlined fulfillment, and limitless array of reward options, we provide the industry's leading catalog and rewards services (gift cards, debit cards, merchandise, travel, and custom options).

TECHNOLOGY DEVELOPMENT

Our programs are a highly scalable, customizable, cost effective. You will have the flexibility to create, innovate and excel without limitations.

SECURITY & FRAUD PROTECTION

We are SOC 2 certified and PCI SAQ A compliant, providing some of the highest levels of internet security and fraud protection methodologies available. We protect client data for healthcare providers, banks, credit card issuers, and the U.S. government.

ADMIN & CUSTOMER SUPPORT

Your admins and participants will receive comprehensive phone, email, and web form support via our U.S.-based call center who boast customer satisfaction levels above 98%.

GLOBAL REACH & FULFILLMENT

WorkProud offers programming and reward fulfillment services across the globe.

- Nearly any country, language, and currency
- Scalable to market need
- Supplier relationships on a region-to-region basis:
  - Improves delivery and efficiency
  - Supports appropriate cultural differences and experiences
  - Prioritizes compliance and best practices for global organizations

SECURITY STANDARDS

WorkProud is SOC 2 certified and PCI SAQ A compliant, providing some of the highest levels of internet security and fraud protection methodologies available. We protect client data for Healthcare Providers, Banks, Credit Card issuers, and the U.S. Government.

SOC 2 Trust Services Criteria
Security • Availability • Confidentiality

- Current: Type II
- 3rd party audits annually
- Comprehensive Information Security Policies and Key Controls
- Internal corporate governance and risk management
- Organizational oversight
- Vendor management

National & International Compliance

- GDPR
- EU-US Privacy Shield
- California Consumer Privacy Act
- PCI DSS

PLATFORM PRICING ESTIMATES

WORKPROUD® PLATFORM (WEBSITE & APP) IMPLEMENTATION	ONE TIME COSTS
Covers WorkProud's resources throughout the following stages of your Platform creation: • Consulting • Design and Build • Implementation (QA) and Launch • Platform Support Tools (admin training and Platform marketing)	$20,000 - $30,000 One Time Based on 200 - 300 Platform Build Hours

WORKPROUD® PLATFORM (WEBSITE & APP)	MONTHLY COSTS
WorkProud® Website and App (iOS and Android): • Software License and Hosting • Data Exchange, Backup, and Security • Admin Support (email and phone, English language only) • User Support (email, English language only)	$1,500 / Month (Base Cost, Covers First 1,500 Users) 1,501 – 5,000 Users: $1.00 / User / Month 5,001+ Users: $0.50 / User / Month

REWARD FULFILLMENT (BILLED ON REDEMPTION)
Fulfillment Fee: 10% A Rewards Redemption Account will be setup to cover the costs associated with reward fulfillment. This account is funded by deposits based on invoices issued to your company and is only charged as participants redeem points for rewards. A Fulfillment Fee will be applied to each invoice/deposit to cover the costs associated with the reward fulfillment process.

MEET THE TEAM

MICHAEL LEVY
CEO

NATALIE DEARTH
COO

JOHN KNODEL
DIRECTOR, CLIENT
SERVICES

KEITH KOLLSTEDT
VP BUSINESS
DEVELOPMENT

DAVID ARNOLD
SENIOR PLATFORM
ARCHITECT

MATT ZORN
SENIOR PROGRAM
ARCHITECT

CARRIE RUTEMUELLER
SENIOR PROJECT
MANAGER

RACHEL ELLIOT
PROJECT
MANAGER

KRYSTAL PETERSON
DIRECTOR, REWARD
CATALOG SOURCING

TERESA WAYCHOFF
SENIOR REWARD
CATALOG MANAGER

BRUCE GUTHMANN
VP HEALTH &
WELLBEING

MICHAEL WINTERS
DIRECTOR, UK
BUSINESS DEVELOPMENT

DALE M. PONTZ
ACCOUNT
MANAGER

CASEY RIDINGS
SENIOR DESIGNER –
PROGRAMS

WHITNEY RISNER
BUSINESS ANALYST

STEPH JOHNSON
CLIENT EXPERIENCE
MANAGER

AUSTIN CLAR
BUSINESS
DEVELOPMENT

KAREN STODOLA
BUSINESS
DEVELOPMENT

JENA SATCHELL
ACCOUNT
MANAGER

CLARK JENKINS
ACCOUNT
MANAGER

ALLISON HOWELL
ACCOUNT
MANAGER

CELESTE VALENTOUR
ACCOUNT
MANAGER

HEATHER COLLINS ZIMMERMAN
ACCOUNT
MANAGER

MIKE BERLON
ACCOUNT
MANAGER

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