



## VALUE COIN RECOGNITION PROGRAM

### What is the Value Coin Recognition Program?

The Value Coin Program is a way to recognize associates for exceptional performance and for behavior that demonstrates CoolSys values of:

- Excellence in Service
- Integrity
- Commitment to Add Value
- Attitude

### What behaviors qualify?

- Achievements, behaviors, and actions described as above and beyond the expectations of the role, requiring significant discretionary effort
- The behavior being recognized is easily seen by others as outstanding
- Through their actions, the employee is a role model; other employees would aspire to achieve at this level
- Results and actions are sustained

### Coin Value

- Coins are a symbol that the employee has demonstrated exceptional behavior and performance and has behaved as a role model
  - Value Coin recipients will receive a coin representing the value they were nominated for, the story of their nomination, a \$100 visa gift card, and recognition in CoolTimes.
- After ANY 4 coins are received by one employee:
  - \$500 is awarded
  - 1 day off is added to an employee's vacation balance
  - May take multiple years to earn 4 coins

### Nomination Process

- Submit Value Coin Award Nominations through the online form by [Clicking Here](#). If you have any questions, please contact Jessica Smith ([jessmith@coolsys.com](mailto:jessmith@coolsys.com)).
- Nominations are submitted to each Region's/Company's leader or the executive with oversight for your department/company for review and selection.

### Nomination Award Schedule

Behavior Observed	Nominations Due	Review Period	Awards Presented	Winners Published in CoolTimes
Jan 1-Mar 31	March 31	April 1-5	April 8-12	May 15
Apr 1-June 30	July 1	July 2-12	July 15-Aug 10	Aug 15
July 1-Sept 30	Sept 30	Oct 1-9	Oct 14- Nov 11	Nov 19
Oct 1-Dec 31	Dec 31	Jan 3-14	Jan 17-Feb 11	Feb 18

### Award Presentation

Managers present each selected winner with their coin in person using storytelling to highlight the employee's actions that are being rewarded. Each awardee is also recognized via CoolTimes.