(brien

ENGAGE INSPIRE REWARD

Why O'Brien?

At O'Brien, we understand the important elements that go into a successful reward program and have all the resources available to support your needs. This is the industry we're a part of, and we care about the success of you and our partners. We offer world-class, innovative turnkey solutions that are cost effective and easy to deploy. The future of engaging rewards is here!

With O'Brien, you can expect:

- A robust portfolio of compelling rewards
- Powerful parters that can complete your vision
- Subject matter experts in-house
- End-to-end marketing services
- Superior distribution capabilities
- 24/7 live customer support
- Trusted technology
- Program analytics

We exceed your highest expectations through our never-ending passion for and commitment to total client and award recipient satisfaction.

We provide everything you need to have a successful and engaging program:

- A powerful, achievement-inspiring online collection of rewards
- A technology platform that facilitates excellence in reward issuance and redemption processes
- An award-earner experience that's second to none, thanks to our acclaimed end-to-end customer-care philosophy
- An oustanding client services team responsible for ongoing award program management

When it comes to engaging customers and your workforce, we know what matters most. Our objective is to help you achieve your goals and make your business better with the most effective performance recognition tools available.

Reward & Recognition Framework

-	PERFORMANCE RECOGNITION					
	<i>Loyalty</i> the most coveted customers	<i>Sales Performance</i> driving the top line	Peer-to-Peer Recognition placing the power of recognition into their hands	<i>Spot Recognition</i> giving credit when credit is due		
	<i>Innovation</i> rewarding new ideas	<i>Contests</i> adding some fun to work	<i>Productivity</i> the antidote to apathy	<i>Excellent Job Performance</i> everyone, everywhere, every time		
	<i>Safety</i> preventing accidents while improving production	<i>Special Awards</i> multiplying the impact	<i>Wellness</i> a healthy path to the bottom line	<i>Custom Opportunities</i> every company has its own goals and challenges		

Performance recognition solutions reward employees and consumers for reaching goals and displaying specific behaviors. These can include loyalty initiatives, sales performance, new innovations, recruiting, safety, wellness, promotions, employee excellence, nomination programs, peer-to-peer programs and special recognition by management.

	RECOGNIZING SERVICE MILESTONES					
	Onboarding Starting on Day 1	<i>Years of Service</i> 1 3 5 10 15 20 25 30 35 40 45 50 Annual Anniversary Acknowledgement	Retirement	Post Retirement		
			Resignation - Will Rehire	Post Resignation		

Service milestone solutions recognize the value of experienced and dedicated employees.

	RECOGNITION WITH A PERSONAL TOUCH			
	Volunteer Initiatives	Career Development	<i>eCards</i> Birthday • Wedding • New Baby • Get Well • Sympathy • Happy Holidays Work Anniversary • Thank You • Congratulations • Great Job	
\smile			Events That Matter to You and Your Employees	

Employee care solutions address non-work-related life events that are important to your employees, building strong and lasting connections.