



WorkProud™

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



WorkProud.com
(888) 844-9675 (WORK)

Working to create inspiring Company Cultures
that align the aspirations of your people with the
purpose of the Company.

A Service of Whapps.com

Provide us with the skills and we will do our jobs.

INSPIRE us by recognizing our efforts
and achievements and we will deliver the
outcomes and exceed your expectations.



WorkProud™

We will provide you with the expertise, technology and change
management capabilities to help transform your Company
Culture to build purpose and pride in the workplace.

**Make us Proud of Our Work and Proud of Our
Company and we will give 110%.**



WorkProud™ will align your employee programs and messaging to produce a Unified Employee Experience. We create cultures where employees are Proud of their Work and Proud of their Company.

Recognition is fundamental to the quality of the employee experience; it is the currency for paying into someone’s sense of purpose, value, & ultimately, satisfaction.”

Michael Levy
CEO



According to Gallup Research - workplace recognition motivates, provides a sense of accomplishment and makes employees feel valued for their work. Recognition not only boosts individual employee engagement, but increases productivity and loyalty to the company.

Gallup

SERVICE DELIVERY MODEL

WorkProud™ Delivered

Far more than a technology platform, WorkProud™ is a comprehensive approach to building Company Cultures where people are Proud of their Work and Proud of their Company.

We collaborate and compliment your HR team's resources – adding our knowledge, experience and tools to design, develop and create inspiring employee experiences that are aligned with your Company's mission and purpose.

Build the Business Case

With over 450 programs in operation our team will help you build the business case and promote the program vision to your leadership team.

Design and Strategy

We will help you design a custom program for your Company - considering current and future state objectives. Our design approach will consider both the strategic level outcomes and corresponding tactical elements to that is exciting, engaging and meaningful for all levels of the organization.

Leadership Alignment

We will help build leadership support in the program - a key enabler for success.

Culture Assessment

Using focus groups and population surveys, we'll compare and benchmark your culture against others in similar industries, and help establish program goals and change management objectives to quantify our Culture shift priorities.

Platform Build

WorkProud™ will be seamlessly integrated into your HRIS systems: Customization Options include: Program Branding, Values Configuration, Workflow Processes, Dashboards and Reporting, Budget Management, Catalog development, Translations, and Globalization.

Communications

Working with your internal communications team, we will design, develop and deploy program launch and ongoing communications that adhere to your brand standards and speak with your company's voice.

Program Management and Support

WorkProud™ provides Tier 1 and 2 support options; toll free customer service, email, integrated help form within the program site with a customer satisfaction rate of 98%.

Rewards Fulfillment

Each client program is setup with a customized awards catalog. Customers benefit from world-class catalogs, volume pricing, order processing, streamlined fulfillment, end-user support, and a limitless array of global reward options.

Change Management

(Leadership and Organizational): Working with your leadership development and communications team - we can assist with developing training programs and materials to facilitate positive Cultural transformation.

Analytics and Reporting

Your WorkProud program comes equipped with comprehensive reporting and analytics tools; onscreen, real-time dashboards, and downloadable reports.

Dedicated Program Management and Support

Your WorkProud program will be supported by a team of experienced HR and Certified Recognition Professionals who work arduously to ensure success and long term strategic growth through regular program performance reviews, in-depth program and ROI analysis, and recommendations based on years of experience and knowledge.



The common denominator that I've found in every single interview is that **we want to be validated.**

We want to be understood...

I heard it from President Bush.

I heard it from President Obama.

I've heard it from heroes and from housewives.... 'Was that okay?'



Oprah Winfrey
Harvard University Commencement Speech

A comprehensive approach to building

Company Culture where people are

Proud of their Work and

Proud of their Company.

WorkProud is a registered trademark of WorkProud Inc.

TECHNOLOGY PLATFORM

WorkProud™ Performed

The WorkProud™ Technology Platform is a mobile, social, global employee facing communications portal that brings alignment a between the Company's core values, goals, and objectives with the individual aspirations of every employee.

Each WorkProud™ implementation is configurable and customizable such that each Company can deliver a unique set of employee experiences that build and support the individual Cultures at each Company.

**WorkProud will
bring your Culture
to life, creating
experiences where
everyone is inspired
to do their best.**

Access

Access the WorkProud Platform via Single Sign On from your existing employee portals or via the native mobile tools.

Communication & Brand Building

Adhere to your communication and brand standards. All communications will be designed to engage employees around the Company brand and its objectives.

Individual & Group Recognitions

Simple and complex recognitions are supported. Recognition activities are tied to your values and designed to inspire. The platform supports multiple recognition types and each can be given its own rule sets and award logic.

Spot Awards

Manage spot award processes that are linked to behaviors, activities, values and Company objectives. The platform supports comprehensive budgeting tools to deploy, track and report on program budget allocations.

Customized Workflows

Deploy customized approval processes to support issuing (high-value) monetary awards across the enterprise in a consistent, equitable and transparent manner.

Milestone & Events

Recognize and Celebrate important milestones through event Calendars with the option for anniversary kits.

Idea Submission/Innovation

Collect and process innovation ideas using mobile and desktop tools.

Health & Wellbeing

Inspire and celebrate for improving the health and well-being of individuals and the Company as a whole.

Employee Referrals

Promote, capture and process employee referrals through referral capture, transmission and award processes.

Custom Reward Programs

Integrate custom incentive and reward elements such: sales, attendance, safety or other Company KPI.

Company Networks

Build internal employee networks around job function, location or interest.

Rewards Catalogs

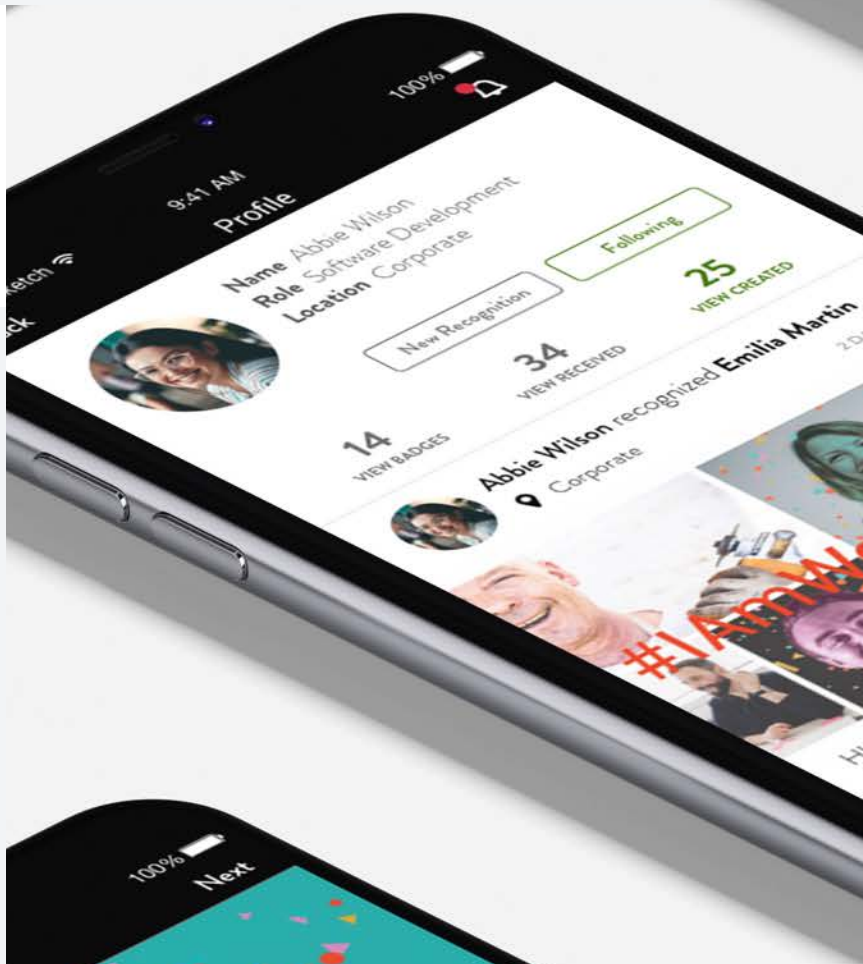
Each WorkProud™ implementation includes a custom rewards catalog. Reward catalog options include Digital Gift Cards, Prepaid Debit Cards, Experiences, Merchandise, Company Branded Items, or Custom Options (Examples: PTO, Payroll, or Education Credits).

Gamification

WorkProud™ includes a gamification module. Your people will earn tokens for activities such as: Milestone events, giving or receiving recognitions, training activities, etc.

Badging System

Individuals accumulate badges based on recognitions or performance outcomes. Badging offers a limitless array of gamification opportunities.



Proud of Your Work

Proud of Your Company

Notifications & Messaging

WorkProud™ includes notification tools. This includes recognition activity, milestone events, point deposits, and workflow approval steps. Custom notifications are available as required.

Admin Dashboard & Tableau Reporting

Provides a comprehensive set of administration and program management tools. This includes dashboards and reports that help you and your management team get the most from your program.

Technology Integration

Native iOS / Android mobile apps. API (J-SOON / SOAP) web services. White label implementation. Integration with core HRIS systems - and option to Option for integration with related to other HRIS systems or processes (i.e. onboarding, performance, recruiting, training, talent management).

Security & Compliance

We will ensure compliance with your INFOSEC policies. WorkProud is SOC2 / PCI / GDPR compliant.

LIMITLESS REWARDS

WorkProud™ Rewarded

Build your own catalog combination. WorkProud™ will let you create your own catalog using our proprietary* catalog management tools. Our team will help you develop a rewards strategy to create unique and memorable employee experiences around the world.

Global, Multi-Lingual, Multi-Currency Catalogs

Client Supplied

- Payroll
- Paid Time Off
- Continuing Education

Retail Gift Cards

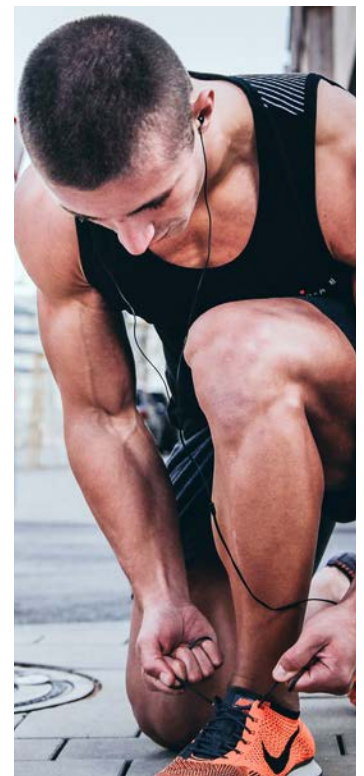
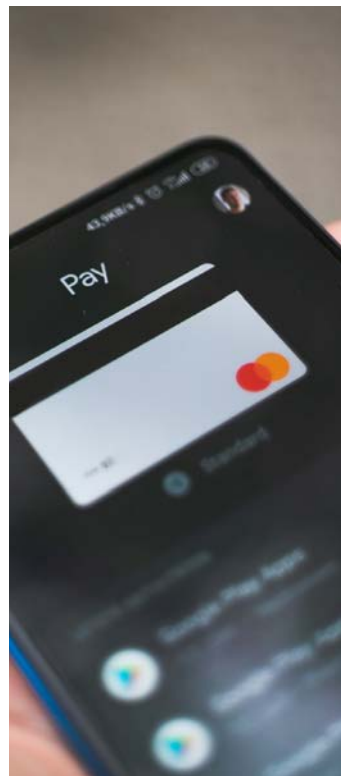
- Virtual & Physical
- Multiple Currencies
- Custom Packing Slips

Prepaid Debit

- Virtual & Physical
- Multiple Currencies
- Single or Reloadable

Health & Wellbeing

- Trackers & Monitors
- Fitness & Sporting Goods
- Wellbeing





*US Patent App 11/822144

Merchandise

- Electronics
- Home & Garden
- Fashion & Many More

Travel & Experiences

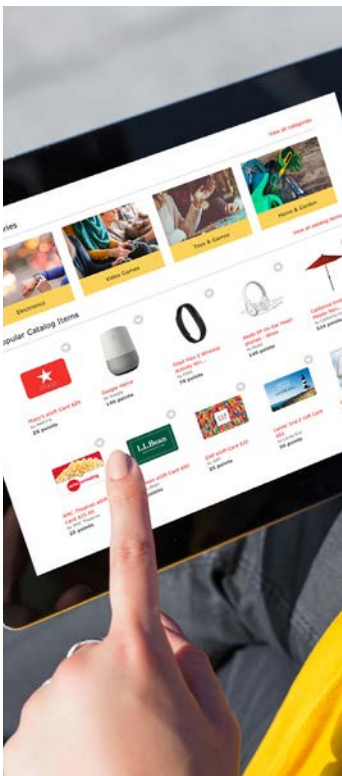
- Airlines & Hotels
- Tours & Travel Packages
- Experiences

Giving

- Selected Charities
- Company Specific
- Donor Programs

Logo Wear

- Apparel
- Company Stores
- Branded Items



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Testimonials

450+ concurrent program, 12 million+ users, 20 years experience, 96% client retention rate.

Just want to say how much we love working with him. He always seeks to (and seems to) understand where we are coming from and inspires such confidence with his knowledge. He is the best!



We are even more excited to launch next month and truly appreciate such a strong team supporting us!



Having Online Rewards help with our management training not only took away stress but helped us successful implement & rolling out our new program.



I appreciate everything your group does for us to support our employees. I look forward to our continued successful partnership!



We would like to express our gratitude for all their efforts in helping us to launch. We have found all our interactions to be a pleasure. I'd like to commend them both for their professionalism, patience and guidance. We are really pleased with the results and would highly recommend OLR to other Companies.



Overall, the Online Rewards team has been wonderful to work with and we look forward to our continued partnership both now and in the future!



A few of Our Proud Clients



WorkProud™

What Sets Us Apart

We are a service Company that uses technology and change management techniques to build Cultures of Appreciation.

We focus on the employee experience - and align those positive experience with Company objectives.

We build programs to client specifications - and no two client programs are the same.

We are catalog agnostic - meaning you can include any reward in your program - even rewards that you supply.

We emphasize the value of non-monetary recognition over monetary awards.

We have dedicated account teams who work to ensure program success - partnering and collaborating with each client's HR department.

Our programs grow and evolve over time with features being added along with the growth and development of each clients' program.

Our expertise in working in non-traditional formats ensures we are always at the cutting edge of creativity, technology and rewards to deliver the biggest program impact.

Program Specifications

Award Winning

Global Solutions

Mobile / Social / Gamification formats

Reduced program spends

Comprehensive reporting tools

Expertise and insights to capitalize on best practices

COMPANY STATS

18+

YEARS INDUSTRY EXPERIENCE

450+

CLIENT PROGRAMS

96%

CLIENT RETENTION RATE

12M+

ACTIVE USERS

12

CONSECUTIVE YEARS ON INC. 5,000
FASTEST GROWING COMPANIES

98%

CUSTOMER SATISFACTION





We are WorkProud™

Proud of Your Work – Proud of Your Company™

WorkProud

Dallas
Corporate

Cincinnati
Operations

London
Europe

Sydney
Pacific

Singapore
Asia-Pacific

India
South Asia

WorkProud.com

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