



Proud of Your Work – Proud of Your Company™

Engagement, Recognition, & Reward Programming

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 thousands of options
- 📢 “Rewards Agnostic” — no minimums, no maximums
- 📢 Integrated, comprehensive, deep-dive reporting

A LOOK AT SOME OF OUR CLIENTS



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:

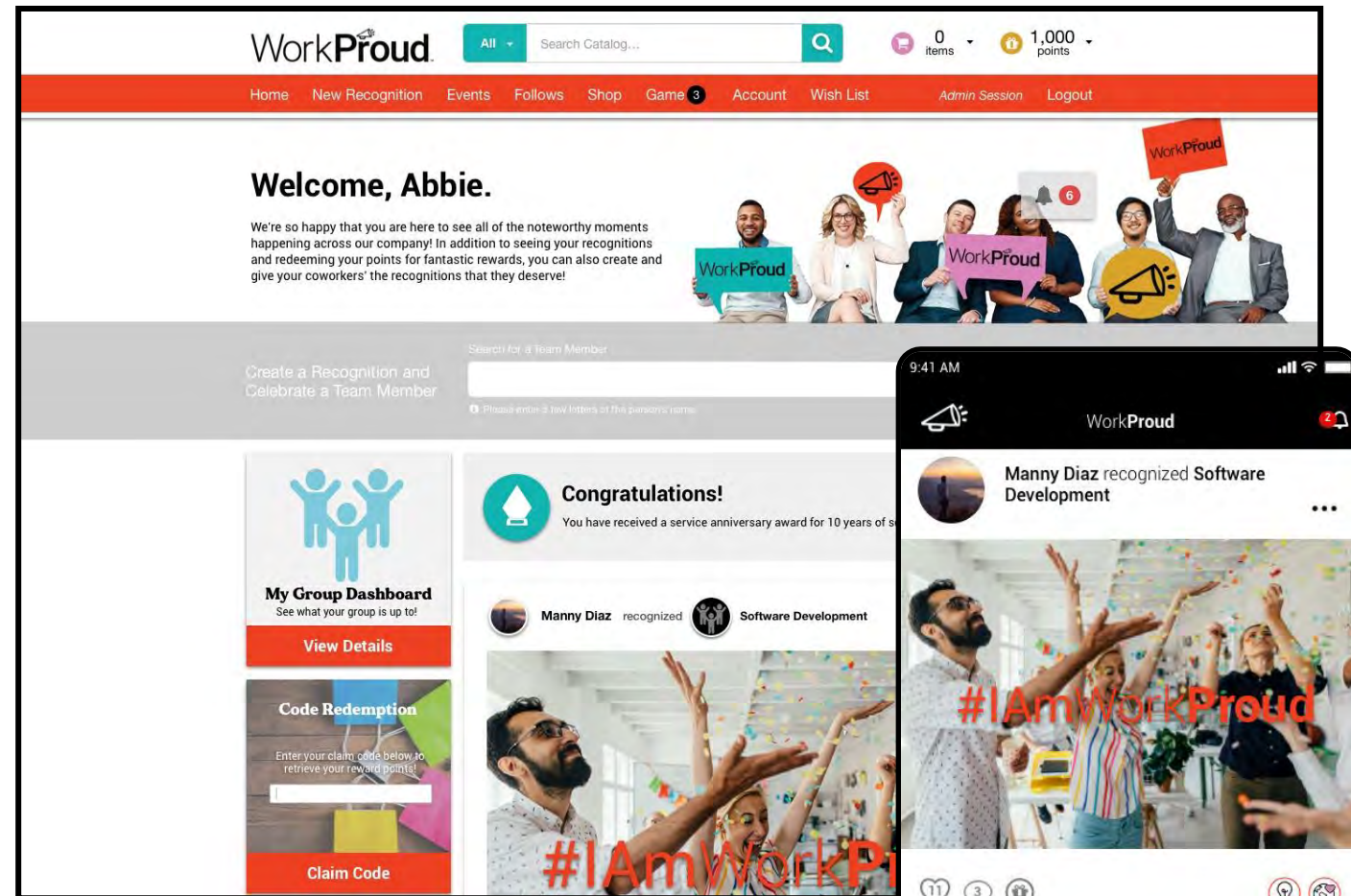
- 📢 Align your core values and objectives
- 📢 Improve recruitment and reduce turnover
- 📢 Increase engagement and productivity
- 📢 Keep people connected and engaged
- 📢 Make people feel encouraged and appreciated
- 📢 Enhance job satisfaction and sense of purpose
- 📢 Reduce unnecessary spending and realize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



WorkProud

The WorkProud Platform is our most comprehensive, feature-rich offering, designed around your branding and culture, providing a well-rounded, unified, engaging employee experience. Features include:

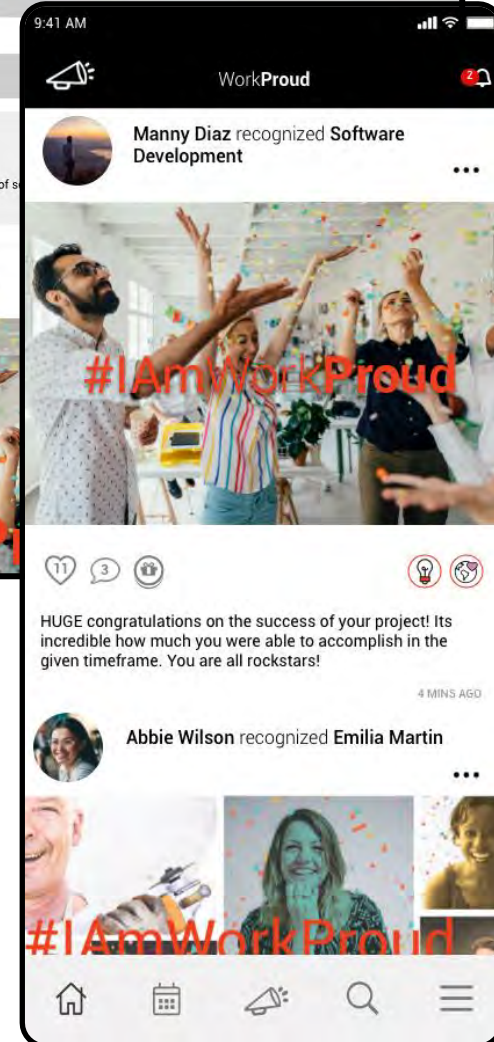
- Desktop and Mobile App
- Peer-to-Peer and Manager-to-Employee Recognition
- Core Value Badging
- Gamification (e.g., Scratch-Off Game)
- Social Media Tools (e.g., Like, Comment, Share, Follow)
- Individual/Personal Profiles
- Follow/Unfollow and Grouping Logic for Individuals and Teams
- Events Calendar 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
- Integrated Reporting Tools to Track KPIs and ROI



WORKPROUD DEMO WEBSITE & APP:

WORKPROUD WEBSITE DEMO

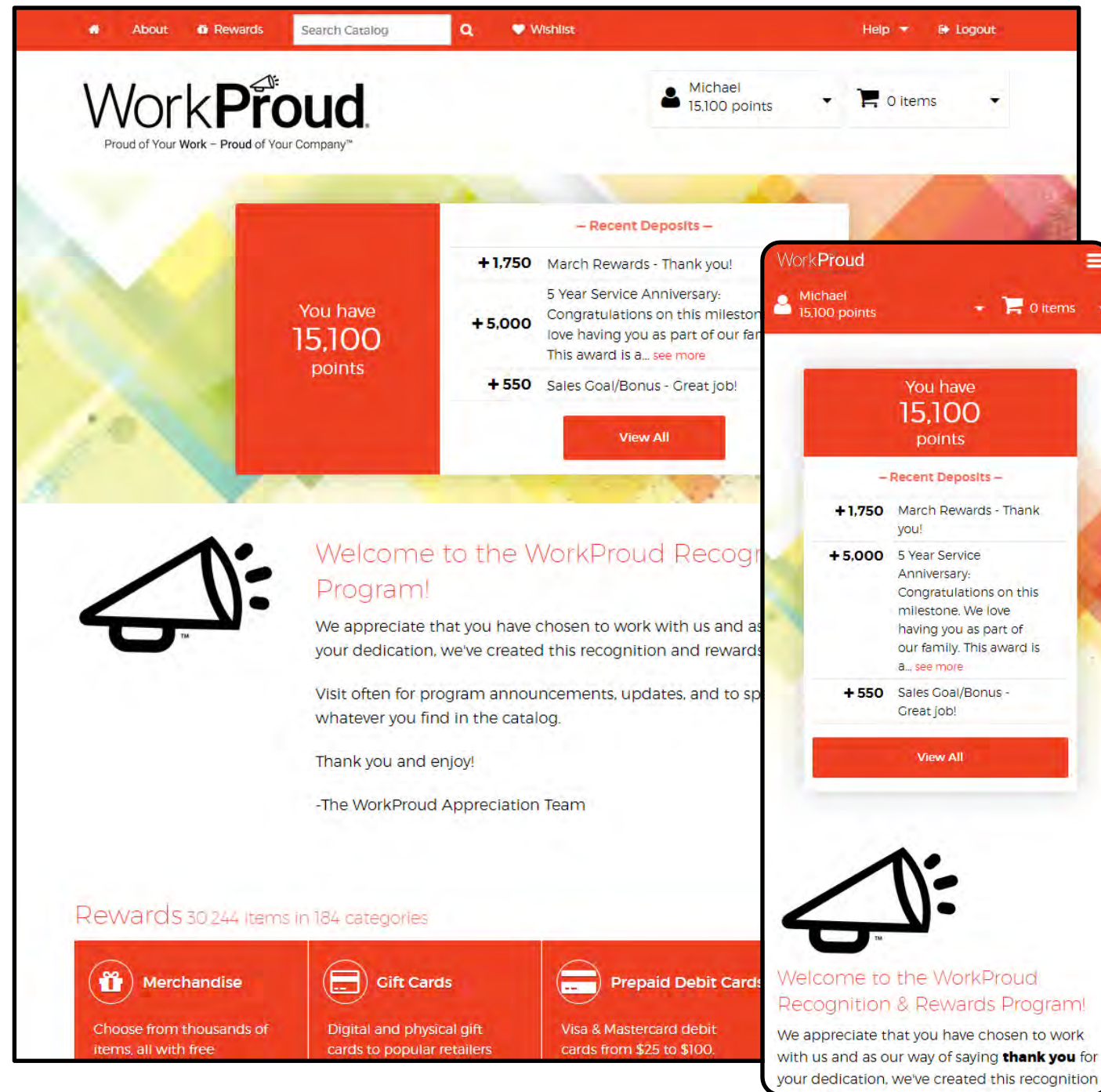
WORKPROUD APP DEMO



POINT-BASED RECOGNITION & REWARD

WorkProud offers stand-alone, point accumulation recognition and rewards programming that includes:

- 📢 Custom branding, color scheme, imagery, and messaging content
- 📢 Automated Service Anniversary and birthday rewards
- 📢 Individual participant profiles/accounts that allow for:
 - 📢 Tracking point accumulation and reward redemption
 - 📢 Tracking order status
 - 📢 Submit help requests for things like password resets and order support



AD-HOC REWARDS

WorkProud also offers on-demand, ad-hoc, digital rewards. This service includes digital gift and debit card reward options via a simple ordering and redemption process.

- 📢 Custom program name and URL
- 📢 Custom landing page including logo, image, colors, headline, and welcome message
- 📢 Customized and personalized delivery email templates
- 📢 Curated catalog of digital gift and/or debit cards (availability based on participant country)

WorkProud

ABOUT TERMS HELP

LANGUAGE

Welcome to WorkProud Rewards!

Great work! You've earned it. With the information sent to you, please enter the information below and redeem for an immediate reward!

Enter Your 4-digit Security Pin Below

Security Pin

XXXX

☐ I'm not a robot

SUBMIT

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Help About View Terms

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Hello Katrina,

Thank you for your participation in our rewards program. As a small gesture of our appreciation, here's \$20 you can apply to a digital pre-paid debit or retail gift card of your choosing. Thank you again!

WorkProud Team

It is our pleasure to send you this promotional code, redeemable for a \$20 gift card. It is easy to redeem and you may choose from over 30 retail gift card options and get your electronic gift card within an hour! To redeem this promotional card, please follow the instructions below.

1. Click the "Redeem Code" button
2. Enter Security PIN: 9193
3. Click "Redeem"
4. Choose a Gift Card and click "Select"
5. Follow the On-screen Instructions to Use Your Gift Card

REDEEM CODE

WorkProud

ABOUT TERMS HELP

LANGUAGE

Congratulations!

You've earned a \$20 eGift card from the selection below.

Reward Card

4000 1234 5678 9010 DEBIT

CARDHOLDER NAME YOUR NEW CARD

12/20

VISA

Reward is immediately available.

\$20 Digital Prepaid Debit Card

CLAIM THIS ITEM

Target GiftCard

Reward is immediately available.

\$20 Target eGift Card

CLAIM THIS ITEM

amazon

Reward is immediately available.

\$20 Amazon eGift Card

CLAIM THIS ITEM

STARBUCKSCARD

Reward is immediately available.

\$20 Starbucks eGift Card

CLAIM THIS ITEM

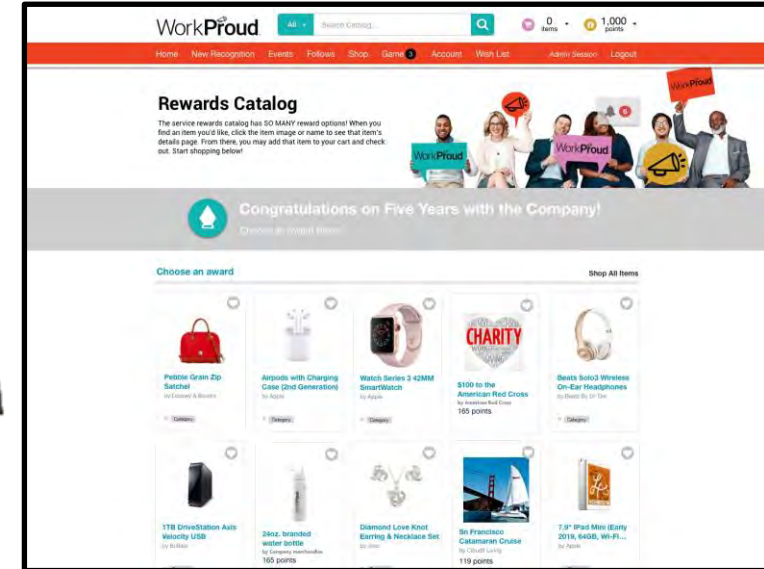
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Help About View Terms

SERVICE ANNIVERSARIES

WorkProud can help you meaningfully recognize your employees for their service, loyalty, & dedication with custom service anniversary programming. This experience can be combined with any other service and includes as few or as many of the following options desired:

- 📢 Branded Redemption Website
- 📢 Emails and Letters to Managers and Employees
- 📢 Personalized Award Booklets
- 📢 Curated Reward Catalogs
- 📢 Personalized Certificates and Plaques
- 📢 Branded Presentation Boxes

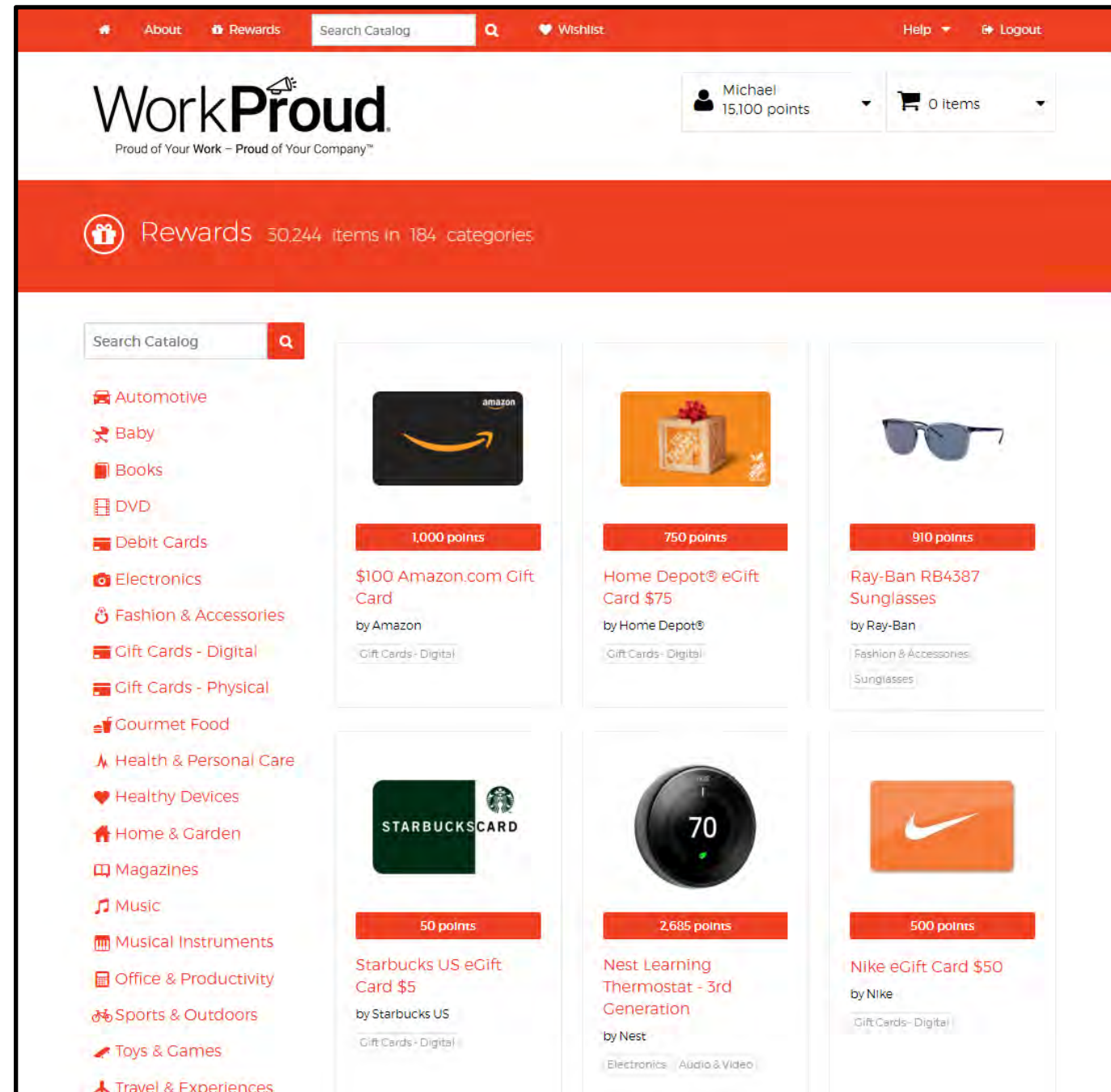


CUSTOM REWARDS CATALOGS

WorkProud's rewards catalogs are customizable and can include a huge array of options:

- 📢 Retail Merchandise
- 📢 Retail Gift Cards
- 📢 Pre-Paid Debit Cards
- 📢 Travel and Experiential items
- 📢 Charitable Donations
- 📢 Custom Catalog Options such as:
 - 📢 Company Branded Merchandise
 - 📢 PTO
 - 📢 Payroll
 - 📢 Continuing Education
 - 📢 "Buy-Up" option (use a credit/debit card to buy rewards)

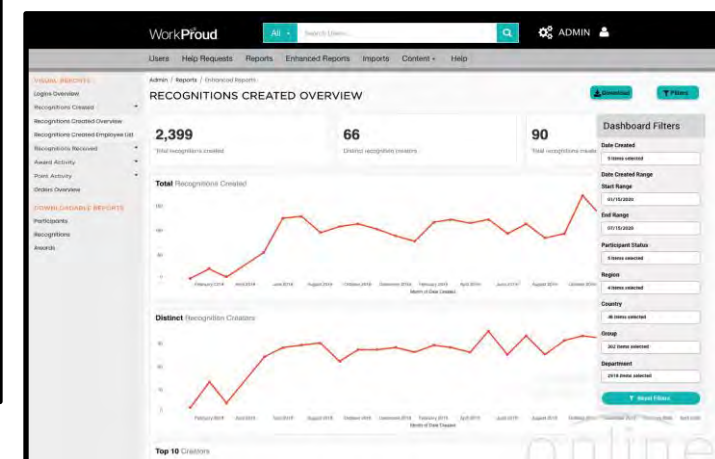
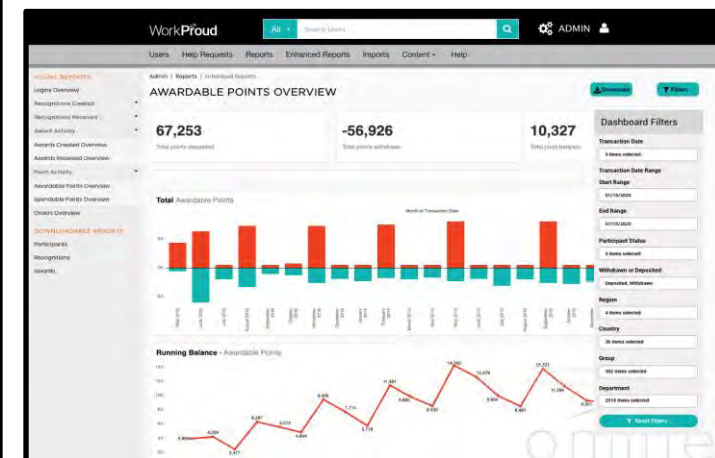
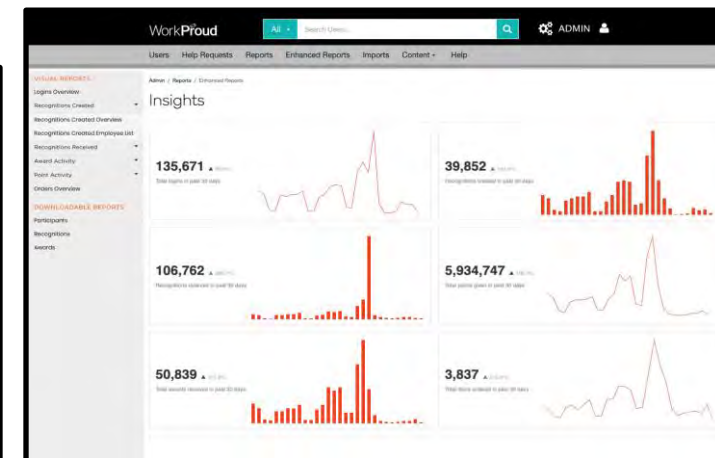
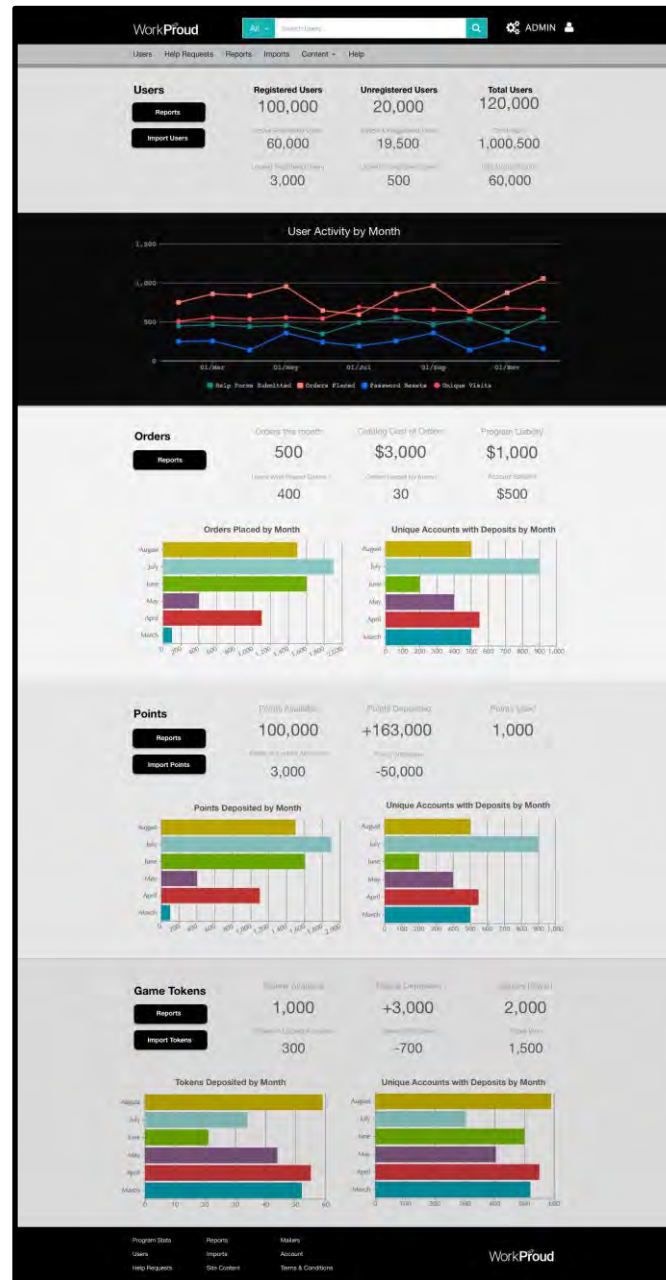
*Reward availability based on participant country location.



ADMINISTRATION

Administrators will be able to measure incremental and overall program performance via admin tools including:

- 📺 On-Screen and Downloadable Reports
- 📺 General Participation / Platform Usage Stats
- 📺 Recognition Activity and Management
- 📺 Point and Token Distribution Tools
- 📺 Point, Token, and Code Card Activity
- 📺 Reward Redemption Activity
- 📺 Platform Financial Activity, Track KPIs and ROI



PROFESSIONAL SERVICES



CREATIVE & DIGITAL DESIGN

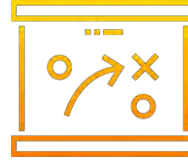
We ensure that your program adheres to your brand standards and cultural identity by utilizing our creative services, including:

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



TECHNOLOGY DEVELOPMENT

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



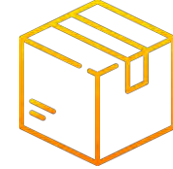
CONSULTING & STRATEGY

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



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.



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).



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

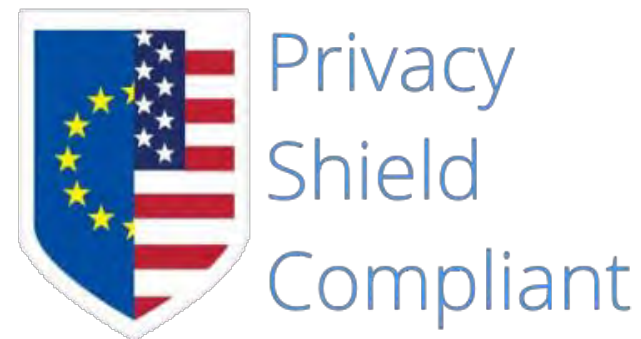
WorkProud is SOC 2 certified and PCI SAQ A compliant, providing some of the highest levels of internet security and fraud protection methodologies available. We protect client data for Healthcare Providers, Banks, Credit Card issuers, and the U.S. Government.

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





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