



Employee Recognition Initiatives

Intent

Employees are an integral part of any successful business and we, The Authentic T-Shirt Company®/SanMar Canada, believe in recognizing employees for their commitment and efforts towards building the success of the Company.

Career milestones are an incredible accomplishment and one that the Company is proud to recognize. To show employees that their contributions over the years are valued, the Company will celebrate by offering the following recognition service awards:

Definition

Employees who are recognized for their tenure are defined as full-time, permanent employees.

Service Awards

- 5 years

- o Choice of any one (1) item in stock
- o Recognition email from the President
- o Tier one (1) gift (choice of gifts presented at time of anniversary)
- o Years of service added to nameplate
- o Website/social media recognition

- 10 years

- o Choice of any one (1) item in stock
- o Recognition email from the President
- o Tier two (2) gift (gift selection will be presented)
- o \$100 gift card (gift card choices will be presented)
- o Years of service added to nameplate
- o Website/social media recognition

- 15 years

- o Choice of any one (1) item in stock
- o Recognition email from the President
- o Your choice between the following (choose 1 item)
 - Tier three (3) gift (gift selection will be presented)
 - Tickets to event of your choice (total amount up to \$500)
- o \$100 gift card (gift card choices will be presented)
- o Parking spot of your choice, at your location, if an employee does not require a parking spot, then an additional any one (1) item in stock will be offered.
- o Years of service added to nameplate
- o Website/social media recognition

- **20 years**
 - o Your choice between the following (choose 1 item):
 - \$3000 gift card (gift card choices will be presented)
 - Destination trip, to be decided upon by the employee, totalling the amount of up to \$3000.00 CAD. The balance of any cost exceeding \$3000.00 CAD will need to be paid for by the employee by December of that same calendar year travel is booked.
 - o Recognition email from the President
 - o Website/social media recognition

- **25 years**
 - o Your choice between the following (choose 1 item):
 - \$3000 gift card (gift card choices will be presented)
 - Destination trip, to be decided upon by the employee, totalling the amount of up to \$3000.00 CAD. The balance of any cost exceeding \$3000.00 CAD will need to be paid for by the employee by December of that same calendar year travel is booked.
 - o Recognition email from the President
 - o Website/social media recognition

- **30 years**
 - o Your choice between the following (choose 1 item):
 - \$3000 gift card (gift card choices will be presented)
 - Destination trip, to be decided upon by the employee, totalling the amount of up to \$3000.00 CAD. The balance of any cost exceeding \$3000.00 CAD will need to be paid for by the employee by December of that same calendar year travel is booked.
 - o Recognition email from the President
 - o Website/social media recognition

Awards may be taxed according to CRA rules and regulations. No cash value on any awards.