

# Workstream Performance Recognition

## Rewarding Behavior that Drives Business Results

**Workstream Performance Recognition** is a web-based non-cash rewards system that enables organizations to increase employee productivity and improve employee satisfaction and retention. Using the Workstream Performance Recognition product, managers can recognize employees almost instantly for reaching key milestones or demonstrating behaviors that drive business results. Custom-designed to match company culture, identity and goals, Workstream Performance Recognition saves organizations time, money and effort while providing an effective solution that lets employees know they are valued and appreciated.

With Workstream Performance Recognition, managers have the tools they need to:

- Instantly acknowledge and reward their employees.
- Facilitate a culture of recognition
- Increase productivity and retention
- Save time and money on program administration
- Give employees choice in awards
- Integration into related performance management, compensation and other initiatives.

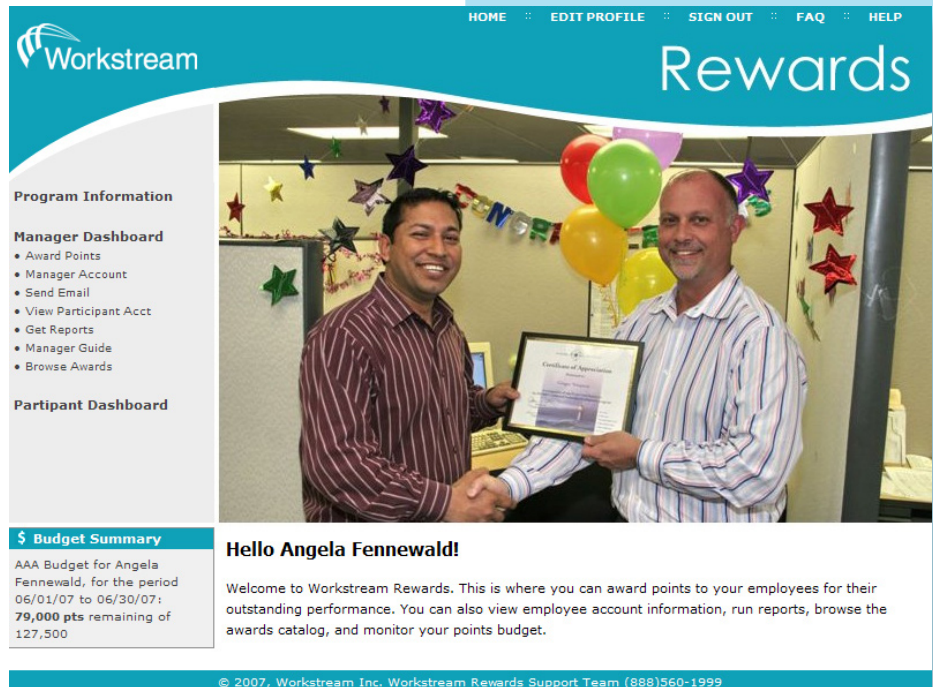
## Key Workstream Performance Recognition Features & Benefits

### Recognize employees immediately

Workstream Performance Recognition's highly intuitive and easy-to-use interface allows managers to reward employees "on-the-spot" for exceptional performance. Managers can select recipients, write personal notes of appreciation, specify an award level and forward the recognition award directly to the employee. Employees instantly receive the recognition along with email and certificate in their inbox. Emails contain a URL where the employee can redeem their recognition award right away.

### Customized Award Catalogs

Workstream's Recognition award catalog has over 1000 lifestyle awards for the employee to choose from. Awards range from \$25-\$2000 in price. The catalog includes brand name apparel, electronics, sporting goods, and travel. An assortment of gift cards is also available. Companies can customize the award catalog with up to 50 distinct award levels where each level has its own price range or theme.



Workstream Rewards

HOME :: EDIT PROFILE :: SIGN OUT :: FAQ :: HELP

Program Information

Manager Dashboard

- Award Points
- Manager Account
- Send Email
- View Participant Acct
- Get Reports
- Manager Guide
- Browse Awards

Participant Dashboard

**\$ Budget Summary**

AAA Budget for Angela Fennewald, for the period 06/01/07 to 06/30/07: 79,000 pts remaining of 127,500

**Hello Angela Fennewald!**

Welcome to Workstream Rewards. This is where you can award points to your employees for their outstanding performance. You can also view employee account information, run reports, browse the awards catalog, and monitor your points budget.

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### **Flexible design to accommodate a variety of recognition program goals**

Each website is configured to reflect the company identity, goals and culture. Recognition programs can be designed to serve many different purposes, including celebrating years of service, acknowledging outstanding performance or reinforcing desired behavior. Workstream Performance Recognition offers certificate-based programs that allow employees to redeem awards when they receive their recognition and points-based incentive programs that enable employees to accumulate points over time and redeem awards at a future date.

### **Fully hosted solution reduces IT costs and administrative burden**

Workstream's fully hosted solution means programs can be implemented quickly and maintained with little to no support from internal IT staff. Online reporting allows program administrators, HR, and managers to track program utilization and award redemption. Using Workstream Performance Recognition, managers can be assigned budgets and can track their spending throughout the year. The standard reports shows program administrators and managers how many rewards have been given, who has received awards, the reasons why the awards were given, and the cost of the awards redeemed.

### **Ease of Integration into complementary processes and systems**

Workstream Performance Recognition can be easily integrated into related processes and systems, such as Workstream's Performance Management, Total Rewards Statement and other TalentCenter applications. This provides even greater ability to efficiently tie compensation to performance and highly visible employee recognition initiatives.

## **About Workstream Inc.**

Workstream provides enterprise workforce management solutions and services that help companies manage the entire employee lifecycle – from recruitment to retirement. Workstream's TalentCenter provides a unified view of all Workstream products and services including Recruitment, Benefits, Performance, Compensation, Development and Transition. Access to TalentCenter is offered on a monthly subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With 9 offices across North America, Workstream services customers including Chevron, The Gap, Home Depot, Kaiser Permanente, Motorola, Nordstrom, Samsung, Sony Music Canada, VISA and Wells Fargo. For more information visit [www.workstreaminc.com](http://www.workstreaminc.com) or call toll free 1-866-470-WORK.



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