

## Investing in Your Future

Will you be as lucky as Jake Kelly, Diane Dawe, Ada Harden, Marwah Alashkar, India Broadnax, or Kinsey Simms? All of these employees have won The Investment in Your Future prize from Specialized Staffing.

Here is how to qualify to have your name entered into the drawing: You must complete your entire scheduled work week with no absences and have a focus on safety. Your name is automatically entered for each week you meet the requirements.

Specialized Staffing will contribute \$1 for each Associate that gains entry into the weekly drawing (Minimum \$15,000.00 - Maximum \$20,000 for a calendar year).

The drawing will be held at each Specialized Staffing Solutions office in December to determine finalist.

The individuals whose names are drawn will be invited to South Bend for a drawing in January. Of those employees, one name will be drawn to win The Grand Prize!

The Investment in Your Future prize will be delivered to the Winner in one of 3 forms:

1. Payment in full for a Brand-New Car
2. Payment to a Title Company or Mortgage holder towards establishing or paying down a mortgage on a home
3. Establishment of or contribution to an existing 529 Higher Education Fund.

No Purchase necessary in order to enter and be eligible for these drawings. To win a prize, the employee must be in good standing with Specialized Staffing Solutions. An employee who has been terminated for not showing up for work, walking off the job, not following company policy or terminated due to poor performance, will not be eligible to participate in any of the drawings. When selected, finalists will be notified by phone. Employee must have a valid driver's license to win the vehicle and must be present to win. Participants may opt out of any drawing at any time by calling the office at which they have worked and ask not to be included in the drawing. No penalty, loss or any detriment will accrue to any individual who request s to be removed from the drawing. The Terms and Conditions of this drawing will be construed under the laws of Indiana, notwithstanding any principles of conflicts of law. If any part of these terms and conditions is unlawful, void, or unenforceable that part will be deemed severable and will not affect the validity and enforceability of any remaining provision. NO monetary value attaches to the entry to the drawing. Specialized Staffing Solutions LLC and its owners, managers, employees, representatives, agents assigns, successors, or affiliates will not be liable for any damage or injury of any kind or nature, including but not limited to any failure of performance, error, omission, defamation, negligence, or mistake arising out of or in any way related to a person's eligibility for, entry in to, or winning or losing any drawing. By accepting the prize, all winners consent to the promotional use of their names and likeness in any medium, without any time or territorial limitation and without further payment, except where prohibited by law.

Updated January 2024



## Employee Recognition Programs

Social Engagement

Stay Interviews

Employee Referral

Monthly Safety Slogan

Employee of The Month

Financial Wellness

Investing In Your Future



## Social Engagement

### Ongoing:

- Leave a Review on Google, Apple Maps, Facebook, Yelp, Indeed, or Glassdoor and Receive a \$10 Gift Card. Leave 3 and receive \$20!



### Monthly:

- Share your SSS experience in a video testimonial\* and receive a \$50 gift card!
- Stay tuned for more fun, monthly incentives!

*\*Associates must be approved by branch manager and the marketing manager prior to being selected to give a testimonial.*

## Employee Referral

Refer someone to Specialized Staffing and receive 2 rewards:

- Specialized Staffing Gift after they complete their first day
- \$25 Gift Card after 30 days on assignment



## Safety Slogan

Share the Safety Slogan on our Facebook page each month to win a Specialized Staffing Prize. (Prizes Change Monthly)



## Stay Interviews

Complete your Stay Interview and receive a gift card.

- 2 weeks (\$5)
- 45 Days (\$5)
- 80 Days (\$10)



## Employee of the Month

Every month, each branch of Specialized Staffing Solutions recognizes an outstanding associate that exemplifies our core values.

Specialized Staffing Solutions selects an Employee of the Month based on attendance and adherence to safety procedures.

Our winners receive a \$100 bonus and recognition on social media, on our monthly newsletter, and will be a candidate for Employee of the Year!



## Financial Wellness

### Earn up to \$250!

As an Associate of Specialized Staffing, you have the opportunity to earn incentives all while working towards greater financial literacy & achievement of financial goals.

### Program Details

- Participants will complete each MOD (which includes a webinar and self-study modules)
  - MODs must be reviewed and completed inconsecutive order
  - MODs must be completed in person at a Specialized Staffing office. You will be required to schedule time with your local office
  - Only (1) MOD can be completed per month
- Participants will earn \$25 for each MOD completed with the potential of earning up to \$250.
- Participants **must** have a Savings Account on file with Specialized Staffing to receive payout. The Savings Account can be through 1st Source or any banking institution of choice
- Payouts will be processed monthly

### Who is Qualified?

- Participants must be actively employed with Specialized Staffing (at the time of completion of each "MOD")
- Prior participants or friends and family are permitted to review webinars and complete modules but will **not** receive payouts

*Speak with a Specialized Staffing representative for additional details*