



The All Native Quality Counts program encourages employees to show their commitment to customer satisfaction through quality service and solution driven contributions in the workplace.

“Quality Counts” gives each employee the opportunity to be recognized for demonstrating merit through exceptional performance. **Sustained performance with sustained results will be awarded.** This could include but is not limited to the following:

- Suggest a procedure change and see it implemented
- Going above and beyond the call of duty
- Develops a cost-saving idea that is implemented by company management(must be in writing)
- Develops a revenue-generating idea that is implemented by company management (must be in writing)
- Participates in a company sponsored community service activity (e.g. Junior Achievement, Civic membership, etc.)
- Identifies a safety issue in the workplace or a jobsite and suggests a solution
- Provides a new customer lead

Eligible Employees

- Permanent, full-time and part-time status
- Employees located at operations located domestically and internationally
- Hourly and salaried
- Administration, Project Managers, Technicians, and other employees as designated by ANS management

Nomination Process

Nominations may be submitted by customers, corporate employees, coworkers or self nominations. Employees are encouraged to submit nominations when they observe outstanding performance. Supervisors are also encouraged to submit points for an employee when they observe sustained results. Please use the nomination form to send an email to **QualityCountsNominations@hochunkinc.com**

Nominations will be due 5 business days after each quarter ends.

1st Quarter: January 1 – March 31, Nominations close May 15th ***Extended nomination date*

2nd Quarter: April 1 – June 30, Nominations close July 7th

3rd Quarter: July 1 – September 30, Nominations close October 7th

4th Quarter October 1 – December 31, Nominations close January 7th

Selection Process

Quarterly awards will be selected by a committee of three members. The committee will consist of an executive management member, an employee and the previous quarter winner.

1. Executive Management Team Member
2. Executive member to appoint an employee to serve on selection committee for that quarter.
3. Previous quarterly winner

The annual award will be chosen by the HCI and ANS Executive Management Team

Awards

Quarterly Award: One winner will receive a desk top award and a \$100 VISA Gift Card.

Quality Counts Performer of the Year: One winner will receive a plaque and a \$500 award.