



Recognition Program Budget

Annual Spend on Payroll

Annual Spend on Payroll	\$10,000,000.00
Number of Employees	500
Conservative Per/Employee Spend	\$100.00
Average Per/Employee Spend	\$200.00
Extraordinary Per/Employee Spend	\$400.00

Conservative Recognition Budget (Projected at .5% of Annual Payroll Spend)	\$50,000.00
Average Recognition Budget (Projected at 1% of Annual Payroll Spend)	\$100,000.00
Extraordinary Recognition Budget (Projected at 2% of Annual Payroll Spend)	\$200,000.00

Conservative Recognition Budget (.5%)

Recognition Category	Cost/Employee	Number Employees	Total
Service Milestones	\$15.00	500	\$7,500.00
**Approximately 10% of your employees will celebrate a milestone service anniversary each year			
Peer-to-Peer Performance	\$20.00	500	\$10,000.00
***Aim for \$15-\$20/employee/year minimum			
Manager Performance	\$40.00	500	\$20,000.00
***Aim for at least 10 instances of manager recognition to each of his/her employees each year			
Safety Recognition	\$25.00	500	\$12,500.00
***Aim to recognize employees with numbers consistent to your P2P budget			
			TOTAL \$50,000.00

Average Recognition Budget (1%)

Recognition Category	Cost/Employee	Number Employees	Total
Service Milestones	\$25.00	500	\$12,500.00
**Approximately 10% of your employees will celebrate a milestone service anniversary each year			
Peer-to-Peer Performance	\$40.00	500	\$20,000.00
***Aim for \$15-\$20/employee/year minimum			
Manager Performance	\$80.00	500	\$40,000.00
***Aim for at least 10 instances of manager recognition to each of his/her employees each year			
Safety Recognition	\$25.00	500	\$12,500.00
***Aim to recognize employees with numbers consistent to your P2P budget			
Wellness Recognition	\$30.00	500	\$15,000.00
***Aim to recognize employees with numbers consistent to your P2P budget			
			TOTAL \$100,000.00

Extraordinary Recognition Budget (2%)

Recognition Category	Cost/Employee	Number Employees	Total
Service Milestones	\$30.00	500	\$15,000.00
**Approximately 10% of your employees will celebrate a milestone service anniversary each year			
Peer-to-Peer Performance	\$100.00	500	\$50,000.00
***Aim for \$15-\$20/employee/year minimum			
Manager Performance	\$150.00	500	\$75,000.00
***Aim for at least 10 instances of manager recognition to each of his/her employees each year			
Safety Recognition	\$60.00	500	\$30,000.00
***Aim to recognize employees with numbers consistent to your P2P budget			
Wellness Recognition	\$60.00	500	\$30,000.00
***Aim to recognize employees with numbers consistent to your P2P budget			
			TOTAL \$200,000.00