

# Recognition Program

Celebrate People. Strengthen Culture. Drive Engagement.

## Recognition, Reinvented

Howden Connect's Recognition Program makes it **easy to acknowledge, reward, and celebrate employees** — all from within the Howden Connect mobile app. Whether it's a shout-out from a peer or a milestone from HR, recognition becomes part of the everyday employee experience.

### Admin & HR-Led Recognition

Mark important moments with ease and consistency:

- Birthdays & Work Anniversaries
- New Hire Welcomes
- Holiday Gifting
- Employee of the Month Programs
- Custom Company Awards

Automated or manual - you decide how to celebrate. Everything is posted directly to the app for employees to see, react to, and engage with.

### Peer-to-Peer Recognition

Empower employees to recognize one another for meaningful contributions:

- Helping on a project
- Going above and beyond
- Living company values
- Leading an initiative

You can assign a monthly point allotment to each employee to distribute as they choose — creating a culture of continuous appreciation.

### Flexible Privacy & Posting Options

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**Employees feel seen.** Teams stay connected.

### Redeemable Rewards (or Bragging Rights!)

Points can be used for:

- Howden Connect Rewards Mall: Redeem points for gift cards, wellness tools, tech gadgets, and more
- Bragging Rights Only: Or, keep it simple with a feel-good

**Fully customizable** based on your budget, culture, and goals.

Ready to recognize what matters?

Let Howden Connect help you build a culture of appreciation that works for everyone.