

*Question:* Bristol-Myers Squibb is requesting your support to take part in the below Service Recognition Programs survey.

1. Does your organization sponsor a tenure based service award / recognition program? (YES/NO)

- If yes, do you offer: (indicate all that apply)

- a. cash payments
- b. point based award system
- c. gift card program
- d. catalog program
- e. other

2. What are the service tiers that you recognize? (i.e. 5 years, 10 years, 20 years, etc.)

3. What is the award value for each tier? (Please select from the appropriate range for each level)

- |                  |                     |
|------------------|---------------------|
| 5 year           | a. \$50 - \$100     |
| 10 years         | b. \$75 - \$150     |
| 15 years         | c. \$150 - \$250    |
| 20 years         | d. \$250 - \$400    |
| 25 years         | e. \$400 - \$600    |
| 30 years & above | f. \$6,00 - \$1,000 |

4. Do you gross up the value of the awards for tax purposes? (YES/NO)

5. If you offer a points based system for service awards, can employees combine their points from other internal sources or initiatives to purchase gifts (e.g., from Wellness Programs Points, Special Achievement Awards Points, and/ or Sale Force Programs etc.)? (YES/NO)

*Linda Konrad, Bristol-Myers Squibb, 5/30/2012*

COMPANY & CONTACT NAME	COMMENTS
AstraZeneca Kristine Freind	<p>1. Yes- catalog program</p> <p>2. 5, 10, 15, 20, 25, 30, 35, 40, 45</p> <p>3. 5 year - \$150-233 10 years - \$175-267 15 years - \$240-295 20 years - \$400-537 25 years - \$593-833 30 years - \$731-901 35 years - \$981-1128 40 years - \$1250-1289</p> <p>4. Currently, we do not gross up the value of the awards. However, if we decided to go with cash payments, gift cards and similar related programs, there would be tax implications.</p> <p>5. N/A</p>

<p><b>Chevron</b> Sara Kashima</p>	<ol style="list-style-type: none"> <li>1. Yes- catalog program</li> <li>2. 1,5, then every five years milestone beyond that</li> <li>3. 1 year=\$50-\$100 5 years=\$150-\$250 10 years=\$250-\$400 15 years=\$400-\$600 20 years=\$600-\$1,000 30 years &amp; above=over \$1,000</li> <li>4. No</li> <li>5. N/A</li> </ol>
<p><b>Chubb Group of Insurance Companies</b> Julie La Saracina</p>	<ol style="list-style-type: none"> <li>1. Yes- catalog program</li> <li>2. Every 5-year increment is recognized with a gift self-selected from the catalog.</li> <li>3. 5 year a. \$50 - \$100 10 years b. \$75 - \$150 15 years c. \$150 - \$250 20 years d. \$250 -\$400 25 years e. \$400 - \$600 30 years &amp; above f. \$600 -\$1,000</li> <li>4. N/A</li> <li>5. No</li> </ol>
<p><b>Deloitte</b> Amy Gleisner</p>	<ol style="list-style-type: none"> <li>1. Yes- Deloitte branded American Express Pre-paid cards</li> <li>2. \$100 value for every 5 years of service</li> <li>3. 5 years= \$100 10 years =\$200 15 years=\$300 20 years =\$400 25 years =\$500</li> <li>4. Yes</li> <li>5. N/A don't offer points based system.</li> </ol>
<p><b>Eli Lilly and Company</b> Charlotte Hawthorne</p>	<ol style="list-style-type: none"> <li>1. Yes- catalog program &amp; 1 additional week of vacation each five year anniversary year</li> <li>2. <b>Service Anniversary Gifts</b> Beginning with an employee's fifth service anniversary and every five years thereafter, employees receive the opportunity to select a gift from a collection of service anniversary items. <b>Gifts of Appreciation</b> In addition, employees celebrating a service anniversary also receive a commemorative gift of appreciation from the company.</li> <li>3. Not stated, Judging from the gift selections I would assume they start at about \$50 at 5 years and are about \$150 at 25 years</li> <li>4. Yes</li> <li>5. N/A</li> </ol>

**EMC Corporation**  
 Krista Kelly/Yvette  
 Adams

1. Yes- cash payments, catalog program & others

*We have two different types of awards programs. A Commitment@EMC Award and an Excellence@EMC Award.*

*Commitment@EMC demonstrates EMC's appreciation for employees' dedication and contributions to the EMC family. Gifts are presented every 5 years beginning with an employee's 5th year of service (i.e. 5, 10, 15, 20, 25, 30, 35, 40...). When the employee hits their qualified year of service they can choose a gift from EMCs online catalog.*

*Excellence@EMC is for employees who are nominated for excellence by other employees. Approve nominees may receive a cash award. There are 6 award levels:*

1. *Thank You: Non-monetary recognition to show appreciation and recognize the work he or she has done via an electronic "Thank You" card. (non cash reward)*
  2. *Cause for Applause: Efforts that went above and beyond normal day-to-day duties during the completion of a project or initiative. This award is designed to recognize employees who demonstrate key values and behaviors.*
  3. *Bronze: Contributed extra effort or unusual dedication to a significant event, project, or initiative. Silver: Contributed extra effort or unusual dedication to a business-critical event, project, or initiative.*
  4. *Gold: Demonstrated extraordinary performance and contribution while working toward completion of a business critical project, project, or initiative.*
  5. *Platinum: Identified a best-practice that has been implemented within the organization, expanded globally, and drove organizational goals.*
2. 5 Year  
 10 Year  
 15 Year  
 20 Year  
 25 Year  
 30 Year  
 35 Year  
 40 Year  
 45 Year
  3. 5 year - \$250 -\$400  
 10 years - \$250 -\$400  
 15 years - \$400 - \$600  
 20 years - \$400 - \$600  
 25 years - \$600 -\$1,000  
 30 years & above - \$600 -\$1,000
  4. For the Excellence@EMC Award, the reward will be processed through the nominee's local payroll as a gross\* amount (applicable to local tax).

	<p>*The amount that the R&amp;R is approved for is the amount the employee will receive before taxes.</p> <p>5. We do not offer a points based system.</p>
<p><b>FM Global</b> Mary Fox</p>	<p>1. Yes- tenure based service award program</p> <p>2. Every 5 years</p> <p>3. 5 year=\$170 10 years =\$230 15 years=\$310 20 years =\$425 25 years= \$640 30 years &amp; above= \$700-1150</p> <p>4. No</p> <p>5. No</p>
<p><b>Intel</b> Dana Vandecoevering</p>	<p>1. Yes- point based award system, gift card rogram In honor of your anniversary in the U.S., you will receive points which will be converted to dollars in your debit card account.</p> <p>2. Every 5 years, starting at 5 years.</p> <p>3. 5 years=\$25 10 years=\$75 15 years=\$100 20 years=\$125 25 years=\$150 30 years=\$250 35 years=\$300 40 years=\$350</p> <p>4. No</p> <p>5. N/A</p>
<p><b>KPMG</b> Barbara Wankoff</p>	<p>1. Yes- catalog program</p> <p>2. Every 5 years</p> <p>3. I don't have this info but value goes up with each milestone</p> <p>4. Yes</p> <p>5. We do not offer a point based program</p>
<p><b>Marriott</b> Betsy Kiss</p>	<p>1. Yes-catalog program</p> <p>2. Every 5 years starting at 5.</p> <p>3. 5 year                      b. \$75 - \$150 10 years                      b. \$75 - \$150 15 years                      c. \$150 - \$250 20 years                      d. \$250 -\$400 25 years                      e. \$400 - \$600 30 years &amp; above          f. \$600 -\$1,000</p> <p>4. We do not tax gross up because we do not need to tax associates at all. Our program has been designed to be compliant with IRS rules for a tax-</p>

	<p>free program.</p> <p>5. N/A</p>
<p><b>Northern Trust</b> Jeanne Ulatowski</p>	<p>We don't do any of that – sorry.</p>
<p><b>Prudential</b> Maureen Corcoran</p>	<ol style="list-style-type: none"> <li>1. Yes- catalog program with selection via a web-site</li> <li>2. 5 years, 10, 20, 25, 30, 40 and retirement</li> <li>3. 5 year - \$50 - \$100 10 year - \$75 - \$150 20 year - \$150 - \$250 25 year - \$150 - \$250 30/40 year - \$250 -\$400 Retirement - \$250 -\$400</li> <li>4. No taxes, N/A</li> <li>5. N/A</li> </ol>
<p><b>UPS</b> Fred Vogelien</p>	<p>Yes. UPS recognizes tenure for all employees providing certificates for 5,10,15,20,25,30,35 and up years acknowledging service. We offer a one-time gift selection for employees who achieve 25 years of service. The 25 year gift selection is a catalog program with a \$150 award value. We do not gross up the value for tax purposes. The gift value is within the limits considered for a recognition program and taxes are not an issue. We also offer a retirement gift selection program.</p>