



Sodexo Motivation Solutions  
Comprehensive Incentives  
and Recognition

**Your best employees are the heart of your organization.** They are the assets that create your success. The more they're inspired and motivated, the more you both succeed. But just how this is done is important—especially in times of rapid change. Today, businesses and organizations are reappraising traditional ways to motivate, recognize and reward employees. And they're rediscovering an old truth: engaged employees really do make a difference. Employees who are engaged in their work are more dedicated, productive and valuable to any organization.



Sodexo is a worldwide leader in motivation solutions. We offer small and large organizations comprehensive and tailored incentive and recognition programs intended to encourage and reward performance. We understand that attracting the best employees, creating loyalty, motivating and rewarding them is a key challenge for any organization. To help address this challenge, we leverage our experience and expertise to design effective motivation solutions.

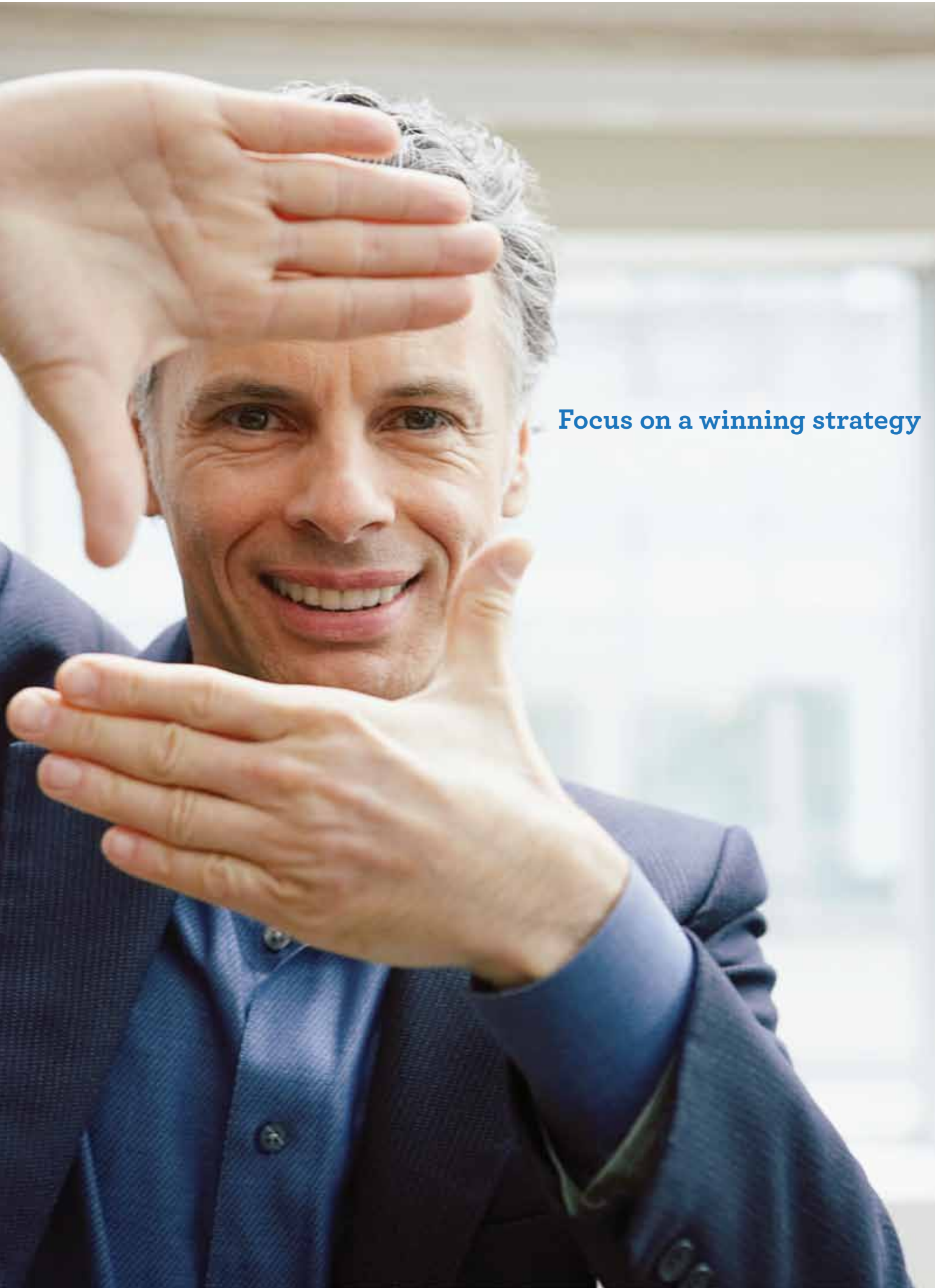
**Successful motivation solutions are:**

- » **Strategic:** aligned with corporate goals and values.
- » **Comprehensive:** they include low, middle and high performers.
- » **Managed:** simple and efficient, well-communicated, tracked and measured.

We value every opportunity to work hand-in-hand with an organization to design, manage and deliver incentive and recognition programs that help achieve its qualitative and quantitative business objectives.

We look forward to an opportunity to partner with you.

*Sodexo Motivation Solutions Team*



**Focus on a winning strategy**

There is no greater asset to any organization than its human capital. We'll help you develop a winning strategy **to inspire and grow** that essential asset.

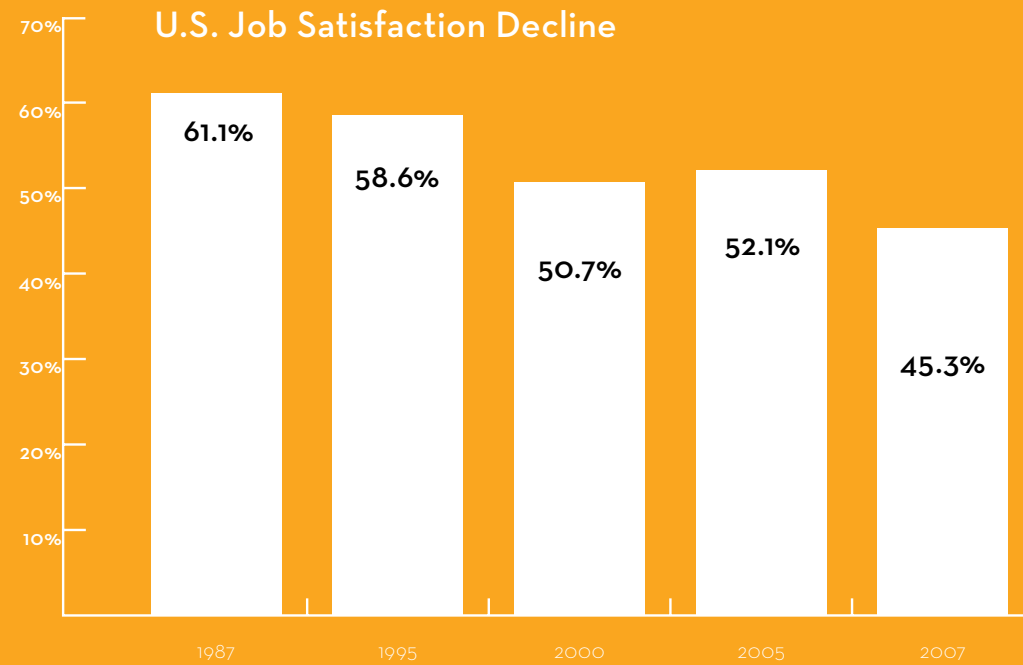
As organizations of all sizes have recently discovered, successful incentive and recognition programs work best when they create a **culture of recognition** that permeates the organization at every level. This is most effectively accomplished through the development of a strategy that ties the incentive and recognition program directly to **your organization's objectives, mission, vision and values**. A strategy that engenders the belief that each and every employee can make a positive contribution to the success of the organization.

$$\text{Ability} \times \text{Opportunity} \times \text{Motivation} = \text{Achievement}$$

It is our conviction that employee motivation, both individually and as a team, is key to the long term growth and success of any organization. Your Sodexo Recognition Specialist will work with you to design a cost-effective, strategic program to build motivation, enhance productivity, and increase the value of your human capital.

## Troubling Signs

While current economic troubles attract much of the attention, it's the long-term trends that should be a red flag to employers, according to a report released in January, 2010. A survey of 5,000 U.S. households found that job satisfaction has dropped from roughly 61 percent to about 45 percent over the past 22 years. This is troubling because wide-spread job dissatisfaction negatively affects employee behavior and retention.



Source: The Conference Board

“There are a limited number of human capital drivers that will have the most significant influence upon organizational performance in the years immediately ahead. They constitute leadership, engagement, talent management, learning, and innovation.” – *Key Trends in Human Capital - A Global Perspective*, PricewaterhouseCoopers

**Growing the talent pool.** If you've ever had the experience of watching a student blossom or helped mentor a promising co-worker, you know the feeling. As people become more engaged in their daily work they become happier and more self-confident, and they spread that feeling around. As one manager recently put it, **“One of our program goals was to improve customer service. Sodexo helped us do that with a customized Incentive and Recognition program that was focused on our specific needs and organizational structure.”**

The task is to keep your existing top performers motivated while nurturing more candidates to join their ranks. Experience shows that it can be done—and at less cost than many people suppose. That's because it turns out that while pay and cash rewards are important, what most of us really want—what motivates and builds our enthusiasm on a continuing basis—is genuine recognition. Recognition for a job well done; recognition for high achievement; and recognition for our skills, effort and enthusiasm.



## Our Motivation Solutions

Incentives & Recognition

### ① DESIGN

Working with you to develop a motivation strategy and the programs to support.

### ② MANAGE

Managing the implementation and operation of incentive and recognition programs.

### ③ DELIVER

Delivering a wide range of options and support services that satisfy each person's needs and wishes.

“Sodexo's team helped us integrate our rewards program into our Hospital's **SPIRIT** Values and designed a custom gift card for our organization.”

– HR, Montgomery General Hospital

The more engaged we are in a task, the better we tend to do. This applies to everyone, not only superstars. All too frequently, recognition and reward programs are developed in an ad-hoc manner for short-term goals, with little or no attempt to integrate the program with the organization's values, culture or unique requirements. In contrast, Sodexo's approach to partnering allows us to develop and create programs customized for the specific needs and culture of your organization.

**Sodexo's certified Recognition Specialists provide comprehensive expertise to Design, Manage and Deliver motivation strategies that work for your organization for the long term.**

### Our Approach

- » **Discover:** Listen to your needs and goals, learn about your culture and understand your mission, vision, values and objectives.
- » **Design:** Provide recommendations and work with you to develop motivation strategies and the programs to support.
- » **Manage:** Support the implementation and operation of your program. Monitor your program's performance with a Web-based management system for improved effectiveness.
- » **Deliver:** Offer an expanding range of choices with rewards, gifts, experiences and non-monetary recognition tools that satisfy each person's needs and wishes.



Motivation is key to an organization's performance. Creating and maintaining motivation is a subtle art because every individual is unique — and so is every organization. That's Sodexo's expertise.



Recognition is an after-the-fact display of appreciation or acknowledgment of an individual's or team's desired behavior, effort or business result that supports the organization's goals and values.

#### Creative strategies support and impact your investment.

Creative, high-impact strategies ensure that your incentive and recognition program will provide the variety and choice that your employees will appreciate, while simultaneously delivering a return on your human resource investment. In addition, Sodexo's broad portfolio of rewards and recognition tools allows you to create a program that is flexible and "tweakable," allowing you to react quickly to changing societal, market or economic conditions.

We listen to your company's concerns and offer solutions that both meet today's needs and anticipate tomorrow's. **Our service offering ranges from providing effective reward solutions to comprehensive program design and management tools to monitor performance and bottom line impact.**

#### Our Service Offering

- » **Incentive solution consulting and program development.**
- » **Program management and customized communications**, supported by Web-based technology with powerful applications such as employee nomination and feedback tool, reports and analysis, fulfillment and more.
- » Strategically designed portfolio of **Incentive Rewards, Gifts and Experiences.**
- » Wide range of non-monetary **Recognition Tools** from toolkits to e-cards.
- » **Branding** to build awareness, pride and loyalty.

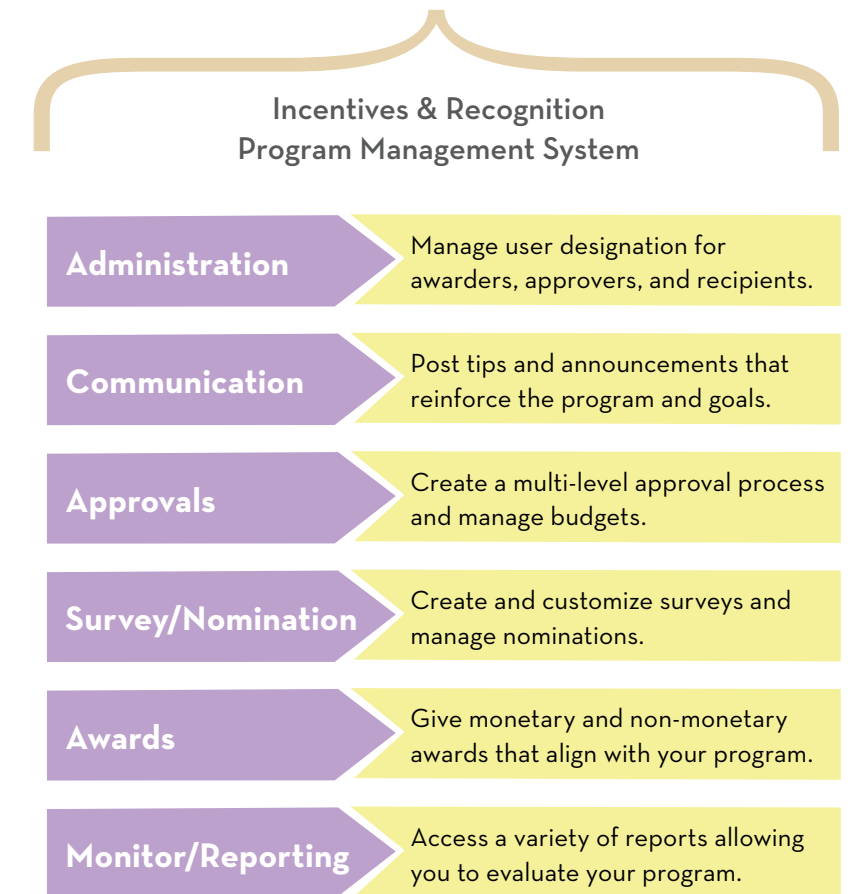
#### Technology You Can Rely On

Knowing what to do is extremely important. Having the ability to accomplish it easily and quickly is invaluable. Sodexo's Web-based software supports and helps your organization to set up, manage and evaluate your unique incentive and recognition program. **Sodexo Performance Suite is a powerful set of applications that will allow you to reinforce key business objectives and increase employee engagement through its:**

- » Intuitive customer interface, tailored to your organization's look-and-feel.
- » A single communication hub.
- » Ability to segment access by employee group or program.
- » Reporting to monitor return on investment.

Sodexo Performance Suite makes connecting your employees to your program easier, but more effective in terms of cost and results. **Call us to experience a live demonstration.**

### Sodexo Performance Suite



## Experience Counts



Creating engaged employees is a rewarding task requiring skill, experience and an understanding of the constantly evolving science and art of human motivation.

We strongly believe that the *Quality of Life* contributes to the progress of individuals and to the performance of organizations. Sodexo has been the strategic partner for more than 40 years to businesses and organizations that place a premium on performance and well-being.

**Working with our clients, we design, manage and deliver solutions that improve the Quality of Daily Life through:**

» **On-site Solutions** with services that range from food services to construction management, leisure cruises and housekeeping.

» **Motivation Solutions**, from Employee Benefits to incentive and recognition programs intended to encourage and reward performance.

Worldwide, Motivation Solutions works with 375,000 clients in 31 countries to motivate more than 25 million people, and issues over \$18 billion in cards and vouchers to meet the needs of our clients.

In the United States the Motivation Solutions team is able to leverage 30 years of experience in providing incentives and recognition that help organizations achieve their qualitative and quantitative objectives.

### We Are Proud of Our Progress

Classified as one of the “World’s most ethical companies” by the Ethisphere Institute, Sodexo practices good citizenship around the world. Founded in 1999, The Sodexo Foundation, an independent charitable organization, has made more than \$12.7 million in grants to fight hunger in America. In addition, the Company is ranked #1 on the 2010 DiversityInc Top 50 Companies for Diversity and Inclusion.



Quality of Daily Life Solutions

## Begin Today!

To learn more about the ways Sodexo Motivation Solutions can help you engage, motivate and reward your employees, please contact us:

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STOP HUNGER



A Sodexo Initiative