

ICARE Awards: Company-Wide Appreciation & Recognition Program

Goal: To cultivate a culture of co-worker appreciation and recognition that aligns with our newly redesigned values, motivating employees to embody these values and driving organizational success.

Our Values in Action

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|--------------------------|------------------------|
| ● Do the right thing | <u>I</u> ntegrity |
| ● Work together | <u>C</u> ollaboration |
| ● Own your actions | <u>A</u> ccountability |
| ● Value everyone | <u>R</u> espect |
| ● Learn and do your best | <u>E</u> xcellence |

How it works:

- **Step 1 - “See Something, Say Something”**
 - Notice a co-worker demonstrating an ICARE value? Recognize them with an ICARE Award card that highlights their accomplishment and give them an ICARE pin!
- **Step 2 - Scan the ICARE Award QR Code for a chance to win prizes!**
 - By scanning the QR code and logging your nominee’s information, they are eligible to win prizes that will be distributed monthly!

Tips to Support ICARE Awards Program:

- Goodwill Columbus Leaders should actively **educate** their co-workers on the ICARE values and **recognize** co-workers who display ICARE values in their work.
- Goodwill Columbus Leaders should also encourage their co-workers to recognize and celebrate each other!

