



## EMPLOYEE RECOGNITION AWARDS: NOMINATION CRITERIA

**Weifield firmly believes in giving back to the ones who have helped grow the company to the point we are today.** We want to recognize the successful performers within the company who lead by example every day; these people take the initiative not for accolades, but because they are well-rounded people who genuinely want to do well. The awards are based on the total number of employee votes – so make sure you nominate your fellow teammates who deserve to win! First, second, and third place winners will be recognized for each category. The voting criteria are listed below.

### **Please Note:**

- 1) These awards are for eligible team members and projects in each region – RM, TN, TX;
- 2) Only one candidate name per category and one nomination form per employee will be accepted;
- 3) No self-nominations, please;
- 4) Nominations need to be submitted **by July 14<sup>th</sup>, 2025**

### **PROJECT OF THE YEAR**

**Award: \$2,000 Bonus Each for the Winning Project PM, FS, Estimator or Service Team Member**

### **PROJECT OF THE YEAR VOTING AND SELECTION PROCESS**

Each employee submitting a nomination will nominate their top project choice for each division within their region – from the list of eligible projects selected by the heads of each division. *Please refer to the provided 'Eligible Projects List' PDF for more detail on the eligible projects for this year.* The projects with the most employee votes (for each regional division) will then go to the Weifield Board of Advisors for a final decision on the overall company winner and the #2 & #3 finalist projects for the region.

**Project of the Year Award:** The project team members for the winning project will each be awarded a \$2,000 bonus; the project team members for the second and third place projects will be awarded a monetary reward of \$500, each.

### **Project of the Year Award Criteria:**

- All candidates must still be working for the company
- The project must have completed after the All Hands meeting of the previous year or in the current voting year
- Candidates must be a promoter of the company with positive attitudes and a teamwork focus
- Profit margins must be equal to or better than estimated
- Project must have a good safety record
- Punch list/call backs must be at a minimum
- Good to great customer feedback
- High quality of workmanship

Tie breaker: Project complexity

### **MOST VALUABLE PLAYER OF THE YEAR – RM, TN, TX REGIONS**

#### **Award: \$2,000.00 Bonus**

- Candidate must still be working for the company
- Good to great customer feedback
- Must impact the company's success through growth, profitability, new strategies, or utilization of new technologies
- Candidate goes above and beyond, reinforces company values, and demonstrates a positive attitude

### **MOST IMPROVED PLAYER OF THE YEAR – RM, TN, TX REGIONS**

#### **Award: \$1,000.00 Bonus**

- Candidate must still be working for the company
- Candidate must have improved dramatically over the last 12 months in key areas of responsibility
- Candidate goes above and beyond, reinforces company values, and demonstrates a positive attitude

### **APPRENTICE OF THE YEAR – RM, TN, TX REGIONS**

#### **Award: \$500.00 Bonus**

- Candidate must still be working for the company
- Candidate leads by example
- Candidate must have no safety infractions or injuries
- Candidate's work must be at the highest level
- Candidate must have a high level of production
- Candidate must have a good attendance record
- Candidate must be enrolled and in good standing in school with an 'A' average
- Candidate goes above and beyond, reinforces company values, and demonstrates a positive attitude

### **JOURNEYMAN OF THE YEAR – RM, TN, TX REGIONS**

#### **Award: \$1,000.00 Bonus**

- Candidate must still be working for the company
- Candidate must have no safety infractions or injuries
- Candidate's work must be at the highest level
- Candidate must have a high level of production
- Candidate must have a good attendance record
- Candidate goes above and beyond, reinforces company values, and demonstrates a positive attitude

### **COMMUNITY TEAM MEMBER OF THE YEAR – RM, TN, TX REGIONS**

#### **Award: \$500.00 Bonus**

- Candidate must still be working for the company
- Candidate must have a deep commitment to community causes and must have demonstrated this commitment through volunteer service and monetary contributions during the past 12 months
- Candidate must be a passionate advocate of charitable programs and ideas, both personally and professionally, displaying a willingness to adopt these measures within the organization as is possible
- Candidate goes above and beyond, reinforces company values, and demonstrates a positive attitude
- Candidate must actively participate in company's philanthropy event