



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 7th, 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 winner and the #2 & #3 finalist projects for each 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