



ELEVATE
CULTURE.

ENGAGE
EMPLOYEES.

INSPIRE
PERFORMANCE.



INCENTIVE
SERVICES, INC.®

Incentive Services is an employee recognition, performance marketing, and engagement company powered by a flexible, cloud-based platform that brings together strategy, technology, intelligence, and rewards in one connected experience.

Our purpose is to elevate culture, engage employees, and inspire performance.

For more than 45 years, Incentive Services has partnered with the largest and most respected organizations in a wide range of industries to strengthen culture and drive results. Our strategies are delivered through a modern, scalable platform designed to meet the needs of today's workforce.

Headquartered in Minnesota with sales offices across the US, Incentive Services partners with organizations spanning a wide range of industries — with deep expertise in healthcare, transportation, manufacturing, and food service — helping **shape strong workplace cultures every day.**

Bottom Line Results

50%

improved
cost savings

30%

increased
retention rate

27%

reduction in
first year turnover

99%

employee
engagement

50%

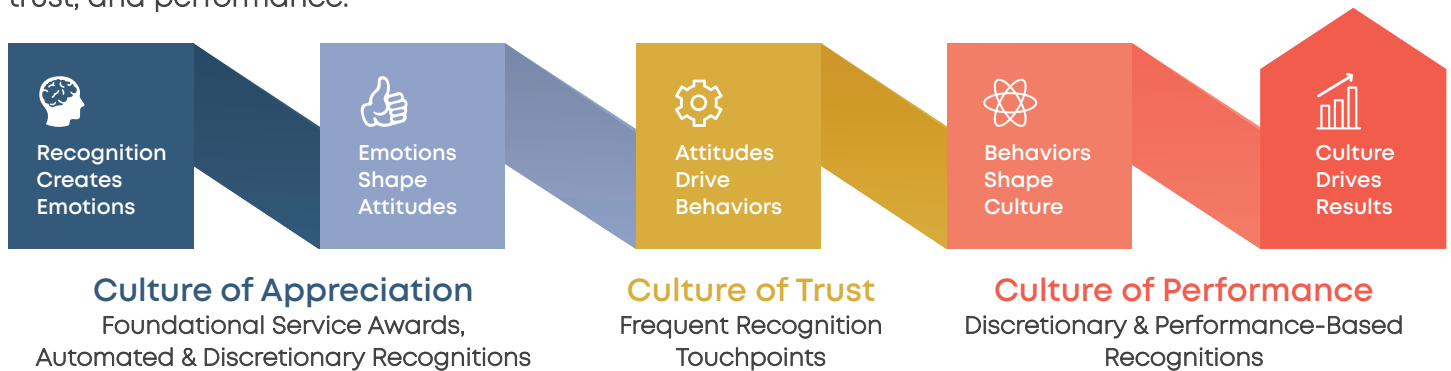
improvement
in safety metrics

95%

adherence to
performance metrics

Incentive Services takes a strategic approach to shaping **high-performing cultures**.

Recognition plays a critical role — but why? Because recognition touchpoints create emotions. Emotions shape attitudes. Attitudes drive behaviors. Behaviors shape your culture. And your culture drives results. Underlying this strategy are the pillars of recognition, working together to build a culture of appreciation, trust, and performance.



Our solutions are strategy led and technology enabled.

Service Awards recognize and honor the loyalty of employees in modern ways.

Social Recognition empowers employees to celebrate one another through a connected, digital experience.

Integrated Recognition brings engagement initiatives into a single, enterprise-wide system—configured to your strategy and vision.

Performance Recognition drives your organizational KPIs by aligning recognition with the behaviors and outcomes that matter most.

Rewards motivate through unmatched value, trusted brands, and meaningful choice—delivered via a globally connected marketplace.

All recognition solutions are powered by Touchpoint TechnologySM, our flexible platform that supports your strategy.



Service Awards recognize and honor employee loyalty.

At Incentive Services, we reimagine service milestones through a modern, hire-to-retire approach. We offer personalized touchpoints that reinforce contributions, strengthen loyalty, and build pride.

Memorable Reward Kits allow you to customize presentation materials - including branded certificates, acrylic awards, brochures, milestone memory books, symbolic awards, and more - to amplify the recognition moment.

The Rewards Collection and Redemption Experience combine an extensive selection of brand-name gifts with a seamless process, giving your diverse workforce the power of choice while supporting every service award program investment strategy.

Automated Notifications serve up reminders to managers, ensuring every milestone is recognized when it matters most.

Branded Gifts create a tangible link between employees and your brand, adding meaning and reinforcing culture.

Manager Resource Center gives leaders the tools and training they need.

Reporting Tools for Admins provide data on honoree activities.





Social Recognition empowers employees through a connected, digital experience.

Social recognition makes it easy for employees to celebrate one another every day, creating meaningful connections and a sense of belonging.

Social Wall & Posts amplify recognition moments with likes and comments that create shared celebrations.

Real-Time Recognition enables instant connections through peer-to-peer and leader-to-employee recognition.

Gamification & Badging motivate participation through badges, leaderboards, and friendly competition.

Scrolling Achievements highlight birthdays, anniversaries, and milestones with a continuous stream of acknowledgment.

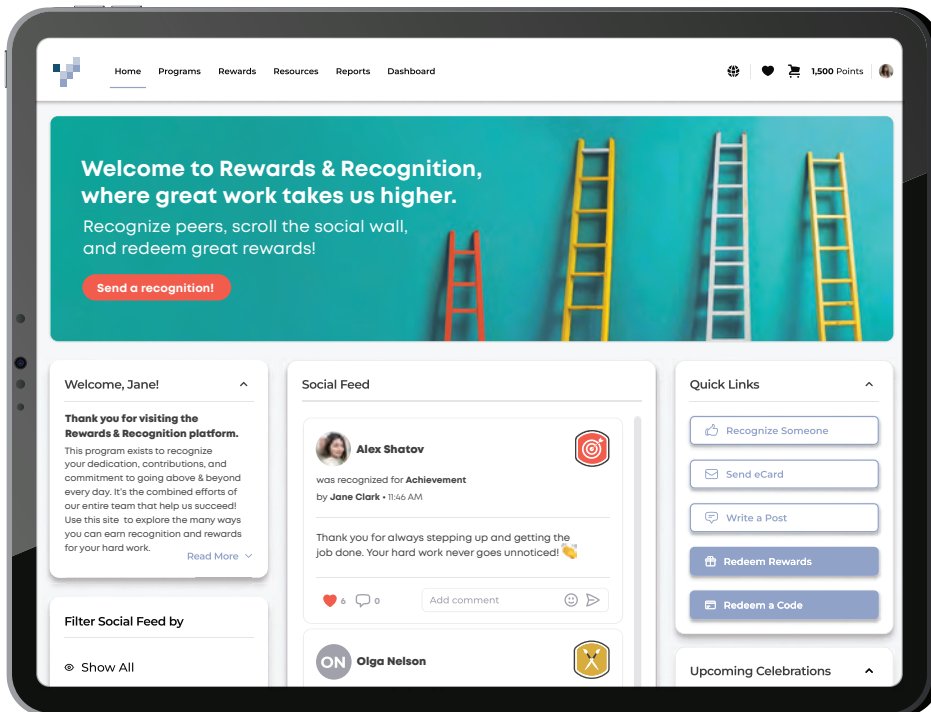
eCards celebrate professional and personal milestones with customizable digital messages.

Engagement Dashboards & Reports deliver visibility into activity and metrics for administrators, managers, and employees.

Communication & Training Tools provide guidelines, FAQs, stories, and resources to engage participants.

Integrated Recognition brings together multiple initiatives into one enterprise-wide system.

Our integrated recognition solution, always customized to reflect your strategy and vision, is aligned with your organization's **total rewards strategy in one unified framework**.



Activity by Program		
Program	Quantity	Details
Employee of the Month	1	View →
Birthday	141	View →
5 Year Club	2	View →
Health Care Week	2	View →
eCards	226	View →
Years of Service	54	View →
Management to Employee	23	View →
Wellness	12	View →
		View More

Service Awards celebrate career longevity with meaningful recognition.

Personal, Professional, and Organizational Milestone Recognitions celebrate the full spectrum of impact with automated touchpoints & reminders to personalize moments that matter.

Discretionary Recognitions offer tools to spotlight outstanding contributions the moment they happen.

Performance Incentives drive results with targeted programs that inspire behaviors aligned with your unique organizational goals.

Points-Based Rewards motivate participation with flexible, points-based rewards that employees accumulate and redeem their own way.

Gift Card & Level-Based Rewards offer a simple alternative to points with set-value recognition redeemable for gift cards and merchandise.

Social Recognition Tools empower interaction and engagement across the enterprise.

Engagement Dashboards & Reports deliver visibility into program activity and metrics for administrators, managers, and employees.

Communication & Training Tools are customized to your program to create awareness and impact.

Performance Recognition drives your organization's KPIs around behaviors and outcomes that matter most.

Safety Programs raise awareness, educate employees on best practices, and reward participant safety achievements.

Health & Wellness Programs motivate employees to live active, healthy lifestyles by rewarding behaviors that reduce absenteeism and organizational costs.

Productivity Incentives work by setting clear goals, engaging employees around those goals, and recognizing goal achievements to drive positive results.

Attendance Programs offer a structured way to recognize consistent employee attendance, reinforcing accountability and productivity.

Sales Incentive Programs maximize performance through customized strategies with intentional program design and ongoing performance management.

Referrals & Lead Generation Initiatives motivate non-sales employees to submit referrals and leads through continuous education, encouragement, and reinforcement of positive actions.

Training Initiatives build positive behavior change through continuous learning—delivered via tailored modules, workshops, and online training platform management.



Rewards motivate and inspire with unmatched value, brand, and choice all delivered through a digitally-integrated marketplace.

Our expansive rewards collection offers access to hundreds of thousands of brand-name merchandise items, branded gifts, charitable giving opportunities, travel and experiences, and gift cards from top national brands like Best Buy, Amazon, Starbucks, Target, and Walmart.

Whether you prefer a level-based structure, points-based environment, or branded collections, our rewards are built around the power of choice.

Brand-Name Merchandise

By running our own marketplace, we deliver the power of choice with curated collections designed to appeal to your diverse workforce.

Direct Integrations with Major Retailers

We offer merchandise straight from the newest brand-name retailers for seamless, faster fulfillment and the most up-to-date product availability.

Gift Cards

We offer gift cards from hundreds of popular brands including Amazon, Target, Walmart, Home Depot, Apple, DoorDash, Lululemon, Cabela's, and more.

Branded Gifts

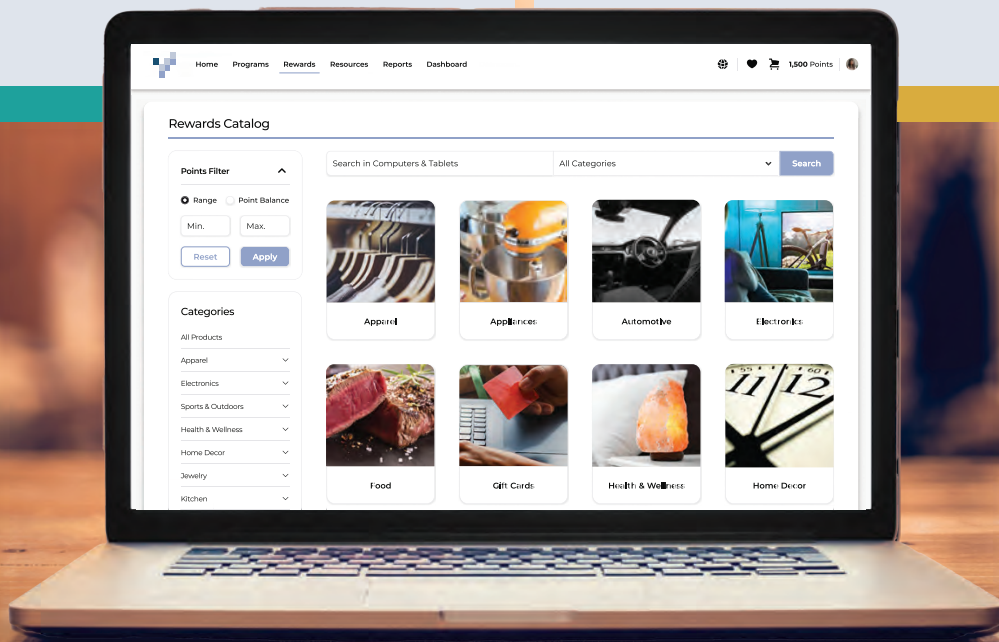
Custom merchandise featuring your organization's logo and branding offers a tangible way to create pride, connection, and a lasting link to your culture every day.

Charitable Giving

Charitable giving allows employees to support the causes that matter most to them by offering a choice of 2,500+ national and local charities.

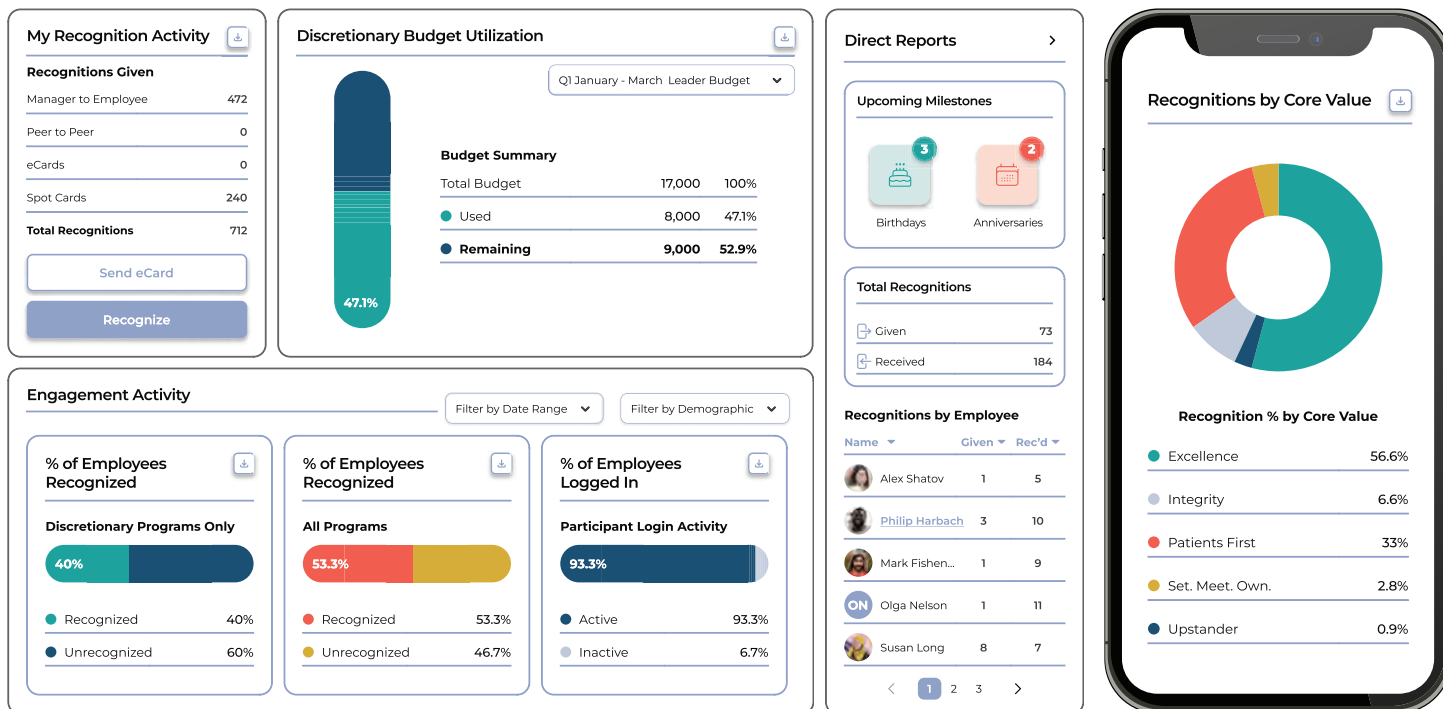
Travel and Experiences

From once-in-a-lifetime vacations and weekend getaways to curated packages and unique activities, these experiences create lasting memories.



Touchpoint TechnologySM is our flexible, cloud-based platform.

One Platform. Multiple Initiatives. Infinite Flexibility. TouchPoint Technology is a centralized platform that brings all your recognition programs together in one secure place. Modular, adaptable, and scalable, it supports organizations with points-based, level-based, service, social, integrated, and performance recognition programs and evolves seamlessly as your needs grow.



Flexibility to expand program scope by adding and updating initiatives at any time.

AI Features deliver personalization, automation, timely nudges, and insights to support managers and employees in recognizing the right moments in the right way. The user experience is powered by audience-smart technology that delivers tailored program communications to the right departments and provides designated admin access where needed.

Seamless Integrations with myriad HRIS systems, Microsoft Teams, and secure single sign-on.

Insights & Analytics built in to provide visibility into key measures and impact. This includes engagement dashboards and activity tracking, participation and usage insights, feedback and survey tools, and data that supports retention and performance outcomes.

Additional Key Features Include:

- Custom branding
- Touchpoint Connect app
- Multiple languages
- Direct rewards integrations

Smart strategy is matched with expert execution.

Every program that Incentive Services delivers is backed by a dedicated team of professionals. This team is your built-in partner for integrating all the services needed to keep your strategy thriving. We act as an extension of your organization, providing full-service support so you never have to figure it out alone.

Working together, our Strategic Services layer focuses on shaping the “why” and “what” behind your program. Through consulting, program design, data intelligence, and ongoing client services, we create recognition strategies that drive behavior change, reinforce performance, and strengthen loyalty. We also support activation through training, development, and exceptional creative support to make sure your strategy is understood, adopted, and sustained.

Delivery Services

Technology Platform/Software

Rewards Marketplace

Travel & Experiences

24/7 Customer Service

Warehouse & Mailing Center

Strategic Services

Consulting & Program Design

Data Sciences

Client Services

Training & Development

Marketing & Creative Services



Together, Delivery and Strategic Services **provide 360° support**—a holistic approach where thoughtful strategy is matched with expert execution.

Why consider Incentive Services?

Trusted by leading organizations across healthcare, transportation, manufacturing, food service, and many other industries, Incentive Services partners with brands that prioritize culture, performance, and people.

Strategy First; Technology and Rewards Enabled

Recognition goes beyond software and rewards. Lasting engagement starts with a clear strategy, communication, education, and measurement—enabled by rewards and a flexible platform for consistent, visible, and impactful recognition.

Deep Sector Expertise

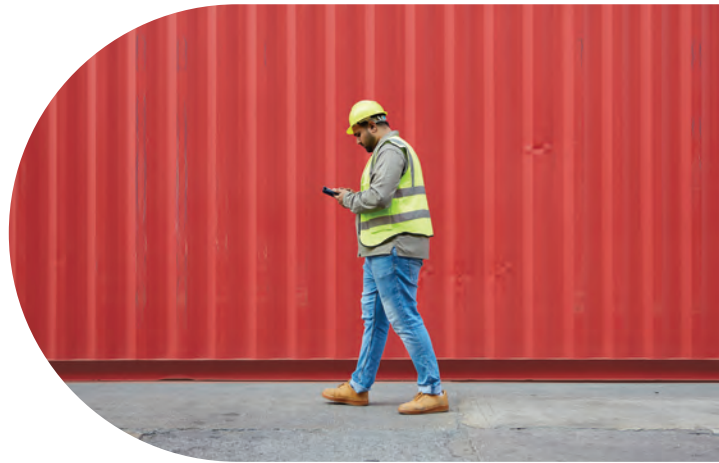
With decades of experience across thousands of clients, we bring deep industry knowledge and proven approaches tailored to organizations of all sizes and complexities.

A True Partner, Not Just a Vendor

We operate as an extension of your team, aligning closely with your goals, adapting to your unique needs, and working side by side to design, implement, and evolve your recognition strategy over time.

Recognition That Drives Real Outcomes

Our data science team connects recognition to the outcomes that matter - engagement, retention, and loyalty.





Ready to reimagine your
recognition strategy?

Let's get started. Contact us today.

www.IncentiveServices.com

1.800.875.8284



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