

# Custom Years of Service Recognition Show Your Employees How Much They Are Appreciated

Companies that have implemented effective years of service award programs have almost 20% more employees that feel strongly that their company care about them (vertical engagement) and that they personally fit in and belong to the organization (horizontal engagement).\*\*



The impact of milestone programs reach across generations and impact older and younger employees alike.\*\*

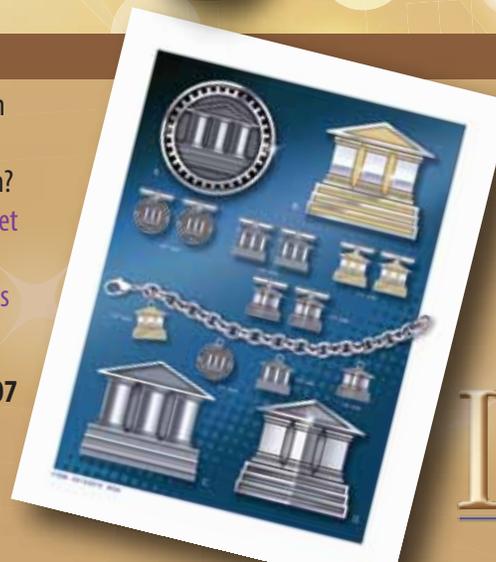
Employees who feel positively about these key engagement elements stay 4 years longer at their companies than employees who are not similarly engaged.\*\*

A popular trend right now is to redesign traditional lapel pins into custom badge holders. These recreated badge holders can incorporate years of service, particular certification levels, as well as accommodate in-field on-the-spot recognition for quality, attendance, or any specific recognition a company wants to award.



Want to see what Dion can create for your Service Award Program? Send us your logo and let Dion create some complimentary designs for you.

Just call 800-445-1007 or email us at [info@eadion.com](mailto:info@eadion.com)



\*Bureau of Labor Statistics - Employee Tenure Summary <https://www.bls.gov/news.release/tenure.nr0.htm>

\*\* The Effect of Years of Service Award Programs by Dr. Trebnt Kaufman and Tyson Chapman - The Cicero Group <http://www.eadion.com/site/uploads/The-Effect-of-Years-of-Service-Award-Programs-v3-2013-2-15.pdf>

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The most widespread employee recognition program among employers today is the service award program (years of service recognition). Although most major corporations offer a service award program, many of them wait far too long to recognize employees with it.

Many companies start recognition years of service at the 5 year mark. However, according to the Bureau of Labor Statistics, as of January 2018 median employee tenure was only 4.2 years!\* Service award programs are strongly correlated with increased tenure, so these programs really need to start at day one.

Recognition early and often will not only endear a company's employees to them, but will help retain them.

Another consideration regarding your service recognition is what to award your employees. It is easy to think gift card or off-the-shelf product. However, consider the many benefits of custom awards. A truly custom award (not just a generic product with a logoed label slapped on it) is something that an employee cannot buy - they can only earn it. It should be something that has an inherent value, but that also includes a company's branding - so the employee always connects the award with the company that gave it to them and appreciates their service.

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# Why You Should Start (or Expand) Years of Service Award Recognition



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