

Recognition Program Overview

I. Ideal Team Player:

At Measure Learning, we believe that recognition is key to building a strong, thriving culture. We value exceptional performance and the qualities that make us successful as a team. That's why we're excited to highlight the **Ideal Team Player Award Program** – a peer-nominated award that celebrates team members who embody the values of being **Hungry**, **Humble**, and **Smart**.

So, what does it mean to be an Ideal Team Player?



HUMBLE

Ideal team players are humble. They lack excessive ego or concerns about status. Humble people are quick to point out the contributions of others and slow to seek attention for their own. They share credit, emphasize team over self and define success collectively rather than individually.

SMART

Ideal team players are smart. They have common sense about people. Smart people tend to know what is happening in a group situation and how to deal with others in the most effective way. They have good judgment and intuition around the subtleties of group dynamics and the impact of their words and actions.

HUNGRY

Ideal team players are hungry. They are always looking for more. More things to do. More to learn. More responsibility to take on. Hungry people almost never have to be pushed by a manager to work harder, because they are self-motivated and diligent. They are constantly thinking about the next step and the next opportunity.

- **Award Details:** Four outstanding team members will be selected at each All-Hands Quarterly Meeting. The winners will receive:
 - An Ideal Team Player (ITP) Certificate
 - A monetary award
 - A social media shout-out
 - Badging for their email signature
- **Eligibility:** All employees are eligible for nomination.

II. Celebrate You! Teams Channel

We're excited to introduce the Celebrate You! channel, where we recognize and celebrate our team members' achievements. This is the place to give kudos, share accomplishments, and show appreciation daily. Whether it's big or small, we encourage everyone to use Celebrate You! to highlight the amazing work and contributions of our team members.

III. New Hire Onboarding Welcome Kit

We're thrilled to welcome new members to the team. As part of our onboarding experience, we provide all new hires with a welcome kit. It includes a sustainable mug, a journal, an Ideal Team Player overview, and a personalized message card from our CEO. These items are our way of helping you get started and feel connected to our culture from day one.

IV. Year End Holiday Onsite & Virtual Gatherings

Meazure Learning has multiple office locations that host year-end celebrations. Each team tailors their celebration to fit their needs: some teams will hold virtual celebrations, while teams located near an office can choose to celebrate on-site. This approach ensures that all employees can participate, regardless of location.