

EMPLOYEE APPRECIATION DAY

365 DAYS A YEAR

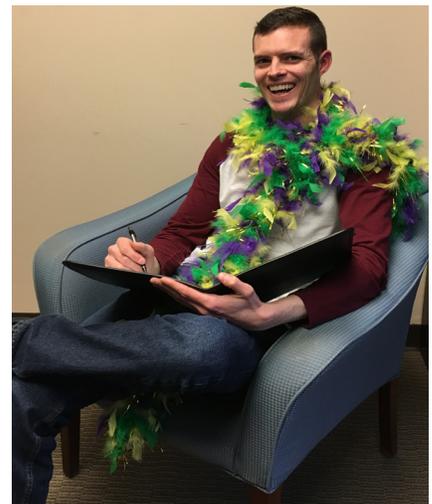
Having a culture of appreciation is part of the foundation for a successful company. Here at Thomas & Company, we are working to strengthen the bond of Solidarity we have for our team as we are capable of more when unified as one.

On January 22 we began our Q1 Theme, Mardi Gras-cias. A simple concept of writing a note to a colleague letting them know you value the work they are doing. We have written over 1,000 authentic notes of appreciation in a matter of 38 days. These small acts of recognition can make a huge impact not only for the recipient but also for the person writing the note.

It has been a joy walking around the office seeing the Mardi Gras beads and notes hanging around cubicles and door handles. Proudly displayed for having their work recognized by other colleagues. The generosity has been contagious as more and more colleagues are sharing their gratitude.

Upon the completion of our Mardi Gras-cias theme we will continue to write notes and celebrate each other for a job well done because it is who we are as an organization. This program will continue to grow and expand because our leadership is invested in cultural growth and working to make "Employee Appreciation Day" a 365 day event.

1,000 NOTES OF APPRECIATION WRITTEN	
Week 1	– 70
Week 2	– 225
Week 3	– 221
Week 4	– 219
Week 5	– 118
Week 6	– 147



Top Right: Stephanie proudly wearing the 'Most Notes Received' Boa for having received the most notes in week one. Bottom Right: Corey (probably writing more notes) sporting the Boa for 'Most Notes Written' in week six. Above: Notes proudly hanging around the office as a great reminder of a culture of appreciation.