

### 6. The TharpeRobbins Company Inc.

**Website:** [www.tharperobbins.com](http://www.tharperobbins.com)

The TharpeRobbins Company is a privately held, ISO-certified provider of managed employee reward and recognition programs, which offers in-house creative services, software development, jewelry manufacturing and state-of-the-art distribution centers. TharpeRobbins is passionate about recognition because it knows an engaged workforce produces measurable business results. With the company's vast industry knowledge and expertise in outcome-based program design for a wide variety of clients—from Fortune 500 corporations to entrepreneurial firms—TharpeRobbins offers a unique perspective that helps its clients achieve attraction, retention and performance goals through employee engagement. Created through the 2007 merger of The Robbins Company, founded in 1892, and The Tharpe Company Inc., founded in 1981, TharpeRobbins also acquired Hinda Incentives in 2012, further strengthening its services to the industry.

**Services:**

- Onboarding
- Length of service awards
- Retirement
- Safety
- Peer-to-peer
- eCards
- Spot recognition

**Most important metrics:**

- Recognition program participation
- Employee engagement
- Employee retention

### 7. Michael C. Fina

**Website:** [www.mcfrecognition.com](http://www.mcfrecognition.com)

Michael C. Fina helps organizations engage their employees through recognition and incentive programs that not only align with core values and business goals, but also inspire people to do great things.

**Services:**

- Performance recognition
- Milestone recognition programs celebrating service anniversary and retirement
- Global rewards
- Early recognition and onboarding
- Peer-to-peer/manager-to-peer nomination programs
- Sales incentives
- On-the-spot awards
- Wellness incentives
- Safety recognition

**Most important metrics:**

- Employee engagement
- Employee retention

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## 8. MTM Recognition

**Website:** [www.mtmrecognition.com](http://www.mtmrecognition.com)

MTM Recognition provides comprehensive recognition solutions to over half of the Fortune 100 companies offering meaningful, memorable award experiences. Our social engagement platform and technology driven solutions lead the industry in innovation providing fast, frequent and fun recognition tools that strengthen company culture and drive engagement. MTM delivers solutions that result in increased productivity, improved morale and add to the bottom line.

**Services:**

Recognition solutions for:

- Performance
- Years of service
- Sales
- Safety
- Onboarding
- Retirement
- Affiliation
- Peer-to-Peer
- Manager-to-Peer

**Most important metrics:**

- Employee engagement, turnover and retention
- Employee and customer satisfaction
- Budget levels
- Affecting the bottom line

Through:

- Social Engagement Platform- Carousel™
- Global Fulfillment – i3™
- U.S. manufacturing of award products
- Custom manufactured jewelry
- Program Builder™
- Mobile Recognition

## 9. Anderson Performance Improvement Company

**Website:** [www.andersonperformance.com](http://www.andersonperformance.com)

Anderson Performance Improvement Company (APIC) accelerates our clients' progress by motivating their people with behavior-based rewards and recognition. Our award-winning system boosts retention, increases productivity, and promotes engagement throughout an organization. No matter what your objective—employee retention, customer satisfaction and loyalty, sales acceleration, product knowledge, or non-sales productivity—we have a solution.

As a full-service performance improvement company, we deliver motivational solutions from start to finish including analysis, program design, communications, measurement, reinforcement, reporting, rewards, and administration—APIC has built a solid reputation as a pioneer of high-tech solutions. These programs are designed to produce lasting performance improvement and ultimately improve your bottom line.

**Services:**

- Employee recognition and engagement
- Sales incentives
- Business to business
- Channel incentives
- Years of service
- Health and wellness
- Discretionary recognition tools
- Safety programs
- Reward sourcing

**Most important metrics:**

- Profit increase
- Revenue growth
- Wellness financial impact
- Productivity
- Product sales
- Employee engagement
- Customer satisfaction
- First-pass resolution
- Product referrals
- Safety and lost time prevention
- Employee retention
- Key metric and sales quota attainment

## 10. Point Recognition

**Website:** [www.pointrecognition.com](http://www.pointrecognition.com)

For more than 25 years, Point Recognition has specialized in developing, executing, and managing employee award programs for all types of companies. Point Recognition offers an innovative, cost-effective, online award program platform that can be used to execute all corporate award and recognition programs. For effective program management, Point Recognition utilizes a custom data management system combined with personal, world-class customer service and care.

**Services:**

- Develop, design, execute and manage corporate award and recognition programs including service award, safety, holiday gift, sales and incentive, performance, peer-to-peer, wellness, and retirement
  - Points-based, online program customized with corporate logo, branding, message and merchandise
  - Millions of brand-name awards categorized in merchandise, travel, event tickets, activities, and custom merchandise
  - Customized awards with corporate logo and/or personalization
  - On-time, fast and free award delivery
  - Complete program administration/management, including custom employee congratulatory packets and other communications
- Real-time, online tracking and reporting capabilities
  - Employee and customer satisfaction surveys
  - Dedicated account manager and customer service

**Most important metrics:**

- Employee participation rates
- Employee and customer satisfaction survey results
- Accurate and timely program administration/management/customer care
- On-time award delivery
- Cost reduction/savings
- Budget analysis

## 11. Symbolist (formerly The Miller Company)

**Website:** [www.symbolist.com](http://www.symbolist.com)

Symbolist works to make companies better places to be by designing recognition and reward systems that focus on the human element present in every company. We use a repeatable, proven methodology based on our research, experience and ability to create. We believe every company has a unique culture and the highest calling Symbolist can fulfill is to create tools that can be used to "speak" culture and enable people to understand how they fit within an organization and to know they are valued.

**Services:**

- Program design consulting
- Program technology
- Enterprise recognition and reward systems
- Recognition and reward training
- Length of service programs
- Wellness programs
- Safety programs
- Performance incentive programs
- Award fulfillment

**Most important metrics:**

- Program participation
- Positive change in employee engagement/satisfaction scores
- Increase in innovation and new ideas within the company
- Decreased turnover/increased retention
- Increase in company provided training
- Positive impact on health and wellness statistics
- Positive impact on safety metrics