HOW DO I PROPERLY RECOGNIZE MY SUPPORT CONTRACTOR

N76 Brownbag Luncheon

Steve Hoerst
AT&T Government Solutions, Inc.
Recognition

Don’t you recognize your contractor?

Do not go overboard!
The window

Corporate
- Pay
- Benefits
- Support Svcs
- Evals
- Promotion/Bonus

Manager
Primarily responsible:
- Care of staff
- Recommends corporate awards
- Primary Pay/bonus input
Director endorses

N76
- Perform the work
- Customer satisfaction
- Every day interaction
Value of recognition

- Staff’s professional satisfaction
- Encouragement
- Reward

- Attractive to candidates
  - Workplace culture is a key satisfier/dissatisfier

- Plays an important part of the person’s professional portfolio
  - BIG impact on annual evaluations, promotion, bonus!

- Company awards
  - You are the customer - Recognition, or recommendation, by customer can be cited for company rewards
  - Awards can be significant!
    - Gifts (Watch, etc)
    - Cash
    - Etc.
Some Options

E-mail the Boss

From: Commander@navy.mil
To: Mystaff'sBOSS@company.com
Subject: BZ
Jim,
I’d like to pass my personal thanks for the efforts of Joseph Banks, who recently completed something.

“BZ” Letter

From: Great Branch Head, USN
To: My great Contractor
Subj: BRAVO ZULU

Letter of Appreciation

Letter of Commendation

President DoD Navy

Informal  Formal  Extraordinary
Hey, Steve:
You should play in the N76 Golf Tourname!

I’d like you to represent N76 at the CNO’s briefing on restructuring the Navy.

Professional Recognition is just, if not more, important than any other.

Include contractor-staff in events.

Imaginative Professional rewards