



# Driving Results with Employee Reward for Performance Programs

**Business Challenges:** An AIR MILES Sponsor needed to improve employee attendance with a specific group of contract employees (5,000 - 10,000 unionized employees) who were working on a special construction project. The Sponsor faced a series of challenges in this particular area which included:

- Employees resigning before their contract completion date
- Employees not working all required hours during a specific time period
- Increased costs associated with the project not finishing on-time due to absenteeism

**Business Objectives:** Improve overall employee attendance and timeliness  
Finish the project on-time and on-budget  
Decrease the overall project costs

## Results:

- Employee turnover for the group being rewarded was less than half of those in control group
- 81% participation rate
- Tremendous cost-savings as the project employed between 5,000 to 10,000 contract individuals

