

# Finally, YOU have total control of your Service Awards budget!

Your challenge: save money, reduce budgets and control costs associated with employee recognition and total rewards.

With a range of issues effecting HR budgets including possible budget cuts, employee recognition program administrators are reviewing how they can optimize their spending on their Service Awards.

## How do you save money and control costs related to your Service Awards Program?

We can help you with that. To start take a close look at a NEW offering developed by C.A. Short in response to customer requests for control of their Service Awards budget.

We call it **Guaranteed Budget Control Pricing**.

Essentially, with **Guaranteed Budget Control Pricing** we have grouped service awards into 26 price collections and we commit to one price for each collection; no matter which item in that collection your employee selects, that is what you pay, **GUARANTEED!** If you budgeted \$370 for the 10 year award, \$370 is what you will see reflected in your invoice. No surprises.

**Guaranteed Budget Control Pricing** eliminates the RISK of ever going **OVER BUDGET**. Our customers asked for complete control over their service awards budget and we delivered just that!

## How is **Guaranteed Budget Control Pricing** from C.A. Short different?

**Guaranteed Budget Control Pricing** vs. 'Average' Pricing: Our **Guaranteed Budget Control Pricing** is very different from the so-called 'Average' Pricing proposed by other service awards providers. 'Average' Pricing awards are grouped in price collections but, and it is a significant BUT, these vendors quote you (for budget purposes) the 'average' price of the awards that can be selected by your employee. You must ESTIMATE what you will spend.

In the 'Average' Pricing example\* shown in the table below the award price range for the 10 year award collection is \$330-\$418. Based upon an 'average' price, the program administrator had budgeted \$370 for the 10 year award; however, a majority of the 10 year recipients ultimately selected an item that cost \$400+ and that became a budget problem at the end of the year. A BIG PROBLEM.

In the end, with 'Average' Pricing you have NO CONTROL of your service awards budget. With **Guaranteed Budget Control Pricing** YOU have total control of your service awards budget. It's that simple. No more estimates. No more surprises. No more risk. **GUARANTEED!**



*"After reviewing your pricing recommendation for 2014 and analyzing the cost difference for each product, it would benefit us to support your recommendation for 2014. We are pleased that C.A. Short has taken the time to review our budget and offer a savings for our program next year."*

- HR Generalist

Employee Anniversary Year	Quoted Awards Price Average	Actual Awards Price Range	Price Swing Low to High
3 Years	\$85	\$66-\$98	\$32
5 Years	\$205	\$180-\$227	\$47
10 Years	\$370	\$330-\$418	\$88
15 Years	\$685	\$610-\$787	\$177
20 Years	\$800	\$675-\$891	\$216
25 Years	\$985	\$801-\$1112	\$311

\*Example from an average pricing vendor's proposal

For a No-Obligation Budget Review call 1-800-535-5690

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