



DAGMERSELLEN - REWARDS AND RECOGNITION MATRIX

AWARD NAME	REWARD	CRITERIA	OWNER
QUALIFICATION CHAMPION	Kudos and Workvivo post Invitation to Global Pillar call Thank you letter Qualification certificate	100% qualification completed as per assigned skill matrix	Qualifier
SYSTEM EXECUTION CHAMPION	Local recognition pack with card/diploma/certificate and small gift	Demonstrates execution of pillar systems and standard work processes, delivering measurable and sustainable business results. Nomination must be supported by system-specific KPIs. Defect champion/QBOS champion/PMSA champion	Site System Owner / Local Pillar Owner
PHASE HARD METRICS ACHIEVEMENT	Recognition via Wall of Fame Thank you letter form the Global Pillar Lead Lump sum payment	Achieves or exceeds all Phase Progression Target Metrics for three consecutive months	Local Pillar Owner
COMMITTEE PARTICIPATION	Team Dinner	Active participation in First aid team, OHA participation, EES task force	Team Leader
EES / TEAT SCORE INCREASE	Team Dinner	Biggest increased EES score on particular categories identified as priority area for the factory in previous EES	ORG Pillar Lead
PM STEP ACHIEVEMENT	1 - Coop voucher 2 - Lump sum payment and thank you letter from the Global IM Pillar Lead	Line has passed two consecutive calibrated AM and PM Step Audits for the Phase the factory is aiming to pass	PM Lead
ZERO REPETITIVE BREAKDOWN ELIMINATION	Team recogniton, BTV	Achieves 90 consecutive days without repetitive equipment breakdowns for each quarter	BDE Owner
PLANNED RATIO	Team recogniton, BTV	Maintains a Planned Maintenance Ratio exceeding 85%.	MPS Owner
PREVENTIVE SPEND	Team Dinner	Achieves a preventive maintenance expenditure ratio above 40%	MPS Owner

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IM TOOL USAGE	Recognition moments during PDCA meeting Thank you certificate from the Local IM Pillar Lead	Consistently maintains IM adherence levels of 80% or higher.	Local IM Pillar Lead
SUCCESSFUL IM PROJECT COMPLETION	Stream 1 & 2 - Voucher for VSU & Project Lead &Line Crew	Demonstration of enthusiasm, persistence, commitment that results in VSU Achievement, addressing unknown/high criticality challenges in PLA SWP and delivering complete TT&T documentation package together with realization of technical training for line crew	Global/Local IM Pillar lead
SUPPORTING PROJECT IMPLEMENTATION	Thank you card during leadership meeting	Contributing to successful project goal achievement	Global/Local Project Manager
SAFETY STAR	Gold - Gastro Luzern voucher Silver - Galaxus voucher Bronze - Coop / Migros voucher	Achieving the bronze/silver/gold safety tool criteria	Local EHS Team
GREEN DAY	Recognition on BTV	Performance: All parameters in DDS Board are green Behaviour: 100% adherence to standards	IWS Manager
GOLDEN SHIFT CONCEPT	Coop voucher	Development of standard solution which fixed a chronical stop, leading to zero loss	Management Team
STEP 3 QUALIFICATION	Certification and recognition on Site DDS Coop voucher	Equipment Owner reaches Step 3 as per the step calendar	AM Lead
EXCELLENT QIEM EXECUTION FOR QUALITY LOSS ELIMINATION	1 - Photo for BTV and free lunch 2 - Team Event	1 - Achieve zero Quality Alerts on a weekly basis 2 - Achieve monthly target of Quality Alerts (5 per line per week - Phase 0/1), plus register 0 Quality Incidents	CST + QC Manager
ZERO COMPLAINT	Team Event	Celebrate and drive zero loss culture, zero customer complaint per billion per month	Quality Lead
WASTE HUNTING	1 - 500 CHF 2 - 250 CHF 3 - 100 CHF 4 - Free lunch for each idea	Observe and suggest an idea to eliminate a certain loss - the best ideas will be rewarded	LE Team
BEST UPS EXECUTION	Team Dinner with UPS team	Specific Problem-solving by using the UPS tool (70% stop reduction for certain stops)	IPS/UPS Owner

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CAPABILITY BUILDUP	Certificate and gift	Participation ratio in technical training is over 90% (more than 2 weeks training)	E&T Pillar Owner
BEST WAREHOUSE PROCESS SUGGESTION	Coop voucher	Recognition of the most impactful warehouse and logistic suggestion during the quarter.	SN Pillar Owner