

EMPLOYEE TENURE AWARDS POLICY

- A. Tenure Awards will be given to employees who have reached length of service milestones.**
- B. Tenure Awards are designed to improve retention rates, motivate employees to remain loyal, show higher levels of satisfaction, and strengthen company culture.**
- C. Eligibility-Employees Will be Eligible Based on Length of Service and Department of Labor Status**
1. Length of services starts at five years and every five years thereafter.
 2. Full-Time or Part-Time employees are eligible at time of hire when coming from other Port Gamble S'Klallam Entities
 3. An on-call employee will retain date of hire when moved into a Part-Time or Full-Time position.
- D. Ineligibility-Some Employees Are Ineligible.**
1. On-Call or Temporary or Seasonal Employees are not eligible
 2. A gap in employment from the tribe or its entities of more than one year for any reason disqualifies tolling of time.
 3. Independent Contractors are not employees and are ineligible.
- E. Tenure Awards Items Are Limited to Art Purchased from Enrolled PGST Members or Descendants.**
1. Descendants must be verified with the tribe's enrollment program.
 2. Value of art will increase with each five-year increment but may not be lavish or extravagant.
- F. Tenure Awards are not Compensation for Services.**