

Introducing ZayZoon Rewards & Recognition

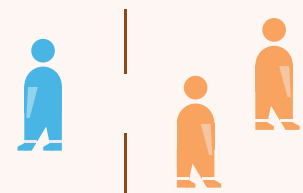
Employees are feeling disconnected from work. And it's impacting your business more than you think.

Employees are feeling disconnected from their work. And it's impacting your business more than you think. For the last ten years, Gallup has reported, employees have become more and more detached from their jobs.



Small businesses can't afford to lose employees. Employee turnover can **directly cost you lost money and time** spent driving your business's goals.

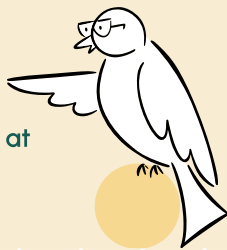
Each departure can cost you at minimum 50%-200% of an employee's annual pay¹. Other losses? Team morale, process knowledge and productivity.



Employees who aren't recognized at work are **2x as likely to leave** within the year, according to Gallup².

74%

of employees pay attention to recognition at the company level³.



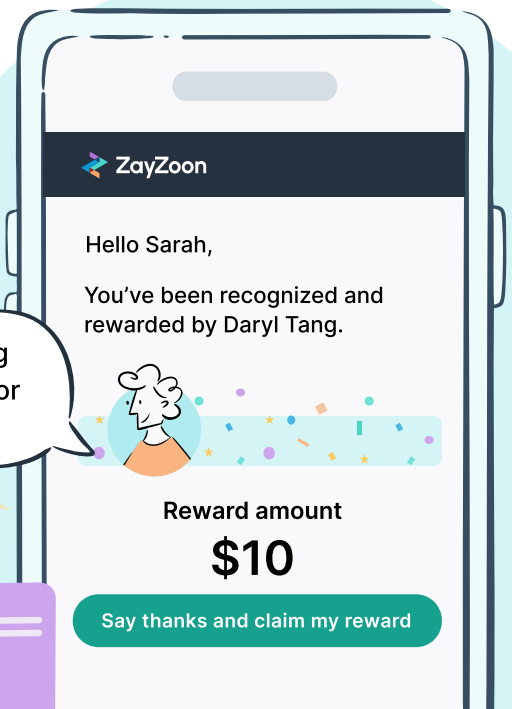
Teams thrive when employers and employees come together to appreciate each other. Strong workplace rituals reinforce a culture built around respect and trust, and can have a massive, positive impact on employee engagement and turnover.

What is ZayZoon Rewards & Recognition?

ZayZoon's Rewards & Recognition program easily fits into any business's infrastructure without any new technology or logins.

- Spotlight & reward positive behaviour
- Reinforce company values
- Uplift team efforts and team players
- Celebrate birthdays & special occasions
- Boost morale between multiple locations

Thank you for going above and beyond for your team!



R&R benefits

Boost morale and retain talent

Combine ZayZoon's earned wage access (EWA) with **financial rewards to keep your employees motivated and engaged in their work**. Tokens of appreciation go a long way to make employees feel valued for their contributions at work.

Build a culture of appreciation

Recognize and reward employees' efforts, often, inside a solution that employees already use, with a diverse selection of personalized gift cards.



Fast, flexible offering

Small business owners do the *most*. ZayZoon's Reward & Recognition is designed to **make your life easier to recognize and reward your employees**. We take out the manual steps for you to acquire, activate, and send gift cards to your employees.

Ready to use

No new logins, no separate system, and automatic notifications for employees when a gift card is delivered. Give your employee unlimited public or private shoutouts and gift cards specific to their tastes, avoiding any one-size-fits-all culture. It's fast, easy, simple.

ZayZoon's Reward & Recognition is integrated into the app and is available via pay per use. You don't need to sign-up for a costly subscription that may never be fully used. Send as many rewards to your employees as you want, fostering an environment of flexible, fast recognition and team appreciation.

With ZayZoon already connected to your payroll provider, login, you're almost there!

1. Navigate to Rewards & Recognition from our employer portal and **activate**

1. Write a recognition
2. Select a gift card and amount
3. Choose a gift card from 100s of popular retailers
4. Hit send!
Your employees will receive their recognition via push notification, via email, and in the ZayZoon App
5. Employees can use their rewards instantly
They can view and react to public recognitions on an engaging social media style feed

¹ Gallup, 2019
² Gallup, 2024

³ Workleap Pulse Report, 2024



About ZayZoon

ZayZoon is the financial empowerment platform for SMBs. With ZayZoon, payday finally comes with the push of a button. It's free for employers and takes only 30 minutes to implement. Employees can use ZayZoon to get paid whenever, however. The platform also offers educational resources and tools to help workers break the paycheck-to-paycheck cycle. And it works. 89% of employees who use ZayZoon report less financial stress and employers who offer ZayZoon boast a 29% reduction in turnover. To learn more, visit ZayZoon at:

zayzoon.com