

Employee Performance and Rewards

Key Features

- **Automatically compute rewards or infraction points based on daily work data from Legion WFM:** objectively measure an employee's daily performance
- **Gamification leaderboard:** create in-app leaderboards that offer challenges and report performance with automatic updates to provide motivation
- **Reward top performers:** automatically send messages and give rewards to recognize employees based on performance

Benefits

- Provide daily feedback and assess and motivate employees to increase retention in a high turnover environment
- When coupled with Frontline Communications, you can easily share kudos or rewards with employees

Today's employees want opportunities to learn and grow, a manager who cares about them, and ongoing feedback and communications. Millennials and Gen Z employees, who grew up during the digital age, highly value constant, immediate, readily available information and feedback – something they rarely receive as hourly employees. To compete for talent, businesses need new strategies and tools to evaluate and reward hourly employees' performance efficiently and accurately.

THE LEGION SOLUTION

Legion Performance and Rewards helps managers change how they engage and reward their frontline workers. Legion Workforce Management (WFM) automatically provides managers with key datasets that measure an employee's performance daily, so they can recognize and reward them. Managers can share performance using leaderboards and gamification to motivate employees further. By giving hourly employees insights and feedback on their performance and augmenting their annual reviews to identify development areas, they can improve their skills and feel motivated to grow with your company.

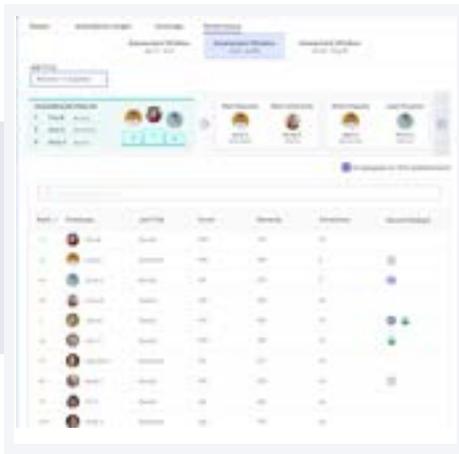
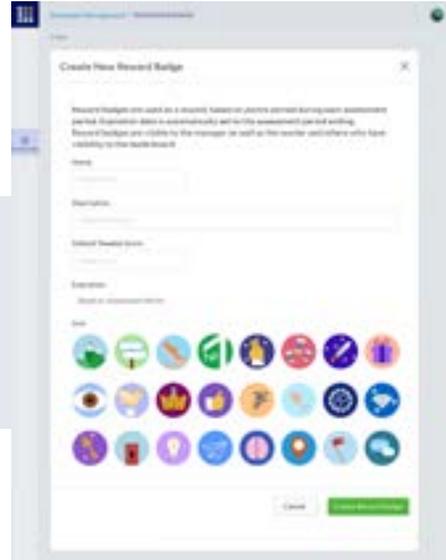
Measure Employee Performance Quantitatively

Legion WFM provides a large volume of data to help managers measure employee performance and quantitatively drive value. For example, using actual behavioral data can improve scheduling, not just with preferences but also by deprioritizing open shifts for employees who are often late. Managers can also use the data to improve employee motivation and encourage better behaviors.

HR teams can configure the most applicable data attributes by assigning points to those attributes that indicate positive behavior (reward points) or negative behavior (infraction points). Performance and Rewards automatically compute points per employee per day. HR teams can also add custom datasets from external sources, including daily productivity, sales per labor hour, and customer service ratings.

HR Team Capabilities

- Define global and regional templates that managers can use to apply consistent employee assessments based on objective performance data
- Create custom metrics or select from a broad array of performance indicator data points in Legion WFM
- Fine-tune performance metrics, scoring rules, and reward badges for your company
- Use customizable Skill and Rewards badges to unlock special awards and recognize team members

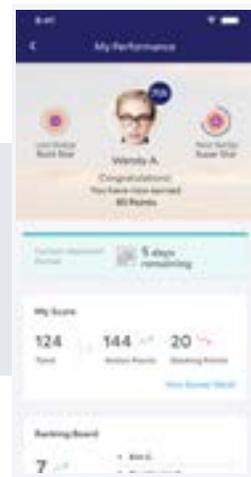


Manager Capabilities

- Track employee performance and rewards on a leaderboard-style dashboard
- View and manage employee performance by work role with custom assessment periods
- Use trend analysis to identify challenges and opportunities for your team
- Review and adjust scores for team members
- Manage performance trends with real-time data
- Gamify employee performance and inspire positive behavior through leaderboards and social notifications

Employee Capabilities

- View real-time, ongoing performance metrics on the dashboard
- Earn rewards and badges for meeting performance criteria
- View performance scoring and history to better understand expectations, benchmark performance, and identify development opportunities



[Request a demo](#) to see Legion Performance and Rewards in action and [learn more](#) about how we can help you develop, reward, and retain your employees.

About Legion

Legion Technologies' mission is to transform hourly jobs into good jobs. The company's industry-leading, AI-powered workforce management (WFM) platform optimizes labor efficiency and enhances the employee experience simultaneously – at scale. The Legion WFM platform has been proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love.