

## **RRI Employee Event Reward Program**

As a reward for employee loyalty and service, Tony is committed to giving employees and their families an opportunity to attend and enrich their lives through Tony Robbins' seminars.

Outlined below is the RRI Employee Event Reward Program...

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### **EMPLOYEES - FIRST 6-MONTHS OF EMPLOYMENT - UPW EVENT:**

**CONTENT IMMERSION: Our goal is to encourage employees to participate in a UPW event within their first six months of employment and no later than their one year anniversary date.**

- The employee, with the approval of their department manager, will schedule full-participant attendance to a virtual or live domestic UPW event. Their manager will inform HR of their request, to get approval and guarantee a spot. For live events, employees may be asked to attend the event in a satellite feed-room in the event of a main-room sellout.
- For an approved employee attendance of a domestic Live UPW event, the Company will provide a ticket to the event, transportation (mileage reimbursement or flight arrangements), hotel accommodations in a shared room, and per diem of \$55 per full day.
- For an approved employee attendance of a Virtual UPW event, the Company will provide a Swag Box.
- The employee does not need to use wellness or vacation time to attend the event; the company will gift those days and the employee's pay will not be disrupted.
- Because attendance at events is a reward, time attending such events is not considered to be "time worked" and therefore there is no overtime/double-time pay.
- Employees are expected to commit to being a full participant, which means: being on time, in the room the entire time, not leaving before the event ends (unless otherwise approved by the Manager), and playing full out.

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### **FAMILY – UPW EVENT:**

**PERK: As an additional perk, employees who have been employed for a minimum of 6 months can share the experience of a UPW event with family members.**

- Family members can also receive a comp'd ticket to a UPW event (space availability permitting for live events).  
\*Hard Cost applies. No travel, hotel or meal accommodations included.
- Employees should notify HR to get them registered.
- Family comps are subject to attendance in a satellite feed-room for live events in the event of a main-room sellout.
- Family will be subject to pay a hard cost (materials fee). For a UPW event this cost is **\$150.00** per attendee (subject to change with prior notice).

**For family members of employees who have been at the company a minimum of 5 years, no hard cost will be charged. All other guidelines above do apply.**

## **FRIENDS – UPW EVENT:**

**PERK: Employees who have been employed for a minimum of 6 months can share the experience of a UPW event with friends at a discounted ticket rate.**

- Friends and can receive a discount to attend a UPW event. Ticket cost will be equal to the UPW Grad rate of \$100 off the current pricing at any available seating level.
  - Employees should notify HR to get them registered.
  - These comps are also subject to attendance in a satellite feed-room for live events in the event of a main-room sellout.
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## **EMPLOYEES - FIRST YEAR ANNIVERSARY AND BEYOND – MASTERY / BUSINESS MASTERY EVENTS:**

**REWARD & RECOGNITION: As a reward for employees who have been with the Company for one full year or more and are in good standings, the Company will comp the employee into one live or virtual Mastery or Business Mastery Event per year, following their first year of employment, upon their request.**

- The employee should choose a domestic event that will not disrupt his/her job duties as they relate to the department and must obtain approval of their department manager. Their manager will inform HR of their request, to get approval and guarantee a spot. Employees may be asked to attend any live event in a satellite feed-room in the event of a main-room sellout.
  - For an approved employee attendance of a domestic Live Mastery/Business Mastery event, the Company will provide a ticket to the event, transportation (mileage reimbursement or flight arrangements), hotel accommodations in a shared room, and per diem of \$55 per full day.
  - The employee does not need to use wellness or vacation time to attend the event; the company will gift those days and the employee's pay will not be disrupted.
  - Because attendance at events is a reward, time attending such events is not considered to be "time worked" and therefore there is no overtime/double-time pay.
  - After each additional year of service the employee can be comp'd into one additional domestic Mastery or Business Mastery event upon approval, space permitting.
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## **FAMILY – MASTERY / BUSINESS MASTERY EVENTS:**

**PERK: As an additional perk, employees who have been employed for a minimum of one year can share the journey of a Mastery or Business Mastery event with family members.**

- The guidelines for family domestic Mastery/Business Mastery comps are the same as outlined above for UPW. Family may be asked to attend a live event in a satellite feed-room in the event of a main-room sellout.
- Employees should notify HR to get them registered.
- Family will be subject to pay a hard cost (materials fee). For a domestic Mastery event this cost per attendee is as follows (subject to change with prior notice):

<b>Event</b>	<b>Hard Cost</b>
Date with Destiny -	\$350.00
Wealth Mastery -	\$300.00
Life Mastery -	\$300.00
Business Mastery -	\$350.00
Leadership -	\$150.00

**For family members of employees who have been at the company a minimum of 5 years, no hard cost will be charged. All other guidelines above do apply.**

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**ADDITIONAL REQUESTS FALLING OUTSIDE THE ABOVE PERAMETERS:**

**PERK: If an employee has not been with the company for the required years of service for the comp'd reward, yet strongly desires to attend an event, upon manager approval, we are able to make the following accommodations:**

- The employee may submit a request to his/her manager for approval. If the event is not sold out, the employee will receive a comp'd ticket only (no travel/lodging costs or per diem for live events). Employees may be asked to attend a live event in a satellite feed-room in the event of a main-room sellout.
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\*\*\*If event attendance/participation is a requirement as part of training for your position within the company, see HR or your manager for further event attendance details.

**Please remember that attending an event is a reward and benefit to you as an employee, and you must represent the company in a professional manner and in a way that would make Tony proud.**

**If you have any questions regarding the event attendance program, please contact Human Resources.**

**Thank you Tony!**