



# Make Your Employee Holiday Rewards Merrier

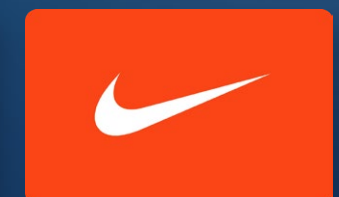
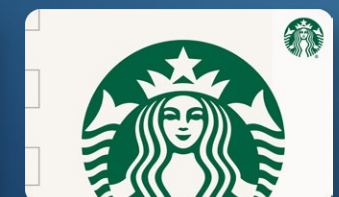
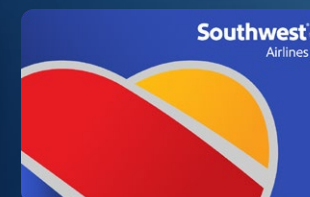
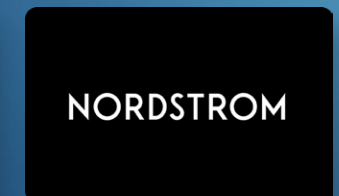
**20** creative rewards that are  
easy to give and fun to receive



# Employee Rewards for the Modern Workplace

Whether the holidays are your busy season or when you get a little bit of a breather, it's important to take the time to show appreciation for your employees. Giving holiday rewards is the least you can do to express your gratitude and, in the process, improve employee morale, engagement and retention. But the traditional gifts of branded swag are so overdone, and in-person appreciation events may be impractical or unpopular, especially considering lingering health concerns from the pandemic and the exponential growth in remote working.

This year, spread the holiday cheer with digital rewards instead. They can be delivered easily and instantly worldwide, they can let recipients choose a gift they love, and they can boost your holiday celebrations in countless ways. Not to mention that they are what employees want: **Gift cards were cited as the preferred holiday reward by 82% of employees**, far more than anything else, according to the Blackhawk Network (BHN) research.<sup>1</sup>





**To use digital gift cards effectively as holiday gifts, think about how you can make them as meaningful as possible to your team members.** Consider what they could use at this time of year—stress relief from work challenges and family obligations, relaxing ways to unwind during several days or weeks off, or help dealing with the tough economic climate.

The gift's impact also depends on the delivery. Get creative to help your team bond and make each individual employee feel valued.

**Here are 20 unique ideas for using digital rewards for your employees this holiday season.**

**01** Throw a **virtual holiday party** for your global team. Send each person a digital reward for their choice of meal delivery service or takeout restaurant in their country. Ask them to create a custom holiday background to make the video chat more festive.

**02** Sponsor a team at the local **Turkey Trot** on Thanksgiving and offer a \$20 reward to any employee who signs up.

**03** Instead of trophies or certificates, **give end-of-year award winners a digital gift card of their choice**. Host a virtual ceremony on Microsoft Teams and deliver the rewards live for everyone to see.

**04** Since working from home makes **office decorating contests** impossible, send team members a gift card to Wayfair, Walmart or Target to buy supplies. Then have them share photos of their home office holiday display and let the company vote on the best. Give the winner a Pottery Barn reward to upgrade their decor even more for next year!

**05** Everyone knows that a business is nothing without sales. **Reward salespeople who hit their quotas** all four quarters with a digital gift card of their choice. Send them out live in a virtual team meeting to add even more impact!



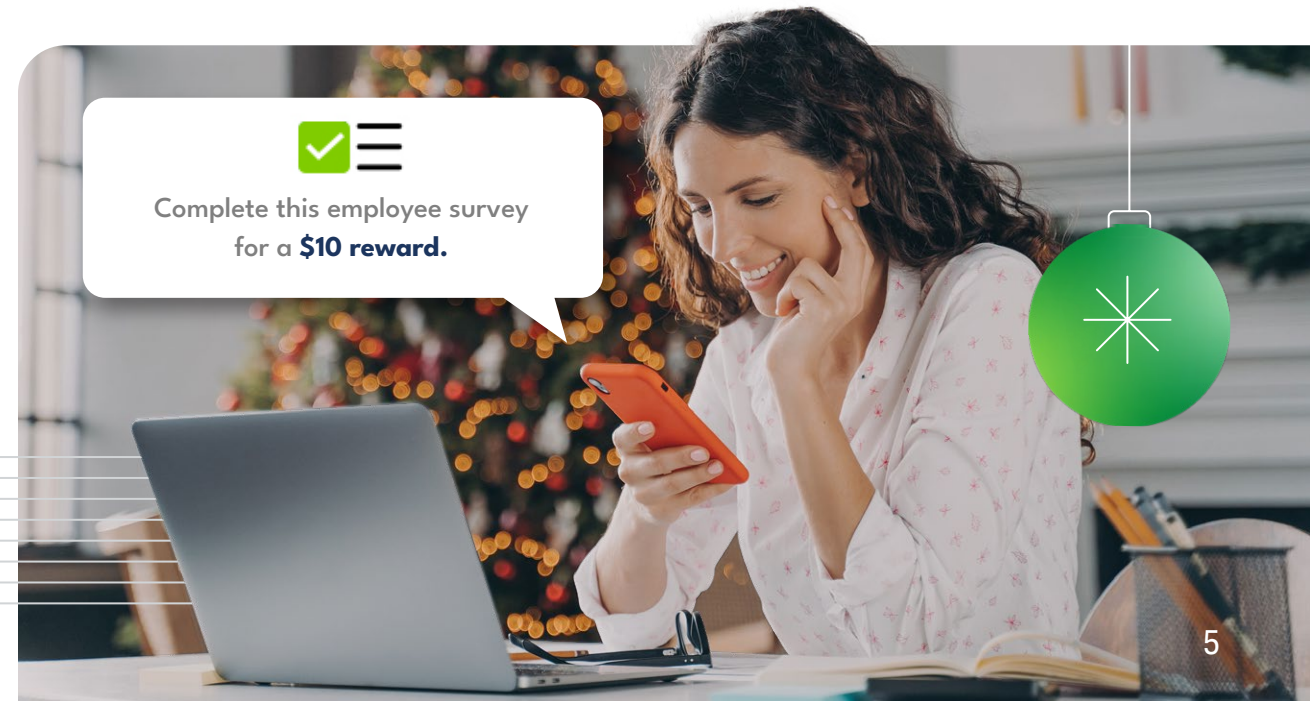
**06** Offer a digital reward to employees who take a day or half-day to **volunteer with a charity** that's especially busy during the holidays. You could even plan to do it as a team. It's a win-win: The organization gets extra help, and your employees get a feel-good team-building outing.

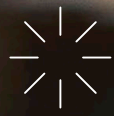
**07** In light of the high inflation rates and cost-of-living concerns, use thoughtful holiday gifts to **help your employees with their everyday expenses**. Consider digital rewards for grocery stores, gas stations, big-box retailers like Walmart or Target, or meal kit delivery services like Home Chef or Hello Fresh.

**08** Since the end of the year is a popular time for collecting employee feedback, give your **survey incentives** some holiday flair. Send respondents a digital gift card for a holiday-flavored coffee at Starbucks, Panera, Caribou Coffee or Dunkin' to get them into the spirit.

**09** Host a series of **lunch-and-learns**—but not about work topics. Have a weekend yoga instructor on your team? Or someone who paints in their free time? Offer them a \$50 digital reward of their choice to share their talent with the team. It's a fun way for everyone to recharge a little, get to know the team better and learn a new skill.

**10** If the holidays are your slow season, encourage employees to take the time for **career development**. Access LinkedIn Learning or another online training platform, and give digital rewards to those who complete a certain number of courses related to their job.





**Happy Holidays!**  
Pick a \$50 reward  
to enjoy during this  
joyous season.

- 11 Help team members with their **holiday shopping**. Alongside a digital gift card for each employee, include a smaller, additional gift card for a loved one. That's one fewer present they have to buy—something anyone would appreciate during the busy holidays, especially amid the current economic challenges.
- 12 For teams who have returned to the office, host an **employee bake-off**. (Remote teams can share photos of their home concoctions instead!) Continue the food theme by giving the winners digital gift cards for their choice of restaurant or grocery store.
- 13 Sponsor a **holiday movie night** for the team—BYOP (bring your own popcorn). Offer a choice of digital rewards for AMC, Hulu, Fandango, iTunes, Redbox, Regal and other places that let them watch a feel-good film at home or in the theater.
- 14 Run a **food drive or Toys for Tots collection** at the office. Incentivize employees by offering a choice of digital reward for those who contribute a certain amount.
- 15 Show employees that you care about them as people and not just workers. If you are having a holiday party, give everyone a **digital Uber gift card** so they can get home safely.



16 Let team members show off their **ugly holiday sweaters** in your next virtual get-together, and appoint a panel of judges to choose the best. Give out prizes on the spot, live in the meeting, by sending digital gift cards for a retailer where they can buy some more stylish duds, such as Macy's or Nordstrom.

17 **Fight against year-end burnout** by giving your employees an extra day or afternoon off and a digital reward that encourages them to unwind, such as Bath & Body Works, Spafinder, or the multi-brand Treat Yourself gift card.

18 Give remote team members the opportunity to **upgrade their home office setup** for the new year. Send digital gift cards for Best Buy, Staples or Amazon.

19 Help employees help others. BHN found that 57% of people want to **give back to causes** that are important to them at the holidays<sup>2</sup>—but unfortunately, it's not in everyone's budget. Send out digital rewards with a selection of e-donations, so team members can each give back to a cause that they'd like to support.

20 Plan a New Year's **fitness challenge** and incentivize participation with a reward for Nike or Under Armour so registrants can get some new workout gear.





# A Reward for Both Employees & Employers

Once you've planned the perfect holiday rewards to show appreciation for your employees, it's time to determine how you can distribute them most effectively and efficiently. A digital rewards management platform like BHN Rewards can help streamline the process, saving you hours of administrative time and giving you complete transparency into gift redemptions. Plus, the integration of BHN Rewards with Microsoft Teams lets you empower every manager to plan and send holiday rewards for their team, all in a tool they already know and use every day. It opens up endless opportunities to send digital gift cards, prepaid cards and e-donations to team members instantly in live meetings or chat messages.

Contact us to learn how BHN Rewards and our Microsoft Teams integration can improve your employee rewards during the holidays and all year round.

**BHNRewards.com**

**888.203.2249**

1. BHN EQ Holiday Branded Pay study, July 2023, n=2,014, 18+, U.S.
2. BHN EQ Holiday Branded Pay study, Aug. 2022, n=2,001, 18+, U.S.

*Prepaid Cards are issued by Pathward®, N.A., Member FDIC. Card terms, conditions and expiration apply.*

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