



To Whom It May Concern:

Our success at Cobb-Vantress is 100% dependant on our people, and our values of Family, Integrity, Being the Best, and Innovation are at the center of how we approach each and every day.

To be true to our values, Cobb partnered with Incentive Services to develop an umbrella recognition strategy that recognizes and rewards our employees for achieving key performance measures. The CobbRewards Program has been well received within our organization and has become an important part of our culture in measuring goals and accountability.

Incentive Services has been a terrific partner in helping us design and manage the program. In addition, we continually work with them to review our program structure and to make sure that we are on plan to meet our goals. They also continue to find ways to keep the program fresh and exciting in the eyes of our employees.

Sincerely,

Shanna Morgan
US HR Manager
Cobb-Vantress

