



LENGTH OF SERVICE POLICY

SmartTech Australia® wishes to acknowledge the dedication of its' employees through a program of recognition for every 5 years of service, over and above the standard Long Service Leave Policy. This recognition will be in the form of a memento in the manner which is structured below.

Years of Service	Form of Recognition
5 Years	Laminated Certificate & \$150 Pre-Paid any store Gift Card
10 Years	Laminated Certificate & \$300 Pre-Paid any store Gift Card
15 Years	Laminated Certificate & \$500 Pre-Paid any store Gift Card
20 Years	Laminated Certificate & \$1,500 Pre-Paid any store Gift Card
25 Years	Laminated Certificate & \$2,000 Pre-Paid any store Gift Card
30 Years	Framed Certificate & \$2,500 Pre-Paid any store Gift Card
35 Years	Framed Certificate & \$3,000 Pre-Paid any store Gift Card
40 Years	Framed Certificate & \$4,500 Pre-Paid any store Gift Card
45 Years	Framed Certificate & \$5,000 Pre-Paid any store Gift Card

It is not retrospective and commences as at the 1st December 2017. It is provided to employees still employed at date of anniversary and is not transferrable.

Managing Director

Allan Hubble

Date: 29/07/2020

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Doc No.	Rev	Description	Author	Checked	Authorised	Date