



## Huron Manufacturing Association GEARS Recognition Awards for HMA member employees

### Overview of Four Tiers

All new registrants must start at the Bronze Tier, but it will be easy enough for them to move forward from there. For example, Silver Tier registration is available only to those who completed the Bronze Tier first. Anyone wishing to register will start at the Bronze Tier then move on to each successive tier after that: Silver, Gold & Platinum Tiers. All tiers will always be open and each person will be able to move up.

- In each tier, an employee must meet minimum hours within required dates
- Service hours are the hours the employee has worked
- Overtime counts towards the employer specific goals
- However, the employer specific goals are entirely up to the employer; suggestions are, the employee learning new equipment, helping out a fellow employee, training, anything that gets the employee to go above and beyond their 'job description' to further excel the company - make sure the goals are attainable

For further information, please email [hmagears.recognition@huronmanufacturing.ca](mailto:hmagears.recognition@huronmanufacturing.ca)

#### Bronze Tier

- From start date of employment
- 2000 service hours (approx. 50 weeks)
- 10 enrichment hours in period
- 100 hours employer specific goals

#### Silver Tier

- From start date of employment
- 4000 service hours in period (approx. 100 weeks or 2 years)
- 15 Enrichment Hours
- 100 hours Employer specific goals

### Gold Tier

- From start date of employment
- 5000 service hours (approx. 125 weeks or 2.4 years)
- 20 enrichment hours
- 150 hours Employer specific goals

### Platinum

- From start date of employment
- 7000 service hours (approx. 175 weeks or 3.3 years)
- 25 Enrichment hours
- 250 hours employer specific goals

**HMA GEARS**  
**Recognition Program & Awards**  
*are sponsored by*

*Huron County SLED and the Ontario Job Creation Partnership*

