

# TREE-MENDOUS Contest Overview and Rules

**Why TREE-MENDOUS?** In honor of the white oak trees that previously grew on the land that is the foundation of Riverside Medical Center, we have selected a contest theme of Tree-Mendous to replace the previous Brightest Star theme. And, due to COVID restrictions on social gatherings, we have changed how we will distribute prizes—allowing for more prizes to be distributed during the entire year. We know we have amazing (tree-mendous) staff at Riverside—who make a difference every day for their coworkers and our patients. The goal of the Tree-mendous contest is to recognize our *consistently* best of the best providers and staff across all departments/areas in our entire health system. Employees to be recognized are those who rise high each day, consistently living in words and actions the behaviors that create remarkable journeys for coworkers and our patients/residents. Tree-mendous staff branch out as role models to us all—living our key words and Professional Standards of Behavior every patient, every person, striving for caring, positive connections with every person ALWAYS.

**Contest Rules:** The Celebration Team will distribute “Key Words/Behaviors” to all Riverside departments every other month starting in February 2021. There is a special emphasis each period, such as Responding Promptly, Exceeding Expectations, Addressing Delays, etc. Learn and practice Key Words and Key Behaviors, and use them consistently in conversations with patients, medical staff, and co-workers. Our patients and each of us will benefit from this excellence.

**What can happen when I use Key Words/Behaviors?** When an employee is consistently Tree-mendous in words and actions, they may receive a special Riverside “Mask” from his/her leader, to wear with pride. Each employee is eligible to win ONE mask during the entire contest. Cloth masks are not to be worn in any patient care area as part of clinical PPE, but are encouraged to be worn as part of self-care outside of work and in non-patient care areas—and as an example to our communities. A special badge reel will also be awarded to Tree-mendous staff and entitles the bearer to be entered for a chance to win a prize. Due to social distancing, winners will be announced periodically through the year via the Riverside Connection. Once nominated, you are in all drawings until you win a prize. Once you have a won a prize, you will not be eligible for further prizes.

**Who else can win?** This year we have chosen to include LEM leaders in our Tree-mendous contest. LEM leaders will be entered into the raffle drawing when they have used all their nominations for their department. We know we have the best staff at Riverside Healthcare and we want to encourage leaders’ use of Tree-mendous nominations.

To be eligible for prizes during the 2021-2022 contest, the employee must still be actively employed by Riverside Healthcare at the time of any drawing/party where he/she is a winner and in good standing according to HR records. No transferring of prizes to another employee will be allowed. No substitution of prize(s) will be allowed, such as cash payouts, but Winner may choose to use or sell his/her prize at his/her discretion and is responsible for any federal/state taxes on any/all prizes.

Pay attention to each “Tree-Mendous” poster and put them into practice every day on the job. In doing so, both employee and patient satisfaction scores can remain strong like a mighty oak tree. In using the key words and living our Riverside Professional Standards of Behavior every day, you can be recognized for your TREE-mendous excellence.

All other interpretations of the rules and prize awards not listed here will be as decided by (and at the sole discretion of) the Riverside Healthcare Celebration Team in keeping with any Riverside policies, and State/Federal laws governing prize distribution.

NOTE to LEADERS: Please share these rules with ALL staff.