



Years of Service

Frequently Asked Questions

When will team members get recognized?

Local HR will receive recognition cards with gift codes each quarter. It's encouraged that supervisors hand out the cards to team members on or near the team member's anniversary date. Local HR Managers should also get a monthly list of anniversaries to help accommodate this wish. We also encourage managers and supervisors to write a personal note to each team member, if they would like.

How does a team member redeem their gift code?

Team members will receive a gift code as a part of their milestone recognition during their anniversary month with instructions for selecting their gift on the [Years of Service website](#). Facility HR leaders will receive a list and cards quarterly.

What does HR do if a team member doesn't get their card/code?

With such a large number of team members celebrating milestone anniversaries, a card could get misplaced from time to time. Facility HR members should regularly check their list with the list sent from corporate HR to make sure team members are receiving recognition. After checking both lists, if a team member has been left off, contact yos@simsupports.com with the team member name, employee ID and year of service.

What does HR do if a team member loses their code?

If a team member cannot find their code, contact yos@simsupports.com with the team member name, employee ID and year of service.

Where do team members redeem their codes?

Visit <https://simmonsfoods.com/yearsofservice> to redeem codes. At this site you will find a link for corresponding anniversary years. **Team members must redeem codes on a desktop computer and not a mobile device.**

Can HR order a team member's gift for them?

Yes, of course, HR can order a team member's gift for them. However, make sure to use the correct code for the individual team member, even if several team members are celebrating the same milestone.

Do Years of Service gift codes expire?

Codes are redeemable for up to one year. We want to make sure all team members receive their gifts in a timely manner though. We encourage all team members to order their gifts within a few days of receiving their cards.

What are the gift options?

Gift options include electronics, jewelry, outdoor equipment, kitchen accessories and tools. The Simmons Ring is available at the 20-year milestone or as a retirement gift. Selections may be updated from time to time.

When will I receive my first milestone gift?

Team members who have been with Simmons less than 20 years will receive their first official recognition under the new program at their next milestone. For example, team members who have worked at Simmons for 6 years will next be recognized at the 10-year milestone.

(Effective January 1, 2018)

Team members who have worked at Simmons *more than* 20 years but *less than* 26 years as of January 1, 2018, will be included in a catch-up program to ensure they are recognized during this transition period.

What else should team members know when ordering their gifts?

To order gifts, make sure team members do so from a desktop and make sure team members use a physical address and not a PO.

For any other questions, please email yos@simsupports.com.

Updated January 23, 2023