



# SMART Program

**The smallest idea can have the greatest impact!**

You have an idea to improve our efficiency and working methods?

**Propose your SMART suggestion**

**S**pecific, **M**easurable, **A**ttainable, **R**ealistic and **T**ime-bound

Your idea could be worth

**up to \$1,000\***

**TAKE ACTION AND SHARE YOUR IDEA!**

Submit the completed form in the SMART box at your plant or by e-mail to [marquissmart@marquisbook.com](mailto:marquissmart@marquisbook.com).  
The form is on the Marquis website in the "Jobs" section and near the suggestion box.

\*Each month: Drawing of three \$50 gift cards for selected ideas in each plant.

**At the end of the year:** 3 grand prizes awarded among the selected ideas based on the assigned ratings.

1<sup>st</sup> prize: \$1,000 | 2<sup>nd</sup> prize: \$750 | 3<sup>rd</sup> prize: \$500

#### PROGRAM CONDITIONS

- A selected idea is one that meets the SMART criteria and can be implemented in the future depending on the resources.
- The SMART program is open to all employees of Marquis Book Printing Inc. but is not applicable to plant managers and the management team.
- SMART ideas must be selected and approved by the committee.
- The employee must be employed by Marquis at the time of the award.