



Mineral



Question of the Week

June 25, 2025

Question

What are some meaningful ways to celebrate an employee's work anniversary?

ANSWER

Recognizing a work anniversary is a great opportunity to show how much you appreciate an employee's commitment to the success of your organization. Here are some options you might consider:

- A personal note of appreciation from their manager
- A video message, digital card, or physical card with messages from their team
- A spotlight in an internal newsletter, intranet post, or all-hands meeting. The spotlight could include listing the employee's name and tenure or feature recent accomplishments
- Personalized gifts based on the employee's interests and tenure
- A paid sabbatical after so many years
- A professional development stipend beyond what's typically available in your organization

Whatever option you choose, consistency is important to avoid anyone feeling excluded or like they've been treated unfairly. You can, however, have different practices based on years of employment or type of role. You also can, and should, treat people differently based on their preferences. For instance, if you have an employee who absolutely hates public attention, a splashy call-out in a meeting might be their worst nightmare rather than a welcome form of acknowledgment. Similarly, not everyone will enjoy a case of fine wine or a gift certificate to a bookstore. Using what you know about

the employee to customize their recognition will make it that much more meaningful.

This Q&A does not constitute legal advice and does not address state or local law.