ENVIRONMENTAL PROTECTION AGENCY

Recommendation for Incentive Award

Instructions:

1. **Awards should be based on EPA policy for award types, amounts and approval level (signature) requirements. For additional information on approval level requirements for awards, refer to the EPA Delegations Manual.**
2. **For detailed information on awards, review the EPA Recognition Policy and Procedures Manual.**
3. **Complete this form for all Individual Cash Awards (award amount less than $5000 and FY cumulative is less than $5000), On-the-Spot Awards (FY cumulative is less than $5000) and Time-Off Awards.**
4. **Attach the completed form to the electronic Request for Award. **For Use with FPPS Only – Do Not Send Hardcopy to SPO****
5. **Provide a copy of the completed form to the employee when the electronic award has been processed.**

Employee Name: Toby Wall

Employee ID #: (b) (6) [redacted]

Position Title (optional): Videographer

PP-Series-Grade (optional): _____

Organization (optional): R5/OEC/MCS

Type of Award:

- ☐ On-the-Spot Award (Individual Cash Award (Non-Rating Based)
- ✔ Individual Cash Award (Non-Rating Based)
- ☐ Time Off Award
- ☐ Group Cash Award
- ☐ Group Time Off Award

Total Amount of Award ($): $2,125.00 AND/OR Total Number of Hours: _____

Type of Benefits on which the award is based (Cash awards only): Tangible Benefit ☐ Intangible Benefit ✔

Value of Benefit:	☐ Moderate	☐ Substantial	☐ High	✔ Exceptional
Extent of Contribution:	☐ Limited	✔ Extended	☐ Broad	☐ General

Narrative Justification for Award:

Toby has shown himself to be energetic and industrious, and skilled at working with people all over the Agency in ways that benefit the Region. His project to offer professional EPA portraits to interested staff has led to over 200 employees from all over the Region getting portraits, and has boosted employee morale. He designed a SharePoint form for requesting graphics services and successfully promoted its use by all clients. Thanks to Toby's tenacity and flexibility, his video about Brownfields redevelopment in Manitowoc, Wisc. became our first public video in nearly two years.

As the Authorizing Official I certify with electronic signature (in FPPS) that all necessary concurrences have been gained for approval of this award in addition to verification that the award amount is not $5000 or greater and that the FY cumulative award amount(s) for this employee is not $5000 or greater.