

Be A Star

Recognising more of
our brilliant people across
Compass UK & Ireland

Be A Star Winner
Jeanette Smith,
Catering Supervisor from
Levy UK + Ireland



Having a
great reward
& recognition
programme is
a total game
changer...

First off, who doesn't love a good pat on the back?

That's why it's so important to **celebrate wins** and **give shout-outs** for amazing work done.

It **boosts morale**, makes everyone **feel appreciated** and **motivates teams** to keep crushing it.

Plus, when we recognise each other, we create a **positive, encouraging environment** where everyone thrives.

So, what is Be A Star?

Our **Be A Star** reward & recognition programme empowers Compass colleagues to celebrate each other's great work by...

- **Rewarding** those who truly make a difference.
- **Incentivising** hard work and **recognising** achievements.
- Enabling teammates to **thank and celebrate** each other.
- Helping everyone feel a part of the wider Compass family.

**Recognising
the remarkable**

See a star? Be A Star



Choose one of these categories...



Customer



Colleague



Community

Celebrating our people-focused culture, these all recognise colleagues who are **making a real difference.**

Each quarter, the best nominations are chosen across the categories, with **a cash prize** for winners.



Be A Star Prizes!

If you want to say thank you, say it with a nomination! **Your nominee could win...**



£250 or €250

- Put directly into their pay*

A Be A Star certificate and pin

- **To be presented locally by Line Managers** so clients and colleagues can join the celebrations.

Invitation to a 'Lunch is on us'

- All winners, and the colleague who nominated them, are **given a paid day** off to attend a celebratory lunch at a **stand-out Compass venue.**

** Payment made through payroll, subject to normal tax and statutory deductions*

**£10,000 or €10,000
'Legend' Award**

**Nominate
someone
today**

As if that's not enough, when your nominee wins a **Be A Star** award, they'll also get the chance to be crowned our **end of year 'Legend'...**

- All winners from each quarter across the year are automatically put forward for consideration.
- The 'best of the best' overall winner walks away with the **£/€10,000 prize!**

Our 2025 Be A Star 'Legend' Emma Nott

2025 Be A Star 'Legend'
Emma Nott

- Deputy Cleaning Manager, Emma Nott, won our fourth Be A Star 'Legend' award in 2025.
- Emma won in recognition of her extraordinary support for a colleague experiencing challenging circumstances and her compassion and dedication to her team.
- Read more about her generous and selfless actions [here](#)

[Watch video](#)

Watch Emma receiving her prize from Robin Mills, CEO of Compass UK & Ireland.



What is a 'Lunch is on us' event?

- An **informal, VIP experience** at one of our Compass venues
- Hosted by the **UK & Ireland Executive team**
- Held **regionally** across the UK & Ireland
- **Winners are joined by their nominators**
- The chance to spend time and relax with colleagues from other sectors while enjoying **first-class hospitality**



The National Theatre – WATCH VIDEO



Birmingham City FC – WATCH VIDEO



Northampton Saints – WATCH VIDEO



Convention Centre Dublin – WATCH VIDEO

How do I get involved?

We've developed **a series of assets** so you can help **promote and bring awareness** to the Be A Star programme. Check them out on the toolkit page of our **dedicated microsite compassbeastar.com**

Posters

The unit posters can be easily printed off and displayed in your unit to encourage more colleagues to nominate.



Star Suggestion cards



If you're not able to complete your nominations online, you can fill out a Star Suggestion card and ask your General Manager to submit it for you via the official online form. There's an easy-to-print A4 version too!

'You've been nominated' note



Once you've submitted your nomination, surprise your colleague with a digital note to let them know they're shining bright!

Thank you note

Brighten someone's day and share your appreciation with one of our digital thank you notes.



How to nominate

So, what are you waiting for? Let's shine a light on star quality! To nominate a star, you'll need...

1

Your **employee number**

You'll find this on your payslip or you can ask your manager.

2

Your **nominee's employee number**

You'll need to ask your nominee or their line manager for this

3

To choose which category they're shining in:



4

To head over to compassbestar.com or scan the QR code below when you're ready.

So, let's all make sure we're giving credit where it's due – **nominate your stars** and watch how it transforms your teams!



APPENDIX

- **2024 'Legend'** – Tiffany Underwood
- **2023 'Legend'** - Ementa Ngo
- **2022 'Legend'** – Jackie Kennedy
- **Winners' stories**



See a star?

Scan here to
nominate them

**See a star?
Nominate
them!**

Our 2024 Be A Star 'Legend' Tiffany Underwood

2024 Be A Star 'Legend'
Tiffany Underwood,
Customer Services Assistant
from ESS

- Our 2024 Legend award winner was Customer Services Assistant Tiffany Underwood from ESS.
- Tiffany won in recognition of her extraordinary efforts and kindness when the military base, including 27 family homes, was flooded following severe weather.
- Read more about her generous and selfless actions [here](#)

[Watch video](#)

Watch Tiffany receiving her prize from
Robin Mills, CEO of Compass UK & Ireland.



Our 2023 Be A Star 'Legend' Ementa Ngo

2023 Be A Star 'Legend'
Ementa Ngo
General Assistant
Supervisor, Medirest

- Our second Legend award winner was Ementa Ngo from Medirest, the healthcare division of Compass UK & Ireland.
- Ementa was selected from among 324 other 2023 Be A Star winners in recognition of her remarkable bravery and quick thinking during a traumatic event at the hospital, where she helped save a life.

[Watch video](#)

Watch Ementa receiving her prize from Robin Mills, CEO of Compass UK & Ireland.



Our 2022 Be A Star 'Legend' Jackie Kennedy

2022 Be A Star 'Legend'
Jackie Kennedy,
Cleaner from 14forty

- Cleaner Jackie Kennedy from 14forty won our first ever 'Legend' award in 2022, in recognition of her incredible charity work.
- Jackie started collecting loose change she found while cleaning, kicking off a fundraising campaign for Ukrainian refugees which led to £110,000 being donated to the Red Cross. On top of that, Jackie also provides support to a young person's homeless charity.

[Watch video](#)

Watch Jackie receiving her prize from
Robin Mills, CEO of Compass UK & Ireland.



Winners' stories

We know our colleagues are keen to know more about our winners' stories, so we take every opportunity to share these each quarter...



- We encourage everyone to **tell your colleagues when you've nominated them, and why**
- A copy of the winner's story is sent to their Line Manager, so it can be **shared at their local presentation**
- **Our Be A Star microsite** is updated with a summary of every winner's story each quarter
- We share winners' stories on screens at our **'lunch is on us' events**, wherever possible
- We showcase nominees' and winners' stories **both internally and externally** – so keep your eyes peeled!