

# The Five W's of WEGI

## What is WEGI?

WEGI, which stands for WhiteStone Employee Gratitude Initiative, is a program created and managed by residents. Established in 2024 and officially approved by both the Resident Council and the MESH Board of Directors, WEGI is designed to provide monetary awards to eligible WhiteStone employees. Funding for the program comes from ongoing fundraising efforts, with residents, their families, and friends contributing either monthly or during a dedicated campaign each November. All funds raised are used exclusively to grant awards to eligible staff members who are in good standing.

## Who is Eligible?

Both full-time and part-time WhiteStone staff members, excluding those in leadership roles, qualify for these cash awards. Eligibility is determined by the number of hours worked from November 1 each year through October 31 of the following year. To receive an award, staff must still be employed as of December 1 of the award year. Former employees who leave after this date may only receive an award if there are special circumstances.

## Why Does WEGI Exist?

While WhiteStone employees are compensated according to industry standards, expressions of gratitude from residents, their families, and friends do not always result in tangible benefits. Additionally, giving personal money or property gifts to employees is not permitted, as accepting such gifts can affect employment. WEGI offers a collective, equitable way for residents to thank all eligible staff without risking anyone's employment, ensuring that appreciation is shared meaningfully and fairly.

## When Are Awards Given?

Each year, the Human Resources department at WhiteStone calculates the hours worked by eligible staff, determines their share of the WEGI fund, and distributes the monetary awards—separate from regular pay—during the week before Christmas. Every recipient also receives a letter from the WEGI Board of Directors, expressing gratitude for their commitment to serving residents.

## Where Does Resident Recognition Happen?

Annually, residents, their families, and friends are invited by the WEGI Board of Directors to donate prizes that will be auctioned during Wine Down on the first Friday after New Year's Day. Residents, their families and friends who have contributed to the annual campaign receive a raffle ticket which makes them eligible to win prizes during the auction of these donated items.

The Board of Directors and the residents at WhiteStone are grateful for the generous donations which enable them to demonstrate their appreciation to the Staff Members that serve them every day.