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| **Reward Details**  |
| **Employee Name:**  |  | **Date Submitted:** | Click or tap to enter a date. |
| **Referral Name:** |  | **Pfenex Reward**: **Teammate Award**  |
| **Reason for Award in one paragraph:***Pease provide an executive summary in one paragraph on why your colleague deserves this award. I.e., what is your 10 second elevator pitch? Additional details can be provided in sections below.* |  |

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| **Additional Justification** |
| **Questions:** | *Please provide answers to the questions to help the awards committee with their selection. Please use this as an opportunity to highlight how your colleague exemplifies a great Teammate.* |
| **Please provide a brief description of how the employee fosters a positive team environment?** |  |
| **If applicable, please describe an outstanding example of how the person exhibited behaviors e.g.: trust worthy, honest, hardworking, fun.** |  |
| **Do you have additional supporting information that you believe important for the Awards Committee to consider as they make their decisions?** |  |
| **Pfenex’s Values**  |

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| **Value** | **Value Descriptors** |
| **Trust***Creating an environment of truth, transparency and reliability* | * We respect our colleagues and welcome their opinions, ideas and thoughts
* We build relationships through transparency and support
* We deliver on our commitments
* We count on each other to get things done
* We communicate honestly and are open to constructive feedback
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| **Integrity***Doing the right thing at all times*  | * We speak and seek the truth
* We take responsibility and acknowledge our mistakes
* We raise issues and concerns and strive to provide solutions
* We adhere to the policies and procedures of the company
* We act in the best interest of our patients and community
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| **Accountability***Taking responsibility for our actions and statements* | * We ensure there is no ambiguity in who is responsible
* We take initiative and have full responsibility for results
* We are committed to our partners and colleagues’ success
* We break down barriers and work as a team
* We ask for help and consult with others to deliver on our commitments
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| **Ambition** *Striving for the best as in individual, team and organization*  | * We aim for and work towards excellence
* We seek to elevate our standards
* We accept new challenges and push boundaries
* We seek to improve ourselves and our teams
* We have fun and look for opportunities to have a positive impact on our community
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| **Innovation** *Pioneering solutions that positively impact human health*  | * We challenge assumptions and the status quo
* We always look for a better approach
* We apply lessons learned and best practices to enable success
* We adapt existing technology or knowledge to create new ideas or products
* We apply flexible business processes while maintaining compliance
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