

Innovations

in Employee Ownership Award

S p o n s o r e d b y T E O C O

2011 APPLICATION FORM

The Innovations in Employee Ownership Award (the “Innovations Award”) is an annual award recognizing creative ideas that help make employee ownership stronger, and publicizing those ideas so others can learn from them. Innovations can deal with employee participation, entrepreneurship, communication programs, education, plan design, or other ideas that strengthen employee ownership.

The Innovations Award program is sponsored by TEOCO¹ and is administered jointly by the National Center for Employee Ownership (NCEO) and the Beyster Institute.

I. Who is eligible to win?

The award is open to any employee-ownership company that promotes the spread of employee-ownership plans or the development of best practices in employee ownership.

For purposes of this award, “employee ownership” includes:

- employee stock ownership plans (ESOPs)
- broad-based stock options (“broad-based” means that the plan covers a substantial percentage of the full-time workforce)
- employee stock purchase plans (ESPPs)
- worker cooperatives
- 401(k) plans, stock bonus plans or profit sharing plans substantially invested in employer stock
- similar plans that provide ownership incentives to a substantial percentage of a company’s employees.

2. How do I submit an entry?

Companies may self-nominate for the Innovations Award by completing this application.

Companies may also be nominated by third parties, although the application must include permission from an authorized representative of the nominated company accepting the nomination.

¹ TEOCO, The Employee-Owned Company, is based in Fairfax, VA: (See www.teoco.com.) TEOCO is not eligible to win.

3. Award Criteria

The Innovations in Employee Ownership Award is intended to recognize distinctive innovative practices that support employee ownership and uses of employee ownership that represent advances in this field.

The Awards Committee will look for companies that meet any of the following criteria. Preference will be given to companies whose innovation meets more than one of these criteria:

- Value of the innovation in developing best practices in employee participation, entrepreneurship, plan design, ownership culture, communications, and/or employee education,
- Value of the innovation in increasing the number of employee-ownership companies,
- Value of the innovation in promoting awareness and positive public perception of employee ownership,
- The ability of the innovation to be transferred or propagated, and
- The quality of the documentation of the innovation's implementation and effects.

All Innovations Awards are general: there will not be a winner in each of the categories listed above, but all companies will be judged in a single pool to determine winners.

Anything the nominee has done or is doing is eligible for consideration, except activities for which the nominee has already won an Innovations Award. The Innovations Award is NOT limited to activities in the past year.

4. Prizes

In addition to the Innovations in Employee Ownership Award, which will be presented to a representative of the winning company at the NCEO/Beyster annual conference, one representative from each winning company will receive a complimentary conference registration.

All winners will receive prominent publicity, including the NCEO and Beyster Institute websites, written materials from both organizations, and ready-to-use press kits announcing their accomplishment. NCEO and Beyster will publicize the winning companies and facilitate dissemination of the ideas behind the winning entry so that the ideas can be spread as effectively as possible.

5. Time Line

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| Feb 10 | Deadline for applications. |
| Mar 1 - 4 | Winners notified. |
| April 14 | Awards ceremony (day 2 of the NCEO/Beyster Annual Conference) |

Innovations in Employee Ownership Award 2011 Application Form

Please provide all information on this form. The information does not need to be entered directly in this form, but it should be in the same approximate format.

Applications can be emailed to LRodgers@nceo.org, faxed to 510-272-9510, or mailed to Loren Rodgers at NCEO, 1736 Franklin St., 8th Floor, Oakland, CA 94612.

Applications must be received **no later than February 10, 2011**.

A. What company is being nominated?

1. Name of company: _____

2. Contact person at company: _____

3. Telephone: _____ 4. Email: _____

5. Mailing address: _____

6. Position in nominated company: _____

7. Please describe the company's line of business (100 words or less).

8. Please describe the company's history (200 words or less).

9. Is a representative of the nominated company planning to attend the NCEO/Beyster Institute Annual Conference? _____

B. Please describe the innovation that is the basis for your application.

Please describe in 1000 words or less what the nominated company what innovative practice or practices the company has followed and the effect that this innovation has had. You may include actual documentation, press releases, media coverage, photographs, testimonials, expressions of interest from other companies, or any other item conveying the program and its impact. Evidence that the program is spreading beyond the nominated company is especially welcome.

All additional materials must be a maximum of eight single-sided letter-size pages. We will duplicate the materials for the judges: if you have materials that are difficult to duplicate, consider sending four copies.

C. Form of Employee-Ownership

Please describe the way in which your company is employee owned, including the type of ownership plan, the number of participants, the total size of the workforce, the percentage of company shared represented by the ownership plan (or the number of outstanding options as a percentage of total shares), etc.

D. Who is completing the application?

1. Name of person completing this application: _____
2. Company/organization name: _____
3. Telephone: _____ 4. Email: _____
5. Mailing address: _____
6. Position in / relationship to nominated company: _____
7. If a different person should be the NCEO/Beyster Institute contact for questions about this application, please indicate who that person is and provide contact information: _____

If the person completing this application is not an authorized representative and an employee of the company being nominated, please attach a letter on the stationery of the nominated company indicating their willingness to be considered for an Innovations Award.