

Innovations in Employee Ownership Award

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

Driven by engaged, entrepreneurial employees, employee-owned companies often emerge as industry leaders, pioneering best practices in a range of areas. The *Innovations in Employee Ownership Award* seeks to recognize the innovative practices that result from having an engaged workforce of employee-owners, as well as ideas that tie stock to improved company culture or performance. By sharing these ideas with the employee-ownership community, this award strives to encourage employee-owned companies to continue to innovate.

Eligibility: Any company with a stock or stock-based program is eligible (from ESOPs to stock appreciation rights). Companies may apply directly or be nominated by third parties. In the case of a third party nomination, the company nominated will be contacted and asked to fill out an application.

Award Criteria: An Award Committee determines the winning companies using a number of factors including the positive impact the innovation has on the company, its employees, the industry, the employee-ownership community, as well as the public perception of employee ownership. Here are examples of past winners:



Pala Group's core innovation is an ESOP learning lab, software that allows participants to calculate how different factors (accounts receivable, payroll, etc.) affect the value of their ESOP accounts.



Namasté Solar is a C-corporation with an innovative co-op structure where each full-time employee is required to purchase one voting share of company stock. The company also has a compensation system where the highest salary is no more than twice the lowest and a transparent decision-making system that combines the virtues of democracy with business efficiency.



HCSS is an industry-leading software company with fiercely loyal customers and employees who provide a level of service unique in their industry. The company culture is built on extensive open-book management and business literacy training at HCSS University, as well as a three-tier reward system including a short-term cash bonus program and stock appreciation rights, in addition to the ESOP.

Award and Recognition: Winning companies will be presented with the Innovations in Employee Ownership Award at the 2012 NCEO/Beyster Institute annual conference, including one complimentary conference registration. In addition, winners will receive extensive recognition from the NCEO and Beyster Institute in a variety of formats including a dedicated webpage, articles, a Webinar, and more. Submitted innovations of companies who do not receive the award may also be publicized.

Submission Information: Please submit this application to Camille Kerr by **February 10, 2012** by e-mailing it to ckerr@nceo.org or faxing it to 510-272-9510. The winners will be notified by March 4, 2012. You may also submit an online application at www.surveymonkey.com/s/innovationsaward2012.

2012 Application Form

Contact Information

I am an authorized representative of the applying company/ a third party nominating a company.

Third Parties: If you are a third party nominating a company, please provide your contact information:

Name: _____

Company: _____

Position: _____

Phone Number: _____

E-mail Address: _____

Briefly describe why you are nominating this company:

Nominated Company: Please fill out the following information about the nominated company. If you are an authorized representative of the applying company, provide your own contact information:

Company: _____

Name: _____

Position: _____

Phone Number: _____

E-mail address: _____

Application

Please answer the following questions only if you are a representative of the applying company.

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

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

Please describe the innovation(s) and its impact (1000 words or less. Feel free to include supporting documents such as press releases, testimonials, photographs, etc.):

Please provide a short description of your employee ownership plan (50 words or less):

Is a representative of the nominated company planning to attend the NCEO/Beyster Institute Annual Conference? Yes No

Thank you for your submission!

We look forward to reviewing your information, and will be in contact soon.



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