

Excellence in Ownership

Innovations in Employee Ownership Award

Sponsored by TEOCO

Driven by engaged, entrepreneurial employees, employee-owned companies often emerge as industry leaders, pioneering best practices in a range of areas. The *Excellence in Ownership Awards* are designed to recognize employee-owned companies that have demonstrated a commitment to promoting employee ownership and innovation in their workplaces. The Excellence in Ownership program is composed of two awards: the *Innovations in Employee Ownership Award* and the *Working Better Award*.

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. The *Working Better Award* recognizes companies that develop high-engagement, employee-owned workplaces. These companies integrate employee-ownership into every aspect of their business, harnessing the full potential of every employee-owner. Winning companies incorporate programs, policies, and practices that empower employees to think and act like owners and illustrate the positive impact ownership has for workers, the community, and the company.

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:



Environmental Science Associates' innovation promotes employee participation by using a comprehensive firm-wide survey to collect feedback from the company's more than 340 employees to build their five-year strategic plan. Through the survey, employee-owners provided input business aspects, such as the company's overall vision, mission, finance, and operations.



n-Link Corporation uses a company-wide employee survey to gather employee ideas, concerns, and input at the beginning of each year. The employee-owners' feedback helps the firm set the company's overarching objectives and goals for the year. Using management by objectives, the company ties individual and team performance and tracks progress toward meeting those annual goals and objectives



Torch Technologies, Inc., developed an innovative program to honor a long tradition of community philanthropy. Employee-owners developed and manage Torch Helps, a 501(c)(3) charity that donates 100% of donations to local charities. To date the employee-owners at Torch Helps have given more than \$300,000 to organizations in local community surrounding the Alabama firm.



Vigilant's core innovation is its company-wide wellness program that rewards participating employees with stock options. The program uses a combination of customized individual employee health plans and company-wide health goals to link employee ownership and wellness in a concrete and meaningful way.

Award and Recognition: Winning companies will be presented with the *Innovations in Employee Ownership Award* at the annual Employee Ownership Conference, and will receive 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 presentation, and more. Submitted innovations of companies who do not receive the award may also be publicized.

Submission Information: Please submit this application to Jessica Thomas by **February 28, 2013** by e-mailing it to jthomas@nceo.org or faxing it to 510-272-9510. The *Excellence in Ownership Award* winners will be notified by March 18, 2013. You may also submit an online application at <https://www.surveymonkey.com/s/2013Innovations>.

**Innovations Award
2013 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 the company below:

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.):

A large, empty rectangular box with a thin black border, occupying most of the page below the text. It is intended for the user to provide a detailed description of their innovation and its impact, as well as any supporting documents like press releases or testimonials.

Please provide a description of your employee ownership plan (100 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.



1736 Franklin St., 8th Floor
Oakland, CA 94612-3445
Phone: 510-208-1300
Fax: 510-272-9510
Web: <http://www.nceo.org/>