

Innovations in Employee Ownership Award

2017 Award Application

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 *Innovations in Employee Ownership Awards* are designed to recognize employee-owned companies that have demonstrated a commitment to promoting employee ownership and innovation in their workplaces.

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 and culture, the industry, the employee-ownership community, as well as the public perception of employee ownership. Here is some more information about last year's winners:

Mission Bell Manufacturing, Inc.: In 2015, Mission Bell made an innovative change to the way they encourage employees to improve the efficiency of their daily work processes. The company's formalized improvement program encouraged employees to make a video of how a process was done before an employee's improvement idea and then how the improvement made that process more efficient. The videos are not only available for all employees to view, but significant employee improvements and their videos were recognized for creativity and impact at the company's own "Academy Awards" event.

Harpoon Brewery: Harpoon Brewery developed unique training sessions with "The Moth" storytellers to improve the way they communicate the story of their company and its ownership both internally and externally. They also embraced the spirit of ownership by brewing an ESOP themed beer for Employee Ownership Month named the "EHOP" and worked in collaboration with another ESOP brewery, Deschutes, to craft a new version in 2015. They have also formalized an "ideas system" and created an official "club" to ensure that social events for employees happen regularly.

WATG: In 2014, WATG became the first US company to create employee ownership through a perpetual trust, an innovative model in the United States that is becoming common in the United Kingdom.

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 Dallan Guzinski by **February 10, 2017** by e-mailing it to dguzinski@nceo.org. The *Innovations in Employee Ownership Award* winners will be notified by March 3, 2017. You may also submit an online application at <https://www.surveymonkey.com/r/NCEO2017InnovationsApplication>

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2017 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) or innovative practices and their impact (1000 words or less. Feel free to include supporting documents such as press releases, testimonials, photographs, etc.):

[Empty box for describing innovation(s) or innovative practices and their impact]

Please provide a detailed description of your employee ownership plan (200 words or less):

Is a representative of the nominated company planning to attend the NCEO's 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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