

# Innovations in Employee Ownership Award

2018 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:

**Crystal Flash:** For many companies with a distributed workforce, communications and engaging employee-owners in the culture, the ESOP, and business literacy can be a serious challenge. Crystal Flash has created a well-round, mobile friendly portal for its employees, many of which spend their days on the road. The "Crystal Flash Academy" not only has quizzes and informational material that guides employee-owners through ESOP education, but many of the company's key personnel have included a series of tutorial-like videos covering a range of important company topics.

**King Arthur Flour :** King Arthur Flour made a concerted effort in 2016 to empower employees in impressive fashion. The company developed a large employee-driven task force to review employee survey data and conduct a dispersed series of goal-focused interviews with individuals and groups that would lead to a practical improvement effort involving over half of the company's workforce. This enormous demonstration of company commitment, which has since become formalized, has created a method for employee-owners to track their progress, culture goals, and collectively transform how they operate.

**DAI:** For ESOP companies with global employees, creating a structure that enables international participation in ownership can be both a priority and challenge. DAI, a global development company, created a new capital structure to address the obstacle of international employees not being able to participate in the company's ESOP. This structure has allowed DAI to better align global development strategy and expansion while allowing employees to share more broadly and globally in the long-term success of the company.

**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.

**Submission Information:** Please submit this application to Dallan Guzinski by **March 2, 2018** by e-mailing it to [dguzinski@nceo.org](mailto:dguzinski@nceo.org). The *Innovations in Employee Ownership Award* winners will be notified by March 20, 2018. You may also submit an online application at <https://www.surveymonkey.com/r/NCEO2018InnovationsApplication>

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## 2018 Application Form

### Contact Information

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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

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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.):

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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