

2012 Southwest ESOP Chapter Awards Program

The Southwest Chapter honors corporate members whose recent accomplishments exemplify the company's commitment to employee ownership. Each winner will receive an attractive plaque with award designation and the company's name. The plaque can be displayed at any location that the winning companies deem appropriate. The list of award winners will be prominently displayed at Southwest Chapter events throughout the year and will be listed on the Southwest Chapter website. In addition, the winning companies will have the opportunity to display their accomplishments and/or their products at the annual awards reception preceding the 2012 Awards Dinner.

Announcement of the awards will occur at the Fourteenth Annual Awards Dinner to be held on Thursday, March 29, 2012. There will be a reception from 6:00–7:00 p.m., with dinner following. The Awards Reception and Dinner will be held at the Marriott Dallas Las Colinas, 223 West Las Colinas Blvd., Irving, Texas 75309.

Awards will be given in the following categories:

1. ESOP Company of the Year
2. Employee of the Year
3. Best ESOP Employee Communication (2 awards, small and large company)
4. Most Effective ESOP Committee (2 awards, small and large company)

The "ESOP Company of the Year" and "Employee of the Year" awards will be the Southwest Chapter's nominees for national awards which are recognized at the ESOP Annual Conference in Washington, DC in May 2012 (free conference registration included).

Historically most award entries are made directly by the member company. However, it is acceptable for a member ESOP company or professional member to nominate, with their permission, another member company for an award.

Judging Criteria: The judges will look for the following qualities from each entry as applicable:

- Encouragement of ownership attitudes
- Integration of the ESOP into the fabric of the company
- Ability of material to convey concepts of employee ownership to employees
- Amount of employee involvement in implementing material/activity
- Amount of communication efforts
- Involvement and support of employees in communication efforts
- Individual achievement which exemplifies an employee-owner
- Creative use of ideas
- Technical quality
- Contribution to Southwest Chapter activities by ideas, effort, and attendance

2012 Southwest ESOP Chapter Awards

ESOP Company of the Year

The ESOP Company of the Year is a company that has a commitment to employee ownership, as evidenced by its 1) Involvement with the ESOP Association and its programs, 2) Communications with employees, and 3) Commitment to the Vision of the ESOP Association that endorses employee participation, wealth creation, and individual dignity and worth. The company should be financially solvent and should have had more than one or two years of sponsoring an ESOP. It is not necessary that the company have any style of management, such as "work teams," "TQM," "employee committees," etc., but overall there is an understanding that by some manner, the majority of employees feel a sense of ownership, and/or that the ESOP is important to the company and all individuals in the company.

Employee of the Year

The Employee of the Year should be an employee below the level of senior management. Given the vast diversity of companies in the Association, it might be exclusionary to limit the award to an "hourly" employee. To limit the award to "non-management" might create some confusion, as different employees and companies have varying views of who is and who is not management. However, despite the lack of a firm rule that states the employee has to be an hourly or non-management employee, these two terms can be general guides for the selection process.

The individual should be active in the employee ownership activities of the company and/or activities of The ESOP Association where appropriate. For example, serving on the ESOP Committee, on the employee advisory committee, contributing to a company publication, helping with Employee Ownership Month observances, and leading fellow employees to a better understanding of the ESOP and employee ownership are all examples, but by no means the total list, of activities that might cause an individual to be considered. Other activities to be considered are: attending chapter meetings, helping with chapter meetings or activities, such as a letter to an elected official, attending Association meetings such as the employee owner retreat, national conference, and/or participating in the programs as a panelist, facilitator, etc.

In reviewing all these items, however, the selectors should keep in mind the overwhelming criteria revolves around the person's overall contribution as a "good" citizen in the company where he or she works.

Best ESOP Employee Communications

This award recognizes the most outstanding total communications program of the Southwest Chapter member who shows a commitment to ESOP communications.

Consideration will be given to newsletters, videos, posters, website, special events, and other communications. Two categories: large company and small company (size cutoff to be determined by the judges).

Most Effective ESOP Committee

This award recognizes the most effective ESOP Committee of a Southwest Chapter Member Company. The Award will consider the committee's activities and programs for promoting the ESOP in their company. Two categories: large company and small company (size cutoff to be determined by the judges).

The Southwest Chapter Awards Program is separate from The ESOP Association's Annual Awards for Communication Excellence (AACE) Program. Southwest Chapter members are encouraged to also participate in the AACE program. More information on the AACE Program can be found on The ESOP Association's website.

Entries must be RECEIVED by Wednesday, March 7, 2012

Please read the following carefully

Materials will not be returned unless requested. **Return my entry: Yes ___ No ___.** Although your materials will be handled carefully, neither The ESOP Association, the Southwest Chapter nor the Chapter Executive is responsible for loss. Please do not send anything you cannot replace. Entering gives permission to publish on paper or on the web, company name and address, i.e. as in a Winner's List.

To Make your Entry, complete the attached 2012 Awards Entry Form (you may make entries in all four categories). **All entry forms must be received by March 7, 2012.** Remember to use a mailing service that can be tracked!

Send entries to:

Jim Schranz, Chapter Executive

301 CR 2754, Naples, Texas 75568

If you have questions, please call or send an e-mail to: Jim Schranz, Chapter Executive 903-575-7345 jschranz7@gmail.com

**Southwest Chapter of The ESOP Association
2012 Award Entry Form**

ESOP Company of the Year

The winner will be announced during the 2012 Chapter Awards Dinner (March 29, Marriott Las Colinas, Irving, TX). The winner will also become the chapter's nominee for the 2012 National ESOP Company of the Year Award presented during the May 2012 Annual Conference in Washington, DC (free registration included).

Contact Information

Company Name _____

Contact Person _____ Title _____

Phone _____ Email _____

Year ESOP Established _____ ESOP Participants # _____ Stock in ESOP % _____

Type of Business _____

On additional pages, answer the following questions. DO provide details and whenever possible give specific examples. DO NOT submit photos or binders. LIMIT: nominations must be no longer than 3 pages total in addition to this form.

1. How has the ESOP's economic value been maximized for the benefit of the employee-owners?
2. How are the employee-owners made to feel, act and respond like the owners they are? How has this resulted in the increased productivity and profitability of the company?
3. Has the Company been active in the Chapter or national level of The ESOP Association? Is the Company active in the local Chamber of Commerce or other business groups?
4. What does the Company do to promote the ESOP concept to the general community in which it is located?

Return entry forms by March 7, 2012, to:

Jim Schranz, Chapter Executive jschranz7@gmail.com
301 County Road 2754, Naples, TX 75568 * Phone (903) 575-7345 * Fax (903) 897-0221

**Southwest Chapter of The ESOP Association
2012 Award Entry Form**

Employee Owner of the Year

Please Note: Nominees must be in non-management or non-executive positions.

The winner will be announced during the 2012 Chapter Awards Dinner (March 29, Marriott Las Colinas, Irving, TX). The winner will also become the chapter's nominee for the 2012 National Employee Owner of the Year Award presented during the May 2012 Annual Conference in Washington, DC (free registration included).

Contact Information

Nominee _____

Nominee's Title/Position _____

Company Name _____

Contact Person _____ Title _____

Phone _____ Email _____

Nominated by (trustees, supervisor, board, etc.) _____

Year ESOP Established _____ ESOP Participants # _____ Stock in ESOP % _____

Type of Business _____

On additional pages, answer the following questions. DO provide details and whenever possible give specific examples. DO NOT submit photos or binders. LIMIT: nominations must be no longer than 3 pages total in addition to this form. Nominees must be in non-management or non-executive positions at the Company.

1. How has the employee-owner contributed to the increased productivity and profitability of the Company?
2. How has the employee-owner promoted the ESOP to his/her fellow employee-owners?
3. Has the employee owner participated in Chapter or national events of The ESOP Association?
4. What has the employee-owner done to promote the ESOP concept to the general community in which the Company is located?

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**Southwest Chapter of The ESOP Association
2012 Award Entry Form**

Communication Excellence

This award recognizes the benefits to ESOP companies of all sizes, achieved through their communication of the value and importance of ESOPs using a variety of media. Multiple entries from the same company are permitted. Depending upon the number of submissions and the size of the companies, winners may be selected from sub-categories such as internal communication, external communication, printed materials, websites, audio/visual, small company, large company, etc. Please nominate a specific project, not your overall communications program. Companies are also encouraged to nominate eligible communication projects for national AACE awards. Chapter winners will be announced during the 2012 Chapter Awards Dinner (March 29, Marriott Las Colinas, Irving, TX).

Contact Information

Company Name _____

Contact Person _____ Title _____

Phone _____ Email _____

Year ESOP Established _____ ESOP Participants # _____ Stock in ESOP % _____

Type of Business _____

Name of Nominated Project _____

Type of Media Submitted: Print Video Website Audio Other _____

Media is: enclosed website address _____

Communication audience: internal (company focused) external (community or customer focused)

On additional pages, answer the following questions. DO provide details and whenever possible give specific examples. DO submit the actual project (newsletter, DVD, etc.) and any materials necessary to use/understand the project (like an email introducing/explaining a new website). LIMIT: the following questions must be answered in 3 pages or less in addition to this form.

1. Provide a brief description of the media project, the goal of the project, and the intended audience. How has the employee-owner promoted the ESOP to his/her fellow employee-owners?
2. Who produced the media (employee-owners, consultants, etc.)?
3. How many people received this communication? How/when was it delivered?
4. What evidence do you have that the message was successfully received by the intended audience?

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**Southwest Chapter of the ESOP Association
2012 Award Entry Form**

Most Effective ESOP Committee

This award will be presented to an ESOP Committee that has coordinated activities to educate and motivate their fellow employee owners. The winner will be announced during the 2012 Chapter Awards Dinner (March 29, Marriott Las Colinas, Irving, TX).

Contact Information

Company Name _____

Contact Person _____ Title _____

Phone _____ Email _____

Year ESOP Established _____ ESOP Participants # _____ Stock in ESOP % _____

Type of Business _____

Name of Nominated Project _____

Committee Members # _____ Fiduciary Responsibilities? Yes No

On additional pages, answer the following questions. DO provide details and whenever possible give specific examples. DO NOT submit binders. ONE photo may be included with this nomination. LIMIT: nominations must be no longer than 3 total in addition to this form.

1. Provide a brief description of the ESOP Committee participants and their responsibilities.
2. How do Committee members become educated about ESOPs in general and the Company ESOP in particular?
3. How does the Committee educate their fellow employee-owners about the Company ESOP?
4. What does the Committee do to encourage an ownership attitude among their fellow employee-owners?
5. With regard to the general community in which the company is located, how does the Committee educate the community about ESOPs or promote the ESOP concept?

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