

2019 - 2020 CHAPTER AWARDS PROGRAM



Companies of all sizes and types are encouraged to enter!

All nominees receive recognition during the
California/Western States Chapter Conference
October 2-4, 2019
Harrah's/Harvey's, Lake Tahoe, Nevada

NOMINATION DEADLINE: FRIDAY, JUNE 7, 2019

Complete applications at www.caws-esop.org



GENERAL INFORMATION

- Entrants must be members of the California/Western States Chapter of The ESOP Association.
- You may enter nominations in multiple categories.
- The deadline to submit nominations is Friday, June 7, 2019.
- Complete award applications at www.caws-esop.org.
- With the exception of the Employee-Owner of the Year nominations, you are encouraged to upload one or two photos or other files such as brochures or flyers that support your nomination (see instructions for each award category).

AWARD WINNERS

- All nominations considered by the Awards Committee will receive recognition at the California/Western States Chapter Conference that is scheduled for October 2-4, 2019, at the Harrah's/Harvey's, South Lake Tahoe. Nominees will be listed in printed materials and recognized by the Chapter President at an event during the conference.
- Awards are presented to the winners at the awards ceremonies throughout the Chapter Conference. (Exact days and times for each category to be determined.) All companies submitting award nominations should plan to attend the Chapter Conference so they can be recognized during the awards ceremony.
- Winners receive award plaques or award certificates and make brief remarks to the conference participants.
- All Employee-Owner of the Year nominees will be recognized during the award presentation. Nominees not chosen for the Chapter Award receive certificates of recognition. All Employee-Owner of the Year nominees should plan to attend the Chapter Conference so they can be recognized.
- All Communication Excellence nominees are invited to participate in the Communications Fair during the Chapter Conference.
- National Awards: The Chapter's Employee-Owner of the Year and ESOP Company of the Year will represent the Chapter in the 2020 National competition and receive one complimentary registration for the 2020 Annual Conference in Washington, DC.

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. All nominees should plan to have a table at the Chapter Conference Communications Fair.

- Multiple entries from the same company are permitted, but companies are encouraged to submit at least one nomination every year rather than several nominations all in one year.
- Subcategories - Depending upon the number of submissions and the size of the companies, winners may be selected from subcategories such as internal communications, external communications, printed materials, websites, audio/visual, small company, large company.
- AACE Awards - Companies are encouraged to nominate eligible communication projects for national AACE awards. Please note that while the AACE award categories and the Chapter's Communication Excellence award program overlap in many regards, there are also some significant differences. For example, while the AACE categories include "Total Communications" there is no equivalent at the Chapter level. Therefore, we ask that you nominate a specific project, not your overall communications program.
- In addition to the basic contact and company information requested for all nominations, the following information must be submitted in the online entry form:
 - o Name of nominated project.
 - o Type of media submitted - print, video, website, other (specify).
 - o Media Submission – Submission of the actual project (newsletter, DVD) and any materials necessary for the Awards Committee to understand the project (like an email to your employee-owners introducing/explaining a new website).
 - o Media submission options include a link to your website and/or uploads of photos and files like brochures and other printed materials.
 - o Communication Audience - indicate whether the intended audience was Internal (company focused) or External (community or customer focused).

Answer the following questions in 2,000 words or less (cumulative for all four questions). Provide details and whenever possible give specific examples.

1. Provide a description of the media project, the goal of the project and the intended audience.
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?

EMPLOYEE-OWNER OF THE YEAR (Only one employee-owner of the year nominee may be submitted from each Company.)

This award will honor a non-management employee of an ESOP company who has taken the initiative to become an exemplary employee-owner by learning about the ESOP, helping to educate and motivate their colleagues and actively promoting an employee-ownership culture. All nominees are honored at the Chapter Conference.

- Nominees must be in non-management or non-executive positions.
- Photos or additional materials are not permitted with the Employee-Owner of the Year nominations.
- In addition to the basic contact and company information requested for all nominations, the following information must be submitted:
 - o Nominee's Title/Position and a brief job description
 - o The nominating party (ESOP Committee, supervisor, trustees, board, etc.)
- Answer the following questions in 2,000 words or less (cumulative for all four questions). Provide details and whenever possible give specific examples.
 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 where the company is located?

ESOP COMPANY OF THE YEAR

This award will be presented to an ESOP Company for its demonstrated commitment to employee-ownership and its success in maximizing the benefits of the ESOP, regardless of company size or maturity of the ESOP. All companies that submit a nomination for this award should plan to attend the Chapter Conference.

Answer the following questions in 2,000 words or less (cumulative for all four questions). Provide details and whenever possible give specific examples.

1. How has the value of the ESOP 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 where it is located?
 - Submit a maximum of two photos or other documents (optional).

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.

In addition to the basic contact and company information requested for all nominations, the following information must be submitted.

- Number of ESOP Committee Members.
- Does the Committee have any fiduciary responsibilities?
- Answer the following questions in 2,000 words or less (cumulative for all five questions). Provide details and whenever possible give specific examples.
 1. Provide a 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 where the Company is located, how does the Committee educate the community about ESOPs or promote the ESOP concept?
- Submit a maximum of two photos or other documents (optional).

BEST ESOP EVENT

This award will honor an ESOP Company that has recently sponsored an event demonstrating their commitment to employee-ownership.

- Answer the following questions in 2,000 words or less (cumulative for all six questions). Provide details and whenever possible give specific examples.
 1. Provide a description of the Event. If the Event was more than one day, explain how the different days were linked.
 2. Was this Event internal (company focused) or external (community focused)?
 3. How did the ESOP Event encourage ownership attitudes?
 4. Who initiated this Event? Who planned the activities and “staffed” the actual Event? Who attended/participated?
 5. How did this Event contribute to the broader ESOP culture in the company?
 6. Was this Event communicated to the general community where the company is located, either before or after the actual Event?
- Submit a maximum of two photos or other documents (optional).

The ESOP Association ~ California/Western States Chapter: CHAPTER AWARD WINNERS

YEAR EMPLOYEE-OWNER OF THE YEAR

2005	Teresa Farkas, Thoits Insurance
2006	Denise Dorsey, Mizu Enterprises
2007	Anne Brussok, Birkenstock Distribution USA, Inc.
2008	Julie Bedford, Mountain Hardware & Sports
2009	Bryan Simpson, New Belgium Brewing
2010	*Butch Munson, LeFiell Manufacturing Co., Inc.
2011	Monica Alamilla, Gardeners' Guild, Inc.
2012	Michael Clayson, Carl Warren & Company
2013	Jose Rojas, Recology
2014	Brian Koski, The Sleep Train, Inc.
2015	*Lauri Veverka, Entertainment Partners
2016	Marisela Miranda, Giroux Glass
2017	Stephanie Mercado, Carl Warren & Company
2018	Victor Rubio, Chatsworth Products, Inc.
2019	Ana Galvin, LeFiell Manufacturing Co., Inc.

*Winner, National Employee Owner of the Year

COMPANY OF THE YEAR

Strand Products, Inc.
Carl Warren & Company
Thoits Insurance Service, Inc.
Chatsworth Products, Inc.
**KAPCO
Entertainment Partners
Superior Farms
Caltrol, Inc.
**Carl Warren & Company
Recology
LeFiell Manufacturing Company
Mountain Hardware & Sports
Allen Construction
Entertainment Partners
KE&G Construction, Inc.
**Winner, National ESOP Company of the Year

YEAR BEST ESOP EVENT

2005	Drive Train Industries
2006	Jackson's Hardware, Inc.
2007	Carl Warren & Company
2008	Building Material Distributors, Inc.
2009	Hot Dog on a Stick
2010	KAPCO & Allen Associates
2011	KHS&S Contractors, Inc.
2012	Entertainment Partners
2013	CMC Rescue and Caltrol, Inc.
2014	AgRX
2015	Allen Construction & Entertainment Partners
2016	Dekra-Lite & Recology
2017	Jackson's Hardware
2018	Recology

MOST EFFECTIVE ESOP COMMITTEE

Hot Dog on a Stick
Mountain Hardware & Sports
Howard's Appliances, Inc.
Caltrol, Inc.
Carl Warren & Company
LeFiell Manufacturing Co.
Entertainment Partners
Harrell Remodeling & Tesco Controls
CMC Rescue
Caltrol, Inc.
Recology
HdL Companies
Bay Cities Container Corp.
Mountain Hardware & Sports

YEAR COMMUNICATION EXCELLENCE AWARDS

2012	Hot Dog on a Stick, The Sleep Train, Entertainment Partners, Rainbow Environmental
2013	AGM Container Controls, Hot Dog on a Stick
2014	Caltrol, Inc., Recology
2015	Allen Construction, Entertainment Partners & Sundt Construction
2016	H2C2 & Associates, Caltrol, Recology, CMC Rescue, Entertainment Partners, Carl Warren & Company
2017	Kapco Global, Left Hand Brewing Company, Mountain Hardware & Sports, North State Grocery
2018	Airplus of California, HdL Companies, Proponent



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Questions? Contact Jenifer McDonald, California/Western States Chapter Administrator,
at jenifer@caws-esop.org or call (916) 333-3280 | The deadline to submit nominations is Friday, June 7, 2019.