



**Employee Ownership**  
Australia *Making it your business*

## ESOP of the Year Awards

### Introduction

Employee Ownership Australia (EOA) is Australia's key non-profit and broad based organisation dedicated to the promotion and development of employee share ownership in Australia.

Each year, the EOA holds its "ESOP of the Year Awards" at its Annual Conference and Awards Night.

The Awards recognises the achievements of those companies who have successfully introduced broad-based employee share ownership plans.

The Award has the objective of promoting and publicising the benefits of broad based employee share ownership in Australia.

### Eligibility

#### Entries are invited from:

- Organisations (public and private companies) operating an employee share ownership plan
- Individuals nominating such a company, eg, as an employee or ex employee of a company
- ESOP specialists/practitioners nominating a client company with permission from the client company

### Judging

An independent judging panel will be appointed by the EOA Board. Members of the judging panel are independent of any applicant (or consultant with a client applying). The panel is responsible for selecting the finalists for each category. The panel's decision will be final and no correspondence will be entered into.

### Award Categories

There are 6 Award categories, as follows:

- 1 Most Effective and Innovative Communications Program
- 2 Best New Employee Share Plan
- 3 Best Performance in Fostering Share Ownership (Less than 1,000 employees)
- 4 Best Performance in Fostering Share Ownership (More than 1,000 employees)
- 5 Best International Share Plan
- 6 Best SME Plan/Succession Plan



## Closing Date

**Entries must be received by EOA (see contact details below) by 5pm Friday August the 10th 2018.**

## Judging Criteria

- The ESOP must be broad-based as possible
- The ESOP must be based on the ownership by employees of shares of the company within which they are employed
- The following will be considered a success factor of the plans, take up rates, good communications, employee participation and engagement outside of the plan

## Scoring

- Scores will be allocated to each entrant based on the material provided.
- The highest score achievable would be 10. The highest score wins. If two entrants have the same score, a review will be undertaken by the Judging Panel with a view to determining a winner in each category. The decision of the Judging Panel will be final.

### Entries

The entry made out in the approved format must be forwarded to the EOA by email by the due date.

Email: [info@employeeownership.com.au](mailto:info@employeeownership.com.au)

## Rules

- A company can nominate itself for an award
- Members of the Judging Panel and their companies or clients are not eligible to apply for any award
- Each entry must be made in standard form together with one copy of supporting documentation
- Entries for each award category should demonstrate how the company has met the "Judging Criteria" set out above
- Entrants should be prepared to cooperate fully with the judges in response to enquiries seeking any additional information or verification
- The decision of the judges is final
- Names of entrants who are not winners will not be released, nor will their point score
- The final point score of the winner may be released to the winner if they request it, though no explanation will be provided on aspects of the score
- Commercial sensitivity is respected
- Finalists should be prepared to be involved in any publicity surrounding the awards night. EOA reserves the right to use material for publicity purposes/case studies on the website. Entrants accept that their names maybe listed in publications about the awards
- All entries are to be received by the closing date
- No charge will be made for entries
- Entrants need not be members of the EOA although membership is encouraged
- All entries will remain the property of the EOA. No entries will be returned