



## **Award Category Descriptions**

### ***Small Business of the Year Award (1-10 Employees)***

Awarded to an outstanding business or organization with 1-10 full-time employees that, in the past year, has:

- been in operation for a minimum of one full year
- demonstrated innovative & proactive leadership within their business or industry
- demonstrated measurable success as a business and/or as an employer
- practiced good corporate citizenship
- made exceptional contributions by promoting community betterment

### ***Business of the Year Award (11-50 Employees)***

Awarded to an outstanding business or organization with 11-50 full-time employees that, in the past year, has:

- been in operation for a minimum of one full year
- demonstrated innovative & proactive leadership within their business or industry
- demonstrated measurable success as a business and/or as an employer
- practiced good corporate citizenship
- made exceptional contributions by promoting community betterment

### ***Business of the Year Award (Over 50 Employees)***

Awarded to an outstanding business or organization with over 50 full-time employees that, in the past year, has:

- been in operation for a minimum of one full year
- demonstrated innovative & proactive leadership within their business or industry
- demonstrated measurable success as a business and/or as an employer
- practiced good corporate citizenship
- made exceptional contributions by promoting community betterment

### ***Employee Engagement Award***

Awarded to a business or organization that has:

- been in operation for a minimum of one full year
- Provided training to improve the skills, knowledge, safety and/or performance of their workforce
- Reduced employment barriers and/or assists employees who are recent immigrants and/or employees with physical, communication or developmental challenges
- Increase productivity through innovative and creative programs or initiatives for their employees

### ***Environment & Sustainability Award***

Awarded to a business or organization that has:

- been in operation for a minimum of one full year
- made an outstanding commitment to sustainable development
- self-initiated environmental actions and programs beyond legislative requirements
- found energy or waste efficiencies
- provided environmental stewardship, education or innovation in the past year

### ***Health & Wellness in the Workplace Award***

Awarded to a business or organization that has achieved health and wellness in the workplace, mindful of the workplace as a determinant of health. The award recognizes employers that provide strategies, initiatives, policies and/or programs that promote, support and enhance a healthy workplace and the efforts of workers to remain healthy at work and beyond:

- Demonstrate leadership and innovation in workplace health and wellbeing with measures supporting both physical and mental health
- Provide exercise opportunities for employees while at work
- Promote awareness of a healthy lifestyle
- Protect employees through a safe physical environment
- Been in operation for a minimum of one full year

### ***Hospitality/Tourism Award***

Awarded to an outstanding business or organization that has achieved excellent in the past year through:

- Increasing awareness of the Greater KW Area as a destination and promoting tourism opportunities in the region
- exceeding customer expectations in the hospitality/tourism industry
- demonstrated measurable success and ensured sustainability moving forward in the hospitality/tourism industry
- made exceptional contributions by promoting community betterment
- been in operation for a minimum of one full year

### ***Innovation Award***

Awarded to a business or organization that has been in operation for a minimum of one full year, and has created, invented or developed an innovative product or process, that has resulted in significant and measurable increase in revenue or job creation; productivity or quality; reduction in costs; and/or improvements in service, in the following areas:

- new product(s)
- technology
- management
- manufacturing processes
- customer service

### ***Non-Profit/Charitable Award***

Awarded to an outstanding non-profit/charitable organization that has achieved excellence through any or all of:

- demonstrated innovative and proactive leadership within the organization or non-profit sector
- implemented initiatives that have resulted in significant and measureable outcomes benefiting the overall services of the organization
- developed the skills, knowledge and performance of its organization and volunteers
- been in operation for a minimum of one full year

### ***Young Entrepreneur of the Year Award***

Awarded to an individual under the age of 40 who has tackled the challenges of entrepreneurship and enterprise management. This individual:

- is under the age of 40 at the deadline for nomination ballots
- has demonstrated corporate and/or community leadership
- has operated a business for at least one year
- that has contributed to the community by:
  - creating stable employment
  - demonstrating capacity for sustainability/business longevity
  - impacting the community through good corporate citizenship

Has also demonstrated entrepreneurial ability in any of the following areas:

- new product(s) and/or customer service initiatives
- technology
- management and/or processes

***All nominees MUST be members, in good standing, of the Greater Kitchener Waterloo Chamber of Commerce and support the Chamber's mission, core values, beliefs, and goals.***