



## **2019 Business Excellence Awards 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 two full years
- 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 two full years
- 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 two full years
- 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.

### **New Business of the Year Award (<2 Years)**

Awarded to a business or startup that has:

- Been in operation for less than 2 years
- Demonstrated proactive and innovation leadership within their business or industry
- Demonstrated measureable success, growth, or promise as a business and/or as an employer
- Practiced good corporate citizenship and made exceptional contributions by promoting community betterment as an employer.

### **Employee Engagement Award**

Awarded to a business or organization that has:

- been in operation for a minimum of two full years
- 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 two full years
- 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 two full years

### **Service Excellence in Hospitality & Tourism Award**

Awarded to an outstanding business or organization that has demonstrated a commitment to providing top-quality customer service and guest experience in hospitality, tourism, and the entertainment industry. This business may have:

- Been in operation for a minimum of two full years
- Exceeded customer expectations in the hospitality and service industry, and offers a superior-quality product or service
- Been a key player in increasing awareness of the GWK area
- Demonstrated measurable success
- Made exceptional contributions by promoting community betterment

### **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 measurable 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 two full years

### **Young Professional of the Year Award**

This award is awarded to an individual under the age of 40 who has tackled the challenges of entrepreneurship and/or has demonstrated professional growth and success in their respective field of work. This individual:

- is under the age of 40 at the deadline for nomination ballots

- is an individual who is part of a member in good standing
- has demonstrated leadership within their workplace and/or within the community
- has contributed to the community through active participation in community initiatives
- or has demonstrated entrepreneurial ability and innovation 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.***