

2023 Entry Kit for



THE STEVIE® AWARDS FOR GREAT EMPLOYERS

**EXTENDED
DEADLINE**
See page 3



Complete instructions about how to prepare and submit nominations to the world's top honors for human resources professionals, the world's best organizations to work for, and the products, services, and suppliers who help to create and drive great places to work.



2023 Entry Kit for the Stevie® Awards for Great Employers



We invite your organization to submit nominations to the 2023 Stevie® Awards for Great Employers. This program recognizes the achievements of the world's best employers, in a wide variety of categories for organizations, individual human resources teams and professionals, new products and services that help to create and drive great workplaces, suppliers to the industry, and more.

All organizations worldwide are eligible to submit nominations: large and small, public and private, for-profit and non-profit. Nominations may be submitted by individuals or organizations, and must be submitted in English.

The Stevie® Award trophy, the prize that is conferred in the Stevie Awards for Great Employers and all other Stevie Award programs, is one of the world's most coveted prizes. Many of the world's largest and most famous companies have won Stevie Awards. Most of our winners each year are small and midsize companies that are still growing and building their brands, however.

This booklet explains how to prepare and submit nominations to the Stevie Awards for Great Employers. The first important step to entering is to review the categories and to choose the categories in which you'll participate.

In these pages you will find explanations of the submission requirements for all of the categories, and an outline of how to submit your entries through our website at www.StevieAwards.com/HR. All of this information is also available on the website.

We hope your organization will submit entries to the 2023 Stevie Awards for Great Employers. Please don't hesitate to contact us with your questions about how to participate.

Cordially,
Maggie Miller
President
The Stevie Awards

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2023 Entry Kit for the Stevie® Awards for Great Employers



Summary of the 2022 Awards

- ▶ [List of the 2022 Stevie Winners](#)
- ▶ [Watch the Individual Awards Presentation Clips](#)

Calendar for the 2023 Awards

| | |
|--------------------|--|
| April 27 | Early-bird entry deadline, with discounted entry fees |
| May 24 | Entry deadline |
| June 27 | Last day to submit late entries, with payment of late fee |
| May 30 - July 27 | Peer judging |
| June 29 - July 27 | Public voting in the Employer of the Year categories |
| August 3 | Stevie Award finalists notified. Gold, Silver, and Bronze Stevie-winner placements from among the finalists to be revealed at the awards banquet |
| September 18 | Awards banquet, Marriott Marquis Hotel, New York City |

FINAL DEADLINE EXTENDED TO JULY 19



Monitor Stevie® Awards Social Media for Updates to the Calendar





2023 Entry Kit for the Stevie® Awards for Great Employers



10 Reasons Why You Should Enter

- 1** Entering the Stevie® Awards for Great Employers is a cost-effective way to thank and honor your valued employees and to build or burnish your organization's brand.
- 2** The entry fees are nominal compared to the publicity boon your firm can reap when you become a Stevie winner.
- 3** Small organizations have just as much chance to win a Stevie as big companies do. Every year, world famous companies such as AT&T, IBM, Samsung, and Turkish Airlines are joined in the winners' circle by small and medium-size organizations that are still building their brands.
- 4** There are scores of categories to recognize achievement in every facet of the workplace, from the executive suite to the training room.
- 5** If you're a solution provider or product marketer, your work will be reviewed and honored by potential clients, not just your competitors.
- 6** Many of the world's top business executives will review your nominations during the judging process, and you'll have access to all of their comments about your entries—an invaluable resource.
- 7** We'll promote your win across our web site and media. We get more than 80,000 visitors to our site every month, have more than 60,000 weekly email newsletter subscribers, and many thousands of Facebook, LinkedIn, and Twitter followers.
- 8** When you win a Stevie Award you'll have the opportunity to make a 30-second acceptance speech... before an audience of executives from around the world...during an internationally-broadcast virtual awards ceremony.
- 9** The Stevie Award is one of the world's most coveted prizes. It was designed by the company that makes the Oscar® and other major awards.
- 10** As a Stevie winner you'll get a range of [free tools](#) that you can use to promote your award



Grand Stevie Award Winners

A Grand Stevie Award trophy will be awarded to the organization with the highest overall point total in the awards. The winner will be determined by a points system based on the total number of awards won in the Stevie Awards for Great Employers, with a Gold Stevie win counting for 3 points, a Silver Stevie for 2 points, and a Bronze Stevie counting for 1.5. Points cannot be counted more than once in calculating the total (i.e., points won by an agency in its client's name cannot be counted a second time in the agency's name). A second Grand Stevie Award will be presented to the nomination with the highest average score from the professional judges.

How to Submit Your Entries

After you have chosen your categories and prepared your entries according to the requirements outlined on the following pages, do the following:

- 1 Visit the website at www.StevieAwards.com/HR and click on the "Submit your entries" link on the homepage.
- 2 Follow the instructions to login to your existing entry-submission account, or to create a new one.
- 3 Within your entry-submission account, follow the instructions to create and save your first entry.
- 4 Repeat the process as necessary to create and save additional entries.
- 5 When you've created all of your entries, go to the shopping cart in your account and click the Checkout button.
- 6 Review and agree to the Terms and Conditions of Entry, and choose to pay your entry fees by credit card, check, or wire transfer.

How the Stevie Award Winners Will Be Determined

Judging of entries will be conducted from May 30 through July 27 by judging committees focused on the main category groups. Judges will be both volunteers and invitees. Many of them will be past Stevie Award winners. (For more information about past and current judges, see the [Judges](#) section of the website.) Judges' average scores will determine the Stevie Award winners, with the exception of the Employer of the Year categories. In the Employer of the Year categories, winners will be determined by a unique blending of the average scores of the judges with the votes of the general public. Each public vote will add .001 points to the judges' average; that is, one full point will be added to the average score for every 1,000 votes received from the general public.

Finalists will be notified on August 3, publicly announced on August 7, and then the Gold, Silver, and Bronze Stevie Award placements from among the finalists will be revealed during a gala awards ceremony in New York City in September.

Every category in which there is at least one nomination with a final average score of at least 7.50 out of a possible 10 will have a Gold Stevie Award winner. Otherwise, the nomination with the highest average score in a category will win the Gold Stevie Award trophy in that category. Every other nomination in the category with an average of at least 8.25 will win a Silver Stevie Award medal. Other nominations with an average score of at least 7.50 will win Bronze Stevie Award medals.

2023 Entry Kit for the Stevie® Awards for Great Employers



Selection of 2022 Stevie Winners



Entry Fees

| | Submitted by April 27 | Submitted by May 24 | Submitted After May 24 |
|---|-----------------------|---------------------|------------------------|
| Employer of the Year Categories | \$490 | \$535 | \$590 |
| COVID-19 Response Categories | \$490 | \$535 | \$590 |
| HiBob Sponsored Categories | \$0 | \$0 | \$0 |
| HR Achievement Categories | \$490 | \$535 | \$590 |
| HR Individual Categories (categories C01, C02, and L05 only. Other Individual categories are free, but the \$55 late fee will apply for them after May 24.) | \$265 | \$310 | \$365 |
| Solution Provider Categories | \$490 | \$535 | \$590 |
| HR Team Categories | \$490 | \$535 | \$590 |
| Solutions, Implementations, and Training Programs or Media Categories | \$490 | \$535 | \$590 |
| Thought Leadership Categories (categories L01-L04 only) | \$490 | \$535 | \$590 |

Payment may be made by credit card, check or wire transfer. We accept American Express, Mastercard, and Visa. Payment by check must be made in U.S. dollars by check or draft drawn on a U.S. bank payable to Stevie Awards, Inc. Non-U.S. bank checks will be returned. Please note the name of the entering organization on your check or draft.

For wire transfers to our bank, write to help@stevieawards.com for instructions.

No refunds will be made after May 24, 2023.



2023 Entry Kit for the Stevie® Awards for Great Employers



2023 Categories

The following is a list of all categories in the Stevie Awards for Great Employers. The categories are grouped by type. The submission requirements for each type of category are listed at the beginning of each group.

Employer of the Year Categories

These categories recognize the world's best employers since the beginning of 2021. Stevie® Award winners will be determined by a unique blending of the votes of employees and the general public, and the scores of industry experts. Nominees in these categories will receive instructions about how to encourage their employees, customers, fans and followers to vote for them.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

Information to be submitted online for entries in these categories in the 2023 competition include:

- 1** Written answers to the following questions, describing the nominated organization's achievements since January 1, 2021, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. Briefly describe the nominated organization: its history and past performance (up to 200 words). *Required*
 - b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*
- 2** **Optional (but highly recommended)**, add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.

- A01. Employer of the Year—Advertising, Marketing, & Public Relations
- A02. Employer of the Year—Aerospace & Defense
- A03. Employer of the Year—Automotive & Transport Equipment
- A04. Employer of the Year—Banking
- A05. Employer of the Year—Business & Professional Services (includes accounting, consulting, legal and other services)
- A06. Employer of the Year—Computer Hardware
- A07. Employer of the Year—Computer Software
 - a. Up to 250 Employees
 - b. More Than 250 Employees
- A08. Employer of the Year—Computer Services
- A09. Employer of the Year—Conglomerates
- A10. Employer of the Year—Consumer Products—Durables
- A11. Employer of the Year—Consumer Products—Non-Durables
- A12. Employer of the Year—Consumer Services
- A13. Employer of the Year—Diversified Services
- A14. Employer of the Year—Electronics
- A15. Employer of the Year—Energy
- A16. Employer of the Year—Financial Services
- A17. Employer of the Year—Food & Beverage
- A18. Employer of the Year—Health Products & Services
- A19. Employer of the Year—Hospitality & Leisure
- A20. Employer of the Year—Industrial (including chemicals, materials & construction, metals & mining and other heavy industries)
- A21. Employer of the Year—Insurance
- A22. Employer of the Year—Manufacturing
- A23. Employer of the Year—Media or Entertainment
- A24. Employer of the Year—Non-Profit or Government Organizations
- A25. Employer of the Year—Pharmaceuticals
- A26. Employer of the Year—Real Estate
- A27. Employer of the Year—Retail
- A28. Employer of the Year—Telecommunications
- A29. Employer of the Year—Transportation
- A30. Employer of the Year—Utilities
- A31. Employer of the Year—Other Industries





COVID-19 Response Categories

These special categories were created to honor the contributions of HR individuals, teams, and entire organizations that have worked valiantly over the year to keep employees safe, healthy, employed, paid, and informed.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

The information requirements for entries in these categories in the 2023 competition include:

- 1** Written answers to the following questions, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. Outline the organization’s or individual’s work during the COVID-19 pandemic, to ensure that employees are safe, employed, and/or informed, that you wish to bring to the judges’ attention (up to 250 words). *Required*
 - b. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Required*
- 2** **Optional (but highly recommended)**, add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.



- K01. Most Valuable Employer During COVID-19**
This category will recognize the achievements of employers during the COVID-19 pandemic to keep their employees working, paid, safe, and informed.
- K02. Most Valuable HR Team During COVID-19**
This category will recognize the achievements of human resources teams during the COVID-19 pandemic to keep their organization’s employees working, paid, safe, and informed.
- K03. Most Valuable HR Professional During COVID-19**
This category will recognize the achievements of individual human resources professionals during the COVID-19 pandemic to keep their organization’s employees working, paid, safe, and informed.
- K04. Most Innovative Work-From-Home Plan During COVID-19**
This category will recognize innovative work-at-home plans developed and deployed by employers during the COVID-19 pandemic.
- K05. Most Innovative Workplace Redesign During COVID-19**
This category will recognize innovative redesigns of workplaces during the COVID-19 pandemic to keep employees, customers, and others safe and productive.
- K06. Most Innovative Use of HR Technology During the Pandemic**
This category will recognize innovative new uses of existing HR-related technology, programs, and media during the COVID-19 pandemic to keep employees productive, trained, informed, or safe.



2023 Entry Kit



HiBob Sponsored Categories - *New for 2023.*

Sponsored by



Only HiBob customers may submit nominations to these categories, for which there are no entry fees. Note that the terms of entry for these categories are different from other categories in the competition. Submission to the HiBob-sponsored categories will be shared with HiBob staff, and may be used as the basis of HiBob customer case studies in the future.

The information requirements for entries in these categories in the 2023 competition include:

- 1** Written answers to the following questions, describing the nominated achievements since January 1, 2021, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. Briefly describe the nominated team or organization: its history and past performance (up to 200 words). *Required*
 - b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*
- 2** **Optional (but highly recommended)**, add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.

M01. Best Use of Bob for Creating a Winning Global Company Culture

M02. Best Use of Bob for Supporting DEI&B

M03. Best Use of Bob for Impacting the Employee Lifecycle

M04. Best Use of Bob for Workforce Planning



HR Achievement Categories

These categories recognize specific achievements - team or organizational - since the beginning of 2021.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

The information requirements for entries in these categories in the 2023 competition include:

- 1** **Written answers to the following questions, describing the nominated achievements since January 1, 2021, OR a video of up to five (5) minutes in length that answers all of the same questions:**
 - a. Briefly describe the nominated team or organization: its history and past performance (up to 200 words). *Required*
 - b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

- 2** **Optional (but highly recommended),** add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.

B01. Achievement in Accessibility

Recognizing notable single achievements, or a series of achievements, related to learning programs that incorporate global accessibility standards, which make the learning accessible to audiences with disabilities.

B02. Achievement in Benefits Design and Administration

Recognizing notable single achievements, or a series of achievements, related to benefits design and/or administration since the beginning of 2021.

B03. Achievement in Certification Programs

Recognizing notable single achievements, or a series of achievements, related to learning programs that were specifically designed as certification programs.

B04. Achievement in Coaching and Mentoring

Recognizing notable single achievements, or a series of achievements, related to workplace programs and approaches to mentoring, knowledge sharing, and structured social learning at an enterprise or group level, that create(d) positive organizational outcomes.

B05. Achievement in Compensation Design and Administration

Recognizing notable single achievements, or a series of achievements, related to compensation program design and/or administration since the beginning of 2021.



B06. Achievement in Competencies and Skill Development or Management
Recognizing notable single achievements, or a series of achievements, related to a workplace development program designed to support a competency and/or skill development need within an organization.

B07. Achievement in Compliance Training
Recognizing notable single achievements, or a series of achievements, related to learning programs that were specifically designed to address a compliance-driven learning objectives.

B08. Achievement in Customer Training
Recognizing notable single achievements, or a series of achievements, related to customer-training programs that have obtained desirable results connected to the program goals and improved business outcomes.

B09. Achievement in Diversity and Inclusion
Recognizing notable single achievements, or a series of achievements, related to workplace or workforce diversity and/or inclusion since the beginning of 2021.

B10. Achievement in Employee Engagement
Recognizing notable single achievements, or a series of achievements, related to employee engagement or motivation since the beginning of 2021.

B11. Achievement in Employee Relations
Recognizing notable single achievements, or a series of achievements, related to employee relations since the beginning of 2021.

B12. Achievement in Executive Development
Recognizing notable single achievements, or a series of achievements, related to best practices in developing executives. Executive development should impact the business, specifically lagging and leading indicators including significant KPIs in all talent lifecycle processes as well as key business KPIs.

B13. Achievement in Extended Enterprise Learning Programs
Recognizing notable single achievements, or a series of achievements, related to learning programs that were designed for an audience other than internal employees.

B14. Achievement in HR Technology
Recognizing notable single achievements, or a series of achievements, related to the design, development, deployment, and/or administration of HR-related systems or technologies since the beginning of 2021.

B15. Achievement in Human Resources Administration
Recognizing notable single achievements, or a series of achievements, related to the administration of an organization's total HR organization since the beginning of 2021.

B16. Achievement in Internal Communications
Recognizing notable single achievements, or a series of achievements, related to internal communications programs or campaigns since the beginning of 2021.

B17. Achievement in Leadership Development
Recognizing notable single achievements, or a series of achievements, related to best practices in developing and delivering an effective leadership development program since the beginning of 2021.

B18. Achievement in Leadership Development for Racial/Ethnic Minorities
Recognizing notable single achievements, or a series of achievements, related to best practices in developing and delivering an effective leadership development program for members of ethnic or racial minorities since the beginning of 2021.

B19. Achievement in Leadership Development for Women
Recognizing notable single achievements, or a series of achievements, related to best practices in developing and delivering an effective leadership development program for women since the beginning of 2021.



B20. Achievement in Learning Measurement

Recognizing notable single achievements, or a series of achievements, related to workplace learning measurement programs that assess the learning outcomes and organizational impact of a learning program or learning function.

B21. Achievement in Learning Technology Implementation

Recognizing notable single achievements, or a series of achievements, related to learning technology implementations that led to positive organization outcomes since the beginning of 2021.

B22. Achievement in Machine Learning and AI

Recognizing notable single achievements, or a series of achievements, related to a workplace-learning program that is innovative and drives positive organization outcomes.

B23. Achievement in Managing a Remote Workforce

Recognizing organizations' strategies for managing remote workforces and how the strategies were effectively implemented since the beginning of 2021.

B24. Achievement in New Employee Onboarding

Recognizing notable single achievements, or a series of achievements, related to the onboarding, assimilation, and training of new employees since the beginning of 2021.

B25. Achievement in Performance Management

Recognizing notable single achievements, or a series of achievements, related to workplace strategies and approaches to managing performance of an organization's workforce that supports improved employee performance and positive organizational outcomes.

B26. Achievement in Recruitment

Recognizing notable single achievements, or a series of achievements, related to an organization's new-employee or executive recruitment efforts since the beginning of 2021.

B27. Achievement in Succession and Career Management

Recognizing notable single achievements, or a series of achievements, related to workplace strategies and approaches to managing career succession of an organization's leadership, key talent, employee workforce that support an organizational vision and create positive organizational outcomes

B28. Achievement in Talent Management Technology Implementation

Recognizing notable single achievements, or a series of achievements, related to workplace-talent management technology implementation(s) that led to positive organizational outcomes.

B29. Achievement in Workforce Development and Learning

Recognizing notable single achievements, or a series of achievements, related to workforce learning or training since the beginning of 2021.

B30. Achievement in Workplace Design

Recognizing the design of workplaces that promote engagement, productivity, and employee wellbeing. There is no eligibility timeframe for this category - it doesn't matter when the workplace's current design or configuration was established.

- a. for up to 10 employees
- b. for up to 100 employees
- c. for more than 100 employees - single location
- d. for more than 100 employees - multiple locations

B31. Achievement in Workplace Health & Wellbeing

Recognizing notable single achievements, or a series of achievements, related to an organization's efforts to promote and protect workforce health and wellbeing since the beginning of 2021.

B32. Achievement in Workplace Safety & Compliance

Recognizing notable single achievements, or a series of achievements, related to an organization's programs to promote workforce compliance and workplace safety since the beginning of 2021.



B33. Best CSR Strategy

Recognizing organizations that have embedded corporate social responsibility throughout the organization, in particular through its people. Entrants should demonstrate the role HR has played in the strategy and execution of CSR initiatives since the beginning of 2021.

B34. Best Employee Value Proposition (EVP)

This category will recognize best practices in developing a formalized approach to EVP since the beginning of 2021.

B35. Best Launch of a Corporate Learning University

This category will recognize effective launches and implementations of Corporate Learning Universities that have demonstrated positive learning outcomes and performance since the beginning of 2021.

B36. Best Leadership Development Program

Recognizing organizations for their leadership development programs and initiatives since the beginning of 2021.

B37. Best Learning & Development Strategy

Recognizing organizations' learning and development strategies, developed or deployed since the beginning of 2021, that invest effectively in the development of their people across an entire organization. Entrants should include details about the business need, what the strategy entails, and how it was communicated to the workforce.

B38. Best Results of a Learning Program

Recognizing workplace-learning programs that have obtained desirable results connected to the program goals and improved business outcomes.

B39. Best Reward & Recognition Strategy

Recognizing organizations' for their work since the beginning of 2021 to closely align a benefits, reward and/or recognition strategy to business objectives in order to incentivize and enhance productivity. Examples of initiatives that could be entered in this category include: the introduction of a new approach to benefits, a new employee and team recognition strategy, impressive work around reducing a gender

pay gap, or the introduction of a new pay structure that's achieved strong results in terms of productivity, attraction and/or retention.

B40. Best Strategy for a Corporate Learning University

Recognizing organizations for their well-defined strategies that have demonstrated positive learning outcome and performance since the beginning of 2021.

B41. Best Talent Acquisition Process

Recognizing organizations for their best practices in the process of hiring.

B42. Best Talent Management Strategy

Recognizing talent management strategies developed or deployed since the beginning of 2021. Entrants should give details of how their organization defines and spots talent, where responsibility for managing talent sits, how they deliver appropriate development opportunities, and how they monitor and measure the success of implementation and outcomes.

B43. Best Team Development Program

Recognizing excellence in development for an entire executive team, management team or cross-functional team rather than the development of an individual.

B44. Best Transformation Strategy

Recognizing organizations that have completed a successful people-focused business transformation program since the beginning of 2021. Areas that will be assessed include making the business case for change, its communication, implementation and measurement. Entries can include those where external interim resources have been brought in to achieve a positive outcome and successful merger and acquisition programs.

B45. Best Use of Blended Learning

Recognizing outstanding learning programs since the beginning of 2021 that use(d) two or more delivery methods.



B46. Best Use of Games and Simulations for Learning

Recognizing learning programs since the beginning of 2021 that effectively use(d) one or both of the following:

- one or several gaming components in the course of an overall learning program
- one or several simulation models that illustrate a real-world example or experience

B47. Best Use of Mobile Learning

Recognizing learning programs since the beginning of 2021 that include(d) content on portable devices such as smart phones, tablets, music players, hand-held computers, GPS devices, and other mobile tools.

B48. Best Use of People Analytics

Recognizing organizations and teams for their use of people analytics since the beginning of 2021 to drive the development of business strategy.

B49. Best Use of Performance Support

Recognizing workplace-learning programs that since the beginning of 2021 provide(d) snippets of information and help at the point of need to aid performance.

B50. Best Use of Social Collaborative Learning

Recognizing workplace-learning programs since the beginning of 2021 in which learners use(d) social tools to create and share content. (In social learning the learners connect with each other and create and share content using tools such as blogs, wikis, communities, and other collaborative tools.)

B51. Best Use of Video for Learning

Recognizing workplace-learning programs since the beginning of 2021 that include(d) video content on learners' computers or mobile devices.

B52. Best Use of Virtual Worlds for Learning

Recognizing workplace-learning programs since the beginning of 2021 that include(d) the use of a virtual world, such as Second Life, for learning.

B53. Best Youth Employment Strategy

Recognizing organizations and teams that have gone above and beyond in creating a youth employment strategy that offers opportunities to young people from a range of backgrounds. Strategies could include apprenticeships, traineeships, graduate schemes, internships, and work experience programs.

B54. Leading Transformation Award

This category covers organizations that have completed a successful people-focused business transformation program. Areas that will be assessed include making the business case for change, its communication, implementation, and measurement. Entries can include those where external interim resources have been brought in to achieve a positive outcome and successful merger and acquisition programs.

B55. Most Innovative Deployment of HR Technology

Recognizing organizations and teams for their use of technology, since the beginning of 2021, to move HR forward. It could be via the application of HR software and analytic systems, online recruitment, or an e-learning program.

B56. Most Innovative Leadership Program

Recognizing organizations and teams for their innovative leadership-development programs that drive positive organizational outcomes.

B57. Most Innovative Learning and Development Program

Recognizing organizations and teams for their innovative workplace-learning and development programs that drive positive organizational outcomes.

B58. Most Innovative Talent Acquisition Program

Recognizing organizations and teams for their innovative talent acquisition programs that drive positive organizational outcomes.

B59. Most Innovative Talent Management Program

Recognizing organizations and teams for innovative aspects of their talent management programs since the beginning of 2021.



HR Individual Categories

These categories recognize the achievements of individual professionals since the beginning of 2021.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

Information to be submitted online for entries in these categories in the 2023 competition include:

- 1** Written answers to the following questions, describing the nominated individual's achievements since January 1, 2021, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. Briefly describe the nominated individual: history and past performance (up to 200 words). *Required*
 - b. Outline the nominee's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

- 2** **Optional (but highly recommended)**, add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.

C01. People-Focused CEO of the Year
Recognizing the top organizational executives who best demonstrate a commitment to making their organizations great employers.

C02. Chief Human Resources Officer of the Year
Recognizing the achievements of organizations' top human resources executives.

C03. Chief Happiness Officer of the Year
Recognizing the achievements of executives who focus on the happiness and wellbeing of organizations' employees.
There is no entry fee for this category.

C04. Chief Learning Officer of the Year
Recognizing the achievements of executives who focus on the training and skills- and knowledge-advancement of organizations' employees.
There is no entry fee for this category.



- C05. Human Resources Executive of the Year**
Recognizing the achievements of HR executives at the VP level or higher. **There is no entry fee for this category.**
- C06. Benefits or Payroll Professional of the Year**
Recognizing the achievements of individual professionals in benefits or payroll administration. **There is no entry fee for this category.**
- C07. Compliance & Safety Professional of the Year**
Recognizing the achievements of individual professionals in the design and delivery of compliance and workplace safety programs. **There is no entry fee for this category.**
- C08. Employee Relations Professional of the Year**
Recognizing the achievements of individual employee relations professionals. **There is no entry fee for this category.**
- C09. Human Resources IT Professional of the Year**
Recognizing the achievements of individual professionals in HR systems development, installation, and maintenance. **There is no entry fee for this category.**
- C10. Human Resources Professional of the Year**
Recognizing the achievements of non-executive HR professionals. **There is no entry fee for this category.**
- C11. Internal Communications Professional of the Year**
Recognizing the achievements of individuals who specialize in internal communications. **There is no entry fee for this category.**
- C12. Learning or Training Professional of the Year**
Recognizing the achievements of individual professionals in training or corporate learning. **There is no entry fee for this category.**



- C13. Onboarding Professional of the Year**
Recognizing the achievements of individual professionals who work in new employee orientation and assimilation. **There is no entry fee for this category.**
- C14. Recruiting or Talent Acquisition Professional of the Year**
Recognizing the achievements of individual recruiters. **There is no entry fee for this category.**
- C15. Rising HR Star of the Year**
Recognizing the achievements of human resources professionals under the age of 30. **There is no entry fee for this category.**
- C16. Technical Recruiting Professional of the Year**
Recognizing the achievements of individual technical recruiters. **There is no entry fee for this category.**



HR Team Categories

These categories recognize the achievements of HR-related teams since the beginning of 2021.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

The information requirements for entries in these categories in the 2023 competition include:

- 1** **Written answers to the following questions, describing the nominated team's achievements since January 1, 2021, OR a video of up to five (5) minutes in length that answers all of the same questions:**
 - a. Briefly describe the nominated team: its history and past performance (up to 200 words). *Required*
 - b. Outline the team's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*
 - 2** **Optional (but highly recommended),** add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.
- E01. Benefits or Payroll Administration Team of the Year**
Recognizing the achievements of benefits and/or payroll administration teams since the beginning of 2021.
 - E02. Compliance or Safety Team of the Year**
Recognizing the achievements of compliance or safety teams since the beginning of 2021.
 - E03. Employee Relations Team of the Year**
Recognizing the achievements of employee relations teams since the beginning of 2021.
 - E04. Engagement/Happiness Team of the Year**
Recognizing the achievements of employee engagement/happiness teams since the beginning of 2021.
 - E05. HR IT Team of the Year**
Recognizing the achievements of human resources IT teams since the beginning of 2021.
 - E06. Internal Communications Team of the Year**
Recognizing the achievements of internal communications teams since the beginning of 2021.
 - E07. Learning/Training Team of the Year**
Recognizing the achievements of learning or training teams since the beginning of 2021.
 - E08. Onboarding Team of the Year**
Recognizing the achievements of onboarding or orientation teams since the beginning of 2021.
 - E09. Recruiting or Talent Acquisition Team of the Year**
Recognizing the achievements of recruiting or talent acquisition teams since the beginning of 2021.
 - E10. Human Resources Team of the Year - Other**
Recognizing the achievements of HR teams, since the beginning of 2021, that are not addressed by one of the other HR team categories.



Solutions, Implementations, and Training Programs or Media Categories

These categories recognize HR-related products solutions, implementations, and training programs or media since the beginning of 2021.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

SOLUTIONS & IMPLEMENTATIONS

The first in each pair of categories is for product or service solutions issued since the beginning of 2021. Both new and new-version solutions may be nominated. The second in each pair of categories is for implementations of those solutions.

If you are the producer of a new or new-version solution, you'll want to nominate it in the *first* category of the pair. If you're the end user of a solution and want to nominate your implementation of it, you'll want to nominate in the *second* category of the pair.

The information requirements for entries in these categories in the 2023 competition include:

- 1** Written answers to the following questions, describing the nominated solution or implementation since January 1, 2021, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. If you are nominating a brand-new product, state the date on which it was released. If you are nominating a new version of an existing product, state the date on which the update was released. If you are nominating an implementation, state the date on which the implementation was completed. *Required*
 - b. Describe the features, functions, and benefits of the nominated product, service, or implementation (up to 350 words). *Required*

- c. For the nomination of a product or service, outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. (up to 350 words). *Required*
For the nomination of an implementation, outline the need or problem that was identified, why the solution was chosen, how the solution was implemented, and the results of your implementation to date (up to 350 words). *Required*
- d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

- 2** **Optional (but highly recommended)**, add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, or images, for example.

- F01. 360 Degree Feedback Solution - New or New-Version
- F02. 360 Degree Feedback Solution - Implementation
- F03. Applicant Assessment or Tracking Solution - New or New-Version
- F04. Applicant Assessment or Tracking Solution - Implementation
- F05. Attendance Tracking Solution - New or New-Version
- F06. Attendance Tracking Solution - Implementation
- F07. Benefits Management Solution - New or New-Version
- F08. Benefits Management Solution - Implementation
- F09. Compensation Management Solution - New or New-Version
- F10. Compensation Management Solution - Implementation



- F11. Course Authoring Solution - New or New-Version
- F12. Course Authoring Solution - Implementation
- F13. Employee Engagement Solution - New or New-Version
- F14. Employee Engagement Solution - Implementation
- F15. Employee Recognition Solution - New or New-Version
- F16. Employee Recognition Solution - Implementation
- F17. Employee Scheduling Solution - New or New-Version
- F18. Employee Scheduling Solution - Implementation
- F19. HR Reporting Solution - New or New-Version
- F20. HR Reporting Solution - Implementation
- F21. Human Capital Management Solution - New or New-Version
- F22. Human Capital Management Solution - Implementation
- F23. Human Resource Information System - New or New-Version
- F24. Human Resource Information System - Implementation
- F25. Human Resource Management System - New or New-Version
- F26. Human Resource Management System - Implementation
- F27. Job Board Solution - New or New-Version
- F28. Job Board Solution - Implementation
- F29. Learning Management Solution - New or New-Version
- F30. Learning Management Solution - Implementation
- F31. Onboarding Solution - New or New-Version
- F32. Onboarding Solution - Implementation
- F33. Payroll Management Solution - New or New-Version
- F34. Payroll Management Solution - Implementation
- F35. Performance Appraisal Solution - New or New-Version
- F36. Performance Appraisal Solution - Implementation
- F37. Performance Management Solution - New or New-Version
- F38. Performance Management Solution - Implementation
- F39. Remote Workforce Management Solution - New or New-Version
- F40. Remote Workforce Management Solution - Implementation

- F41. Self-Service HR Solution - New or New-Version
- F42. Self-Service HR Solution - Implementation
- F43. Talent Management Solution - New or New-Version
- F44. Talent Management Solution - Implementation
- F45. Time and Expense Solution - New or New-Version
- F46. Time and Expense Solution - Implementation
- F47. Workforce Management Solution - New or New-Version
- F48. Workforce Management Solution - Implementation

TRAINING PROGRAMS OR MEDIA

May be blended, instructor-led, microlearning, video or web-based.

Information to be submitted online for entries in these categories in the 2023 competition include:

- 1 Written answers to the following questions, describing the nominated training program or media issued since January 1, 2021, **OR** a video of up to five (5) minutes in length that answers all of the same questions:
 - a. If this is a brand-new product, state the date on which it was released. If this is a new version of an existing product, state the date on which the update was released. *Required*
 - b. Describe the features, functions, and benefits of the nominated program or media (up to 350 words). *Required*
 - c. Outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable (up to 350 words). *Required*

- d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

2 Optional (but highly recommended), add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, user testimonials, press releases, videos, or images, for example.

- F50. Brand Training
- F51. Compliance Training
- F52. Consumer Education Training
- F53. Diversity or Sensitivity Training
- F54. Interpersonal Skills Training
- F55. Leadership Training
- F56. Literacy Training
- F57. Managerial Training
- F58. New Hire Training
- F59. Problem-Solving Training
- F60. Product Training
- F61. Professional or Legal Training
- F62. Quality Training
- F63. Safety Training
- F64. Sales Training
- F65. Skills Training
- F66. Systems Training
- F67. Technical Training
- F68. Other



CURATED TRAINING PLATFORM OF THE YEAR

Information to be submitted online for entries in these categories in the 2023 competition include:

1 Written answers to the following questions, describing the nominated curated training platform since January 1 2021, OR a video of up to five (5) minutes in length that answers all of the same questions:

- a. State the date on which the nominated curated training platform was first made available to learners. *Required*
- b. Describe the features, functions, and benefits of the nominated curated training platform (up to 350 words). *Required*
- c. Outline the performance, learner reception, and customer satisfaction with the nominated training platform to date. Include some user testimonials, if applicable. (up to 350 words). *Required*
- d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

2 Optional (but highly recommended), add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, user testimonials, press releases, videos, or images, for example.

- F70. Consumer
- F71. Industrial/Technical
- F72. Managerial/Professional
- F73. Technology
- F74. Other



Solution Provider Categories

These categories recognize the achievements, since the beginning of 2021, of the providers of solutions that help to create and drive great places to work.

Nominations that won in the 2022 Stevie Awards for Great Employers may be resubmitted for consideration in the 2023 awards. If they have been updated with recent achievements, they may be submitted to the same categories in which they won. If they have not been updated, they must be submitted to categories different from those in which they won.

The information requirements for entries in these categories in the 2023 competition include:

- 1** **Written answers to the following questions, describing the nominated organization's achievements since January 1, 2021, OR a video of up to five (5) minutes in length that answers all of the same questions:**
 - a. Briefly describe the nominated organization: its history and past performance (up to 200 words). *Required*
 - b. Outline the organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*
 - 2** **Optional (but highly recommended),** add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.
- D01. Business Acumen & HR Strategy Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for diversity services, management consulting, outplacement, outsourcing, and relocation, among others.
 - D02. Employee Relations Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for arbitration/mediation/dispute resolution, awards and motivation, employee engagement, performance appraisal and management, and employee surveys, among others.
 - D03. Global HR Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for cultural awareness/cultural competence, global employment law, global outsourcing, and global relocation, among others.
 - D04. Health, Wellness and Safety Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for drug and alcohol treatment or testing, health promotion, recreation, safety, security, or wellness, among others.
 - D05. HR Technology Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for human resources-related systems, software or analytics.
 - D06. Leadership or Skills Development Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for assessment tools, certificate programs, distance learning, leadership development, or training materials, among others.
 - D07. Talent Acquisition & Retention Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for applicant assessment or tracking, background investigations, executive search, recruitment, recruitment advertising, or temporary staffing, among others.
 - D08. Total Rewards Solution Provider of the Year**
Recognizing the achievements of providers to the industry of solutions for child or dependent care, insurance, pensions/retirement benefits, and wage and salary administration, among others.



Thought Leadership Categories

These categories recognize HR-related thought leadership since the beginning of 2021.

Nominations that won in the 2022 competition may be resubmitted in 2023. If they have been updated, they may be resubmitted to the same category in which they won in 2022. If they have not been updated, they must be submitted to a different category from which they won in 2022.

Information to be submitted online for entries in these categories in the 2023 competition include:

- 1** **Written answers to the following questions, describing the nominated organization's or individual's achievements since January 1, 2021, OR a video of up to five (5) minutes in length that answers all of the same questions:**
 - a. Briefly describe the nominated organization or individual: its/their history and past performance (up to 200 words). *Required*
 - b. Outline the organization's or individual's thought leadership-related achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). *Required*
 - c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's or individual's past performance (up to 250 words). *Required*
 - d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). *Optional*

- 2** **Optional (but highly recommended),** add to your entry up to 10 webpage links and up to 10 document uploads to support your case to the judges. These might be press articles, press releases, videos, work samples, internal or external reviews, or employee feedback, for example.

L01. Achievement in Thought Leadership Skills

Recognizing notable single achievements or a series of achievements related to the development of thought leadership skills across the organization.

L02. Achievement in Thought Leadership Talent

Recognizing notable single achievements or a series of achievements related to the integration of thought leadership into talent plans and career pathing across the organization.

L03. Achievement in Thought Leadership for Recruitment

Recognizing notable single achievements or a series of achievements related to development of the employer brand through thought leadership.

L04. Achievements in Internal Thought Leadership

Recognizing notable single achievements or a series of achievements for internal uses of thought leadership by HR.

L05. HR Thought Leader of the Year

Recognizing the achievements of individuals who have been leading voices - through their insights and advocacy - in the field of HR.

Entry Preparation Tips

1. Write Your Entries Offline Before Submitting Them

Write your entries offline so that you have a permanent record of them. It will then take just a few minutes to submit them through our easy-to-use online submission system. Don't write your entries spontaneously online—if something goes wrong with your computer or there's a momentary glitch in our online system, your work may be lost.

2. Include Supporting Materials and Links

For most categories, attaching supporting files or web URLs to your entries is optional. But we strongly recommend that if you have no other materials to append to your entry, you at least provide the URL to your organization's website, so that the judges have access to some additional, basic information about your organization

3. Focus on Achievements During the Eligibility Period

The eligibility period for the 2023 Stevie® Awards for Great Employers extends from January 1, 2021 through June 27, 2023 (the last day that entries will be accepted). While your entries may make reference to achievements from before this period, they should focus extensively on achievements during the eligibility period. The judges will not give high scores to your entries if they don't.

4. How to Submit Entries for Multiple Clients

If you're a PR or marketing agency and you want to submit entries on behalf of multiple clients, you don't have to create separate entry-submission accounts in our online system for each client. Instead, create one account in your agency's name, with your agency's contact information and description in the account. Then begin each entry's title with the name of the client; for example, "ABC Company: Jane Smith, CEO" or "XYZ Company: The XYZ Company Website." That will be our cue that you intended to submit the entries in your clients' names, and we'll know that if they're recognized as Stevie winners the awards should be presented to your clients, not your agency.



5. Test Your Links

If you include links to online videos, images, or other supporting materials with your entries, test your links before you submit your entries. Preview an entry before you submit it, and click your links in it to ensure that they are valid and will present to the judges the content you would like them to see.

6. Video Entries and Other Media Materials

When you attach materials to your entries for judges' review, consider that judges have only a few minutes to review and rate each entry. They do not have time to wait many minutes to download materials from Hightail, Dropbox, Box.com, or similar services. Your attachments should be directly downloadable and immediately accessible to judges. If you want the judges to review a video, we prefer that you provide a link to a hosted version on YouTube, Vimeo, or a similar service that will begin to play instantaneously when a judge wants to access it. If you absolutely cannot do that, we encourage you to upload your video file to our server.

7. Giving Titles to Your Entries

When titling your entries, it is not necessary to include the category name in the title—the category will be very apparent to judges when they review your entries. When titling the nomination of an individual person, the ideal title is just the person's name and job title, such as "Jane Doe, President." Unless you have other text that qualifies the nomination in a meaningful way, keep it simple.

Rules and Terms & Conditions of the Competition

The following are the terms and conditions of entry to the 2023 Stevie® Awards for Great Employers. By submitting entries to the competition you assent that you have read and agree to abide by these terms and conditions.

Entry Fees

Entry Fees differ per category and are listed on the awards web site. Entry fees must be paid before entries will be submitted to judges for review. You may withdraw one or more entries from the competition and receive a refund of entries fees paid for those entries through May 24, 2023. After that date entries may still be withdrawn, but no refunds will be issued. If for extraordinary circumstances after May 24 we must submit your entries for judging before entry fees are paid, your entries will be nonrevokable and entry fees will be payable.

Acceptance of Stevie Awards Correspondence

Every entrant has a designated point of contact: a person with whom we communicate about the disposition of entries submitted. We will send regular email correspondence to your organization's point of contact, especially after Stevie Award finalists are announced in August 2023. Your organization's point of contact agrees to:

- Whitelist the email address help@stevieawards.com, from which most of our email correspondence will come
- Read all email correspondence from us promptly and respond as requested or required

Maintenance of Your Entry Account Information

Your organization's entry-submission account on the Stevie Awards for Great Employers website, through which your entries are submitted, will contain the contact information for your point of contact, including that person's name, postal mailing address, email address, and telephone number. Your organization's point of contact agrees to maintain the information in this entry-submission account and update it if and when necessary.

Final Decision

In the event of a dispute as to the category in which an entry(s) will be judged, the decision of the Stevie Awards staff will prevail. Judges may recommend that an entry be switched to a different category, and at their discretion Stevie Awards staff may change an entry's category.

Disposition of Submitted Materials

Any offline materials submitted as part of your entries will not be returned.

Confidentiality of Entries

Only Stevie Awards staff and judges will have access to entry materials. Otherwise only Gold Stevie-winning entries will be published (see below) after those winners first have the opportunity to redact confidential information from them, or decline publication entirely. The only exception to this term is that nominations to the HiBob-sponsored Categories, which only HiBob customer may enter, will be shared with HiBob staff, and may be used in future HiBob customer case studies.

Payment of Shipping Fees

Gold, Silver, and Bronze Award winners who are not represented at the September 18 awards banquet in New York City to accept their award(s) will be offered the opportunity to opt-in to pay shipping fees to receive their physical awards. Those who do not opt-in will still be winners in good standing, but will not be shipped their awards. Shipping fees payable will be as follows:

Shipments within the U.S.A.

- U.S. \$40 per Gold Stevie Award trophy
- U.S. \$18 per Silver or Bronze Medal

Shipments to Canada

Trophies will be shipped by FedEx International Economy, DHL Express, or UPS and fees include all customs fees and taxes

- U.S. \$90 per Gold Stevie Award trophy
- U.S. \$38 per Silver or Bronze Medal

Shipments to All Other Nations

Trophies will be shipped by FedEx International Economy, DHL Express, or UPS and fees include all customs fees and taxes

- U.S. \$325 per Gold Stevie Award trophy
- U.S. \$45 per Silver or Bronze Medal

Shipping fee invoices would be issued or charges placed during the first week of October, and awards shipped to those who opted-in in late October.

Publication of Stevie-winning Entries

The full-text of Gold Stevie Award-winning entries will be published on Stevie Awards for Great Employers web site approximately 90 days after the awards dinner. Gold Stevie Award winners will be given the opportunity to redact any confidential or non-public information from their entries before publication. If you should have one or more Gold Stevie Award-winning entries in the 2023 Stevie Awards for Great Employers, you agree to respond promptly to our request for edits or redactions to those entries before publication.

Failure to comply with these Terms & Conditions will render your entries ineligible. Entry fees will not be refunded.



**FOR GREAT
EMPLOYERS**

The Stevie® Award

The Stevie Award trophy is one of the world's most coveted prizes. Since 2002 the Gold Stevie Award has been conferred for achievement in business to organizations and individuals in more than 70 nations.

The name Stevie is taken from the name Stephen, which is derived from the Greek for "crowned."

The crystal pyramid held aloft by Stevie represents the hierarchy of human needs, a system often represented as a pyramid that was developed in the 1960s by psychologist Abraham Maslow, who observed that after their basic needs are met, human beings seek the esteem of their peers.

Resources to Help Prepare Your Entries

Most public relations agencies and independent practitioners have experience writing Stevie Awards entries. If you don't have the time to prepare, write and submit your Stevie Awards® for Great Employers entries, we suggest you turn to a PR pro to help you. There are also several communications professionals who specialize in writing Stevie Awards entries. Six we can recommend are:

Business Awards Consulting, Cagatay Kayabas, awards@kuzeygelisim.com

Chris Robinson, Boost Awards, info@boost-awards.co.uk

Martha Hooper, marthahooper04@gmail.com

Melissa Sones, melissasonesconsulting@gmail.com

Susan Turkell, info@pairelations.com

The Audacious Agency, Lauren Clemett & Annette Densham, info@theaudaciousagency.com

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