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**2019 Employer of the Year  
Award Criteria and Application**

The Employer of the Year Award is given annually to any business, non-profit organization, or person who fulfills many of the following criteria. A cover letter with up to 10 pages of additional information relating to the criteria listed below and other information helpful in the selection process will be allowed for consideration (letters of support, award information, etc.)

**Criteria**

- Exhibited sensitivity to the need of female employees.
- Provided outstanding opportunities for upward mobility and additional training for female employee; and opportunities for development of new female talent.
- Upgraded pension plans for female employees. Offers a savings program, pension/retirement plan or other plan that is non-contributory on the part of the employee. Offers plans such as 401(k) programs with matching contributions to their employees.
- Offers a comprehensive fringe benefit program, preferably on a no-cost or low-cost basis. If it is at some cost to the employee, is the plan on a pre-tax basis to the employee? Additionally, does the employee have the right to select benefits from a list of those she chooses?
- Established liberal parental leave policies and/or flexible leave policies for employee to provide support for dependent care.
- Entered into a business-school partnership to provide resource, training or expertise to a school to improve its academic program to make it more responsive to student needs and employer expectations.
- Established a job evaluation system that creates salary levels that provide equal pay for equal work and allow for salaries based on comparable worth.

**Nominee:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City, State Zip Code:** \_\_\_\_\_

**BPW Contact Person:** \_\_\_\_\_

**Contact's Information: Work:** \_\_\_\_\_ **Home:** \_\_\_\_\_

**E-mail:** \_\_\_\_\_

**State Deadline for Nominations: April 4, 2019**

**Send to: Alice S. Kitchel, 336 Brainerd St., Danville, VT 05828**

**This award will be presented at the Vermont BPW annual convention**