



Employer of Distinction 2011 Award Rules

1) The organization will be placed in the appropriate category (Large or Small/Medium) based on responses to the following questions:

- a. Are there 75 or greater **full-time** employees at peak season?
- b. Is there someone devoted **exclusively** to Human Resources in the organization?
- c. Is there a National or Provincial head office that has some responsibility for Human Resources?
- d. If it is unclear which category an organization should be placed, the judging panel will make the determination. The Judging panel's decision is **final**.

2) When deemed appropriate by the judging panel, a Path of Distinction Certificate may be awarded to recognize a nominated organization that has not yet reached the level of Employer of Distinction, but has made significant quantifiable achievements in one or more of the Employer of Distinction criteria. In order to be eligible for this certificate, the organization must be a member of the Employer's Council.

3) Nominations will only be accepted where the expressed consent of the nominee has been given.

4) The NLEC may contact members of the nominee's organization to corroborate or obtain additional information. .

5) Only one entry per organization may be submitted.

6) Nominations must be accepted by 5:00 PM (NST) on February 2nd, 2012.

7) An Independent panel of judges will make the final decision on winners. These decisions are **final** and may not be appealed