



2021 Charles R. Edmunson Scholarship Application

The Charles R. Edmunson Scholarship offers the employers of employees who do not have a designated managerial role in their respective companies the opportunity to defray the costs of attending The Employee Ownership Foundation's Employee Ownership Retreats or The ESOP Association's Annual Conference or an ESOP Association Chapter or Regional Chapter Conference. All applications are due by July 1, 2021. Award recipients will be selected by September 1. Scholarships will not be awarded to the same company two years in a row. The scholarship is for \$2,000 this year (awarded to the company and would be split if the company has two winners).

We are applying for (see description on next page and **select one**):

- Recognition of Achievement (for mature ESOPs)
- Ownership Thinking Development (for new ESOPs or those just beginning the EO culture journey)

Name of employee-owned company: _____

Contact Name: _____ Phone: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ E-mail address: _____

Year ESOP established: _____ Ownership Percentage: _____ # of Employees: _____

Remote Sites: Yes No Communication Committee: Yes No ESOP allocated budget: Yes No

Name of employees (maximum of two) applying for the scholarship:

(1) _____ (2) _____

The Charles R. Edmunson Scholarships have two (2) categories of judging:

(1) Recognition of Achievement -- **OR** -- (2) Ownership Thinking Development.

On a separate document, please answer the questions on the next page for the category you chose. Email those answers and this application. Please limit word count for each question to about 300 words. (See next page.)

Applications are due by July 1, 2021. Please email application to info@employeeownershipfoundation.org. By applying for the Charles R. Edmunson Scholarship, the employee-owned company agrees to abide by all the terms and conditions of the Charles R. Edmunson Scholarship.

Please select **only one** category for which to respond

Recognition of Achievement (for mature ESOPs)

Scholarships awarded are typically to companies and individuals who play a significant role in the development and enhancement of their company's **successful** ownership culture. These companies and the individuals proposed for scholarships are typically mature ESOPs in terms of ownership culture and ownership behavior.

1. Please list the employee ownership activities and events during the last year in your company that contribute to a better understanding of employee ownership in the ESOP model. Make sure to describe committees developed, ESOP trainings conducted and communication/education activities offered. Mention if any employees (including the nominees) have attended local, regional or national ESOP conferences. Also describe how any of your employees sit on ESOP Association committees (national or chapter), Employee Ownership Foundation (EOF) or other employee ownership efforts outside of your organization.
2. Describe the nominee's(s) level of involvement with company efforts to make ownership more meaningful to the employee owners, including involvement in the activities listed in question 1.
3. How would this nominee(s) use the information learned to benefit the company as well as them personally?
4. Additional comments you'd like to add that are not covered in the questions above.

Ownership Thinking Development (for new ESOPs or those just beginning the EO culture journey)

Scholarships awarded are typically to companies and individuals who are starting their ESOP journey. These companies and individuals would like support and educational opportunities to develop skills, knowledge and the practice of ownership culture creation.

1. Please describe the status of the employee ownership culture currently at your company. What committees are functioning? What employee communication activities, events and opportunities that enhance employee understanding of employee ownership have you offered? Mention if any employees (including the nominees) have attended local, regional or national ESOP conferences. Also describe how any of your employees sit on ESOP Association committees (national or chapter), Employee Ownership Foundation (EOF) or other employee ownership efforts outside of your organization.
2. What specific plans does your company have to address your employee ownership culture should you be selected to receive a scholarship? (i.e. Will you develop an ESOP committee? What training will you give employees about ESOPs and creating an effective employee ownership culture?)
3. Describe why you believe the nominee(s) will be good ambassadors for employee ownership. How have the nominee(s) displayed their passion for employee ownership?
4. Additional comments you'd like to add that are not covered in the questions above.

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