



FPAC-AFN Business Leadership Award

The Forest Products Association of Canada (FPAC) and the Assembly of First Nations (AFN) Aboriginal Forest Products Business Leadership Award recognizes and celebrates selected Aboriginal entrepreneurs for their success in a forest products business.

This award is given to an individual or business that exemplifies the qualities of business leadership, longevity, Aboriginal employment, exceptional environmental and safety performance, consistency of the products and services provided, and a demonstrated commitment to the Aboriginal community.

Nomination Form & Guidelines

Selection criteria and nominating guidelines for the FPAC/AFN First Nations Business Leadership Award:

Eligibility Requirements

The business or individual:

- Demonstrates business leadership (e.g., strong financial management, ability to respond to and manage change, strong human resource skills);
- Has been operating for a minimum of 3 years;
- Employs First Nations or Aboriginal employees or contractors to produce products and/or services;
- Has demonstrated excellent safety and environmental performance;
- Provides consistency of products and/or services; and
- Demonstrates a commitment to the Aboriginal community.

Nominees will be judged according to criteria above. In addition, the nominee must:

- Be Canadian owned and operated;
- In the case of an individual: be First Nations, Inuit, or Métis;
- In the case of a business: be majority First Nations, Inuit, or Métis owned and independently operated;
- Derive at least 50% of revenue from serving the Forest Industry;
- Have been nominated independently;
- Be operating at the time of submission of application;

- Have not won this award in the last 3 years; and
- Not have anyone in management, on its board, or in its employ who is serving on the judging committee.

Submission Criteria

In a separate letter demonstrate:

1. In 150 words or less how the nominee is a business leader.
2. In 100 words or less how the nominee employs Aboriginal people to conduct its business.
3. In 250 words or less the nominee's safety and environmental performance:
 - a. Identify the number of years the nominee has earned and maintained safety certification. If safety certification is not available in that province, describe the nominee's safety record, i.e., the length of time that the nominee has been accident free (neither incidents of property or equipment damage nor incidents requiring medical treatment, lost time, or a fatality. Incidents requiring medical aid are not to be included).
 - b. Identify whether the nominee has conducted or participated in employee training on relevant environmental standards (e.g., ISO certification, Sustainable Forest Management Certification).
 - c. The nominee can demonstrate environmental performance (i.e., incident frequency in relation to size of business).
4. In 100 words or less how the nominee has provided consistent products and services.
5. In 100 words or less the firm's commitment to the Aboriginal community.

6. Provide up to 3 letters of Support. (Each letter of Support should be no longer than 1 page. Letters of Support from a variety of sources will be given more weight than letters of Support from the same company; for example, from other companies, their Aboriginal community, community organizations that they support, etc.)
7. Provide 1–3 relevant photographs of operations.

Award

The award winner will receive:

- \$5000
- Travel to the AFN's Annual General Assembly to receive the award. (Travel for 1 or 2 people, including airfare, meals, and 2 nights' accommodation.)
- A commemorative award.

Judging

Three judges will be selected by the Forest Products Association of Canada (FPAC) and the Assembly of First Nations (AFN) to judge the nominations. All outcomes of the judging process will be considered final.

Note: Due to the number of submissions, the award committee is unable to return any nomination materials. Photographs submitted may be used in future communications of the Award, and by FPAC and the AFN.

Nominations for this award, containing the required information as noted above, should be sent to the chair of the AFN/FPAC Awards Committee:

**Andrew de Vries, Director
Conservation Biology & Aboriginal Affairs
Forest Products Association of Canada
99 Bank Street, Suite 410
Ottawa, ON K1P 6B9**
**Tel: 613-563-1441 ext 318
Fax: 613-563-4720
adevries@fpac.ca**

Judging Criteria

Nominators must provide information in each category and the nominee must receive a score of at least 1 in each category.

Business Leadership (30 points)

The nominee has demonstrated strong business leadership in one or more of the following areas: strong financial management, ability to manage change, strong human resource skills, ability to grow. Other areas of business leadership will also be considered. Nominees with strengths in several areas will be graded higher.

Longevity (up to a maximum of 30 points)

The business must be incorporated for at least 3 years. The business must be operating at the time of the award. One point will be awarded for each year in business.

Employment of Aboriginal Peoples (20 points)

The nominee demonstrates a high percentage of Aboriginal employment and/or the nominee demonstrates a long-term commitment to employing Aboriginal people.

Safety and Environmental Performance (maximum of 20 points)

The nominee demonstrates that it meets both recognized safety and environmental performance.

- The nominee has earned and maintained safety certification (1 point for each year up to 10 years).

(If safety certification is not available in that province, then how long the nominee has been accident free, i.e., any incidents of property or equipment damage or incidents requiring medical treatment, lost time, or a fatality. Incidents requiring medical aid are not counted.)

- The nominee can also demonstrate it has conducted or participated in employee training on relevant environmental standards (5 points each for a total of 10).

(e.g., ISO certification, Sustainable Forest Management Certification)

- The nominee can demonstrate environmental performance (i.e., incident frequency, in relation to size of business).

Consistency of the Goods and Services Provided (20 points)

The nominee demonstrates a consistent track record in providing high-quality products and services to its client(s).

Commitment to Aboriginal Community (20 points)

The nominee demonstrates a commitment to the Aboriginal community. For example, the nominee has sponsored youth training, sponsored sports teams, sponsored or volunteered at community cultural events, provided goods and services to the community, provided advice to other Aboriginal businesses. Other means of demonstrating community support will also be considered.

**Nominations are due June 27, 2011
Guidelines can be found at www.fpac.ca**

Nominator information

Nominator Name*
Title*
Company*
Phone*
Email*

Nominated Individual or Business Profile

Individual or Business Name*
Name of Owner(s)*
Title of Owner(s)*
Head Office Address*
Street
City
Postal Code
Business Phone*
Email*
Website (if applicable)
Number of Employees*
Date of Incorporation (if applicable)*
Date Operations Commenced*
Date Operations Began Providing Services to the Forest Industry*
Service Provided*
Percentage of Revenue from Forest Industry*

*Required fields