**Snow & Ice All-Stars Awards**

The Snow & Ice All-Stars awards honor the essential team members who help drive your snow business forward in these categories: Sales, Business Operations, Snow Operations and Snow Operations Management.

**General Application Notes:**

Download this document and prepare your responses in advance. Copy and paste your answers into the appropriate application form at **www.sima.org/awards**. Please submit in-depth responses to all questions, where appropriate, to ensure that we can more completely judge the nominees. Those who submit one or two-word answers to extended response questions are less likely to be successful.

We require the company’s snow-specific revenue (for internal use only). This will allow us to place nominees in the correct revenue judging category. **If you do not include your snow-specific revenue, your nomination will be voided.**

 **Eligibility Requirements:**

* Nominating company must be an active SIMA member.
* Nominees will be categorized by the nominating company’s snow revenue to ensure smaller companies are not competing against larger companies.
* Each company may nominate only one person in each category. **If you nominate more than one person for a specific category, both nominations will be voided.**
* Winners from the previous year are ineligible for nomination for one year.
* Nominees must be part-time or full-time employees. Subcontractors, seasonal or 1099 workers are not eligible.

**Business Professional of the Year**

*Nominees are in* ***non-field operations roles*** *related to the professional execution of snow and ice management services (e.g., accounting/billing, HR, insurance/contract management, office staff). CEOs and owners are not eligible for this award. Not sure if your nominee qualifies? Email info@sima.org.*

1. Is the nominee a CSP, ASM or hold a certification in their area of expertise?
2. Describe in detail 3-5 measurable results achieved by the nominee in 2023 that contributed to your company’s overall success.
3. Describe in detail 1-3 examples of how the nominee provided an outstanding customer service experience in 2023.
4. Describe in detail how the nominee contributes to a positive team / company culture.
5. In addition to service, SIMA’s core values are sustainability, innovation, quality, trust and passion. Describe in detail how the nominee embodies those values within their role.

**Sales Professional of the Year**

*Nominees are tasked with selling professional snow and ice management services. CEOs and owners are not eligible for this award. Not sure if your nominee qualifies? Email info@sima.org.*

1. Is the nominee a CSP, ASM and/or hold a certification in their area of expertise?
Describe in detail 3-5 measurable results achieved by the nominee in 2023 that contributed to your company’s overall success.
2. Describe in detail 1-3 examples of how the nominee provided an outstanding customer service experience in 2023.
3. Describe how the nominee contributes to a positive team / company culture.
4. In addition to service, SIMA’s core values are sustainability, innovation, quality, trust and passion. Describe in detail how the nominee embodies those values within their role.

**Snow Operations Employee of the Year**

*Nominees work directly in roles that impact the successful execution of snow and ice management services (e.g., drivers/operators, material applicators, maintenance, mechanics, sidewalk crew members). CEOs, owners and operations managers are not eligible for this award. Not sure if your nominee qualifies? Email info@sima.org.*

1. Is the nominee a CSP, ASM or hold a certification in their area of expertise?
2. Has the nominee been involved in any major accidents or critical injuries (themselves or others) in the past 5 years?
3. Describe in detail 3-5 measurable achievements by the nominee in 2023 and the impact they had on the company’s overall success.
4. Describe in detail 1-3 examples of how the nominee provided an outstanding customer service experience in 2023.
5. Describe in detail how the nominee contributes to a positive team / company culture.
6. In addition to service, SIMA’s core values are sustainability, innovation, quality, trust and passion. Describe in detail how the nominee embodies those values within their role.

**Snow Operations Manager of the Year**

*Nominees for this award work directly in managerial/leadership roles that impact the successful execution of field operations in snow and ice management services. CEOs, owners and non-managerial employees are not eligible for this award.*

1. Is the nominee a CSP, ASM or hold a certification in their area of expertise?
2. Describe in detail 3-5 measurable achievements by the nominee in 2023 and the impact they had on the company’s overall success.
3. Describe in detail 1-3 examples of how the nominee provided an outstanding customer service experience in 2023.
4. Describe in detail how the nominee excels as a leader.
5. Describe in detail the nominee’s role in training and promoting safe operations.
6. Describe in detail how the nominee contributes to a positive team / company culture.
7. In addition to service, SIMA’s core values are sustainability, innovation, quality, trust and passion. Describe in detail how the nominee embodies those values within their role.