



2010 CTHRA Awards

Best Practices/HR Operational Efficiency Award

Human Resources Leadership Excellence Award

All Nominations Due by March 31, 2010

*CTHRA Awards Selection Committee meets in spring, 2010 to review nominations
& select recipients*

***Awards Presented at CTHRA's HR Symposium,
June 8, 2010, Atlanta, GA***



Award Descriptions

CTHRA strongly believes that Human Resources Professionals must provide leadership and leverage resources to effectively impact business results. The CTHRA Awards program honors outstanding achievement, leadership and industry best practices.

The following are full descriptions of the CTHRA Awards:

The CTHRA Best Practices/HR Operational Efficiency Award recognizes a company that demonstrates the superior planning and execution of a single or series of HR Strategies resulting in increased revenue efficiencies, enhanced cost containment, and revenue generating customer satisfaction. Award recipients are those with the diligence, perseverance, and dedication required to develop and execute a successful business plan and enhance operational viability within the cable and satellite industry.

The CTHRA Human Resources Leadership Excellence Award recognizes a Human Resources executive (Director-level or above) who has demonstrated extraordinary and visionary leadership in addressing a critical business issue, challenge or opportunity by enhancing an organization's efficiency, performance, cost management or profitability. They also exhibit job excellence at the professional level, as well as strong dedication to the cable & satellite industry.

Questions or comments? Send an email to cthra@cthra.com.



Awards Rules & Regulations

1. The Awards Selection Committee will consist of four active CTHRA Board members who will be appointed by CTHRA's President.
2. One award may be presented each year in each category. The Awards Selection Committee may, in exceptional circumstances, choose to honor additional nominees.
3. Nominations must be supported by documentary evidence of the character, contributions, and accomplishments of the nominee(s).
4. The Awards Selection Committee must receive nominations, including documentation, no later than **March 31, 2010** for consideration. Unsuccessful nominations may be re-documented and resubmitted in the subsequent year, but will not automatically be brought forward for next year.
5. Those making the nomination(s) shall hold knowledge of nomination(s) in confidence.

Judging & Award Information

The CTHRA Awards recipients will be notified of the selection in April 2010. CTHRA will reimburse individual award recipients for reasonable travel expenses (coach airfare and two nights stay in the Symposium hotel) upon submission of travel receipts. Recipients will also receive one complimentary Symposium registration. Recipients will be recognized in an article in Multichannel News and CTHRA's *Resource Connection* eNewsletter.

Past Recipients

CTHRA Award for Best Practices/HR Operational Efficiency
2007 Cox Orange County and Palos Verdes System (OCPV)
2008 The Weather Channel Companies
2009 Comcast's Human Capital Management Team

CTHRA Human Resources Leadership Excellence Award
2007 Brian Koenig, SVP Human Resources, Scientific Atlanta A Cisco Company
2008 Mae Douglas, SVP and Chief People Officer, Cox Communications
2009 Jack Jackson, VP Human Resources & Administration, C-SPAN



*The Cable & Telecommunications Human Resources Association
invite's you to submit your nomination for consideration*

2010 CTHRA Award for Best Practices/HR Operational Efficiency

Nomination Criteria and Deadlines

This award recognizes a member company that demonstrates the superior planning and execution of HR Strategies resulting in increased revenue efficiencies, enhanced cost containment, and revenue generating customer satisfaction practices. Award recipients are those with the diligence, perseverance, and dedication required to develop a successful business plan and excel in enhancing operational viability within the industry. Best Practices nominations are open to all cable & satellite companies associated with CTHRA. The following are criteria that will be considered:

- ❖ Embodies CTHRA's Vision, Mission and Principles-See next page
- ❖ Demonstrates leadership qualities with their Best Practices in HR Revenue Operating Efficiencies
- ❖ Successfully contributes to the cable and satellite industry
- ❖ Encourages and motivates other organizations to achieve their best

To submit a nomination for consideration or for questions and comments, please contact:

Pamela V. Williams, CAE
Executive Director
CTHRA
1755 Park Street, Ste. 260
Naperville, IL 60563
(630)416-1166
cthra@cthra.com

All nominations must be received by 5:00 p.m. CST, on March 31, 2010.

The Awards Ceremony

The 2010 CTHRA Awards will be presented at the Annual CTHRA HR Symposium June 8, 2010 in Atlanta, GA. Detailed CTHRA Awards information will be provided to all award winners prior to May 1, 2010. Please go to www.cthra.com/awards for more information.

CTHRA'S VISION, MISSION & PRINCIPLES

The Cable and Telecommunications Human Resources Association (CTHRA) is a nonprofit association providing an industry-specific forum and resources for HR professionals to drive organizational success. With over 100 participating companies, CTHRA's growing membership includes more than 1,500 human resources executives and professionals.

CTHRA contributes to the success of its member companies and the industry by providing industry-specific benchmarks, trends and statistics through its groundbreaking [Annual Compensation Surveys, Human Capital Metrics Survey, and Employee Benefits Survey](#). In addition, the organization spotlights expert knowledge and effective strategies through its renowned annual Symposium and fosters networking and the sharing of proven best practices through roundtable discussions held in cities throughout the country.

CTHRA Principles of Diversity: It is vital that we increase diversity at every level to effectively match the virtually limitless diversity of the global market for cable services. CTHRA strongly believes that human resources professionals must provide leadership and resources to maximize the diversity of our industry's workforce and effectively impact business results. To support our members in their efforts, CTHRA has developed these principles to guide our member companies' business practices.

- I. Acquisition of Talent: Focus on the identification of entry level through senior level employees in order to build the optimum workforce. We must expand the resource pool and contacts to successfully identify candidates. We must identify critical skills and techniques to help recruit, interview and attract outstanding diverse talent to the industry, and to our companies.
- II. Management: Ensure the integrity and effectiveness of our management processes, not just for people of color, but for our entire workforce. This means providing best practices and guidelines to:
 - a. define expectations
 - b. give honest and timely feedback
 - c. establish good employee relations
 - d. manage conflict
 - e. provide training and developmental opportunities
- III. Foster a supportive environment by understanding cross-cultural differences and reward achievement.
- IV. Be accountable individually and as a group by:
 - a. providing pay and career success for those who inspire, implement and support diversity
 - b. establishing regular measurement of progress toward the recruitment, development and retention of executives and staff of color
- V. Permeate diversity throughout our businesses by ensuring diversity in suppliers, consultants, and marketing.



**2010 CTHRA Award for Best Practices/HR Operational Efficiency
NOMINATION FORM**

Name of Nominee		
Company		
Address		
City	State	Zip Code
Telephone	Fax	E-mail

Nominee Description

Please describe how your nominee's 2009 achievements in Human Resources make them a qualified candidate for the Best Practices award: increasing operating efficiencies, driving revenue and reducing expenses. How has the company served as an industry role model to others? How does the organization reflect CTHRA's Vision, Mission and Principles?

*These questions may be answered on separate pages and included with the nomination form. CTHRA may contact those submitting nominations for additional information.

Submitted By		Title
Company		
Address		
City	State	Zip Code
Telephone	Fax	E-mail

Deadline for nominations is 5:00 p.m. CST on March 31, 2010. There will be no exceptions made. Please send to: Pamela Williams, CAE, Executive Director, CTHRA, 1755 Park Street, Ste. 260, Naperville, IL 60563. fax: 630-416-9798 email: cthra@cthra.com.



*The Cable & Telecommunications Human Resources Association
invite's you to submit your nomination for consideration*

2010 CTHRA Human Resources Leadership Excellence Award

Nomination Criteria and Deadlines

This award will recognize a Human Resources executive (Director-level or above) who has demonstrated extraordinary and visionary leadership in addressing a critical business issue, challenge or opportunity that enhanced an organization's efficiency, performance, cost management or profitability. This person has also exhibited job excellence at the professional level, is a Director-level as well as strong dedication to the cable & satellite industry. CTHRA HR Leadership Excellence nominations are open to all Human Resources professionals employed with cable & satellite companies that are members of CTHRA. The following are criteria that will be considered:

- ❖ Embodies CTHRA's Vision, Mission and Principles - See next page
- ❖ Demonstrates leadership qualities
- ❖ Successfully contributes to their organization's success
- ❖ Encourages and motivates other organizations to achieve their best
- ❖ Serves as a role model and mentor to others

To submit a nomination for consideration or for questions and comments, please contact:

Pamela V. Williams, CAE
Executive Director
CTHRA
1755 Park Street, Ste. 260
Naperville, IL 60563
(630)416-1166
cthra@cthra.com

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The Awards Ceremony

The 2010 CTHRA Awards will be presented at the Annual CTHRA HR Symposium June 8, 2010 in Silver Spring, MD. Detailed CTHRA Awards information will be provided to all award winners prior to May 1, 2010. Please go to www.cthra.com/awards for more information.

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CTHRA contributes to the success of its member companies and the industry by providing industry-specific benchmarks, trends and statistics through its groundbreaking [Annual Compensation Surveys and its Human Capital Metrics Survey](#). In addition, the organization spotlights expert knowledge and effective strategies through its renowned Symposium Series and fosters networking and the sharing of proven best practices through roundtable discussions held in cities throughout the country.

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 - g. give honest and timely feedback
 - h. establish good employee relations
 - i. manage conflict
 - j. provide training and developmental opportunities
- III. Foster a supportive environment by understanding cross-cultural differences and reward achievement.
- IV. Be accountable individually and as a group by:
 - c. providing pay and career success for those who inspire, implement and support diversity
 - d. establishing regular measurement of progress toward the recruitment, development and retention of executives and staff of color
- V. Permeate diversity throughout our businesses by ensuring diversity in suppliers, consultants, and marketing.



2010 CTHRA Human Resources Leadership Excellence Award

NOMINATION FORM

Name of Nominee		
Company		
Address		
City	State	Zip Code
Telephone	Fax	E-mail

Nominee Description

Please describe how your nominee's 2009 achievements make them a qualified candidate for the CTHRA Human Resources Leadership Excellence Award. How has this Human Resources executive demonstrated leadership qualities that have addressed a critical business issue, challenge or opportunity by enhancing the organizations efficiencies? How have they inspired and motivated others to achieve their best? How have they served as an industry role model to others? How do they reflect CTHRA's Vision, Mission and Principles?

*These questions may be answered on separate pages and included with the nomination form. CTHRA may contact those submitting nominations for additional information.

Submitted By	Title	
Company		
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