

MYANMAR EMPLOYER AWARDS



REACH FOR THE STARS
— 2020 —

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MYANMAR EMPLOYER AWARDS



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WELCOME NOTE

Now in its fourth year, the Myanmar Employer Awards is a platform that aims to celebrate and recognize employer excellence among businesses in Myanmar.

Your participation in the awards will greatly aid your company in identifying your various areas of strength. Best of all, you are provided the opportunity to win the coveted title of “Best Employer” - a most prestigious recognition that will definitely strengthen your company branding as both an employer and a business, as a result of the increased media visibility that is sure to follow.

Submissions are open to both Local and International companies as the awards will be accorded to both in each distinct category, respectively. This is the perfect opportunity to let the community know about your remarkable achievements this year. It’s time for you and your team to show the public why you are the best of the best in the business!

The following pages contain all the information and a clear set of guidelines for you to submit your applications, as well as important details about the awards presentation ceremony.

All the best,

Matt De Luca

Co-Founder and Managing Director



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OUR VALUED SPONSORS & PARTNERS

Main Sponsor



YOMA BANK

The Responsible Bank.

Founded in 1993, Yoma Bank is Myanmar's most progressive domestic bank with over 3,000 employees and more than 80 branches across the country. With a mission to “Build a better Myanmar for its people” and financing the needs of Myanmar families and businesses, Yoma Bank offers savings products, a wide range of loans and business solutions to individuals, SMEs and local corporate clients to fund their business operations in Myanmar. With over 25 years of being a responsible bank, Yoma Bank has been consistently making significant investments in strategic priorities- people, technology and corporate governance. All the operations led by the Bank are centered around its core values such as Customer, Integrity, Respect, Teamwork and Innovation. Yoma Bank has also established strong partnership with both local and international organisations leveraging strategic advantages in its services. Yoma Bank is the first local bank that welcomed foreign investments from global organisations such as GIC of Singapore, Norfund of Norway and IFC of the World Bank.

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THE BRITISH
SCHOOL
YANGON

A NORD ANGLIA EDUCATION SCHOOL

The British School Yangon, first opened in August 2014, is a vibrant, high-achieving school where children develop a love of learning in a secure and stimulating environment, offering high quality international education to students in Early Years, Primary and Secondary. Following the English National Curriculum and global collaborations, the school boasts more than 40 nationalities, and encourages all students to be ambitious and are proud to produce independent children with lively, inquiring minds and strong ethical values that are equipped with the life skills needed to succeed in the 21st Century. In December 2017, it joined the Nord Anglia Education family of schools, connecting students and staff in Nord Anglia schools across the world.



Dai-ichi Life

တာဝန်သင့်နှင့်အတူ

Dai-ichi Life Insurance Myanmar Ltd. is part of Dai-ichi Life Group, one of Japan's leading life insurers. It is one of the first 100% foreign-owned insurance companies which obtained its life insurance license in November 2019 to operate in Myanmar and formally began operations in January 2020. The Dai-ichi Life Group has 118 years of expertise in life insurance, with offices are present in nine countries — Japan, USA, Australia, Vietnam, Cambodia, India, Indonesia, Thailand and now, Myanmar. Leveraging on the Dai-ichi Group's strong foundation and rich heritage, its local and international team spearheaded the establishment of Dai-ichi Life Insurance Myanmar, ready to serve the people. As a people-first life insurer, Dai-ichi Life Insurance Myanmar and its leadership are committed to empowering the future of Myanmar and its people. Dai-ichi Life Insurance Myanmar aims to provide trusted solutions which support financial security and long-term saving needs, and to be the first-choice life insurance company in Myanmar, mirroring the Group's mission of "By your side, for life".

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Coca-Cola is the world's largest beverage company. The company entered Myanmar in 2012 and started local production and was the first U.S. company to be awarded an investment permit under Myanmar's new Foreign Investment Law.



Led by local young entrepreneurs, Global Technology Group is Myanmar's flagship of innovation and creativity, which main core businesses are Technology, Media and Telecommunication. With over 15 years' experience and more than 300 employees, we have recently expanded our presence to Singapore, Hong Kong and the United States of America.

Verifying Partner



Chamber and Media Partners



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OUR OBJECTIVES

- To create awareness among local and international employers, government bodies, and the community as a whole of the importance of people management through effective HR practices in recruiting, developing and retaining employees to drive business success, and the growth of Myanmar.
- To encourage employers to continuously and proactively improve their people management practices.
- To facilitate transfer of valuable knowledge pertinent to effective HR practices and initiatives across industries and organizations.
- To elevate new standards and overall competence of the human resource community in Myanmar.
- To establish a benchmark of excellence in HR practices in Myanmar.
- To act as a job search guide for all jobseekers in pursuit of employment opportunities by recognizing the best employers



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REASONS TO PARTICIPATE

- To be able to assess how your business and HR success measures against counterparts in a friendly, competitive platform.
- Overall, it brings HR teams and company management together in a process of reflection and documentation of a company's best practices.
- To supplement valuable insights and lessons on sound, evidence-based HR and people management practices, upon which employers and employees alike may reflect and apply for further professional development.
- To facilitate a healthy supportive network in which industry practitioners are able to develop beneficial and supportive liaisons pertinent to people management practices.
- To empower employers in becoming more proactive and creative in their innovation and implementation of HR best practices in their organizations.



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2020 CHANGES and IMPROVEMENTS

The Myanmar Employer Awards Team has been reviewing all Award Categories and Participation requirements, and would like to inform the public of the following changes and improvements:

| 2019 | 2020 |
|--|---|
| Employee Engagement Survey – 20 Questions (Weight on Total Score: 30%) | Employee Engagement Survey – 70 Questions (Weight on Total Score: 30%) (same questionnaire as the BCIM campaign) |
| SME Category – no Employee Engagement Survey required | SME Category – Employee Engagement Survey required |
| Response Threshold for Employee Engagement Survey 50-100 = 30% 101-250 = 20% 251-500 = 15% >501 = minimum 75 responses | Response Threshold for Employee Engagement Survey 10-50 (SME) = 90% 50-100 = 50% 101-250 = 40% 251-500 = 30% >501 = minimum 150 responses |
| INDIVIDUAL AWARD CATEGORIES 1. Human Resource Rising Star 2. HR Director of the Year 3. CEO of the Year | No more INDIVIDUAL AWARD CATEGORIES |
| SME & CSR Categories have only 1 Winner per segment (Winner Local, Winner International) | We want to encourage more participation on the SME level and stimulate more SMEs to introduce more and better HR policies. This year, SME & CSR Categories have 3 Winners per segment (Gold, Silver, Bronze for Local & Gold, Silver, Bronze for International) |
| Companies can apply to as many HR Categories as they wish | We want to ensure a fairer campaign where multiple companies have the capability to win several Gold awards. This year, companies can only apply for a maximum of 4 HR Categories. |
| Only companies with >50 full time employees can submit an application for an HR Category | In order to stimulate more participation from SMEs, we have opened the HR Categories to all companies with min. 10 full time employees. The SME Category remains exclusively open to companies with >10 and <50 employees. |
| Awards Essays are divided in 4 chapters (500 words each chapter) Strategy: 25% weight on essay score Execution: 25 % weight on essay score Results: 25% weight on essay score Supporting Documents: 25% weight on essay score | This year, we want to reduce the workload on the essay while still maintaining the same chapters narrative and robustness of entries by putting more weight on results and evidence. Awards Essays are divided in 3 chapters (500 words each chapter) Strategy & Execution: 30% weight of essay score Results & Outcome: 35% weight of essay score Supporting Evidence: 35% weight of essay score |
| Supporting documents can be submitted in various formats. This resulted in a number of inconveniences for judges to access the files. | We have established precise guidelines to submit photos and videos. All supporting documents must be submitted in the Official MEA Essay Format, including following Supporting Documents guidelines (photos, videos etc.) |

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ALL CATEGORIES

OVERALL BEST OF THE BEST

1 Winner per segment (Local, International)

This award recognizes the most outstanding HR team of the year. The recipient of this award will have excelled within all of the many areas of HR practices. This is the pinnacle of the awards on offer, it really is the best of the best!

PEOPLE'S CHOICE AWARD

1 Winner per segment (Local, International)

The people decide! This award recognizes an organization's continuous commitment and excellence towards driving the development of its human talents, as judged by the public.

HR CATEGORIES

BEST USE OF INTERNAL MARKETING FOR COMPANY PRIDE

Gold, silver & bronze per segment (Local, International)

Organizations must highlight their practice of an effective internal marketing strategy aimed at cultivating a strong sense of belonging and morale among employees, which include regular and transparent communications in the forms of newsletters, internal memos, and company updates/meetings. Employee involvement in organizational initiatives and company events (such as CSR and competitive teambuilding activities) will also be considered. It is important for the entries to show evidence that the internal marketing approach has been successful; directly correlating with positive improvements in employee happiness/retention /recruitment.

BEST CAREER ADVANCEMENT PROGRAM

Gold, silver & bronze per segment (Local, International)

Every career needs a solid foundation. For this award, the judges will recognize organizations that have a sound graduate development or management trainee plan that foresees not only the initial recruitment process, but also the ongoing training and development for their employees.



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BEST LEARNING AND DEVELOPMENT PROGRAM

Gold, silver & bronze per segment (Local, International)

An innovative learning and development strategy encompassing all stages of employment beginning right from recruitment, with an analysis explaining how the strategy was implemented, undertaken, and the way it achieved its high success rate. Learning and development shows the overall support and commitment from the business towards continuous improvement as supported by measurements of success.

EXCELLENCE IN THE WORKPLACE ENVIRONMENT

Gold, silver & bronze per segment (Local, International)

Judges recognise organizations equipped with the best workplace wellbeing programs and measures, alongside sufficient workplace amenities/facilities that contribute to higher levels of staff morale and workplace satisfaction in ways that boost employee productivity and subsequently, deliver business benefits. Examples could be advocating work-life balance by allowing flexible working arrangements, encouraging workplace safety and security through adequate training, championing healthy dietary and athletic practices among employees; as well as fostering mutual appreciation and a sense of play.

MOST EFFECTIVE RECRUITMENT STRATEGY FOR TALENT ATTRACTION

Gold, silver & bronze per segment (Local, International)

For this awards judges will be looking for innovation and a contribution to the bottom line through the use of a strong and enhanced online and offline recruitment strategy to attract the best talent across the business. It is important that entries show a clear indication as to why a recruitment program was put in place and how it has had a positive impact on hiring results and the organization as a whole.

BEST USE OF REWARDS AND RECOGNITION

Gold, silver & bronze per segment (Local, International)

This award recognises innovation and excellence in employee reward and recognition programs and initiatives. Judges will not only be looking for innovation, but also strategy, implementation, and results. Judging will be based on the descriptions of the reward and recognition programs as well as initiatives the business has in place. Must present strong evidence to show how these initiatives have impacted employee satisfaction in a positive manner, corroborated by stable employee retention and return on investment. An analysis showing how rewards and recognition have contributed to the organization's goals is also necessary.



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MOST INNOVATIVE USE OF TECHNOLOGY IN HR

Gold, silver & bronze per segment (Local, International)

Judges will be looking for organizations who have creatively and effectively implemented the latest HR technologies in advancing the performance of their people and business, be it in the forms of software, online recruitment, or e-learning programs. Organizations must present a clear narrative that details how the strategy was implemented and how it has in turn aided productivity, efficiency and, profited the business.

SPECIAL RECOGNITION CATEGORIES

SME OF THE YEAR

Gold, silver & bronze per segment (Local, International)

This award is presented to a small or medium business, headquartered in Myanmar with less than 50 full-time employees. This company must demonstrate its use of HR policies and strategy to aid recruitment and talent management, career advancement, and professional development schemes whilst increasing the rate of employee retention and employee satisfaction in its corporate culture and working environment.

BEST CORPORATE SOCIAL RESPONSIBILITY ENGAGEMENT

Gold, silver & bronze per segment (Local, International)

Organizations must demonstrate and highlight their corporate social responsibility objectives, strategies/programs, and outcomes relating to community engagement as well as their impact on employee engagement. Furthermore, companies shall point out how the organization relates its CSR strategy to its overall HR strategy.



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NOMINATION OVERVIEW

This document is designed to help you with your entry submission(s). Please read the following important details, instructions, and requirements very carefully to ensure successful submission(s).

GUIDELINES

- Categories are open to all International and Local Companies registered in Myanmar
- All participating companies must complete 1x CEO Questionnaire and 1x Employee Engagement Survey
- A company size rule applies. See the “COMPANY SIZE CRITERIA” part below
- Initiatives submitted for this year’s awards should have been implemented/carried out and results demonstrated during the period of 1st July 2019 – 30th June 2020. In your essays, please make sure to mention the dates of the events & activities in order to show the happened within the right timeframe, where applicable.
- Companies can apply for any category (subject to Company Size criteria rule) except for “Best of the Best” and “People’s Choice”. These categories are awarded following a separate process and not open for direct application.
- A company can apply for a maximum of 4 HR Categories (e.g. 4 HR Categories + CSR category is also ok)

COMPANY SIZE CRITERIA

| Category | Size Criteria (# of employees worldwide) |
|---------------|--|
| HR Categories | Minimum of 10 full time* |
| CSR Category | Minimum of 10 full time* |
| SME Category | Minimum of 10 and Maximum 50 full time* |

*Total company headcount for Company Size Criteria eligibility, applies to global headcount. E.g if your organization has 1000 employees worldwide but only 40 in Myanmar, you qualify for HR categories but do not qualify for the SME category.



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CRITERIA & SCORING

- In the table below, please find what is required for each category

| | Employee Engagement Survey | Essay |
|---------------|----------------------------|-------|
| HR Categories | Yes | Yes |
| CSR Category | Yes | Yes |
| SME Category | Yes | Yes |

- Participating companies will receive the official application kit (Employee Engagement Survey link, Essay guidelines) after submitting a signed Entry Form document.
- The structure of the submission(s) must be in a clear format e.g. state nature of the project, steps undertaken by the organization, and the final outcome.
- Provide substantial evidence/results in alignment with the criteria of producing a direct impact on the business and to support your overall claims (both HR and non-HR).
- Avoid vague generalizations. Include solid evidence of HR and non-HR measures such as employee turnover, increased revenue, profitability, well-being initiatives, and more.
- Identify the significant HR practices and systems that have contributed to the achievement of the organizational goals.
- The total number of trophies and awards presented follows the table below:

| | Local Company Segment | International Company Segment |
|------------------------------------|-----------------------|-------------------------------|
| Best of the Best & People's Choice | 1 Winner | 1 Winner |
| HR Categories | Gold, Silver, Bronze | Gold, Silver, Bronze |
| CSR Category | Gold, Silver, Bronze | Gold, Silver, Bronze |
| SME Category | Gold, Silver, Bronze | Gold, Silver, Bronze |



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EMPLOYEE ENGAGEMENT SURVEY

- Every company has to complete one Employee Engagement Survey, irrespective of # of Award Categories entered. (e.g. if you entered in 3 HR categories, you only need to complete 1x Employee Engagement Survey)
- The Employee Engagement Survey is comprised of 70 questions and covers the most popular areas of engagement (e.g. Leadership, Teamwork, Communication, Rewards etc.). It is 100% online and available in both languages (Myanmar, English)
- Employee Engagement Survey responses must be from your white-collar workforce
- Required responses depend on company size:

| # of employees (white collar, full time) | Required % of responses from white-collar workforce |
|---|--|
| 10-50 (SME) | 90% |
| 51-100 | 50% |
| 101-250 | 40% |
| 251-500 | 30% |
| > 501 | Minimum 150 responses |

- Upon submission of the Entry Form, the Myanmar Employer Awards committee will respond with the appropriate calculation of minimum required responses.
- E.g. if your company has 275 white collar employees, the total required Employee Engagement Survey responses will be $275 \times 30\% = 83$
- Weight on total score: 30%

(BCIM) BEST COMPANIES TO WORK IN MYANMAR & MYANMAR EMPLOYER AWARDS

Applicants who have completed the Employee Engagement Survey from the Best Companies to Work in Myanmar (BCIM) campaign **do not need** to complete the Employee Engagement Survey again when applying for the Myanmar Employer Awards. The same Employee Engagement Survey score from the 2020 Best Companies to Work in Myanmar (BCIM) campaign will account for 30% of your total MEA score. Companies who did not enter the Best Companies to Work in Myanmar (BCIM) campaign will need to complete the Employee Engagement Survey when participating in the Myanmar Employer Awards.



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VOTING WEIGHTS for TOTAL SCORE

- **7 HR CATEGORIES AWARDS:**
 - **Best Use Of Internal Marketing For Company Pride** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Best Career Advancement Program** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Best Use Of Rewards And Recognition** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Best Learning And Development Program** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Excellence In Workplace Environment** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Most Effective Recruitment Strategy For Talent Attraction** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Most Innovative Use Of Technology In HR** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
- **2 SPECIAL RECOGNITION AWARDS**
 - **Best CSR For Community Engagement** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)
 - **Best SME (10 - 50 employees)** (Gold, Silver, Bronze)
 - 1 Category Essay (70% weight on total score)
 - Employee Engagement Survey (30% weight on total score)



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ESSAY & SUBMISSION CRITERIA

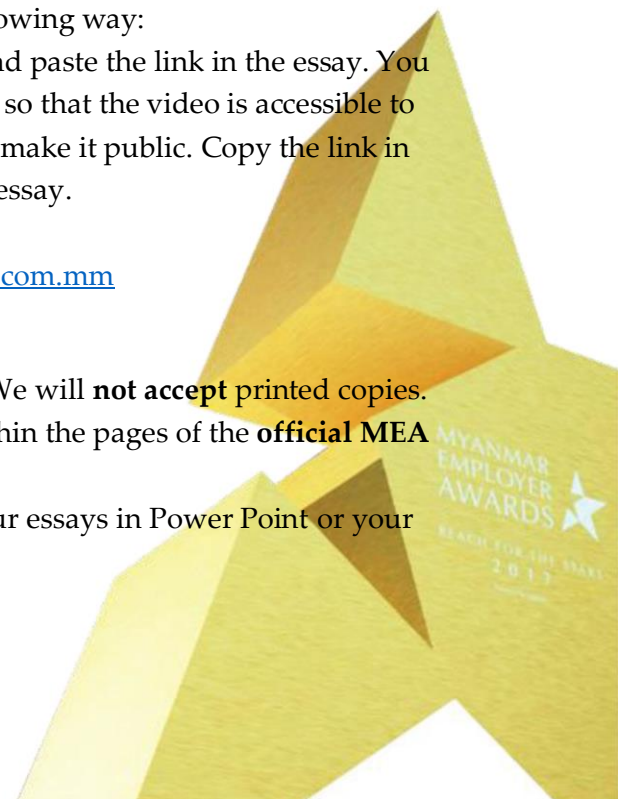
- All 7 HR CATEGORIES and SPECIAL RECOGNITION Awards Essays are divided in 3 chapters (Max. 500 words each chapter) and need to be written in the official MEA Essay template we will provide you with (after you submit the Entry Form):
 - Chapter 1: Strategy & Execution: 30% weight of essay score
 - Chapter 2: Results & Outcome: 35% weight of essay score
 - Chapter 3: Supporting Evidence: 35% weight of essay score

****All Supporting Documents must be submitted in the official MEA Essay template ****

- Graphs (must be included as a picture in the Supporting Documents section of the essay, no links to external libraries will be accepted)
- Charts (must be included as a picture in the Supporting Documents section of the essay, no links to external libraries will be accepted)
- Illustrations (must be included as a picture in the Supporting Documents section of the essay, no links to external libraries will be accepted)
- Photos & Images (must be included as a picture in the Supporting Documents section of the essay, no links to external libraries will be accepted)
- Videos
 - The only way we accept videos, is in the following way:
 - Upload your video on a YouTube channel and paste the link in the essay. You can also set the privacy setting to “Unlisted” so that the video is accessible to only those with the link if you don’t want to make it public. Copy the link in the “Supporting Documents” chapter of the essay.
 - Videos should not be longer than **5 minutes**.
- All completed entries should be sent to mea@jobnet.com.mm

ESSAY FORMAT GUIDELINES

- All essays must be submitted in PDF **digital form**. We will **not accept** printed copies.
- All content of the essays must fit and be written within the pages of the **official MEA Essay documents** provided to you.
- No other format will be accepted (do not submit your essays in Power Point or your own Microsoft Word template etc.)



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JUDGING

- All essays are judged by a panel of expert shortlisting judges in an effort to pick the finalists. Finalist entries will be judged by the Final Judging panel.
- Each essay chapter (Strategy & Execution, Results & Outcome, Supporting Evidence) will be evaluated based on two criteria:
 - **Relevancy and Significance:** *the extent to which the content addresses the bullet points and provides a complete and cohesive story.*
 - **Innovation:** *the extent to which the content contains an element of creativity and uniqueness.*
- The selection of the awards will be judged by an independent panel comprising of industry experts, government representatives, and external consultants. The decision of the judges is final. No calls or emails would be entertained post awards. Award winners will be announced during the awards presentation ceremony.
- It will be ensured that there will be no conflict of interest should the judges' organization also submit entries. Judges will not be allowed to evaluate their own organization where they have submitted entries and not allowed to evaluate competitors' entries.

JUDGES CONFLICTS OF INTEREST RULE

All judges must sign the MEA NDA document and all information in the essays will remain confidential. A judge cannot vote for:

- A company he or she is currently employed in, or a direct competitor
- Any company he or she was employed in the last 36 months, and any competitor of that
- Any company he or she, or immediate family has significant business relationship or interests in.



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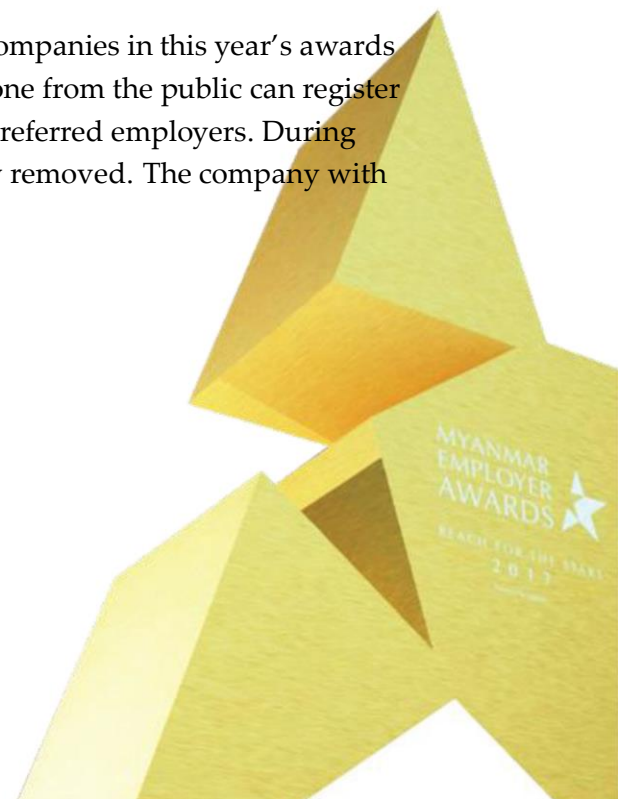
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JUDGING OF “BEST OF THE BEST” AND “PEOPLE’S CHOICE”

The Best of the Best award will be awarded to the company with the highest overall score. Scores will be calculated based on the total number of awards won by each company, with relevant weightings for Gold, Silver and Bronze. *This means that the more awards you apply for the higher the chance of winning the Best of the Best award.*

- “Best of the Best” calculation:
 - Each HR category final ranking:
 - Gold = 5 Points
 - Silver = 3 Points
 - Bronze = 2 Points
 - Best CSR Engagement category:
 - Gold = 5 Points
 - Silver = 3 Points
 - Bronze = 2 Points
- “People’s Choice” calculation:
 - 100% of vote: Online vote from public during a period of up to 20 days after the submission deadline. The opening of the voting period will be announced and all companies will be informed.

For the People’s Choice award, the list of all participating companies in this year’s awards will be posted on an official, public voting page where anyone from the public can register and vote for the company/companies they choose as their preferred employers. During tabulation of scores, any duplicates found are automatically removed. The company with the highest votes from the public will win.



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VERIFYING PARTNER

The role of the Verifying partner is to:

- Assist Head Judge with governance;
- Assist judges and audit final counting of votes;
- Tabulate scores at each step of the process
- Ensure the judges conflicts of interest rules are respected

Deloitte.

2020 Myanmar Employer Awards Verifying Partner

CONFIDENTIALITY DISCLAIMER

- All submissions received will be treated with confidentiality under the supervision of our verifying partner. No data within any essay is meant to be shared with anyone except for the judges.
- Judges will not be able to see direct competitors' application forms.

AWARDS PRESENTATION

- Organizations will be contacted after the judging period has concluded and informed whether they have been selected as finalists.
- Award winners will be announced only during the awards presentation night.
- At least 1 representative from the organization must be present to receive the awards during the awards presentation ceremony.
- The winners will be featured in post-event winners' campaigns:
 - By participating, one consents the use of the company name in numerous online and offline Myanmar Employer Awards and JobNet.com.mm marketing campaigns
 - Winners will have the rights to displays the official Myanmar Employer Awards logo and awards badge on all soft and hard assets, subject to hyperlinking conditions.

(Official Myanmar Employer Awards logo must not be altered or changed in any way.)

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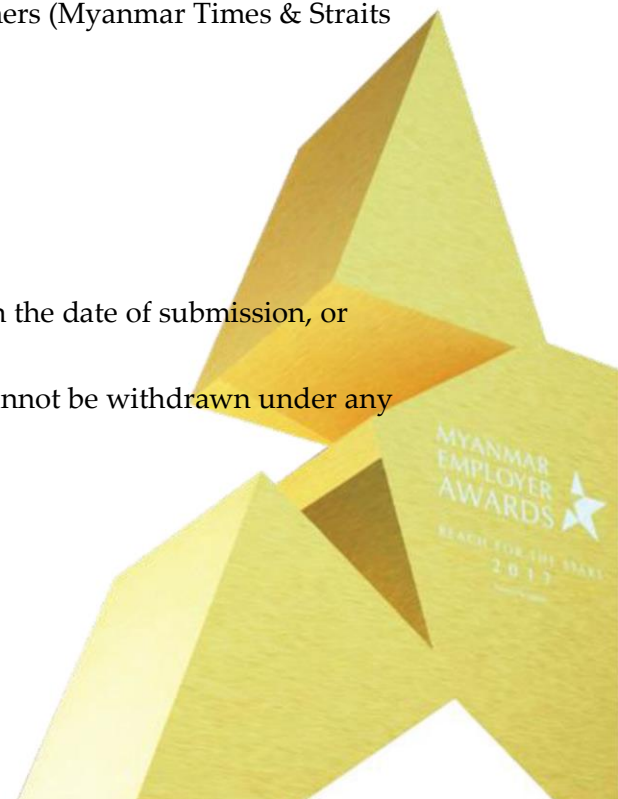
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KEY DATES

- 7th July 2020 : Entry Submission Open
- 18th September 2020 : Entry Form Deadline
- 25^h September 2020 : Employee Engagement survey & Essays Deadline
- 22nd October 2020 : Shortlisting
- 10th November 2020 : Final Judging Day
- 11th December 2020 : Awards Gala Night & Presentation Ceremony

ENTRY FEES

- Entry fees per one HR or CSR category
 - \$185 Entry Fee per category
 - Includes Finalist trophy if won
 - Includes Finalist logo on Media Partners (Myanmar Times & Straits Times) page if won
 - Includes Finalist badges if won
- Entry fees SME category
 - \$125 Entry Fee per category
 - Includes Finalist trophy if won
 - Includes Finalist logo on Media Partners (Myanmar Times & Straits Times) page if won
 - Includes Finalist badges if won
- Gala Awards Night
 - Awards Dinner seat \$165
 - Award Dinner table (10 seats) \$1,395
- All entry payments must be made in full together on the date of submission, or within agreed dates.
- The entry fee is non-refundable. Entries once sent cannot be withdrawn under any circumstances.



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Bronze Award Employer Branding + Marketing Package (for each Award) \$ 175*

- Exclusive MEA Winner Logo usage rights to display winner status for a given year
- 1 x MEA Official Trophy
- Employer Branding Badges set
- 10% discount on JobNet events (non cumulative)

Silver Award Employer Branding + Marketing Package (for each Award) \$ 375*

- Exclusive MEA Winner Logo usage rights to display winner status for a given year
- 1 x MEA Official Trophy
- 1 x MEA Official Certificate Plaque
- Employer Branding Badges set
- Employer Branding Online badges on your JobNet profile
- Employer Branding Carousel ad on FB and LI, digital boost
- 10% discount on JobNet events (non cumulative)

Gold Award Employer Branding + Marketing Package (for each Award) \$ 575*

- Exclusive MEA Winner Logo usage rights to display winner status for a given year
- 1 x MEA Official Trophy
- 1 x MEA Official Certificate Plaque
- Employer Branding Badges set
- Employer Branding Online badges on your JobNet profile
- Official Press Release Special Mention to be published on Media Partners
- 30 sec video interview on Award Night (non cumulative)
- Employer Branding Carousel ad on FB and LI, digital boost
- 1 x Editorial article on JobNet Blog about your company (non cumulative)
- 1 x Premium Quality Roll-Up with large Company Logo
- Your Company Logo in Official Winners section on MEA website
- Your Company Logo in Official Winners section on JobNet website
- Mention in 1 x EDM (Email) post Awards Gala to JobNet Employer and JobSeeker database (non cumulative)
- 10% discount on JobNet events (non cumulative)
- Logo in Myanmar Times full page
- Logo in Straits Times full page



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TERMS AND CONDITIONS

- You can apply for a maximum of 4 HR categories + CSR category
- By entering the program, you commit to purchasing the Award Marketing Package for each award you win and to be present on the Award Gala night to receive the awards.

Example calculation for Entry Fees

- Applied for 3 categories:
 - Best Learning and Development (185 USD)
 - Best Rewards & Recognition (185 USD)
 - Excellence in Working Environment (185 USD)
 - Total due at time of application: $\$185 \times 3 = 555$ USD
 - 1st Payment: 555 USD

Example Gala Dinner table sales, you can choose the level of presence you want to have at the Award Gala Dinner

- 1 table and 5 seats (USD 1,395 + 5 x (USD 165) = 2,220 USD)
- 2nd Payment: 2,220 USD

Example Final results after judging is complete and announced on the Award Gala Dinner:

- Best Learning and Development = Silver Award
 - USD 375 Award Marketing Package
- Best Rewards & Recognition = Gold Award
 - USD 575 Award Marketing Package
- Excellence in Working Environment = No Award
 - No need for marketing package
- Total Award Employer Branding + Marketing Packages due: USD 950
- 3rd Payment: 950 USD



MYANMAR EMPLOYER AWARDS



REACH FOR THE STARS

— 2 0 2 0 —

EMPLOYER KIT

CONTACT DETAILS

For further details and enquiries, please contact mea@jobnet.com.mm

ENTRY FORM

If you'd like to participate in the awards, please fill in and submit the official Entry Form. You can download the form from www.myanmaremployerawards.com/participate or contact mea@jobnet.com.mm

