

Employer of the Year

Awards Recognition

2025

AWARD SUMMARY

The WTS Northeast Ohio Chapter is accepting nominations for a local Employer of the Year Award.

The award was established by WTS International to recognize and honor an organization (company, non-profit, association, or government agency) for recruiting, retaining and advancing women. This award is given annually. The person nominating a company/agency for this award does not need to be a member of WTS; however, having WTS members in the company/organization does impact the scoring.

The 2025 awards will be presented at the Corporate Sponsor/Public Partner Appreciation Breakfast, tentatively scheduled for fall 2025. A maximum of three (3) project team members are eligible to accept the award as noted in the Project/Nominee Information section of this form.

The winner of the chapter award will be nominated for the WTS International Award of the same name. Presentation of the International Award will be at the WTS Annual Conference, in 2026.

AWARD CRITERIA AND SUBMITTAL REQUIREMENTS

Nominations shall be made on the attached form. The qualifications for selection shall include:

- ❖ Employer must maintain an active office in Northeast Ohio
- ❖ Description and example(s) of how the organization supports WTS through memberships, sponsorships, and employee involvement at the local and international levels.
- ❖ Description of the organization's structure, including the number of women in executive and senior positions and those leading major initiatives.
- ❖ Description of the career development plans and succession programs in place for women to advance within the organization.
- ❖ Description and example(s) of how the organization provides continuing education of its female employees through professional education, professional organizations, and professional development opportunities.
- ❖ Description and example(s) of how the organization encourages female students to enter the transportation field by providing internship opportunities.

Additional information that may be provided for bonus points includes:

- ❖ While WTS Membership is not required to submit a nomination, bonus points will be given if up to three (3) or more members of the firm are current WTS Northeast Ohio members.

Nominations are due to jchio@structurepoint.com no later than Monday, June 30th, 2025.

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THE MISSION OF THE ORGANIZATION

WTS attracts, sustains, connects and advances women's careers to strengthen the transportation industry. To fulfill this mission, WTS operates under a specific vision with core values, goals, and guiding principles behind all of its activities and programs.

Vision: Equity and access for women in transportation.

Core Leadership Values:

- » **LOYALTY:** Leadership and staff exhibit trust, honesty, and loyalty as they work toward fulfilling the WTS mission.
- » **COLLABORATIVE ENVIRONMENT:** Communication, engagement, diversity, and creativity create the optimal collaborative environment in which to successfully complete organization initiatives.
- » **EXCELLENCE:** On the path to mission fulfillment, WTS leaders and staff operate as member- and mission-centric professionals with integrity and accountability.
- » **RESPECT:** WTS leaders and staff hold respect in the highest regard for members, volunteers, partners, the Board, and members of their work teams.
- » **PASSION:** It is the passion of WTS leaders and staff for the WTS vision, mission, women's issues, and the roles WTS International's leaders and staff fill that serves to unify our teams and move us forward.

Goals:

- » Achieve organizational excellence and capacity to execute mission.
- » Create exceptional experience for members through strong involved chapters as part of a global WTS.
- » Expand opportunities for women in the transportation industry through professional development, mentoring, and strategic positioning of women.
- » Provide leadership in the global transportation community.

Guiding Principles:

- » WTS is an international organization dedicated to building the future of transportation through the global advancement of women.
- » Advancing women in transportation is key to building the transportation industry.
- » A strong international organization enables members, chapters and communities within WTS to achieve our shared vision.
- » WTS can shape future generations of transportation leaders.
- » WTS is committed to ethical leadership, integrity and respect for all.
- » The WTS spirit of community, inclusiveness, and mutual support is one of our greatest assets.

Employer of the Year 2025

Nominee Information:

Employer		
Contact Name		
Title of Contact		
Address		
Phone		
E-mail		
Number of Active WTS NE Ohio Members		
Number of Active WTS Members		

- Summarize why the nominee deserves to win.** (max 300 words)
- Describe and provide example(s) of how the organization supports WTS through memberships, sponsorships, and employee involvement at the local and international levels.** (max 250 words)
- Describe the organization's structure, including the number of women in executive and senior positions and those leading major initiatives.** (max 250 words)
- Describe the career development plans and succession programs in place for women to advance within the organization.** (max 250 words)
- Describe and provide example(s) of how the organization provides continuing education of its female employees through professional education, professional organizations, and professional development opportunities.** (max 250 words)
- Describe and provide example(s) of how the organization encourages female students to enter the transportation field by providing internship opportunities.** (max 100 words)