

2025 POWER Awards

Primary Contact Information

1. Contact's First Name *

2. Contact's Last Name *

3. Title/Position *

4. Email Address *

5. Phone Number *

6. Mailing Address *

7. Organization Size *

- ☐ Small & Medium Organization (250 or below)
- ☐ Large Organization (250 or above)

PEOPLE

Page description:

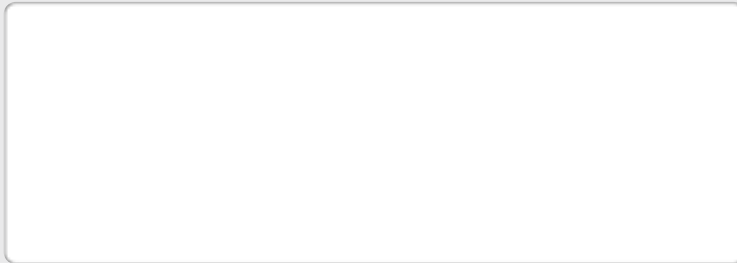
P – People

Investing in people is the heart of workforce excellence. We help employers connect with diverse talent pipelines and support leadership development through customized training programs.

Only complete this section if you are applying.

8. Explain what benefits/policies you have updated and or added in the past 1-3 years to demonstrate greater support for your employees.

Examples can include paid family leave policies, health benefits, bereavement leave, childcare support, eldercare support, floating holidays, flextime, mental health benefits, flexible work arrangements, parental leave, pet bereavement, mental health days, volunteer time off, sabbaticals, and other applicable policies.



LOGIC Show/hide trigger exists.

9. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #9 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

10. Provide evidence for each

Browse...

11. Explain how you foster an engaging workplace where employees feel valued, heard and supported that supports long-term employee success.

Examples include learning opportunities, performance review processes, various transparent and confidential communication channels, recognition programs, and annual engagement surveys.



LOGIC Show/hide trigger exists.

12. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #12 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

13. Provide evidence for each

Browse...

14. Explain what options you offer your employees during the workday.

Examples include job-appropriate dress codes, office lighting, adjustable chairs, lactation rooms, meditation/spiritual/prayer rooms, accommodations for personal health needs, private or gender-neutral restrooms, menopause support, and other applicable options.



LOGIC Show/hide trigger exists.

15. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #15 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

16. Provide evidence for each

Browse...

17. Explain innovative recruitment and hiring practices you have to attract and retain top talent.

Examples include standard interview process/questions/criteria, usage of a broad interview panel, recruiting from varied sources, multiple advertising channels, sponsorship programs, widening talent pipelines, paid internship programs, accessible application/hiring process, reaching out to special populations, mentoring internal/external, and other applicable practices.



LOGIC Show/hide trigger exists.

18. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #18 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

19. Provide evidence for each:

Browse...

20. Provide screenshots, not links, of website pages, social media platforms, marketing brochures, and other applicable samples that demonstrate your external efforts to attract and support a wide-ranging group of candidates.

Browse...

Page description:

O – Opportunities

Equitable career pathways benefit both employees and employers. Through apprenticeships, internships and supplier diversity initiatives, we expand opportunities in the Omaha job market.

21. Describe your organization's mentorship program.

LOGIC Show/hide trigger exists.

22. To submit your evidence, please select yes. *

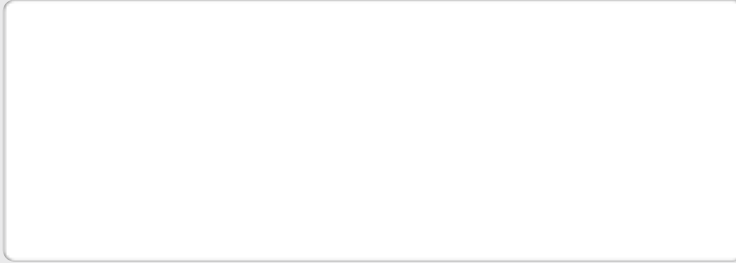
- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #22 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

23. Provide evidence for each

Browse...

24. Explain the process employees use to apply to and be considered for managerial and executive level roles.



LOGIC Show/hide trigger exists.

25. To submit your evidence, please select yes. *

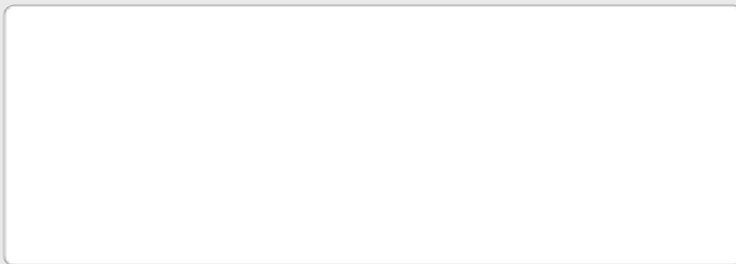
- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #25 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

26. Provide evidence for each:

Browse...

27. Explain how you ensure all employees have access to career advancement and leadership development opportunities.



LOGIC Show/hide trigger exists.

28. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #28 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

29. Provide evidence for each:

Browse...

WORKFORCE

Page description:

W – Workforce

We provide data-driven solutions to strengthen your workforce. From skills assessments to workforce analytics, we help businesses make smarter hiring decisions and improve team performance.

30. Explain the approaches your company has for leveraging local, regional, and national industry trends to shape its workforce strategies.

Examples include internships, apprenticeships, job fairs, K-12 involvement, recruiting at colleges/universities, industry conferences, more remote roles, gig work, and other applicable approaches.



LOGIC Show/hide trigger exists.

31. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #31 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

32. Provide evidence for each:

Browse...

33. Explain innovative business practices your company has implemented to meet evolving workforce demands in an increasingly competitive labor market.

Examples include surveys, feedback, ERG input, AI implementation, social impact, AGILE training/certifications, project management certifications, and other applicable practices.



LOGIC Show/hide trigger exists.

34. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #34 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

35. Provide evidence for each:

Browse...

36. Explain long-term strategies you have to develop these pipelines: K-12, college, military, veterans, spouses, second chance employment, older adults, immigrants/refugees and other applicable populations.



LOGIC Show/hide trigger exists.

37. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #37 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

38. Provide evidence for each:

Browse...

39. Explain how you identify and take action to ensure your workforce is representative of the community you serve.

Examples include the Omaha metro area, the Midwest region, the nation, neutral job descriptions, mentorship/sponsorship, leadership development, continuous improvement initiatives, community-based recruitment efforts, local partnerships, hiring manager training, and other applicable actions.



LOGIC Show/hide trigger exists.

40. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #40 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

41. Provide evidence for each:

Browse...

42. Explain how you use local talent-related data to reach untapped talent in the Omaha metro area.

Examples include the Midwest region, the nation, tracking metrics and goals, analyzing data and demographics, monitoring unemployed and underemployed populations, addressing employment barriers (transportation, childcare, and affordable housing), and other applicable data-related efforts.



LOGIC Show/hide trigger exists.

43. To submit your evidence, please select yes. *

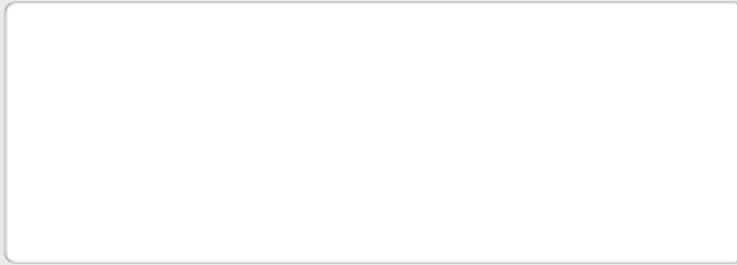
- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #43 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

44. Provide evidence for each:

Browse...

45. Explain your strategy to ensure your supplier spend reflects the communities you serve. How are you achieving it?



LOGIC Show/hide trigger exists.

46. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #46 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

47. Provide evidence for each:

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EXCELLENCE

Page description:

E – Excellence

Innovation begins with excellence. Coalition members gain access to best practices in workplace culture, employee engagement and scalable leadership programs.

48. Beyond formal performance reviews, explain the channels employees and leaders have for receiving performance feedback.

Examples include feedback loops, regular one-on-ones, skip-level meetings, stay interviews, and other applicable channels.



LOGIC Show/hide trigger exists.

49. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #49 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

50. Provide evidence for each

Browse...

51. Describe how innovation, change, and continuous improvement are cultivated within your culture.

Examples include brainstorming, "after action reviews", safety to challenge the status quo, encouraging thought-provoking discussions, management practices that ensure everyone is heard, and other applicable improvements.



LOGIC Show/hide trigger exists.

52. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #52 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

53. Provide evidence for each

Browse...

RETENTION

Page description:

R – Retention

Keeping top talent is just as important as hiring. We deliver proven strategies to reduce turnover, improve the employee experience and create upward mobility, ensuring your Omaha workforce grows with your business.

54. Explain how your organization recognizes and celebrates employee achievements that are aligned with their contribution.

LOGIC Show/hide trigger exists.

55. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #55 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

56. Provide evidence for each

Browse...

57. Describe key insights have you gained from exit and stay interviews, and how have they influenced your retention strategies and culture.

LOGIC Show/hide trigger exists.

58. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #58 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

59. Provide evidence for each

Browse...

60. Explain how your organization holds leaders accountable for fostering a positive workplace culture and employee wellbeing.

LOGIC Show/hide trigger exists.

61. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #61 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

62. Provide evidence for each

Browse...

63. Explain external efforts your organization has done to promote and support community events or activities that are important to your employees.

Examples include attendance or booths at events, advocacy efforts, and other applicable efforts.

LOGIC Show/hide trigger exists.

64. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

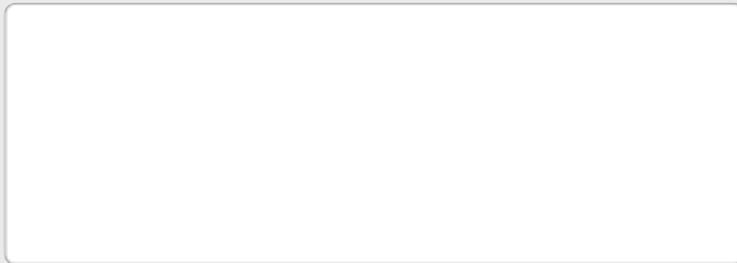
LOGIC Hidden unless: #64 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

65. Provide evidence for each

Browse...

66. Explain how your organization ensures open and transparent communication between leadership and employees.

Examples include an electronic suggestion box, an opportunity to ask anonymous questions, HR ensures concerns are being heard and acknowledged - publicly shared outcomes as appropriate, town halls, meetings where employees can submit questions ahead of time, and other applicable methods of communication.



LOGIC Show/hide trigger exists.

67. To submit your evidence, please select yes. *

- ☐ Yes
- ☐ No evidence to submit

LOGIC Hidden unless: #67 Question "To submit your evidence, please select yes. " is one of the following answers ("Yes")

68. Provide evidence for each

Browse...

Review

69. Congratulations! You've completed the POWER Award application. Please double-check your answers before hitting submit - no changes can be made after submission. Select 'Yes' to move forward and submit, or if you are not ready, hit 'Back' to review your responses.

☐ Yes

Thank You!

Thank you for taking the time to complete your application for The POWER Awards. The application deadline is Friday, July 25 at 11:59 PM Central Time. We will notify all applicants of our decision by Friday, August 29.