



ACQUISITION,
TECHNOLOGY,
AND LOGISTICS

THE UNDER SECRETARY OF DEFENSE

3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

MAY 03 2016

MEMORANDUM FOR SERVICE ACQUISITION EXECUTIVES
UNITED STATES SPECIAL OPERATIONS COMMAND
ACQUISITION EXECUTIVE
DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: Call for Nominations for the 2016 Under Secretary of Defense for Acquisition, Technology, and Logistics Acquisition Awards

I am soliciting your 2016 nominations for the following Under Secretary of Defense for Acquisition, Technology, and Logistics acquisition award programs:

- The David Packard Excellence in Acquisition Award, which recognizes organizations, groups, and teams that have demonstrated exemplary use of innovation and best acquisition practices, including the Better Buying Power (BBP) initiatives, to achieve outstanding acquisition outcomes for the Warfighter and the taxpayer.
- The Should Cost and Innovation Award, which more narrowly targets organizations that have displayed outstanding commitment, innovation, and results pertaining to should cost management, an enduring BBP initiative.
- The Defense Acquisition Workforce Individual Achievement Award, which recognizes excellence by members of the Defense Acquisition Workforce in 18 functional categories.
- The Defense Acquisition Workforce Development Award, which recognizes organizations that have made exemplary contributions to the career-long development of their workforces.

Eligibility/selection criteria, administrative procedures, and the application form for all four award programs are provided in Attachments 1-4, respectively. Nominations must be submitted electronically by August 1, 2016, to the appropriate point of contact below:

Packard/Should Cost Awards:	packard.award@dau.mil, 703-693-8342
Workforce Achievement Award:	achievement.award@hci.mil, 703-805-3761
Workforce Development Award:	development.award@hci.mil, 703-805-3761

Thank you once again for soliciting and promoting the submissions of teams and individuals most deserving of recognition for their acquisition excellence.



Frank Kendall

Attachments:
As stated



2016 USD(AT&L) David Packard Excellence in Acquisition Award

Please read the following information carefully before completing and submitting this application.

Background: The David Packard Excellence in Acquisition Award, sponsored by the Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)), recognizes Department of Defense (DoD) civilian and military organizations, groups, or teams who have demonstrated exemplary innovation and best practices in the acquisition of products and services. This award reflects achievements that exemplify goals and objectives established for furthering life cycle cost reduction and/or acquisition excellence in the Department. It is the preeminent acquisition awarded granted by the USD(AT&L).

Eligibility: All Component and DoD AT&L organizations, with the exception of the Defense Acquisition University and the Office of Human Capital Initiatives, are eligible to compete for the 2016 Packard Awards. Questions concerning eligibility should be directed to the award coordinator at 703-693-8342 or packard.award@dau.mil. Nominations are for organizations, groups, or teams that have exhibited superior accomplishments significantly contributing to defense acquisition, technology, and logistics goals, initiatives, and programs. The award will be granted for contributions made or completed within the 12-month period from July 1, 2015, through June 30, 2016. Given that many developments result from an organization's efforts and contributions cumulatively over a period of time, initiatives that began before the 12-month window may be reported, but the culmination of the work must be within the window that is specified above.

Evaluation Criteria: The primary judging criteria will be exemplary use of innovation and best acquisition practices, including the Better Buying Power (BBP) initiatives, to achieve outstanding acquisition outcomes for the Warfighter and the taxpayer. The BBP focus areas and associated initiatives can be found at <http://bbp.dau.mil>.

Nomination packages should describe the challenges faced by the program or service acquisition and the context in which those challenges had to be addressed. For each challenge, the package should describe the actions taken to achieve outstanding outcomes, particularly actions that show innovation and exceptional initiative, including application of the BBP initiatives and the flexibility provided by applicable statute and regulations. The package should describe how these actions led to improved and quantified acquisition outcomes, and how these outcomes benefitted the Warfighter and the taxpayer. The narrative should describe if and how lessons from this experience might be generalized for use elsewhere in the acquisition enterprise.

It is not necessary to address all the focus areas/initiatives. Rather, nominations should make a strong case for actions taken that were most important to the acquisition's success. Multiple teams may receive the award based on merit.

Detailed Instructions:

1. Each Military Department may nominate up to five teams, and other Components may nominate two teams each. Contractors are not permitted to be listed as members of the team. Nomination packages **must** be submitted through the appropriate Acquisition Executive and accompanied by an endorsement letter to the USD(AT&L).

All awards must be completed using the award application form herein and submitted, via e-mail in MS Word, to the award coordinator at packard.award@dau.mil.

Applications must include:

- a) The administrative information on the following page.
 - b) A narrative describing the team's accomplishment(s) **not to exceed two pages.**
 - c) A citation award abstract summarizing your narrative **not to exceed 300 words.**
 - d) A high resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format, attached with your e-mail submission.
2. **Applications must be submitted by August 1, 2016.** Late submissions cannot be considered due to schedule constraints.
 3. The award coordinator will acknowledge all applications received. If the point of contact has not received a confirmation e-mail within two business days after submission, please contact the award coordinator at 703-693-8342. Award applications will not be considered complete until you have received a confirmation e-mail.
 4. The USD(AT&L) will oversee the awards process and will appoint a chair for the Packard Award Board, which will be composed of up to 10 Senior Executive Service panel members within OUSD(AT&L). The Board Chair will be responsible for selecting the other panel members to review and evaluate the nominations. Once the Board has completed the review process, the Board Chair will present the recommendations to the USD(AT&L), who is the final approval authority.
 5. Presentation of the 2016 Packard Award to the winning team(s) will take place in the late 2016/early 2017 timeframe at a formal awards ceremony.
 6. All travel costs associated with an awards presentation will be borne by the nominating organization. The winning organizations will be notified several weeks in advance in order to facilitate travel reservations. Because of limited space at the awards ceremony, winning teams are typically limited to five representatives each.
 7. OUSD(AT&L) will ensure the winning organizations are announced in various communication media.
 8. Questions regarding the 2016 Packard Awards or the application process should be addressed to the award coordinator at 703-693-8342 or packard.award@dau.mil. Additional information can be found on the awards website at www.dau.mil/acqawards.

Administrative Information

Award coordinator POC:

Name:

Telephone:

Email:

Organization, Group, or Team

Name:

Mailing Address:

Address (continued):

City:

State:

Zip:

Primary Organization Point of Contact (POC)

Name:

Title:

Telephone:

E-mail:

Alternate Organization POC

Name:

Title:

Telephone:

E-mail:

Current Number of Employees:

Your organization, group, or team's mission statement:

Brief description of your organizational structure:

Chain of command to whom your organization, group, or team reports:

Names and position titles of individual(s) contributing to organization, group, or team:

Award Narrative

(Two pages maximum, 12-point Times New Roman, based on criteria described herein)

Award Citation Abstract

(Maximum 300-word summary that will be placed in the award program for the winning teams)



2016 USD(AT&L) Should Cost and Innovation Award

Please read the following information carefully before completing and submitting this application.

Background: The Should Cost and Innovation Award, sponsored by the Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)), recognizes organizations, groups, or teams that have displayed outstanding commitment, innovation, and results to should cost management. The concept of should cost management is fundamental to proactive cost control throughout the acquisition life cycle. This initiative requires the active management of cost, starting with the deep understanding of cost structures, followed by the identification of specific goals for cost reduction (should cost goals) and efforts to achieve those cost reductions. As a core, enduring Better Buying Power initiative, most programs and contracted activities in DoD now have should cost targets and are managing to them.

The following excerpt from the August 6, 2013, USD(AT&L) memorandum further details should cost management: “All acquisition managers should routinely analyze all cost elements and consider reasonable measures to reduce them, with prudent, cost-benefit based considerations of associated risks. Immediate short-term savings should not come at the expense of long-term degradation of effectiveness or suitability; investments that result in long-term returns in production or sustainment efficiency should be considered and are appropriate uses of should cost related savings. Managers should also apprise their leadership of opportunities for life cycle cost savings that are outside their span of control.”

Eligibility: All Component and Department of Defense AT&L organizations, except the Defense Acquisition University and the Office of Human Capital Initiatives, are eligible to compete for the 2016 USD(AT&L) Should Cost and Innovation Award. Questions concerning eligibility should be directed to the award coordinator at 703-693-8342 or packard.award@dau.mil. The award will be granted for contributions made or completed within the 12-month period from July 1, 2015, through June 30, 2016. Given that many developments result from an organization’s efforts and contributions cumulatively over a period of time, initiatives that began before the 12-month window may be reported, but the culmination of the work must be within the window noted above.

Evaluation Criteria: The primary judging criteria will be exemplary use of should cost management to achieve cost savings at any point in a program or service acquisition’s life cycle.

Nomination packages should describe the challenge the team faced/overcame in managing their should cost program, the context in which they operated in (e.g., an unstable funding environment), the specific innovative opportunities they undertook to recognize savings, and the results they achieved, with a focus on the impact to the Warfighter and the taxpayer. The description should include baseline costs and savings for each initiative undertaken and the details of how of each initiative was implemented to achieve the cited savings. Savings will be evaluated as a percentage of baseline cost. The narrative should describe if and how the lessons

of the subject program or service acquisition can be generalized for application elsewhere in the acquisition enterprise.

Note: While the David Packard Excellence in Acquisition Award can also include application of should cost management, it is more broadly focused on organizations, groups, or teams that have demonstrated exemplary innovation and best practices in acquisition though application and emphasis on the Better Buying Power (BBP) efficiency initiatives and the demonstrated program management processes of implementing them.

Selection Process: The Should Cost and Innovation Award will be considered using the same Board and process as for the David Packard Excellence in Acquisition award; however, the Board will assess the Should Cost award nominations separately. The Board will assess and rank nominated organizations based on Should Cost results and overall contributions. More than one Should Cost and Innovation Award may be selected, depending on merit.

Detailed Instructions:

1. Each Military Department/Component may nominate one team each. Contractors are not permitted to be listed as members of the team. Nomination packages **must** be submitted through the appropriate Acquisition Executive and accompanied by an endorsement letter to the USD(AT&L). **All awards must be completed using the award application form herein and submitted, via e-mail in MS Word, to the award coordinator at packard.award@dau.mil.** Applications must include:
 - a) The administrative information on the following page
 - b) A narrative describing the team's accomplishment(s) **not to exceed two pages**
 - c) A citation award abstract summarizing your narrative **not to exceed 300 words**
 - d) A high resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format, attached with your e-mail submission
2. **Applications must be submitted by August 1, 2016.** Late submissions cannot be considered due to schedule constraints.
3. The award coordinator will acknowledge all applications received. If the point of contact has not received a confirmation e-mail within two business days after submission, please contact the award coordinator at 703-693-8342. An award application(s) will not be considered complete until you have received a confirmation e-mail.
4. The USD(AT&L) will oversee the awards process and will appoint a chair for the Packard/Should Cost Award Board, which will be composed of up to 10 Senior Executive Service panel members within OUSD(AT&L). The Board Chair will be responsible for selecting the other panel members to review and evaluate the nominations. Once the Board has completed the review process, the Board Chair will present the recommendations to the USD(AT&L), who is the final approval authority.
5. Presentation of the 2016 Should Cost Award to the winning team will take place in conjunction with Packard Award in the late 2016/early 2017 timeframe.
6. All travel costs associated with an awards presentation will be borne by the nominating organization. The winning organization will be notified several weeks in advance in order to

facilitate travel reservations. Because of limited space at the awards ceremony, the winning team is limited to five representatives.

7. OUSD(AT&L) will ensure the winning organization is announced in various communication media.
8. Questions regarding the 2016 Should Cost Award or the application process should be addressed to the award coordinator at 703-693-8342 or packard.award@dau.mil. Additional information can be found on the awards website at www.dau.mil/acqawards.

Administrative Information

Award coordinator POC:

Name:

Telephone:

Email:

Organization, Group, or Team

Name:

Mailing Address:

Address (continued):

City:

State:

Zip:

Primary Organization Point of Contact (POC)

Name:

Title:

Telephone:

E-mail:

Alternate Organization POC

Name:

Title:

Telephone:

E-mail:

Current Number of Employees:

Your organization, group, or team's mission statement:

Brief description of your organizational structure:

Chain of command to whom your organization, group, or team reports:

Names and position titles of individual(s) contributing to organization, group, or team:

Award Narrative

(Two (2) pages maximum, 12-point Times New Roman, based on criteria described herein)

Award Citation Abstract

(Maximum 300-word summary that will be placed in the award program for the winning team)



2016 Defense Acquisition Workforce Individual Achievement Award (Monetary)

Please read the following information carefully before completing and submitting this application.

Background: The Defense Acquisition Workforce Individual Achievement Award was established as a result of the Weapon Systems Acquisition Reform Act of 2009 to encourage and recognize individuals who demonstrate the highest levels of excellence and professionalism in the acquisition of products and services—those who “support the Warfighter and protect the taxpayer.” Recognizing the unique and significant contributions of the defense acquisition workforce is a key objective of Better Buying Power (BBP), which looks to “improve the professionalism of the total acquisition workforce.” Every member of the acquisition workforce should feel valued for their contributions and have an enhanced sense of ownership of the acquisition mission and results. This award recognizes individuals in each of the acquisition functional disciplines. Teams with DoD-wide representation, led by the senior DoD-wide Functional Leader for an acquisition career field, review the nomination submissions, which are then approved by the Functional Leader and the Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)). Award winners will receive a monetary award and will be recognized at a Pentagon awards ceremony. Their contributions are featured in the Pentagon’s Defense Acquisition Workforce recognition display.

Eligibility: All members of the Defense Acquisition Workforce (military and civilian) except members of the Office of Human Capital Initiatives (HCI), the Defense Acquisition University, and the Component offices for Acquisition Career Management are eligible to be nominated for the Workforce Individual Achievement Award in the acquisition career field designated for their position. For example, nominating an individual for the Individual Achievement Award for Program Management is appropriate if their position is designated program management.

Evaluation Criteria: Nominations will be considered based on demonstrated excellence and contribution to acquisition mission success in the following areas:

- a. Specific achievements within the functional area during the period of **July 1, 2015, to June 30, 2016**. Given that many achievements result from one’s efforts and contributions cumulatively over a period of time, achievements that began before the 12-month window may be reported, but the culmination of the work must be within the window noted above. Quantifiable descriptions of achievements are particularly desired.
- b. Value of the nominee’s contributions during the award period to the mission of one’s organization in supporting the Warfighter; value of contributions to demonstrating cost consciousness and to protecting the taxpayer. Contributions should demonstrate the achievement of continuous improvement and organization, Component, and/or DoD-level leadership priorities including, but not limited to, Better Buying Power.

- c. Demonstration of leadership, including by example, mentoring, and best practice sharing, to enhance the success of one's team and the greater acquisition community in achieving acquisition outcome success.

Selection Process: The award process is managed on behalf of the USD(AT&L) by the Director, Human Capital Initiatives. For each functional category, teams with DoD-wide senior functional experts will review nominations and make recommendations to the respective DoD Functional Leader. The Functional Leader will then finalize the awardee selection, which will be approved by the USD(AT&L).

Detailed Instructions:

1. **Submission deadline.** Submit nominations to achievement.award@hci.mil. **Applications must be received by close of business August 1, 2016. Due to schedule constraints, late submissions cannot be considered.** The award coordinator will acknowledge receipt of each application. If the point of contact has not received a confirmation e-mail within two business days after submission, please contact the award coordinator. An award application will not be considered complete until the applicant or submitter has received a confirmation e-mail.
2. **Nomination approval.** Nominations must be accompanied by the Service/Component Acquisition Executive's written endorsement. Each Acquisition Executive may submit one nomination in each category identified in paragraph 4 below.
3. **Nomination format, content, and logo.** The nomination package must be submitted under a cover memo signed by the Service/Component Acquisition Executive. The package must include the completed nomination contact form (attached) and a three-page (maximum) narrative supporting the evaluation criteria, as described above, and the award citation. A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format must also be included with the email submission.
4. **Award Categories.** Nominations will be accepted in the following categories:
 - 1) Acquisition in an Expeditionary Environment
 - 2) Auditing
 - 3) Contracting and Procurement
 - 4) Cost Estimating
 - 5) Earned Value Management
 - 6) Engineering
 - 7) Facilities Engineering
 - 8) Financial Management
 - 9) Industrial/Contract Property Management
 - 10) Information Technology
 - 11) Life Cycle Logistics
 - 12) Production, Quality, and Manufacturing
 - 13) Program Management
 - 14) Science and Technology Manager
 - 15) Test and Evaluation
 - 16) Requirements Management*

17) Services Acquisition

18) Small Business

*The senior component official responsible for requirements will endorse the nomination for the Requirements Management Category.

5. Recognition Ceremony. Winners will be recognized at a Pentagon awards ceremony in the November–December 2016 timeframe. Winner contributions will be featured in the Pentagon’s Defense Acquisition Workforce recognition display. The Office of the USD(AT&L) will ensure the winners are announced via various communication media.

6. Travel Costs. All travel costs associated with the awards presentation will be borne by the nominating organization. Component acquisition leadership and winners will be notified several weeks in advance in order to facilitate travel reservations. Travel costs for each awardee and their guests may be funded with an approved Defense Acquisition Workforce Development Fund (DAWDF) request. Components should contact their DAWDF manager to facilitate this process. Due to limited space at the award ceremony, Achievement award winners will be limited to two guests per winner.

7. Questions. Questions regarding this award or application procedure should be addressed to the Workforce Achievement Award coordinator at achievement.award@hci.mil or 703-805-3761. Additional information can be found on the awards website at <http://www.dau.mil/acqawards>.

**2016 Defense Acquisition Workforce Individual Achievement Award
Contact Information**

Category: (Functional Discipline/Career Field)

Nominee Information

Name:

(Note: The selected nominee's name will be printed on all materials and trophies as listed above.)

Title:

Address: _____

Telephone:

E-mail:

Civilian or Military

DoD Component or Agency Name: (e.g., Department of the Army)

(Note: The selected nominee's organization will be printed on all materials and trophies as listed above.)

Director, Acquisition Career Management Staff Point of Contact

Name:

Title:

Telephone:

E-mail:

NOMINATION NARRATIVE:

Not to exceed three pages; 12-point, Times New Roman font

1. Specific Achievements:
2. Value of the Nominee's Contributions:
3. Demonstration of Leadership:

AWARD CITATION:

One page; not to exceed 200 words



2016 Defense Acquisition Workforce Development Award (Monetary)

Background: The Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)), has emphasized that, “in the end, it is the quality of our people that matter the most, more so than any policy or regulation anyone can put in place.” Across the Department, component acquisition leaders, commands, and local organizations work hard to ensure their workforce has the best training and development opportunities. At the enterprise level, a major continuous improvement objective under Better Buying Power is to improve the professionalism of the total acquisition workforce.

The Defense Acquisition Workforce Development Award highlights the best of the best exemplary efforts to improve the qualifications and professionalism of the acquisition workforce. Winning organizations will be recognized at a Pentagon awards ceremony, will receive a monetary award, and their contributions will be featured in the Pentagon’s Defense Acquisition Workforce recognition display. Not more than five team members shall be eligible to receive a monetary award for their accomplishments.

Eligibility: All component and Department of Defense Acquisition, Technology, and Logistics organizations, except Human Capital Initiatives (HCI), the Defense Acquisition University, and the component offices for Acquisition Career Management, are eligible to compete for the 2016 Defense Acquisition Workforce Development Award.

Evaluation Criteria: Nominations will be considered for evidence of contribution to improve the qualifications and professionalism of the workforce—a key objective of Better Buying Power. Other workforce development high-value contributions include talent management, developing leaders, knowledge transfer, support and alignment of development investments to mission and organization priorities, partnering, and sharing of best practices (see the nomination narrative template below).

Selection Process: The awards process is managed on behalf of USD(AT&L) by the Director, HCI. The Director, HCI, will identify the Development Award Selection Panel, which is comprised of senior Government and private sector leaders in workforce training, development, and talent management. Panel member recommendations will be compiled and presented by the Director, HCI, to USD(AT&L) for final selection and approval.

Detailed Instructions:

1. **Submission deadline.** Submit nominations to development.award@hci.mil. **Applications must be received by close of business August 1, 2016. Due to schedule constraints, late submissions cannot be considered.** The award coordinator will acknowledge receipt of each application. If the point of contact has not received a confirmation e-mail within two business days after submission, please contact the award coordinator. An award application will not be considered complete until the applicant or submitter has received a confirmation e-mail.

2. Nomination approval. Nominations must be accompanied by the Service/Component Acquisition Executive's written endorsement. Each Acquisition Executive may submit one nomination in each category identified in paragraph 4 below.

3. Nomination format, content, and logo. The nomination package must be submitted under a cover memo signed by the Service/Component Acquisition Executive. The package must include the completed nomination contact form (attached) and a three-page (maximum) narrative supporting the evaluation criteria, as described above. A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format must also be included with the e-mail submission.

4. Award Categories. Each award application will be evaluated in one of two categories: (1) Small Organization—organizations with fewer than 500 employees; and (2) Large Organization—organizations with 500 or more employees. Awards will be made for Gold, Silver, or Bronze award winners in both the large and small categories. The application procedures are the same for both categories.

5. Evaluation Criteria. The evaluation criteria are listed on page 4 of this attachment. The period of performance for this award is **July 1, 2015, through June 30, 2016**. Given that many developments result from an organization's efforts and contributions cumulatively over a period of time, initiatives that began before the 12-month window may be reported, but the culmination of the work must be within the window noted above. Quantifiable descriptions of achievements are desired.

6. Recognition Ceremony. Winning organizations will be recognized at a Pentagon award ceremony in the November–December 2016 timeframe. Workforce development highlights of the winners will be featured in the Pentagon's Defense Acquisition Workforce recognition display. The Office of the USD(AT&L) will ensure the winning organizations are announced via various communication media.

7. Travel Costs. All travel costs associated with the award presentation will be borne by the nominating organization. Due to limited space at the awards ceremony, winning organizations will be limited to five representatives each. Winners will be notified through their Director, Acquisition Career Management, several weeks in advance in order to facilitate travel reservations.

8. Questions. Please address all questions regarding this award or application procedure to the Workforce Development Award coordinator at 703-805-3761 or development.award@hci.mil. Additional information can be found on the award website at <http://www.dau.mil/acqawards>.

**2016 Defense Acquisition Workforce Development Award
Contact Information**

Award Category: (Large or Small Organization):

Organization Nominee Information

Name of Organization:

(Note: The selected organization's name will be printed on all materials and trophies as listed above.)

Name of Organization Acquisition Executive/Senior Acquisition Leader:

Title:

Name of Nomination Submission Point of Contact (POC):

Address: _____

POC Telephone:

E-mail:

Organization number of employees:

Organization number of acquisition workforce members:

Organization Mission Statement (100 words or less):

Names and position title of key individuals responsible for acquisition workforce/talent management (often those managing initiatives cited in narrative):

Director, Acquisition Career Management Staff Point of Contact

Name:

Title:

Telephone:

E-mail:

NOMINATION NARRATIVE TEMPLATE

Not to exceed three pages; 12-point, Times New Roman font

Describe your organization's exemplary efforts, innovations, and best practices to develop and improve the qualifications and professionalism of the acquisition workforce by addressing the following areas:

1. Talent management, with a focus on quality and efforts to have people with the right skills, in the right places, at the right times—with the high priority competencies for mission-critical functions. Examples of initiatives include efforts to attract, acquire, develop, promote, and retain quality talent. Additional examples include strategic recruitment of diverse and qualified candidates for the organization's workforce. Examples also include how organization leaders, managers, and supervisors create and sustain effective working relationships with employees.
2. Organization's leadership and knowledge transfer efforts to build the competencies of current and future leaders—initiatives and results that advance mission success; continuity of leadership; knowledge and best practice sharing across the organization; and an environment of mentoring, continuous improvement, and learning.
3. Workforce development initiatives demonstrate alignment with and support for organization, component, and Department of Defense mission, goals, and objectives. Describe the organization's effort to analyze and ensure an effective case for initiatives and execution measures of success.
4. Initiatives recognize and reward individual or team achievement that contributes to meeting organization mission goals or improving the efficiency and effectiveness of the organization.
5. Examples of partnering and sharing of workforce development best practices.
6. Overall assessment and examples of positive impact on organization's team, environment, readiness, and mission results.
7. Other.

AWARD CITATION

One page; not to exceed 200 words