



Top 50 CEOs 2024 Nominee Information Form

First Name

Last Name

Title (e.g. CEO, President, Regional Director, etc...)

Are you a past Top 50 CEO award winner?

Yes

No

How many Top 50 CEO awards have you won?

List the years for which you have won awards:

Name of company/organization you lead

How long have you been with this company/organization?

Is your company/organization:

A for-profit entity with 250+ employees

A for-profit entity 51-250 employees

A for-profit entity with 1-50 employees

A non-profit/not-for-profit organization or industry association (includes non-profit/not-for-profit organizations with a for-profit subsidiary)

A Crown corporation or post-secondary institution

Description of your company/organization in 5 words or less; please be literal in your response. If you manufacture widgets, say that you manufacture widgets; don't say that you facilitate mechanical interactions.

Atlantic Canada head office mailing address

Street Address

Address Line 2

City

Province

Postal Code

Atlantic Canada head office street address, if different from above

Street Address

Address Line 2

City

Province

Postal Code

Corporate and/or personal Twitter accounts
Corporate and/or personal Facebook accounts
Corporate and/or personal LinkedIn accounts
Corporate and/or personal Instagram accounts

Telephone number

Nominee e-mail address

Name of executive assistant

Executive assistant email

Name of your marketing/communications director

Marketing/communications director email

If you are a Top 50 CEO award winner, do we have your permission to share your contact information with the other award winners/event sponsors?

Yes

No

In 50 words or less, what are the main highlights of what you have accomplished in your current position? Here are some examples to show you what we are looking for:

1. Jane Smith has been CEO of XYZ Corporation since 2001. Under her leadership, this general contracting firm has achieved 25 per cent sales growth, increased profitability by 50 per cent and launched industry-leading carbon capture building processes. Jane says none of it would be possible without her exceptional team.
2. Joe Smith... as the founding president of nonprofit advisory organization Here4U, Joe is helping charitable organizations across North America become more effective at change management. In just five years, his proprietary assessment tools have transformed more than a thousand nonprofit organizations, earning them bigger donations and more volunteers.

Questions in this section are viewed by the judges and will be used as the “interview” for your profile in our May issue. If there is a response that you do NOT want made public, mark it as For Judges Only.

Executive Summary: In 500 words or less, tell us who you are and how you arrived at this point in your career. Do include any obstacles overcome.

What are the 3 most important things you've accomplished in your current role and how did you accomplish them? Please pay particular attention to challenges overcome and be detailed in your response

What job or experience brought you closest to quitting? How did you respond?

How do you monitor and measure employee satisfaction? How does employee engagement inform your leadership style?

How are you pushing the boundaries of your industry (i.e. what makes you an industry leader)?

What does having an “innovation culture” mean to you and what are you doing to build/mobilize that culture in your company/organization? Please be specific.

What do you foresee as the biggest CHALLENGES facing your company/organization in the next five years and what are you doing to capitalize on them?

What do you foresee as the biggest OPPORTUNITIES facing your company/organization in the next five years and what are you doing to mitigate those risks?

List any awards/recognitions you have personally received in your career.

List your (personal, not corporate) CURRENT volunteer affiliations:

Corporate Revenue

Please indicate your company(ies) revenue for 2023; bold or highlight the correct amount:

Under \$5 million

\$5 million to \$10 million

\$10 million to \$20 million

\$20 million to \$50 million

\$50 million to \$100 million

What is your percentage of revenue growth over the past three years (2023 compared to 2021)? Answer using a % value

How many employees did you have in 2023?

FT =

PT =

Have your staffing numbers increased or decreased over the past three years (2023 compared to 2021)? Answer using a % value

How do you explain the change in your staffing numbers? (e.g. growth through acquisition, operational efficiencies, can't find staff/positions going unfilled, etc...)

Your responses to questions in this next section are for statistical purposes only and will not be shared with the judges. Individual responses will not be published, only the collective results.

How much did your company/organization donate to charitable/community causes in 2023? Include cash and inkind donations, expressed as a total dollar amount:

How did your 2023 corporate charitable contributions compare to 2022?

- Increase
- Decrease
- No change

If there was a change in your charitable contributions, why did they increase or decrease?

Does your organization have measurable Diversity, Equity, Inclusion goals?

- Yes
- No

If yes, which of the following measurable goals do you have in place (click all that apply)

- Board BIPOC diversity
- Board gender diversity
- Board inclusivity of persons with disabilities
- Management BIPOC diversity
- Management gender diversity
- Management inclusivity of persons with disabilities
- Respectful workplace policies and training
- Staff BIPOC diversity
- Staff gender diversity
- Staff inclusivity of persons with disabilities
- Wage equity
- Workplace celebrations of diverse cultures
- Other (please specify)

What tools are you using to measure your progress on these goals?

Looking at global issues, what (if any) affect your company/organization? Click all that apply

- Armed conflict
- Energy transition
- Food supply
- Foreign ownership
- Global warming
- Green processes/materials
- Immigration
- Inflation
- Trade tariffs
- Transportation & Logistics
- Other (please specify)

Are you currently using A.I. in your operations?

- Yes
- No

If you are not already integrating A.I. into your operations, do you plan to do so?

- Yes
- No

If you are currently using, or want/plan to use A.I., what operational advantage do you believe it will offer? Check all that apply

- Achieve operational efficiencies
- Develop or enhance your products/services
- Reduce costs
- Reduce workforce
- Other (please specify)

Are you concerned about the use of A.I. to promote misinformation on social media platforms?

- Yes
- No

Are you planning to expand operations in the coming year, either by launching new offices/divisions/products or through acquisition?

- Yes
- No

Are you planning to hire more staff in the coming year?

- Yes
- No

Does your company have foreign workers/immigrants in its workforce?

- Yes
- No

Would you be able to fill job vacancies without foreign workers/immigrants?

- Yes
- No

Looking at your HR requirements in the coming year(s), what skillset does your company need most?

- Accounting
- Administration
- Customer service
- Maintenance
- Management/supervisors
- Marketing/communications
- R&D
- Sales
- Technology
- Other (please specify)

Is your workplace:

- 100% In-person (staff work at a corporate location)
- 100% Remote (e.g. work from home)
- Hybrid of both

Is your current in-person/remote/hybrid workplace how you operated before Covid?

Yes

No

When it comes to HR, which of the following are your top 3 most effective strategies for staff recruitment/retention?

Community involvement (i.e. donations/volunteer work)

Flexible work options

Employee engagement

Health benefits plan

Opportunities for career advancement

Opportunities for professional development

Paid time off (e.g. vacation, personal days, etc)

Remuneration (e.g. salary, profit-sharing, performance bonus, etc)

Social activities

Workplace culture

Other (please specify)

What is the most stressful part of your job? Click and drag to put them in priority from first to last

Excessive workload

Managing workplace personalities

Paying bills/meeting payroll

Revenue generation

Rising costs

Shareholder expectations

Talent recruitment and retention

Other (please specify) _____

What law firm(s) does your company/organization use?

What bank(s) does your company/organization use?

Which accounting firm(s) do you use?

Is your company/organization a member of a Board of Trade/Chamber of Commerce?

Yes

No

If yes, which Board(s) of Trade/Chamber(s) of Commerce are you members of?

How many weeks of vacation are you entitled to annually?

1

2

3

4

5

6+

How many weeks of vacation do you typically use per year?

How old will you be in May (when we announce the award winners)?

Are you married?

Yes

No

How many children do you have?

What is your highest level of education?

High School

Some post-secondary

College diploma/certification

Undergraduate degree

Master degree

Doctorate

List any post-secondary institutions you have attended

The most effective professional development activity for a CEO is...

List any professional associations of which you are currently a member

What single piece of technology is most important to the way you do business? Why is it so important?

What was your salary last year, including bonuses and stock options? Select the correct response

Less than \$100,00

\$100,001 to \$300,00

\$300,001 to \$500,00

\$500,001 to \$750,000

\$750,001 to \$1,000,000

More than \$1,000,000

How do you relieve work-related stress? Select all that apply.

Go to gym

Yoga

Exercise at home

Meditation

Walk/hike

Read

Screentime (e.g. TV, movie)

Disconnect from electronic devices

Time with family

Other

How many hours a day do you work on average?

How do you create a healthy balance between work and your life?

Main markets where your company/organization sells goods/services:

Atlantic Canada

Canada (outside Atlantic Canada)

United States

Asia

South America