



Nominees must full-fill ALL standard category ELIGIBILITY CRITERIA to be eligible for a Calgary White Hat Award.

When in doubt, the decision of the Calgary White Hat Award winner selection committee will be final.

- All nominees **MUST** show a minimum of 1-year employment with current employer.
- All nominees **MUST** be a permanent resident of Calgary.
- All nominees **MUST** be employed by a company or organization located within the designated eligibility area/boundary – Calgary city limits including up to 15km outside the posted city limits.
- All nominees **MUST** be employed in a full-time capacity with listed employer (excluding Banquet/Event Server AND Volunteer category nominees).
- Owners, CEOs, Presidents, Vice-Presidents, Executive Directors, Directors, GMs are not eligible in any standard category **UNLESS** their role requires that they work in a front-line capacity for 90% or more of their regular daily job.
- Lead by Example category is limited to middle-managers, supervisors, team leads only; Owners, CEOs, Presidents, Vice-Presidents, Executive Directors, Directors, GMs are not eligible **UNLESS** their role requires that they work in a front-line capacity for 90% or more of their regular daily job.