

# 2020 AT&T Operations Excellence Medal

The AT&T Operations Excellence Medal is an annual award that acknowledges individuals who demonstrate outstanding, innovative and unique contributions in operational excellence in support of AT&T products and services.

## Eligibility:

- AT&T active management employees (Levels 1 – 4)
- Non-payroll workers are not eligible
- Previous Medal winners may be nominated

## Award:

- \$5,000 Cash Award
- Medal and certificate
- Recipient's organization is responsible for costs of monetary award

## 2020 Technical Award Timeline:

- Nominations open: 9/15 through 10/30
- Review Board start review/rank nominations: 11/4 through 12/3
- Review Board to hold meeting to concur on final selections list: 12/7 through 12/10
- Recommendations forwarded to Scott Mair and Jeremy Legg by: 12/17
- Winners Announced: 1/15/2021

## Nominations Criteria:

Nominees and Nominators must be AT&T active management employees. Nominators may submit only one candidate in the award year, with the following exception:

- If more than one member of a team meets the criteria, the nominator may author multiple individual nominations for those team members. Individual team member nominations must be distinct from other team members who are nominated
- Nominators may submit a candidate to only one of the Medal categories: Science and Technology or Operations Excellence. If the body of work supports operations or has been done by operations personnel but meets the criteria for a Science and Technology Medal, it may be submitted for consideration
- It is suggested that nominators inform candidates that they are being nominated
- Two letters of endorsement are required. Of the two letters, only one may be from an external source (outside of AT&T). Letters are to be authored by the endorser, not the nominator. Endorsers may address their letters to the nominator. The endorser must have personal knowledge of the candidate's operational achievement and be

able to speak to the operational contributions documented in the nomination. Please do not include additional letters, publications authored by the candidate, listings of patents, etc.

- The nominee's outstanding and unique contribution must be in one or both of the following areas
  - Area 1: Outstanding Operations Contributions  
Enablement of AT&T business operational solution(s) in support of network, service or technology infrastructure that provides a quantifiable improvement in reliability, cost efficiency, customer experience, speed of delivery, or security that extends beyond the usual responsibilities of the contributor, achieved with one or more of the following criteria:  
Innovation: A substantial and unique contribution to the operability of the business, leveraging technology or invention and bringing it to practice  
Invention: A fundamentally new discovery based on original thoughts and ideas  
Advocacy: Significant work and personal commitment towards promoting an operational solution or opportunity that results in enlarging the scope of the business, improving customer experience or improving our cost structure
  - Area 2: Operational Management and Leadership - Acknowledged in one or both of the following areas:  
Demonstration of strong leadership abilities: Directing individual operations contributors and multi-functional teams through at least three significant end-to-end projects that are widely recognized as contributing to AT&T's marketplace position, it's financial success or the AT&T Brand  
Holding extraordinary operational credentials: Representing AT&T and providing notable leadership and contributions that demonstrate operational depth in technical forums, including professional and industry associations, university activities, and standards bodies.

#### Selection Process:

- The Review Board Committee is comprised of Vice-Presidents representing organizations across AT&T. The committee will review all nominations and forward recommendations to Scott Mair, President-Network Engineering & Operations and Jeremy Legg, Chief Technology Officer-AT&T Technology Services, for final selection of winners.
- Review Board members may not know the nominees and will rank order the nominations solely on the materials supplied, so detailed, quality write ups are important! Nominations are also judged on innovativeness/industry impact, not just a well-executed project.
- Members of the Review Board Committee cannot endorse or nominate a candidate, nor can they be asked to review a nomination prior to its submission.
- Up to 12 Operations Excellence Medals are awarded annually.

#### Nomination Submission:

- Complete the Operations Excellence Nomination Form and email to: g46797@att.com
- Remember to insert endorsement letters in Word format (should not be sent separately); please proof-read nominations prior to submission
- Nominations will not be accepted after the **10/30/20** deadline