

Q. What are the requirements for Compassionate Employer Recognition?

A. Compassionate Employer Recognition is given to companies or other organizations (but *not to individuals*) for their exceptionally compassionate workplace policies and practices in support of bereaved employees following the death of a child, grandchild, or sibling of any age, from any cause. Examples of these criteria include, but are not limited to:

- allowing additional time off without loss of benefits;
- providing flexible work schedules and assignments;
- allowing leeway in job performance standards;
- facilitating or organizing the support of co-workers;
- providing professional grief counseling, human resources support, or information regarding self-help bereavement support organizations; or
- other policies and practices that go beyond what is normal in your community.

The employee submitting the nomination must live within the U.S. or its territories. In addition, the company (or division) being nominated must also be located in the U.S. or its territories. Organizations with the specific purpose of helping the bereaved are not eligible for nomination.

Q. Who may nominate a company for Compassionate Employer Recognition?

A. Anyone may nominate a company if he or she was employed there at the time their child, sibling, or grandchild died. Affiliation with a local chapter of The Compassionate Friends is not required.

Q. How do I nominate my employer?

A. You may nominate your employer by completing the online Compassionate Employer Nomination Form at http://www.compassionatefriends.org/CER_Program/2007nomination_form.htm or by downloading and printing the PDF form from that site and mailing the completed form to The Compassionate Friends, P.O. Box 3696, Oak Brook IL 60522, or by faxing it to the TCF National Office, (630) 990-0246. A mail-in form may also be requested from the TCF National Office toll free (877) 969-0010.

Q. May I nominate a company where I am not personally employed, such as my spouse's employer or a local company that I know to be very compassionate in its workplace policies?

A. No. Nominations are only accepted from current and past employees of the organization who experienced the death of a child, sibling, or grandchild while employed there.

Q. I no longer work for the company, but I still remember their kindnesses. Is it too late to nominate them?

A. You may still nominate the company as long as you were employed there at the time your child, sibling, or grandchild died.

Q. When may I nominate my employer?

A. TCF will begin accepting nominations on July 17, 2006 for recognition in 2007. The deadline for nominations is November 30, 2006. Mailed nominations must be postmarked not later than November 30, 2006. No exceptions are allowed, and TCF is not responsible for undelivered mail.

Q. How will I find out if my employer is selected for Compassionate Employer Recognition?

A. Your nomination will be acknowledged soon after it has been received by The Compassionate Friends. You will be informed by mail in late February 2007 if your employer has been selected for recognition, and your employer will be informed shortly thereafter. There is no single "winner" and there is no limit to the number of companies that may be recognized each year. Sixty-five companies received Compassionate Employer Recognition in 2006.

Q. If selected, what will my employer receive?

A. Each company selected will be awarded a Compassionate Employer Recognition plaque. In addition, The Compassionate Friends will distribute nationally a news release announcing the Compassionate Employer Recognition awards and listing all of the 2007 recipients. A model news release will be provided to the company for local use, as well.

Q. Where can I get more information about TCF's Compassionate Employer Recognition program?

A. From the TCF website www.compassionatefriends.org; from [Karl Snapp](#), CER Chair and member of the TCF National Board of Directors; or from The Compassionate Friends National Office, toll free (877) 969-0010.