

# GRIT AWARDS™

**Official Guidelines:** [GRIT Awards and Best Energy Workplaces: Official Guidelines \(allyenergy.com\)](http://allyenergy.com)

## **Important Dates:**

All Applications with recommendations are due **7/11/25**

Selection of Finalists – **7/14 to 8/30**

Announcement of Finalists and the Finalist Reception – **9/12** (Junior League of Houston)

Announcement and Awarding of Winners -**10/30** (Briar Club of Houston)

## **Common fields to be prepared to complete:**

Applicant Preparer's Name, email address, mobile phone, title,  
Company/School Organization name, Applicant Name, Applicant Mailing  
Address, Applicant Mobile Phone, Applicant Linked In Profile.

Applicant Short Bio

Applicant Headshot

Recommendations

## **Best Energy Startup**

Number of employees worldwide at the time of application

Please indicate which describes the stage of your company

What sector of the energy industry is your primary business?

What is your company's mission statement?

What is your company's vision statement?

What are your company's values?

If other, please specify

Commitment to People

Please indicate all of the programs your startup/workplace has to support its culture.

On-site features of your main location

How often do you review salary levels with individual employees? Every:

Does your company pay 50% or more of the premiums associated with your basic health benefits plan?

Please indicate which benefits and compensation you provide at your company.

If you marked other, please indicate which additional benefits your company provides (Please describe any financial services that your organization manages in-house, e.g. tuition or student loan repayment plans, care-giver or child-care support funds.)

Vacation/PTO Allowance. How many weeks of paid vacation does your company offer to employees

Do you offer unlimited time off?

Additional Financial Wellness Programs. Please describe any financial services that your organization manages in-house, e.g. tuition or student loan repayment plans, care-giver or child-care support funds.

Additional Health & Wellness Programs. Please describe any other health and wellness initiatives that your organization manages in-house, e.g. mental health strategy, wellness committee:

#### Commitment to Culture, Sustainability & Communities

Please tell us how this company/startup is making a difference in sustainability and the energy transition

Share examples of how your company/startup is making a difference in attracting, retaining and engaging your workforce.

Share examples of how your company/startup making a difference in ensuring a safe, collaborative and innovative workplace culture.

Share examples of any continuing education and/or professional development programs you have for your employees.

Share examples of affinity groups or employee resource groups programs your company/startup has.

Share examples of how your company/startup is actively partnering with and supporting the communities in which your employee live.

How much money annually does your company invest in the community?

Does your company have a publicized commitment to supplier diversity?