

CHARLES E. KEENER AWARD

DREYFUSS MANAGEMENT

For more than 25 years Charles “Charlie” Keener dedicated his work life to a Dreyfuss-managed community. While he applied his skill from the maintenance-engineering department, he developed lasting relationships with residents and colleagues. Each day, Charlie lived the Dreyfuss Culture, *“What can we do to serve you?”* As a result, from this approach, he became a role model to fellow employees and carried himself as a professional who everyone could count on for support. We wish to recognize Charlie’s example as a follower and a leader.

One year after Charlie left us, Dreyfuss Management wishes to identify other members of our work family who possess similar characteristics and the desire to serve. This will be an annual event to recognize a member of the Dreyfuss Team and reward that employee for their positive behavior.

A panel of Dreyfuss staff will review nominees and evaluate those candidates in these disciplines:

- Job knowledge
- Execution of responsibilities
- Integrity
- Problem-solving
- Respectful interaction with internal and external customers
- Ethical behavior
- Creativity and innovation within work environment
- Participation in Dreyfuss-sponsored events
- Investment in self
- Effective communication
- Adaptability to the environment
- Dependability
- Attendance

The panel will be chosen from Property employees, Operations, the Executive Team and one member from the Oakton Park staff. The total of the panel members should be no more than seven (7) in number, with two (2) alternates. The panel will elect a presiding Chairperson (Chair) to organize and facilitate the process of candidate review. The Chair will only cast a vote in the event of a tie between panel members. Each panel member has one vote.

To qualify as a candidate for the Charlie Keener award:

- Nominees must be employed at a Dreyfuss-managed community for at least one year.
- Recommended for the award, in writing, by one colleague. NOTE: additional “voices” strengthen the candidate’s position as a nominee.
- The written summary of candidacy must offer an example from at least **two** of the stated disciplines. NOTE: additional summaries of experiences for more than two disciplines enhance a candidate’s selection.

Nominations open September 1 and close September 30 each year. The “one-year tenure” is measured as of August 31 each year. The selected employee will receive an engraved plaque, a certificate of appreciation, recognition on the Dreyfuss website w/social media as well as a cash award. The winner of the award will be announced on or before December 1 each year.