



# WELCOME!

## 2025 Entrant Workshop



# Your Hosts



Glen Robinson  
Albury Business Connect



Sue Gold  
Border Trust

# Key Dates

Applications Closed

Sunday 1 June

Round 1 – Judging Takes Place

3 June – 30 June

Finalist Night

Thursday 10 July

Round 2 – Judging Takes Place

11 July – 31 July

Winners Selected

Friday 1 August

Most Outstanding Business Chosen

Friday 1 August

Awards Gala

Friday 15 August

# Key Dates - Ticketing

Finalist Night @ Regent Cinemas - 10 July

Finalist Night - Public Access

5<sup>th</sup> June - 3<sup>rd</sup> July

Gala Event @ Albury Entertainment Centre - 15 August

Gala Event - Public Access

11<sup>th</sup> July - Until Sold Out

## Compliance – Entry Process

- The AWBA financial component is subject to an annual independent Audit
- All Judges, site administrators & operational team have a signed NDA (Non-Disclosure Agreement) with AWBA
- All entries are checked to ensure eligibility before entries are approved for judging
- Eligibility of NSW ABN is checked for progression to Business NSW regional / state awards (winners of AWBA aligned categories)

## Compliance - Judging

- Judges must declare any conflicts of interest before an entry is marked
- All entries are separated into their specific categories
- Only allocated Judges can see and score entries in their allocated criteria
- Judges are unable to view unallocated entries
- Only the category Judges, the Head Judge, and local site administrator can see entries for the awards program

# Judging Process – Round 1



Every entry will be reviewed, scored and marked with feedback by two (2) independent judges. Finalists will be determined.

## Judging Process – Round 2



Every finalist entry will be reviewed, scored and marked with feedback by one additional independent judge. Winners will be determined.



## Tip's and Trick's guide for entries:

- Keep your sentences to 14 words or less.
- Only 1 idea per sentence.
- Avoid using the word “and” to make complex ideas fit into one sentence.
- Have a tone or personality in you entry. You may use many people to create your entry but have 1 person do the final submission.
- If you are a sole trader, think about your key suppliers, contractors, customers when talking about people.
- Link your overall story to dialog you have used in other questions. I.E When talking about difficulties, show your plan to overcome in “planning for the future”.
- Get everything on paper – many drafts will help create a great submission.
- Reinforce the question you are answering.
- Think like a customer (or a Judge)! Make it compelling.
- Your performance may not be simply about Dollars and Profit. Link to your overall objectives.

- If not desirable, do not use actual Monetary figures, convert to percentages instead.
- Why do your customers love you? The judges will also!
- If appropriate, use a customer testimonial.
- Bring your workplace to life – make the Judges feel as if they really see into your business.
- Consult the people around you – they will see your business successes differently to you.
- Your submission may be humorous or formal (or anything in between). But ensure you are direct with information.
- Keep your tone and language consistent. For example, don't switch between first and third person throughout your entry.

Bonus Tip – Are you only entering 1 category? Review all categories – there may be 2 (or more) you can enter. Each Category is judged by different judges, so there is no disadvantages to multiple entries!

# 2025 Categories

Outstanding Employee	Alignment with Business NSW Regional Awards
Excellence in Commercial, Professional & Business Services	AWBA Category Only
Outstanding Start Up or Side Hustle	AWBA Category Only
Excellence in Healthcare, Disability & Social Care	AWBA Category Only
Excellence in Hospitality, Leisure & Tourism	AWBA Category Only
Outstanding Community Organisation	Alignment with Business NSW Regional Awards
Excellence in Manufacturing, Industrial & Logistics Services	AWBA Category Only
Excellence in Retail & Personal Services	AWBA Category Only
Excellence in New Business	Alignment with Business NSW Regional Awards
Excellence in Small Business	Alignment with Business NSW Regional Awards
Excellence in Medium & Large Business	Alignment with Business NSW Regional Awards
Outstanding Young Business Person	Alignment with Business NSW Regional Awards
Outstanding Business Person (Over 35)	Alignment with Business NSW Regional Awards
Employer of Choice (Up to 20 Employees)	Alignment with Business NSW Regional Awards
Employer of Choice (21 & Over Employees)	Alignment with Business NSW Regional Awards
Hall of Fame	Predetermined by HOF Committee (Not to be Judged)
Most Outstanding Business	Highest Scoring Entrant (T & C's Apply)

Alignment with Business NSW Regional Awards - Eligible NSW Entrants only.

# Outstanding Employee

The Outstanding Employee Award recognises an inspirational employee who has demonstrated a passion for their role and a commitment to their workplace and the community.

It is open to businesses to nominate an employee.

Employers are required to highlight their employees' commitment over the past 12 months to their workplace, the community and to being an outstanding employee. To be eligible to enter this category, the employee must have been employed by their current employer for a minimum of 18 months, at the time of entry.

## Eligibility:

- The nominating business must have been trading continuously for 24 months and over.
- The employee must have been employed by their current employer for a minimum of 18 months, at the time of entry.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Excellence in Commercial, Professional & Business Services

This award will recognise and celebrate an established business or organisation (profit or not for profit, online or bricks and mortar) in the Commercial, Professional & Business Services sector that is commercially sustainable and can demonstrate excellent development in the previous 12 months.

A business or organisation that is primarily engaged in the Commercial, Professional & Business Services sector. Includes but not limited to real estate agencies, accounting and law firms and other business-related services.

For Example: Scientific research, Architectural, Legal & Accounting, Advertising, Market Research, Management & consulting, Veterinary, Computer system design, Administration services, Travel & tour services, Cleaning, pest & gardening, Finance & insurance, Rental & hiring, Real estate services, Information media & telecommunications

## Eligibility:

The business:

- Must have been trading continuously for 24 months and over.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Outstanding Start Up or Side Hustle

This award recognises an exceptional Start Up or Side Hustle that has demonstrated innovation, growth, and a strong commitment to their industry and community. It celebrates individuals or small teams who have shown entrepreneurial spirit, resilience, and initiative in building their business from the ground up.

Entrants must showcase their start up or side hustle's achievements over the past 12 months, including innovation, growth, community engagement, and overall impact. To be eligible for this category, the business must have been actively operating for a minimum of 6 months at the time of entry and be in the early stages of development (within the first 12 months of operation).

## Eligibility:

- The nominated start up or side hustle must have been actively trading for a minimum of 6 months at the time of entry.
- The business must be in the early stages of development (within the first 12 months of operation).
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Excellence in Healthcare, Disability & Social Care

This award will recognise and celebrate an established business or organisation (profit or not for profit, online or bricks and mortar) in the Healthcare, Disability & Social Care sector that is commercially sustainable and can demonstrate excellent development in the previous 12 months.

A business or organisation that is primarily engaged in providing health, disability and social assistance services to individuals and organisations. Includes but not limited to products and services designed to support wellbeing.

For Example: Hospitals, Medical services e.g., GP's, Specialists, Pathology & diagnostics, Allied Health e.g., Dental & Physio, Other health care services e.g., Ambulance, Childcare, Referral services, Residential and aged care, Social assistance – child care, disability, welfare, counselling, Fitness and dietary, Disability services, Suppliers & Contractors, Town Planning & Surveying

Eligibility:

The business:

- Must have been trading continuously for 24 months and over.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Excellence in Hospitality, Leisure & Tourism

This award will recognise and celebrate an established business or organisation (profit or not for profit, online or bricks and mortar) in the Hospitality, Leisure & Tourism industry that is commercially sustainable and can demonstrate excellent development in the previous 12 months.

A business or organisation that is primarily engaged in providing short term accommodation, hospitality, and associated products, services, events, and experiences.

For Example:

- Hotels, motels, resorts, bed & breakfast, self-contained short stays, caravan & camping
- Food & beverage, cafes, restaurants, take-away, home delivery & catering
- Pubs, taverns, bars & clubs
- Museums, galleries
- Parks & gardens
- Creative & performing arts
- Sports & recreation
- Amusements & experiences

Eligibility:

The business:

- Must have been trading continuously for 24 months and over.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.



# Outstanding Community Organisation

The Outstanding Community Organisation Award recognises an organisation that works to improve the social, cultural, or environmental wellbeing of the community.

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding community organisation.

This category is open to social enterprises and not-for-profit organisations that have been trading for a period of over 24 months at time of entry.

# Excellence in Manufacturing, Construction & Logistics Services

This award will recognise and celebrate an established business or organisation (profit or not for profit, online or bricks and mortar) in the Manufacturing, Construction & Logistics Services industry that is commercially sustainable and can demonstrate excellent development in the previous 12 months.

Encompassing both the creation of new products through material transformation, construction of buildings and related trades and transport logistics and warehousing. This business or organization operates across the spectrum of manufacturing, construction and logistics.

For example: Textile, leather, clothing & footwear, Wood products, Pulp, paper and converted paper, Printing products, Polymer/Rubber products, Metal/ Fabricated Metal, Transport including local, interstate, linehaul, Warehousing & 3PL, Importing, exporting including customs clearance, Machinery & equipment, Furniture & other, Residential & Non-Residential, Heavy & Civil, Construction/ Building Services, Engineering, Suppliers & Contractors, Town Planning & Surveying

## Eligibility:

### The business:

- Must have been trading continuously for 24 months and over.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Excellence in Retail & Personal Services

This award will recognise and celebrate an established business or organisation (profit or not for profit, online or bricks and mortar) in the Retail & Personal Services sector that is commercially sustainable and can demonstrate excellent development in the previous 12 months.

A business or organisation that is primarily engaged in selling goods and services to consumers (business to consumer or business to business) for use, consumption, or resale through multiple distribution channels both online and bricks and mortar.

For Example: Motor vehicles, parts & tyres, Fuel, Food, Apparel, Other store-based retailing, Auto repair & maintenance, Machinery & equipment, Personal services e.g., hairdressing, wellness, funeral services, laundry/dry cleaning, photographic, parking, religious, civic

## Eligibility:

### The business:

- Must have been trading continuously for 24 months and over.
- Must meet the general eligibility criteria outlined in the Albury Wodonga Business Awards Terms & Conditions.

# Excellence in New Business

The Excellence in New Business Award recognises a start-up business that has effectively driven growth and is able to demonstrate the potential to achieve future success.

## Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding start-up. This category is open to new businesses trading for a period of less than 24 months at time of entry.

## Award eligibility check box

- This business has been trading for a period of less than two years and is not bankrupt or trading insolvent at the time of entry.
- This business has not been purchased or acquired and is not part of a franchise.
- The business has not entered the categories of Outstanding Community Organisation, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- A representative of this business has not been a judge in this category in 2024.
- A representative of this business is not a judge in the 2025 Business Awards program.

# Excellence in Small Business

The Excellence in Small Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with 5 to 20 employees at the time of entry, who have been trading for a period of over 24 months at the time of entry.

## Award eligibility check box

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has 5 to 20 employees on the payroll in Australia at the time of entry.
- This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Business.
- A representative of this business has not been a judge in this category in 2024
- A representative of this business is not a judge in the 2025 Business Awards program.

# Excellence in Medium & Large Business

The Excellence in Large Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entrants are required to demonstrate their achievements over the past 12 months across the key area of business excellence. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

## Award eligibility check box

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has 21 or more employees on the payroll in Australia at the time of entry.
- This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- A representative of this business has not been a judge in this category in 2024.
- A representative of this business is not a judge in the 2025 Business Awards program.

# Outstanding Young Business Person

The Outstanding Young Business Person Award recognises an inspirational business leader aged 35 or under at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership.

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding business leader. To be eligible to enter this category, the individual must have held a management position within their organisation for a minimum of 18 months at the time of entry.

## Award eligibility check box

- I am aged 35 years or under at the time of entry.
- I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- I have not been a judge in this category in 2024.
- I am not a judge in the 2025 Business Awards program.

# Outstanding Business Leader (Over 35)

The Outstanding Business Leader Award recognises an inspirational business leader aged 36 years or over at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership, whilst providing mentorship to others.

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding mentor and business leader. To be eligible to enter this category, the individual must have held senior management or executive level position within their organisation for a minimum of 18 months at the time of entry.

## Award eligibility check box

- I am aged 36 or over years at the time of entry.
- I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- I have not been a judge in this category in 2024.
- I am not a judge in the 2025 Business Awards program.



# Employer of Choice (Up to 20 Employees)

The Employer of Choice (Up to 20 Employees) Award – Recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

## Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

## Award eligibility check box

- The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2024.
- A representative of this business is not a judge in the 2025 Business Awards program.
- This business has less than 21 employees at the time of entry.

# Employer of Choice (21 & Over Employees)

The Employer of Choice (21 & Over Employees) Award – Recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entrants are required to demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

## Award eligibility check box

- The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2024.
- A representative of this business is not a judge in the 2025 Business Awards program.
- This business has 21 or more employees at the time of entry.

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