

GPMI GLOBAL PAYROLL TITAN AWARD PROGRAM RULES AND PROCEDURES

The Global Payroll Management Institute has adopted the following procedures for the awarding of the Global Payroll Titan award to an individual. The award program is fully administered by the Global Payroll Management Institute.

1-Award Program Overview

The Global Payroll Management Institute hosts an award program to recognize and expand the global payroll profession as part of its annual Global Payroll Week campaign. The Global Payroll Titan award winner will be determined through a combined score received from online voting for an individual and a panel of their peers. The award recipient will be announced during Global Payroll Week, 25 April – 29 April 2022. No purchase or payment is necessary to enter the award program.

2-Nomination Procedure

An eligible professional working in the global payroll industry can be nominated. Self-nominations are allowed. Nominations must be submitted electronically via the official entry form found on the Global Payroll Management Institute website. Nominations must be received on or before 11:59 p.m. EDT on 11 March 2022 to be eligible, unless otherwise indicated by the Global Payroll Management Institute. A representative of the Global Payroll Management Institute will contact the nominee to ask if he/she will accept the nomination prior to publicly declaring the individual a nominee.

3-Eligibility Requirements

To be eligible for the award, nominees must:

- Have a minimum of three years of payroll processing experience
- Have a minimum of two years of processing payroll globally and/or supporting payroll in at least three different countries
- Be 18 years of age or older

Recipients' Relationship to Global Payroll Management Institute or API Fund

Neither employees, directors, or officers of GPMI or its affiliated brands, nor members of their immediate families or households are eligible for the award.

4-Selection Process

The Global Payroll Titan award winner will be based on a final numerical score ranking comprised of two portions. The first portion will be the total number of votes received by the nominee during a “people’s choice” vote. The second portion will be determined by a panel of global payroll professionals selected by the Global Payroll Management Institute. The nominee to receive the highest overall score will be the Global Payroll Titan award winner.

Public Voting Procedure

All nominees deemed eligible by the Global Payroll Management Institute will be entered in the public voting “people’s choice” portion of the award program, dependent upon their acceptance of the nomination. The online voting will be conducted via a tool on the Global Payroll Management Institute website. Voting for the Global Payroll Titan award will be open to the public from 30 March – 14 April. The public can vote daily for the nominee they feel best embodies a Global Payroll Titan.

Peer Review Procedure

All nominees deemed eligible by the Global Payroll Management Institute will additionally be entered in a peer review panel, dependent upon their acceptance of the nomination. This panel, consisting of professionals working in the global payroll industry, will be selected by the Global Payroll Management

Institute. The panel will judge the merit of each nominee based solely on the information provided in the original nomination questionnaire.

Nominees will be judged on some or all of the following criteria:

- Demonstrated high standards of professionalism
- Outstanding or innovative approach to payroll processing on a multinational scale
- Positive professional reputation from the perspectives of colleagues and service providers
- Evidence of continued commitment to the global payroll industry
- Evidence of giving back to the profession: either within their own organization or through membership or participation with an organization representing payroll

To facilitate unbiased judging, identifying details will be removed from the nomination questionnaires before they are sent to the review panel.

5-The Award

The Global Payroll Titan award will be given once per year, subject to qualified nominees. The award recipient will receive a Global Payroll Titan citation, three (3) Global Payroll Management Institute education vouchers, and a Global Payroll Titan digital badge which can be used in their email signature or on their LinkedIn profile or wherever else the recipient wishes to display it. The winner will be announced during Global Payroll Week, 25 April – 29 April 2022, on the Global Payroll Management Institute’s social media profiles and website and any other promotional outlets as determined by the Global Payroll Management Institute. The award winner will be notified that he/she is the winning candidate via email (using the email address provided by the entrant on the nomination form) on or before 29 April 2022.

6-Terms and Conditions Under Which Award Is Provided

By entering the award program, the nominee consents to the Global Payroll Management Institute using the nominee’s name, photo, statements about the award program, and biographical information (including the organization the nominee works for) in promotional material in perpetuity and grants the Global Payroll Management Institute all rights to edit, modify, publish, and copyright the material.

By accepting the Global Payroll Titan award, the winner agrees to hold the Global Payroll Management Institute, its affiliates, employees, and assignees, harmless against any and all claims and/or liability arising out of such acceptance of the award. Entrant is responsible for all online charges assessed by entrant’s internet service provider.

By submitting the nomination form, the nominee and/or nominator consents to sharing their contact information with the Global Payroll Management Institute and its affiliates and any sponsor of the Global Payroll Titan award program.