Awards Criteria

Caring, Learning, Results

CEO Award*

Nominees for this award should have demonstrated a combination of the following:

1) Initiative and Resourcefulness
2) Outstanding skills and/or service within or outside the department
3) Trust and credibility through open, respectful communication and demonstrating accountability
4) Demonstrated a sense of purpose, vision, and mission for co-workers and/or staff
5) Cultivated and motivated peers
6) Influenced, managed, or championed to build consensus in group, departmental or organizational settings

Culture Principle: Value Others

Philanthropy/#Bioventus Life Award*

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Gave at least 25 hours of volunteer time to one non-profit organization over a 12-month period
3) Gained leadership experience through volunteer efforts
4) Advocated inside the Company for their non-profit of choice
5) Participated in at least one community service activity where Bioventus was a sponsor or participant and encouraged other employees to do the same
6) Participated in at least 2 office activities each year and encouraged other employees to do the same
7) Participated and/or lead activities that worked to boost morale
8) Participated and/or lead activities that brought office members closer together as a team

Culture Principle: Growth Through Challenge and Change

The Innovator Award*

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Implemented positive change and business results that required creativity, innovation, and tenacity
3) Identified creative solutions, large or small in scope, that have made a significant and positive difference in business results
4) Identified novel approaches for completing work more effectively or efficiently
5) Looked for creative approaches to provide or improve services that may increase efficiency and decrease cost

Emerging Leader Award (one time award for legacy Bioness and/or Misonix employees)**

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Immersed his or herself into Bioventus by participating in various company projects, programs, and initiatives
3) Contributed to an inclusive and equitable work environment
4) Work, attitude, and participation made him or her a standout among peers
5) Showed willingness to assist beyond normal expectations
6) Demonstrated accountability, inspiring trust by saying and doing what is right
7) Provided outstanding service to their specific department and/or other functions

Driving Change Award*

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Assisted with implementation of strategies that are in the best interests of Bioventus
3) Worked towards effective and successful implementation of new services, programs, and/or systems

4) Took a proactive and innovative approach toward finding viable solutions to business challenges
5) Participated in collaborative problem-solving, breaking down boundaries and/or creating new relationships to improve the way work gets done
6) Influenced what people thought and felt was possible
7) Thought flexibly, was adaptive and had an open mindset
8) Created a safe, confidential environment where people are encouraged to bring new ideas
9) Focused on continuous improvement and maximizing team productivity

Culture Principle: Make an Impact

Major Impact Award*

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) In the performance of their role, the Eligible Employee consistently contributed outstanding performance and exceeded expectations for work quality and results toward our Company's business, is fully competent and required little to no supervision
3) Showed willingness to assist beyond normal expectations
4) Spent extra time and energy to benefit the business or team in a specific area or event.
5) Participated in collaborative problem-solving, breaking down boundaries and/or creating new relationships to improve the way work gets done
6) Took a proactive and innovative approach toward finding viable solutions to business challenges.

Professional Growth and Leadership Award

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Completed a Bachelor's or Master's degree over the last year
3) Completed more than 30 hours of online learning and/or classroom instruction
4) Earned a professional accreditation or certification
5) Attended at least one position-related conference or webinar
6) Learned from mistakes, shared learning, and applied to future work
7) Continued to learn, grow, and make a difference every day
8) Demonstrated a growth mindset, evolved and improved the organization and ourselves
9) Modeled a willingness to learn new behaviors/skills, embrace and drive change
10) Exhibited a growth mindset not a fixed mindset, or suffer from not invented here syndrome

Culture Principle: Patient Impact

Patient Impact Award*

Nominees for this award should have demonstrated a combination of the following:

1) Demonstrated CEO Award behavior
2) Identified the needs and expectations of the external customer to ensure exceptional service
3) Understood policies and procedures and their impact on patients, coupled with commitment and ability to educate them about these policies.
4) Sought ways to continuously improve satisfaction and remove barriers when providing services to customers
5) Anticipated customers' needs and potential problems before they occurred

*All employees are eligible to win.

**Only legacy Bioness or Misonix employees are eligible to win.