

1. Overview
2. Challenges & Solutions
3. Statistics
4. Financials
5. Growth & Development
6. Acknowledgements



FY2015 - 2016 Annual Report

Building A Better Bermuda
(one young person at a time)

Thank You To Our Gold Level Donor Partners! Your Investment In Our Future Makes A World Of Difference!



Overview:

The Award in Bermuda helps young people discover, develop and achieve their greatest potential. Participation improves personal skills, increases physical fitness, engages in community services and promotes individual and collective achievement. The Award develops well-rounded global citizens who take pride in themselves and their communities, thus supporting personal and academic attainment and contributing to the reduction of anti-social behaviours.

Strategic Aims 2014 – 2017

1. Programme Awareness & Understanding
2. Programme Development
3. Participation & Growth
4. Leadership & Advocacy
5. Excellence & Sustainability
6. Financial Control & Fiscal Responsibility

Executive Listing

Patron

His Excellency, The Governor of Bermuda

Bermuda Award Foundation

Chairman: Lawrence Trimingham

Trustee: Neil Henderson

Trustee: Kenneth Bartram

Trustee: Susan Monkman

Bermuda Award Council

Chairman: Andrew Parsons

Deputy Chair: Jovanna Douglas

Treasurer: Michael Newton

Member: Neil Henderson
(Chair, Legal & Finance)

Member: Brendan Millett
Nancy McCombs & Alison Ince
(Co-Chairs, Standards & Training)

Member: Amin Smith
(Chair, Communications)

Member: Ryan Eve
(Chair, Alumni & Friends)

Member: Lisa Brewster
(Award Leader Representative)

Paid Staff

Full-Time: Traci Burgess
(National Director)

Part-Time: Lisa Brewster
(Programme Coordinator)



Dear Members,

This meeting brings to an end my three year tenure as Chairman of the Award in Bermuda. It has been a very rewarding experience and has left me with a better appreciation of the trials and tribulations non-profits navigate on a daily basis. More importantly, this experience has allowed me to meet a host of new people who are dedicated to the Award and giving back to the community. To you, I say thank you for the work you are doing and serving the young people of Bermuda.

I believe I am leaving the Award on a reasonably solid foundation. Council continues to meet the highest standards of good governance with the recent four year BNSC recertification process having just been submitted and validation of Bermuda's International Award full operating license being confirmed last year. Council has produced several new policies to enhance our governance structure and allow us to stay current with the changing legislation, whether it be in respect to money laundering, conflict of interest or performance quality improvement.

The number of active Award participants across the island continues to rise and the addition of the Bermuda Bridge Award has boosted our profile in the Middle Schools. This transformational programme that serves a slightly younger demographic should be a great incubator for future participation at higher levels of the Award.

We were elated earlier this year when the International Award Foundation confirmed that Bermuda has the highest rate of penetration out of the more than 140 countries and territories delivering the Award worldwide. Bermuda's statistics for 2015 show that just over 10% of our eligible population between the ages of 14 to 24 are

actively participating in the Award (not including statistics from the exclusive Bermuda Bridge Award). We have also seen a significant increase in the number of Awards completed over the past year. As Award Leaders and mentors, I hope you will continue to encourage participants and collectively strive to continue improving our National Award completion rates with a goal of achieving no less than two-thirds completion rates by 2018.

Thank you to our more than 65 volunteers, especially the Award Leaders and Assessors for your dedication and significant contributions over this past year. Your efforts are instrumental to improving the experience of our participants and maintaining high operational standards for delivery of the Award programme island-wide.

It appears that we have overcome the challenges faced over the past two years as Bermuda transitioned to solely using the Online Record Book (ORB). We look forward to the introduction of "ORB Next Generation" by Q1, 2017, as this newer and more responsive version is much more mobile and user friendly. The updated online platform provides Award Leaders and Participants with real-time access to their records through the mobile app or website. The significant improvements to the ORB makes it easier to input information; confirm activities; and track each participant's success. It will also help to increase completion rates at all levels of the Award.

Congratulations to the eight young ladies who successfully completed their Gold Award expedition in Trinidad in late July, 2016. I would also like to extend a heartfelt thank you to last year's Gold Award Leaders, Jovanna Douglas, Brendan Millett and Lisa Brewster, for dedicating so much of their personal time to ensure the Gold Award participants'

efforts resulted in success. Congratulations as well to seven Bermuda Police Cadets for successfully completing their local Gold Award water-based exploration in May, 2016. This was the first Gold Award Adventurous Journey of its type to be conducted in Bermuda and we are extremely proud of their efforts. The Cadets paddled from Paget Island to Spanish Point over a four day period while exploring our delicate marine environment. They also partnered with Keep Bermuda Beautiful and carried out a coastal clean-up as part of their purpose for the journey.

Financial Statements for fiscal year ending 31 March 2016 prove that fundraising in this difficult economic climate continues to be a challenge. With this in mind, the Award continues to diversify our fundraising efforts, which include hosting special community events and building strong corporate donor partnerships. We maintain these important donor relationships throughout the year and will, in the immediate future, launch a campaign to new donors with our annual appeal. I will remain involved with this fundraising effort to provide assistance with generating sustainable revenue streams. Thank you to the community for your belief in the Award and the benefits of participation. Your contributions help provide opportunities for our young people and teach life skills some might not learn otherwise, including critical thinking, problem solving, team-building, improved self-esteem and positive communication skills, just to name a few. One young person at a time, the Award is building a better Bermuda and developing conscious global citizens.

The Strategic Plan continues to provide a sound guide for best practice; good governance; programme development and growth. We strive to

meet the strategic aims and objectives detailed in the plan. It is our road map to ensuring success for the Award and our participants.

In closing I would like to again thank all our volunteers: Award Leaders, Assessors, Supervisors, Council and Committee Members for their significant contributions over this past year. Your steadfast involvement is impressive and your commitment to ensuring the highest quality standards is very much appreciated.

To our Members of Council, thank you for the dedication you have shown to your individual roles and your involvement with Council's Sub-Committees. Your contributions are not always visible at the forefront as the work you are doing is sometimes behind the scenes. That said, Council is the heartbeat of the Award. Our Council and Committee contributions are critically important to ensuring we have a strong foundation and maintain extremely high operating standards for the Award.

Finally a huge thank you to Traci Burgess, our National Director, for her passion and dedication to the Award Family. I greatly appreciate Traci's continued support of our young people; our volunteers; and our Council.

Respectfully submitted by:

Andrew D. Parsons, Chairman
Bermuda Award Council
2013 - 2016

A Global Framework For Non-Formal Education Delivered Locally

Individual

Participants design their own programme, tailored to suit their personal circumstances, choices and local provision. They start at whichever level suits them and they can take as long as they wish (within the age limit) to achieve their Award.

Non-competitive

Doing the Award is a personal challenge and not a competition between participants.

Achievable

An Award is achievable by any individual who chooses to take up the challenge, regardless of ability, gender, background or location, with the right guidance and inspiration.

Voluntary

Whilst the Award may be offered within school, college, work or custody, individuals choose to do a programme and must commit some of their free time to participate.

Developmental

Participating in the Award fosters personal and social development. Individuals gain valuable experiences and life skills, grow in confidence and become more aware of their environment and community transforming them into responsible young adults.

Balanced

The Award provides a balanced framework to develop the individual's mind, body and community spirit by engaging them in a range of activities in up to five different challenges.

Progressive

At each level, the Award demands progressively more time, commitment and responsibility from the participant.

Inspiring

The Award inspires individuals to exceed their expectations. They are encouraged to set their own challenges and goals, aim for these goals and by showing improvement will achieve an Award.

Persistence

The Award requires persistence and cannot be completed with a short burst of enthusiasm. Participants are encouraged to continue with activities and to maintain their interest beyond the programme.

Enjoyable

Participants and Leaders should find the Award enjoyable, fulfilling and rewarding.

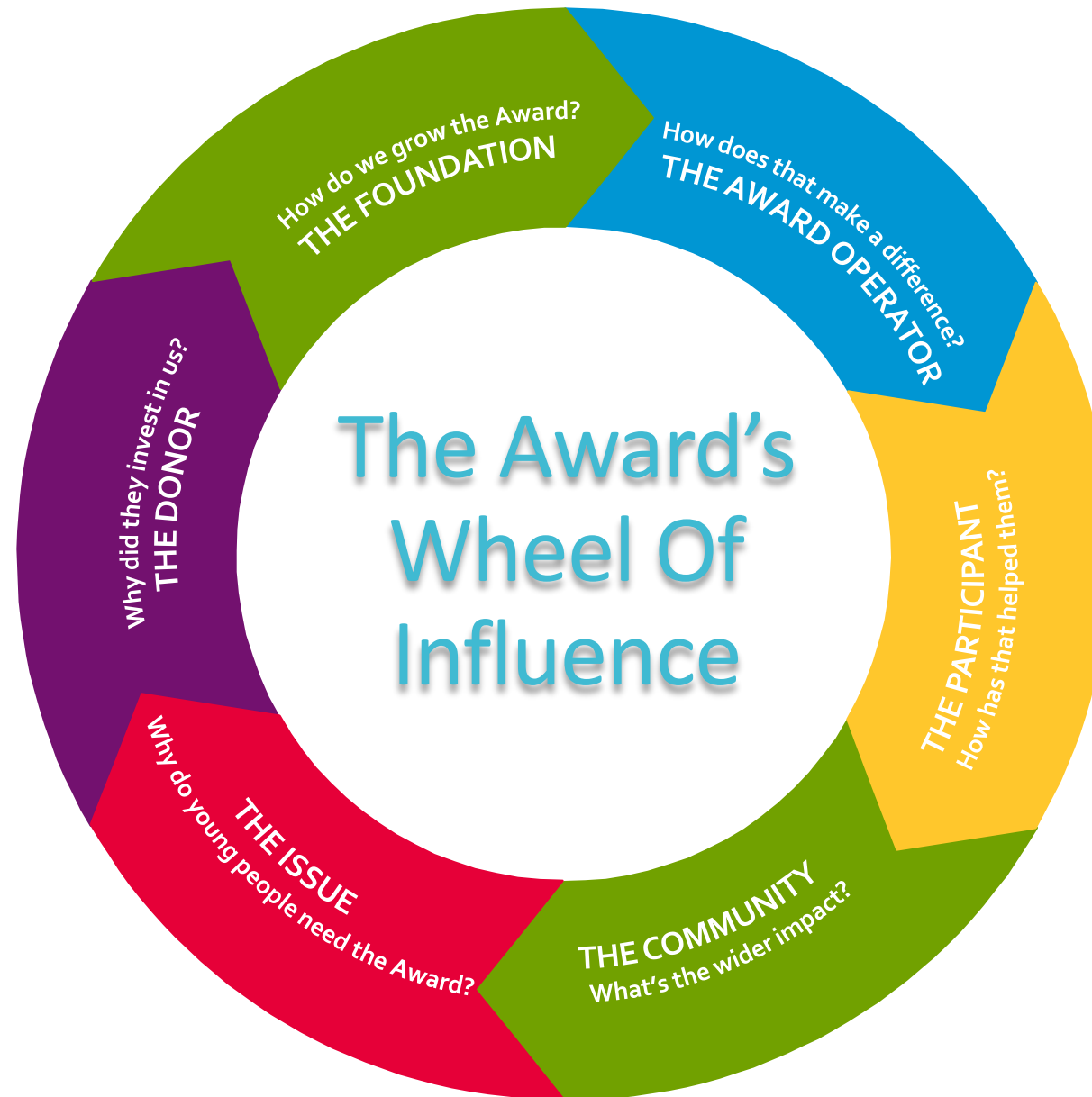
BERMUDA

Fun Fact No. 1:

The Bermuda Award has the highest rate of participation per capita of any Award programme around the world with over 10% of Bermuda's eligible population between the ages of 14 – 25 engaged in the Award on an annual basis. This does not include data from the exclusive Bermuda Bridge Award middle schools programme.

Fun Fact No. 2:

In 2015, the Bermuda Award expanded our reach into all five public middle schools and with the Bermuda Police Cadets. We presently work with more than 700 active participants and have more than 65 adult volunteers engaged in the programme.



Fun Fact No. 3:

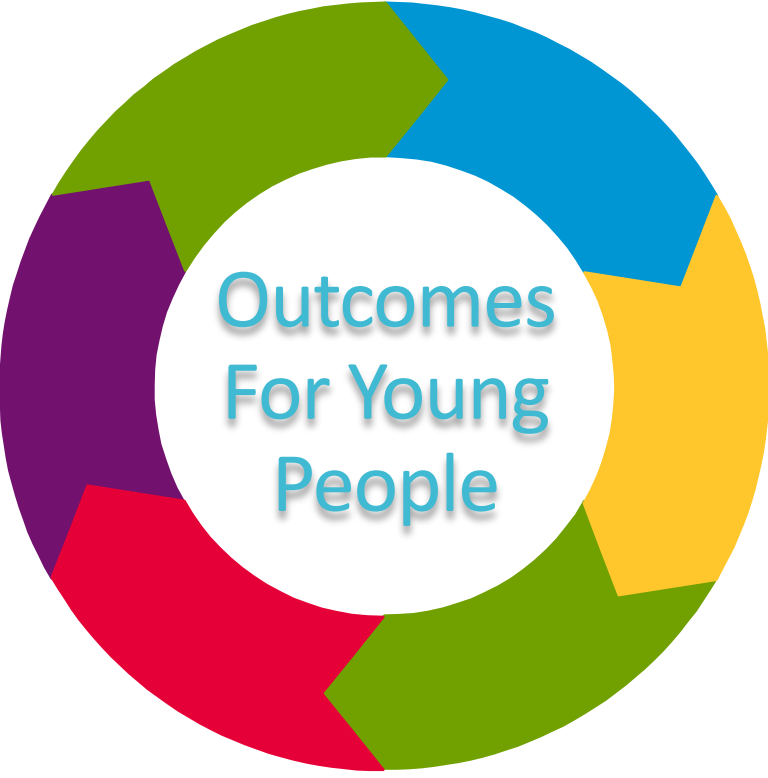
There are presently over 1.3M participants engaged in the Award programme globally.

Fun Fact No. 4:

The Award is available in more than 140 countries and territories worldwide.

Fun Fact No. 5:

2017 is the 50th anniversary of the Award in Bermuda and more than 10,000 locals have participated in the Award over the past five decades.



Outcomes For Young People

The Immediate Value Of Participation For Individuals

No	Outcome	Definition
1	Confidence	Self-reliance, self-esteem, self-efficacy, capacity to act in one's own interest and need, self-belief, ability to shape your own life and the world around you
2	Managing Feelings	Reviewing, self-awareness, reflecting, self-regulating, self-accepting
3	Resilience and Determination	Self-disciplined, self-management, self-motivated, concentrated, having a sense of purpose, persistent, self-controlled
4	Relationships and Leadership	Motivating others, valuing and contributing to team working, negotiating, establishing positive relationships, interpreting others, managing conflict, empathizing
5	Creativity and Adaptability	Imagining alternative ways of doing things, applying learning in new contexts, enterprising, innovating, remaining open to new ideas, reading situations correctly and adapting as relevant
6	Planning and Problem Solving	Navigating resources; organising, setting and achieving goals; decision-making, researching, analysing, critical thinking, questioning and challenging, evaluating risks, reliability
7	Civic Competence	The ability and willingness to engage in active participation, based on an attitude of trust in other people, in all the contexts of social life: school, local community, working place, recreational activities
8	Intercultural Competence	Ability to operate in different cultural settings (of different ages, skills, religions, languages, etc.) and adaptability to changing circumstances and ability to sense and respond to new contexts
9	Personal and Social Well-Being	A person's state of mind, relationship with the world around them, and the fulfilment they get from life: well-being, life satisfaction
10	Communication	Explaining, expressing, presenting, listening, questioning, using different ways of communicating

“There are very few experiences like DofE that allow an individual to fully develop, learn their limits, push them and try new things. By doing so, participants will be successful and grow as a person.”



Shane Antonition
Gold Award Holder



Courtney Browne
Gold Award Holder

“DofE helps you to grow and develop as an individual. It challenges you and forces you to balance all of the DofE components as well as your pursuits outside of the programme. Although it may seem impossible at times, the feeling of accomplishment once you have achieved your goals is invaluable.”

“Do what you love as you strive to meet the criteria of the Award and you will find success through the programme and in life. Hard work and tenacity always pay off.”



N'daviyah Williams
Gold Award Holder

Our impact measures

Impact 1

Improved educational attainment

Improving young people's attendance at school and college, their commitment to education and their achievement levels.

Impact 2

Improved employability and sustainable livelihoods

Improving young people's employment levels and ability to support themselves financially when they need to do so.

Impact 3

Improved health and well-being

Increasing young people's physical fitness, and their own sense of emotional and mental well-being.

Impact 4

Increased participation in civic life

Increasing young people's involvement in volunteering and community activities, and their participation in the social and political life of their community.

Impact 5

Social inclusion

Improving community integration, acceptance of individual differences, and increasing the access of all young people to development opportunities.

Impact 6

The environment

Increasing young people's awareness of environmental issues, and involvement in environmental and sustainability initiatives.

Impact 7

Gender equality and the empowerment of women

Bridging the gender gap and empowering marginalised young women, building their self-worth and enabling them to demonstrate their potential.

Impact 8

Reduction and prevention of violence, conflict resolution and peace-building

Reducing inter- and intra-group conflict and violence, and building dialogue and co-operation within communities.

Impact 9

Reduced reoffending (recidivism) rates

Reducing youth crime and contributing to the reduction of reoffending rates.

Challenges:

1. Funding
2. Quality Assurance
3. Growth & Development
4. Sustainable Participation
5. Public Awareness & Understanding

Solutions:

1. Generating Revenue

- 1.1 Fundraising Strategy
- 1.2 Donor Partners
- 1.3 FUN-Raising Events

2. Improving Programme Delivery

- 2.1 Quality Improvement Plan
- 2.2 Updated Volunteer Vetting
- 2.3 Improved Training & Certification
- 2.4 Schools & Parental Engagement
- 2.5 Programme Coordinator

3. Expanding Our Reach

- 3.1 Island-Wide Launch Bermuda Bridge Award
- 3.2 New Award Units & Increasing Volunteers
- 3.3 Community Partnerships & Collaboration

4. Increasing Completion Rates

- 4.1 Programme Supervision
- 4.2 Awareness & Understanding
- 4.3 Enhanced Opportunities
- 4.4 PR & Marketing Campaign

5. Educating The Community

- 5.1 PR & Marketing Consistency
- 5.2 NAO Presentations
- 5.3 Special Events
- 5.4 Local Press & Social Media

Statistics Update



BERMUDA

2014 Participants (502)

Bronze Level	388
Silver Level	99
Gold Level	15
Total Active Participants	502
Female (60%)	301
Male (40%)	201

2014 Awards Gained (75)

Bronze Awardees	58
Silver Awardees	17
Gold Awardees (recognized bi-annually)	0

2015 Participants (619)

Bronze Level	469
Silver Level	130
Gold Level	20
Total Active Participants (↑19%)	619
Female (64%)	394
Male (36%)	225

2015 Awards Gained (133)

Bronze Awardees (↑39%)	95
Silver Awardees (↑30%)	24
Gold Awardees (recognized bi-annually)	14

***Note:** 36% (Bermuda Award) and 27% (International Award) are the annual average rates of completion for Awards Gained. The Award is a rolling programme, which means participants who start within a designated calendar year, may not complete their Award within that same year. Additionally, 2014 and 2015 were transitional years from hard-copy record books to the Online Record Book, which caused some delays for participants recording and submitting the necessary information to complete their Awards during the calendar year. Also note that Gold Award recognition ceremonies are held bi-annually, with the previous ceremony being held in June, 2015.

2015 – 2016 Award Units

Volunteers (65+)

Award Leaders, Assessors,
Council Members & Others

Government Schools

2

Independent Schools
(5 Private)

5

Open Award Centre

1

Religious Group

1

Bermuda Police Cadets

1

Other:

The Bermuda Bridge Award
Public Middle Schools

5



The Duke of Edinburgh's Award in Bermuda
 Published by Traci Burgess [?] · May 20 at 10:48pm · 🌐

FIVE YEARS IN THE MAKING... Junior sized purple rucksacks; 33 participants from 4 different middle schools; and (10) Award Leaders = a great way to spend a Friday evening! SUCCESS and Good Times for our first ever island-wide joint Bermuda Bridge Award training session (developmental programme for twelve and thirteen year olds...pre-cursor to the Bronze Award)! On the dinner menu: curried chicken and rice or teriyaki chicken and noodles; fruit; and s'mores! Thanks to all who participated and made contributions to this event! And a HUGE thank you to our Bermuda Bridge Award Donor Partners: Bank of Bermuda Foundation, HSBC, Zurich (Bermuda) and Freisenbruch-Meyer #BlendedAwardFamily #LeadersInTheMaking



**The Exclusive Bermuda Bridge Award
 Island-Wide Launch January 2016**
 76 Participants | 17 Leaders | 5 Schools
 Skills | Service | Physical Recreation
 Adventurous Journey | Team Building



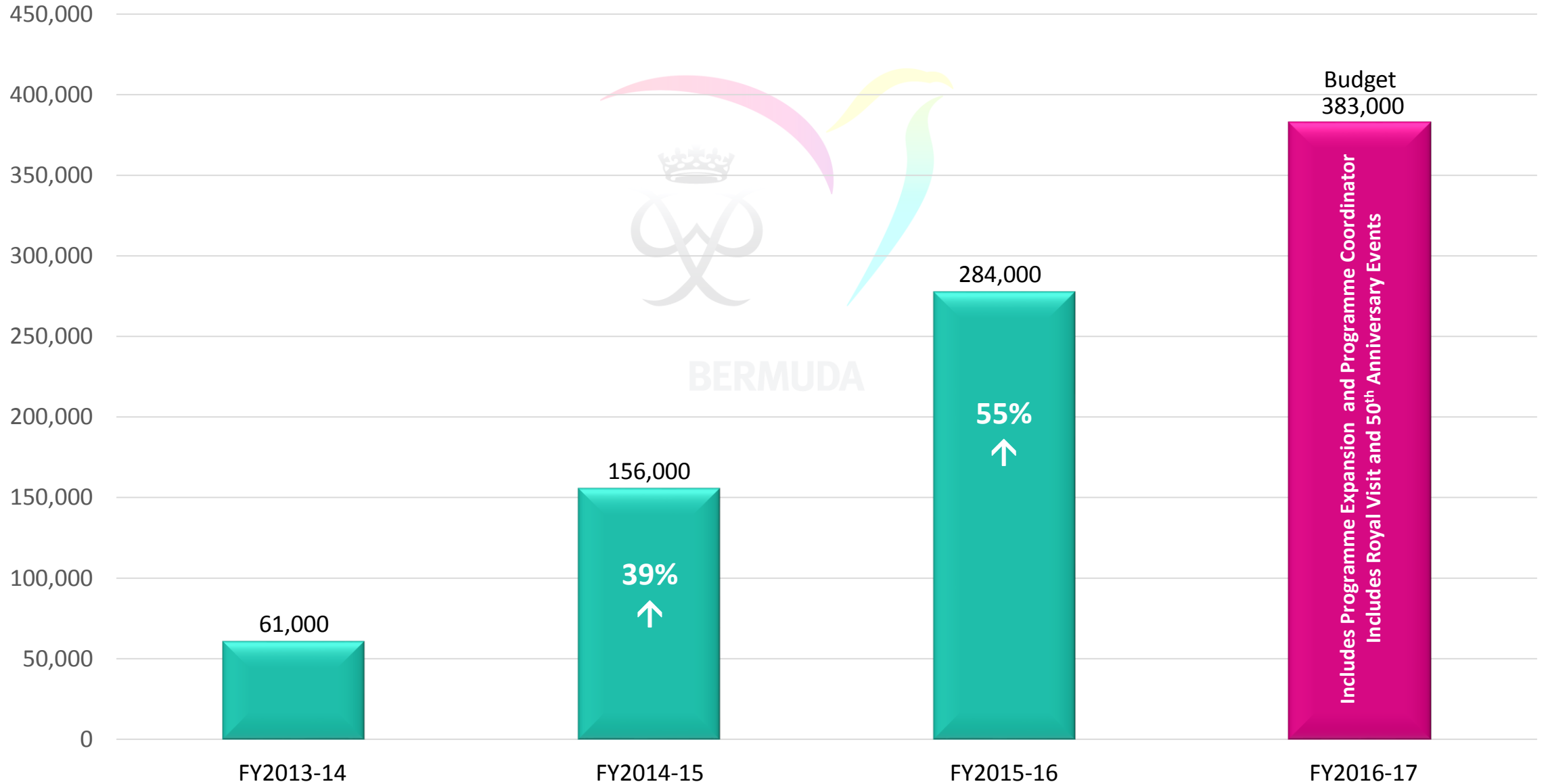
2016 – 2018 Top Growth Goals

	Goal	Strategies to Achieve Goal	Number of People to Benefit	Intended Outcomes
No. 1	Programme development and expansion.	To reach and serve a more diverse cross-section of young people by offering the programme to traditional students and non-traditional participants (home schools, prison inmates, police, young employees, etc). Activities designed to promote social inclusion for all. Team-building and activities to improve self-esteem and build confidence. Encouragement to improve academic attainment. Promotion of better employee and peer relations. Rehabilitative programmes to reduce anti-social behaviours. **IN PROCESS**	2017 to 2018: Increase programme participation in Bermuda to 1,200 annually by September, 2018.	Improved personal skills. Increased enrolment numbers. Increased programme completion rates. Increased percentage of participants progressing through more advanced levels of the programme. Increased volunteer involvement.
No. 2	Island-wide expansion of the Bermuda Bridge Award, an introductory programme for 12 and 13 year old middle school students.	Younger participants will experience the benefits of the Award programme. Social inclusion. Improve self-esteem and confidence. Improve academic attainment. Reduce anti-social behaviours. Recruit, train and support new volunteers to ensure sustainable growth and quality delivery of the programme. **IN PROCESS**	2015 to 2016: 75 public middle school students (minimum of 15 per school). 2016 to 2017: 165 students: projected public school growth of approx. 15% (90 students); plus (75 private middle school students - minimum of 15 per school). 2017: 200 students: targeted growth of approx. 25%.	Increased enrolment numbers. Increased programme completion rates. Increased percentage of participants progressing through more advanced levels of the programme. Increased volunteer involvement. Status: public schools successfully launched 2015 - 2016; private schools launch is scheduled for 2016 – 2017.

	Goal	Strategies to Achieve Goal	Number of People to Benefit	Intended Outcomes
No. 3	Partnerships with non-traditional Award units: Bermuda Regiment Junior Leaders; Scouts; Home Schools; Bermuda Police Cadets; etc, to offer the Award programme for their participants and students between the ages of 12 to 24.	Networking with like-minded youth serving organizations. Introductory meetings. Participant and parent presentations. Activity Provider and Award Unit partnerships. Recruit, train and support new volunteers to ensure sustainable growth and quality delivery of the programme. **IN PROCESS**	2016 to 2017: 50 + (ages 12 – 18). 2016 to 2017: 10 + (ages 18 – 24).	Enhance the overall personal development of young people; assist with setting and achieving goals; and support their service to the community. Improve communication and inter-personal skills. Improve self-esteem and confidence.
No. 4	Reinstate the “New Start” young offenders DofE programme at Co-Ed and Westgate correctional facilities – target launch date for 2017.	Working closely with Department of Corrections administration and staff to deliver the Award programme in a safe environment. Specialized rehabilitative programmes to reduce anti-social behaviours and reduce repeat offending rates. Activities designed to increase self-esteem and build confidence; improve personal skill sets and communication; promote physical fitness levels; instill a sense of community and service to others; and increase employability skills and provide development opportunities.	2017 to 2018: 10 females and minor male inmates (Co-Ed Correctional Facility). 2018 and Beyond: programme expansion into Westgate Correctional Facility. Estimated initial participation to start with 10 male inmates under the age of 25 and increase participation going forward.	Social reform. Rehabilitation. Reduction in anti-social behaviours. Reduction in recidivism (repeat offending) rates. Enhanced personal development. Increased employability skills. Improved sense of self. Instilled sustainable model of philanthropy.

Revenue By Fiscal Year

(Includes In-kind Services, Donations and Special Events)



The Award's Budget Fiscal Year 2016 - 2017



BERMUDA

1 April 2016 – 31 March 2017

Income

Campaign funds	-
General fundraising income	225,000
Donations in kind	53,720
Golf tournament fundraising proceeds	44,900
Deposit interest	-
Restricted donations	60,000

Total income 383,630

Expenses

Salaries and related costs	169,722
Office expenses	29,180
Expedition costs	5,000
Legal and professional fees	27,600
Conference costs	2,400
Advertising and promotion	9,570
Amortization	-
Miscellaneous	7,560
Bank charges	600
Training	10,700
Golf tournament expenses	20,800
Award ceremonies and events (2017 Royal visit & 50th anniversary events)	59,500

Total expenses 342,632

Net Funding requirement \$ 40,988

Financial Statements Fiscal Year 2015 - 2016

Professional Audit Services Provided By:



Full Auditor's Report Available Upon Request

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Financial Position

As at March 31, 2016
(Expressed in Bermuda dollars)

	<u>2016</u>	<u>2015</u>
Assets		
Current assets		
Cash	\$ 76,474	\$ 141,835
Prepaid expenses	<u>375</u>	<u>—</u>
Current assets	<u>76,849</u>	<u>141,835</u>
Total assets	<u>\$ 76,849</u>	<u>\$ 141,835</u>
Liabilities, deferred contributions and net assets		
Current liabilities		
Accounts payable (Note 8)	\$ 12,147	\$ 6,412
Funds deferred for specific expenditure (Note 4)	<u>16,896</u>	<u>81,287</u>
	29,041	87,699
Net assets		
Accumulated surplus	<u>47,806</u>	<u>54,136</u>
	<u>\$ 76,849</u>	<u>\$ 141,835</u>

The accompanying notes are an integral part of these financial statements

Signed on behalf of the Award Council

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Income and Accumulated Surplus

Year Ended March 31, 2016

(Expressed in Bermuda dollars)

	<u>2016</u>	<u>2015</u>
Income		
General fundraising income	\$ 208,324	\$ 91,866
Golf tournament fundraising proceeds	42,830	31,681
Donations in kind (Note 5)	33,500	33,000
Deposit interest	<u>9</u>	<u>15</u>
Total income	<u>284,663</u>	<u>156,562</u>
Expenses		
National Director's salary and related costs	129,488	131,119
Bridge Award expense	38,248	-
Office expenses (Note 5)	36,680	38,204
Expedition costs	28,368	20,901
Golf tournament expenses	21,907	19,228
Advertising	15,191	12,717
Accounting and audit fees (Note 5)	15,125	12,900
Conference costs	2,920	5,938
Miscellaneous	2,434	2,904
Bank charges	632	632
Amortization	<u>-</u>	<u>2,025</u>
Total expenses	<u>290,993</u>	<u>246,568</u>
Deficit for the year	(6,330)	(90,006)
Accumulated surplus - beginning of year	<u>54,136</u>	<u>144,142</u>
Accumulated surplus - end of year	<u>\$ 47,806</u>	<u>\$ 54,136</u>



Photos: 2015 Expedition Relay Challenge Fundraising Event



Get Involved & Make A Difference!

Volunteer Opportunities:

Award Leaders & Assessors
(Working Directly With Young People)

Council Members

Committee Members:

Standards & Training
PR/Communications
Events & Fundraising
Alumni & Friends



"Involvement with DoJE taught me that giving to the community builds reputation and connections with myself and others. As I mature into adulthood, I plan to give back to the community in a way that brings everyone close and helps build character in each individual."

**Hans-Peter Roser
2015 Gold Awardee**



"Giving back can be fun, rewarding and makes a difference in someone else's life."

**Lynnique Castle
2015 Gold Awardee**



Thank You To Our Volunteers And Community Partners!

Award Leaders And National Assessors

Alison Ince

Andrew Dobson

Andrew Jones

Anton Gilbert

Audrey Darrell

Brendan Millett

Bruce Sinclair

Carmen Jones

Charlene White

Colleen Riley

Dante Cooper

Dionne Greene

David Flatres

Dorann Simons

Jahkhari Woods

Jennifer Simpson

Jodi Maronie

John Madiro

Jovanna Douglas

Julie Sim

Kalpana Gangwani

Karen Simmons

Katrina Dobson

Kenneth Caesar

Kris Furbert

Lisa Brewster

Maria Brathwaite

Michelle Camara

Nancy McCombs

Ralph Woods

Rebecca Chewitt

Ryan Eve

Simone Baptiste

Stacey DeShield

Stacey-Lee Williams

Summer Wood

Community

Programme Partners

Bermuda Police Cadets

Bermuda Regiment

Community Homeschools Network

Scouts Association of Bermuda

St. Paul's Girls Church Brigade

Senior Schools

Cedarbridge Academy

Mount Saint Agnes Academy

Saltus Grammar School

Somersfield Academy

The Berkeley Institute

The Bermuda High School

Warwick Academy

Bridge Award

Clearwater Middle School

Dellwood Middle School

T. N. Tatem Middle School

Sandys Middle School

Whitney Institute Middle School

Thank You To Our Donor Partners!

Gold Partners

Monetary Or In-Kind Donations Of
\$15,000 And Above



Silver Partners

Monetary Or In-Kind Donations Between
\$10,000 - \$15,000

CHUBB

Butterfield Bank HOPE Award

KPMG

The Peter Cundill Foundation

Bronze Partners

Monetary Or In-Kind Donations Between
\$5,000 - \$10,000

Argo Foundation

Bacardi International

Butterfield & Vallis

Chevron International Ltd.

Clarien Bank

Edmund Gibbons Ltd.

Partner Re

Validus Re

Zurich Bermuda

Friends Of The Award

Monetary Or In-Kind Donations Up To \$5,000

Alers, Jens

Allied World

Argus Insurance

Ascot's

Axis Capital

BAC Group of Companies

BELCO

Bermuda Environmental Solutions Ltd.

Bermuda Healthcare Services

Bermuda Police Service

Bermuda Press Digital

Bermuda Tees

BEST Shipping

BF & M

BGA

Bolton Charitable Foundation

Bristol Cellars

Brown & Co.

Burrows & Lightbourne

BUZZ

Commercial Office Environments

Crisson Construction

Deloitte

Dill, Nicholas (Bishop)

Discovery Wines

Douglas, Jovanna

Dunkley, Michael (Hon. Premier)

Dunkley & Pioneer Dairies

East End Group

Freisenbruch-Meyer

Furniture Flair

Glaze Bakery

Gorham's Ltd.

Greymane Contracting Ltd.

Hamilton Princess

Hayward, Cheryl

Jardine Matheson International Services Ltd.

John Barritt & Son Ltd.

Keytech Limited

Kitson Group of Companies

Lindo's Group of Companies

Link Bermuda

Logic Communications

Marketplace

Marsh IAS Management Services (Bermuda)

Ltd.

Mazars

Meyer Group of Companies

Miles Market

Newstead Belmont Hills

Ocean View Golf Course

Oil Management Services Ltd.

ORBIS Investment Management Ltd.

People's Pharmacy

Port Royal Golf Club

Parsons, Andrew

Partner Re

Ren Re

Riddell's Bay Golf & Country Club

RUBiS Energy Bermuda Ltd.

SportSeller

Strands

Swizzle Inn

The Source

The Supermart on Front Street

TOPS Ltd.

Tucker's Point Golf Club

Turtle Hill Golf Course

Wakefield Quin

Warwick Academy

Waterfront Properties

Yo Cherry



THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD



BERMUDA

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