

DESCRIPTION AND CRITERIA OF ALL NASA HONOR AWARDS

Distinguished Public Service Medal (DPSM) - Is awarded to any individual who is not an employee of the Federal Government or was not a Government employee during the period in which the service was performed. The award is granted only to individuals whose distinguished accomplishments contributed substantially to the NASA mission. The contribution must be so extraordinary that other forms of recognition by NASA would be inadequate. This is the highest honor that NASA confers on a non-Government individual.

Distinguished Service Medal (DSM) - Is awarded to any person in the Federal service who, by distinguished service, ability, or courage, has personally made a contribution representing substantial progress to the NASA mission in the interest of the United States. The contribution must be so extraordinary that other forms of recognition by NASA would be inadequate. This is the highest honor that NASA confers.

Equal Employment Opportunity Medal (EEOM) - Is awarded to both Government and non-Government individuals for outstanding achievement and material contributions to the goals of NASA's Equal Employment Opportunity Programs either within Government or within community organizations or groups.

- Accomplishments are clearly superior in quality, scope, and impact.
- Accomplishments are explicit, demonstrate results, and are perceived as outstanding or significant by peers and impacted target groups.
- More credit will be given for recent contribution(s) (except in unusual circumstances when a contribution was overlooked at the time it occurred).

Outstanding Leadership Medal (OLM) (Government employees only) - Is awarded for notably outstanding leadership that affects technical or administrative programs of NASA at an organizational, Directorate, Agency, governmental, or industry level. It is awarded for the sustained contributions of a leader's effectiveness in advancing the Agency's quality results and building the organization's capacity for future performance while exemplifying NASA values in the everyday work environment. Explicit consideration is given to individuals meeting the following criteria:

- Agency's generic leadership performance factors.
- Consistent and exemplary behavior that models NASA's core values and promotes these values within the Agency.
- Complexity of effort in terms of requiring multiple phases, organizations, or a wide range of personnel.
- Innovative approaches used in the conception, design, or execution of the projects, programs, initiatives, and activities.
- Impact and importance of work achievements contributing to the Agency's missions and image.

Exceptional Achievement Medal (EAM) – Is awarded to any person in the Federal service for a significant specific accomplishment or substantial improvement in operations, efficiency, service, financial savings, science, or technology which contributes to the mission of NASA. Explicit consideration will be given to:

- Work-related achievements yielding high-quality results and/or substantial improvement that supports Agency mission or organizational accomplishment.
- Innovative approaches used in the conception, design, or execution of the individual's work.
- Impact and importance of the individual's achievement related to the Agency's Mission Directorate's, Center's, or organizational component's goals and image.

Exceptional Bravery Medal (EBM) - Is awarded to both Government and non-Government individuals for exemplary and courageous handling of an emergency by an individual who, independent of personal danger, has acted to prevent the loss of human life or Government property.

Exceptional Engineering Achievement Medal (EEAM) - Is awarded to both Government and non-Government individuals for unusually significant engineering contributions toward achievement of NASA's mission. This award may be given for individual efforts or application of engineering principles/methods that have resulted in a contribution of fundamental importance in this field or have significantly enhanced the understanding of this field.

- Accomplishments are far above others in quality, scope, and impact.
- Accomplishments are explicit, demonstrate results, and are perceived as outstanding or significant by peers and impacted targeted groups.
- More credit will be given for recent contribution(s) (except in unusual circumstances when a contribution was overlooked at the time it occurred).

Exceptional Scientific Achievement Medal (ESAM) - Is awarded to both Government and non-Government individuals for an unusually significant scientific contribution toward achievement of NASA's mission. This award may be given for individual efforts that have resulted in a contribution of fundamental importance in this field or have significantly enhanced the understanding of this field.

- Accomplishments are far above others in quality or excellence -- a rare, outstanding, clearly superior achievement.
- This is a prestigious scientific award for specific/concrete scientific achievement(s).
- More credit will be given for recent contribution(s) (except in unusual circumstances when a contribution was overlooked at the time it occurred).

Exceptional Service Medal (ESM) - Is awarded to any person in the Federal service for significant, sustained performance characterized by unusual initiative or creative ability

that clearly demonstrates substantial improvement which contributes to NASA programs, with explicit consideration to the following criteria:

- Excellence and recognition of achievement that has set a benchmark for which others may strive.
- Innovative approach used in the conception, design, or execution of the Agency's projects, programs, initiatives, and activities.
- Impact and importance of the individual's service to the Agency's missions and image.

Exceptional Public Service Medal (EPSM) - Is awarded to any individual who was not a Government employee during the period in which the service was performed. This award is granted for exceptional contributions to NASA's mission.

Exceptional Technology Achievement Medal (ETAM) - Is awarded to both Government and non-Government individuals for technology contributions achieved in one of the following:

- Early technology development significantly contributing to NASA's mission.
- Exemplary collaborative effort in achieving significant technology transfer.
- Exceptional utilization of a NASA-developed technology resulting in a significant commercial application.

Exceptional Administrative Achievement Medal (EAAM) - Is awarded to any person in the Federal service (NASA Classification 500 Group clerical/assistant and related support positions only) for a significant, specific accomplishment or contribution characterized by unusual initiative or creativity that clearly demonstrates a substantial improvement in administrative support further contributing to NASA's mission, such as:

- Exceptional initiative in carrying out office/program support activities that resulted in improved processes and operations.
- Development and improvement of administrative support methods and processes that resulted in substantial benefit to the office or program.
- Notable competence and resourcefulness in accomplishing and improving office/program processes and operations.

Group Achievement Award (GAA) - Is an award given to either a group of Government employees or a group comprised of both Government and non-Government personnel for an outstanding accomplishment through the coordination of many individual efforts which have contributed substantially to NASA's mission, with explicit consideration given to: (1) the quality of results and the level of impact on NASA programs or operations; (2) effective management of cost and schedule; (3) customer satisfaction; (4) team growth and capacity for future contribution; and (5) additional

credit for development of innovative approaches, use of and contributions to lessons-learned data banks, and/or success in responding to unforeseen crises.

Public Service Group Achievement Award (PSGAA) - Is an award given to a group of non-Government personnel for an outstanding accomplishment while participating in a significant program or project that has contributed substantially to NASA's mission, with explicit consideration given to: (1) the quality of results and the level of impact on NASA programs or operations; (2) effective management of cost and schedule; (3) customer satisfaction; and (4) additional credit for development of innovative approaches and/or success in responding to unforeseen crises.