



## Frequently-asked Questions about GEO Fellows

A Fellow is a member of a learned society and an honor for anyone working in a specific field for a significant portion of their career. A **Fellow of Global Equity** is an honor bestowed on individuals who have demonstrated not only a deep expertise in the global equity and executive compensation industry, but also someone who has taken time during their career to help evolve and develop the industry, mentor others, and contribute services and/or research to advance the field.

GEO encourages all members to consider whether they meet the criteria required to become a GEO Fellow. This document provides responses to common questions.

### ***Q: What are the benefits of being a Fellow?***

**A:** There are select benefits to being a Fellow of Global Equity. Currently, the benefits include use of 'FGE' ('Fellow Global Equity') after the appointed person's name, for example 'Jane Doe, FGE', direct access to Fellows-only events at GEO conferences, invitations to Fellows-only regional and local networking events, preferential rates for GEO's Annual Conference and regional events, lifetime membership to GEO, post-retirement from the industry and lifetime recognition as a Fellow of Global Equity ([subject to continued compliance with Fellows standards](#)).

### ***Q: Who determines if someone can become a Fellow?***

**A:** The GEO Fellows Appointment Committee is comprised of current members of the GEO Board of Directors and active Fellows.

### ***Q: Is there a cost to become a Fellow?***

**A:** Yes. Information about the annual (or life-time) fees can be found on the [GEO Fellows website](#) and in the [Fellows brochure](#).

### ***Q: Why does GEO charge a fee?***

**A:** Like most Fellow "programs", GEO is charging a fee to offset the cost of offering this opportunity to our members. The fee for participation as a GEO Fellow is strictly to support the activities of the Fellows, including the administration of the program. The fee and related discounts will be examined and applied based upon the planned Fellows activities (for example, if the decision is to host a stand-alone Fellows conference or event, it is possible a portion of the annual fee will be applied to these events.) At any time, if you believe you are not receiving value for your investment, you have the option to discontinue your participation as a Fellow.

### ***Q: Are there any time-commitments involved with becoming a Fellow?***

**A:** No. The Fellow designation is an honor. There are currently no committees or time commitments required. As the Society of Fellows grows, there may be opportunities to become more involved, but this involvement is not a condition of the program.



***Q: Should I apply if I am thinking of retiring from the industry soon?***

**A:** Yes, even if you will be retiring in the future, this honor is something that represents the work you have done throughout your career. Should you ever decide to return to the global equity profession (even if part-time or in a consultative manner), this designation will serve to illustrate the knowledge and contributions you have made.

***Q: What if I haven't spent my entire career working in global equity?***

**A:** Please review the criteria carefully. We understand that people change careers and everyone's background and circumstances are different. If you feel you qualify, please apply.

***Q: Is the Fellow program only for people working at issuer companies?***

**A:** No. We aim to distinguish professionals from around the world and around the industry. Regardless of your background and focus area, a Fellow may have worked as an issuer, service provider, academic, researcher or consultant (or a combination).

***Q: Do I have to obtain letters of recommendation to apply?***

**A:** Applicants are required to submit a minimum of ONE letter of recommendation, although a minimum of TWO letters are but strongly recommended. Since our evaluation committee does not know everyone in the industry personally, this type of support will serve to strengthen your application and will have a significant impact on your acceptance. If you are not able to obtain 1 (or 2) letters, we still recommend you apply.

***Q: When will I know if I've been selected?***

**A:** GEO will notify applicants as soon as possible after the close of the application window. You will receive an email from the committee with the decision regarding your candidacy. If you are accepted, you will also receive an invoice which is due 30 days after you receive your email.

***Q: Once I am a Fellow, do I need to re-apply every year?***

**A:** No. As long as you remain in good standing (abide by the Code of Conduct and are current on your annual dues), you will remain a Fellow. Should you retire from the industry, you can apply to have your annual fees waived while retaining the designation.

***Q: What if I'm still not sure if I should apply?***

**A:** We recommend that you apply. If you are not accepted as a Fellow this year, you can request feedback about your application which can help strengthen your submission in the future.