

# Profile: GEO Awards Judge

## GEO Awards Judge

### Objective

Responsible for evaluating and rating the applications submitted for GEO Awards and attending the in-person or virtual judges meeting. Also required to attend the GEO Annual Conference in Nashville and co-present during the GEO Awards ceremony with fellow judges and GEO team on 11 August 2021.

### Activities

<b>1. Preparation</b>	
<ul style="list-style-type: none"><li>All submitted proposals are made available to the Judge approximately two weeks before the Judge meeting.</li><li>A rating template including a summary of each proposal is provided, as well.</li><li>Judge is expected to read and evaluate all submitted proposals before the judges meeting.</li></ul>	Time spent <ul style="list-style-type: none"><li>40-80 hours</li></ul>
<b>2. In-Person meeting</b>	
<ul style="list-style-type: none"><li>Attend the judging meeting, which will be held in April 2021, on a date and at a location or platform to be determined based upon the judges' preferences.</li><li>During the meeting, all submitted proposals are evaluated, ranked and the winners per category are selected.</li><li>Provide commentary to assist in preparation of Judge's report to be used during the Award ceremony.</li><li>We may record videos with a brief evaluation per category winner with considerations and thoughts of the judges.</li></ul>	Time spent <ul style="list-style-type: none"><li>1 day + travel, if necessary (at own expense)</li></ul>
<b>3. GEO Awards ceremony during the conference</b>	
<ul style="list-style-type: none"><li>Walk-through and script review before the ceremony.</li><li>Announcement of the winners during the GEO Awards ceremony.</li></ul>	Time spent <ul style="list-style-type: none"><li>1 day + travel (at own expense)</li></ul>

### Qualifications

- At least 15 years' experience as an issuer or academic and of that at least 5 years equity plan related.
- Up-to-date with the developments in the global equity world.
- Strong knowledge of aspects of executive and/or employee equity plans.
- Ability to influence others in a professional manner.
- Ability to communicate clearly (in English) and confidence to present awards at the GEO Awards.
- A team player.

### Other

- The judges meeting is typically held on the same continent where the corresponding Annual GEO Conference is hosted. For 2021, it will be scheduled on a date in April 2021 and format (in-person or virtual) based upon the preferences of the judges.
- The judge (or the employer of the judge) is expected to pay for his/her travel and hotel related costs (if necessary).
- The Judge will not be compensated for the time spent.
- The judge must be in attendance at GEO's 22<sup>nd</sup> Annual Conference in Nashville, Tennessee, from 09 – 12 August 2021 and available to participate in the GEO Awards Ceremony on 11 August 2021.
- The judge will receive complimentary registration to the Annual Conference.

