



AIRA
AUSTRALASIAN
INVESTOR RELATIONS
ASSOCIATION

AIRA Fellows Recognition Program

2019

CONTENT

A. PURPOSE	3
B. FELLOWS GOALS.....	3
C. ELIGIBILITY FOR FELLOWS DESIGNATION NOMINATION	3
D. NOMINATION PROCESS	4
E. FELLOWS SELECTION COMMITTEE	4
F. SELECTION PROCESS	4
G. FELLOWS DESIGNATION	6
H. FUTURE AIRA FELLOWS OPPORTUNITIES & EXPECTATIONS.....	6

A. PURPOSE

The AIRA Fellows Recognition Program is an honorary recognition program distinguishing individual IROs from AIRA members who epitomise leadership, integrity, involvement, and contributions to AIRA and the investor relations industry in Australasia. These individuals have made significant contributions to the betterment of the profession and AIRA throughout their careers. Those selected as an “AIRA Fellow” are recognised as highly engaged individuals for their contributions to the profession and are called to continued service as content leaders, selection committee participants, authors, and thought leaders in the Association and investor relations, more broadly.

B. FELLOWS GOALS

1. Recognise IR leaders
2. Highlight the best in IR to those both inside and outside the IR profession
3. Ensure that IR thought leaders have a continuing role in the profession
4. Provide a platform for these individuals to continue to serve AIRA

C. ELIGIBILITY FOR FELLOWS DESIGNATION NOMINATION

1. An AIRA Fellow must be employed by a current member organisation. Eligibility is open to individual IROs from all membership types including: corporate, supporting and associate. Serving directors of AIRA are NOT eligible for nominations.
2. Nominations will be evaluated based on the following five criteria:
 - 2.1 individual and organisational performance in investor relations;
 - 2.2 involvement within the IR community;
 - 2.3 leadership in the IR community and among peers;
 - 2.4 integrity/ethics/respect for others and the profession; and
 - 2.5 innovation/advancement of/within the profession.
3. Two letters of recommendation from colleagues may be submitted with a nomination or requested by a Fellows Selection Committee.
4. A phone interview may be requested with a Fellows Selection Committee member to gather more supporting information.

D. NOMINATION PROCESS

A call for Fellows Program nominations is announced to the general AIRA membership at the commencement of new membership period. There is no requirement to appoint any fellows in any given year. Nominations may come from colleagues/peers, the AIRA Board, or the Fellows Selection Committee. Self-nominations are not accepted. Nominations are submitted to the Fellows Selection Committee.

E. FELLOWS SELECTION COMMITTEE

1. The Fellows Selection Committee Chair resides with the Chair of AIRA.
2. Duties of the Chair:
 - 2.1 Chair meetings/conference calls;
 - 2.2 Appoint Selection Committee members;
 - 2.3 Represent Fellows as needed in AIRA discussions and other activities; and
 - 2.4 The Chair may appoint a Deputy on an “as needs” basis to undertake the above duties on occasions when he / she is not available.
3. The immediate past Chair of the Board serves on the Fellows Selection Committee.
4. The remaining 3-4 Selection Committee members are appointed by the Fellows Selection Committee Chair from former and current AIRA Board members.

Note: The structure of the Selection Committee may evolve in future years to mandate Fellows representation on the Selection Committee.

F. SELECTION PROCESS

1. The Selection Committee will approve no more than (5) five Fellows annually except for the initial year of the Fellows Program where a larger group of inaugural Fellows may be approved. There is no cap on the number of Fellows that can be in existence at any one time. Serving directors of AIRA are NOT eligible to be appointed a Fellow.
2. The Selection Committee reviews the initial list of nominations and adds any supplementary names for consideration.
3. The Selection Committee determines whether further information is necessary from a nominee and at its discretion may:
 - 3.1 Schedule phone interviews with nominees by a Selection Committee member to gather more information; and
 - 3.2 Request from a nominator or nominee additional supporting information, and/or

request two letters of recommendation supporting the five selection criteria as outlined under "*Eligibility for Fellows Designation Nomination*" above.

4. Selection Committee selects new AIRA Fellows based upon criteria that will include:

4.1 QUALIFICATIONS

4.1.1 Length of time as an IR professional;

4.1.2 Length of time as an AIRA member;

4.1.3 Selection criteria background;

- i. individual and organisational performance in investor relations
- ii. involvement within the IR community
- iii. leadership in the IR community and among peers
- iv. integrity/ethics/respect for others and the profession
- v. innovation

4.1.4 AIRA involvement (including type of involvement-participant, contributor, officer, speaker, mentor etc.); and

4.1.5 Outside involvement in the IR profession (activities, awards, teaching, etc.

4.2 BACKGROUND INFORMATION (RESUME MAY BE SUBSTITUTED)

4.2.1 Education, degrees

4.2.2 Work history

4.2.3 Personal and professional achievements

4.2.4 Noteworthy activities

4.3 LETTERS OF RECOMMENDATION

4.3.1 Letters that represent and support the applicant in the areas of:

- i. individual and organizational performance as an IR professional;
- ii. involvement within the IR community;
- iii. leadership in the IR community and among peers;
- iv. integrity/ethics/respect for others and the profession; and
- v. innovation.

4.4 INFORMATIONAL TELEPHONE CALLS WITH A SELECTION COMMITTEE MEMBER

G. FELLOWS DESIGNATION

1. New AIRA Fellows are announced to the wider membership at AIRA's annual awards event. Fellows will be advised in writing of their acceptance prior to being announced on stage at this event.
2. New Fellows are promoted on the AIRA website, in AIRA's bio-monthly newsletter and other appropriate media, such as a news release.
3. A Fellows section on the AIRA website will also provide information about the program and bios of the honourees.
4. Ongoing identification of an individual as an AIRA Fellow in any AIRA publication or program when the individual is an author or is referenced. At the discretion of the AIRA Board or the Fellows Selections Committee, a Fellows designation may be withdrawn for any action that is in conflict with the principles of the AIRA Fellow program, including, but not limited to a violation of AIRA's "Code of Ethics."

H. FUTURE AIRA FELLOWS OPPORTUNITIES & EXPECTATIONS

1. An annual AIRA Fellows Dinner to welcome new Fellows. Such events will be subsidised by AIRA, however existing Fellows will be expected to make a contribution towards the cost of these events.
2. On being awarded a Fellow of AIRA individuals are able to use the following post-nominal-Fellow (AIRA) or FAIRA.
3. Fellows are expected to make themselves available to promote the profession of Investor Relations at appropriate times, such as:
 - 3.1 Through mentoring programs;
 - 3.2 Being available from time to time to discussing the Profession with people wishing to join the industry;
 - 3.3 Participating as panel members in discussions at IR related conferences;
 - 3.4 Being available to provide confidential options to the Board on key Investor Relations matters as requested from time to time;
 - 3.5 Participation on request, and within reason, on Committees established from time to time by the Board; and
 - 3.6 Being willing to speak in promotion of the Profession at events organised by AIRA and/or other associations/organisations.