

ALFN Annual Awards Overview

I. ALFN Industry Achievement Awards

These individual awards are open to ALFN Members and Mortgage Servicers or GSE's whose overall achievements and work within the financial services industry has helped provide opportunities in advancing the legal and financial services industries, through education, training, leadership, mentoring or acting as a role model. Award recipients will have displayed the highest level of professionalism and leadership, and who have been a continued advocate for the industry and ALFN for an extended period of time.

Up to 6 ALFN Industry Achievement Awards are given each year at the ALFN ANSWERS Conference in July (including up to 5 awards for ALFN Members, and 1 Servicer or GSE award). Each ALFN Section (ALFN Committee/Group) will submit 1 nomination annually on behalf of their specific group. At large nominations are also accepted by members of the ALFN and mortgage servicers or GSE's. The ALFN Board of Directors will review all award candidates to determine the final award recipients.

A. Awards Criteria

a. Professional Leadership

Provide specific examples and detailed descriptions of how the nominee has demonstrated excellence, creativity and initiative in their business or profession as evidenced by each of the following:

- Leadership roles, personal accountability, and results
- Impact on revenue or financial condition of the company/firm/agency
- Impact on employee or client satisfaction
- Impact on quality of product or services
- Participation in and impact on strategic positioning of the company/firm/agency
- Major or unique contributions to the profession - Discuss such items as nominee's specialties and the impact they have made on their organization, clients, etc.; training programs created/taught by nominee to organization's staff or outside professionals; outreach efforts to demonstrate the value of the profession; nominee's activities to increase the diversity of the profession

b. Community Service and Leadership

Provide a list of local, state, national, and international participation in community organizations and include list of service and offices held as evidenced by each of the following, including any for the ALFN:

- Details about the organization with which the nominee is involved including any leadership, board, or support role to the organization outside of their normal or expected professional responsibilities
- Details of any accomplishments that the nominee achieved in positions held within an organization
- A showing of advancement or improvement of the organization based upon their participation

- A showing of any direct contributions made to programs, policies, or initiatives that positively influence the status of the organization or community issue/initiative

c. Personal Leadership

Provide specific examples and detailed descriptions of how the nominee has assisted and mentored others both personally and professionally as evidenced by the following:

- Mentorship or coaching provided by nominee
- Influencing or encouraging the career development or advancement of others in our industry

d. Professional Expertise

Include list of professional articles published; speaking engagements at local or national conferences or other programs demonstrating nominee's professional expertise; etc.

e. Awards & Accolades

Include a list of any awards, recognition, or special accolades the nominee has received.

II. ALFN JPEG Picture the Future Awards – Presented by ALFN's Junior Professionals & Executives Group "JPEG"

Annual award given each July at the ALFN ANSWERS Conference to up to 12 young professionals, with award recipients featured in the ALFN's Picture the Future publication (distributed annually at ANSWERS). Nominees should be under the age of 40, and must be employed in-house by an ALFN member business, mortgage servicer, or GSE. A candidate may either self-nominate or be nominated by another individual with knowledge of the nominee's background, achievements and contributions to the industry. Candidates undergo an initial blind review by our review committee, which is made up of members of the ALFN Board of Directors, ALFN Executive Staff members and select participants from the ALFN attorney-trustee and associate membership classes, and servicer participants. Candidates' nomination forms are reviewed anonymously and judged solely on the responses and supporting materials provided for each candidate. No indication of firm or organization, gender, location or other demographic information is provided to the reviewers. The ALFN Board of Directors makes the final determination of award recipients based on the review committee's feedback. Servicer nominees will be judged separately from ALFN member nominees, and a limited number of awards will be given to Servicers. Individuals will be judged based on their support and dedication to the industry and to young professionals, as well as their support of JPEG. We are looking for a few key attributes in our JPEG Picture the Future winners each year, including: Long-term commitment to the creditors' rights industry; Initiative and willingness to lead, educate, and improve our industry as a whole; Individuals who are service and volunteer leaders, recognized within their organizations, and who bring value to the ALFN; Individuals who are role models for other young

professionals and who are actively involved in the advancement of young professionals in our industry. More info. at https://www.alfn.org/jpeg_ptf

A. Awards Criteria

a. Career Progress

Provide specific examples and detailed descriptions of the progression of the nominee's positions over the course of their career ranked from highest to lowest based on level of responsibility, including traditional vertical career changes, horizontal career changes, as well as career progression outside their current business or profession.

b. Professional Leadership

Provide specific examples and detailed descriptions of how the nominee has demonstrated excellence, creativity and initiative in their business or profession as evidenced by:

- Leadership roles, personal accountability, and results
- Impact on revenue or financial condition of the company/firm/agency
- Impact on quality of product or services
- Participation in and impact on strategic positioning of the company/firm/agency
- Major or unique contributions to the profession - Discuss such items as nominee's specialties and the impact they have made on their organization, clients, etc.; training programs created/taught by nominee to organization's staff or outside professionals; outreach efforts to demonstrate the value of the profession to high school/college students; nominee's activities to increase the leadership opportunities and growth of young professionals in the legal and financial services industry

c. Community Service and Leadership

Provide a list of local, state, national, and international participation in community organizations and include list of service and offices held as evidenced by:

- Details about the organization with which the nominee is involved including any leadership, board, or support role to the organization outside of their normal or expected professional responsibilities
- Details of any accomplishments that the nominee achieved in positions held within an organization
- A showing of advancement or improvement of the organization based upon their participation
- A showing of any direct contributions made to programs, policies, or initiatives that positively influence the status of the organization or community issue/initiative

d. Professional Expertise

Include list of professional articles published; speaking engagements at local or national conferences or other programs demonstrating nominee's professional expertise; etc.

e. Awards & Accolades

Include a list of any awards, recognition, or special accolades the nominee has received.

III. ALFN Member Service Awards

Annual award given each July at the ALFN ANSWERS Conference to the top 2 Attorney-Trustee member companies and the top 2 Associate member companies that have exhibited the highest level of support and participation in the ALFN throughout the past year (August 1 – July 31). This level of support is determined by a member companies' participation in certain ALFN activities such as leadership positions held, committee involvement, authoring articles, speaking at events, and others. The Member Service award recipients are determined through the ALFN ASSURE Member Rewards Program. More information is available at <https://www.alfn.org/assure>. For the award eligibility, we count the total number of volunteer credits each member company has achieved over the past year (August 1 – July 31) in the ASSURE Member Rewards Program. This award isn't based solely on money spent, but the time and effort a member company has spent in supporting ALFN activities.

A. Awards Criteria

The 2 Attorney-Trustee and 2 Associate members demonstrating the highest level of volunteerism and support of the ALFN over the past year will be receiving this award. Nominees must be an active member in good standing with the ALFN. The level of volunteerism and support is determined by the following:

- Active participation in an ALFN Member Committee including, but not limited to:
 - Committee meeting attendance
 - Leadership Role (Elected or Appointed)
 - Participation in creating and/or contributing to materials for the committee
 - Participation with and/or presenting materials to the committee either at a meeting or webinar
- Content contributions to an ALFN publication, including:
 - ANGLE Magazine
 - WILLed Magazine
 - Legal Updates
 - *Ad hoc* printed materials including, but not limited to, Regulatory Comments, Congressional Briefing Materials, Industry Letters, and Amicus Briefs.

- ALFN Event Attendance (ANSWERS, Bankruptcy Intersect, Foreclosure Intersect, WILLPOWER)
- Speaker Participation at an ALFN Event (ANSWERS, Bankruptcy Intersect, Foreclosure Intersect, WILLPOWER)
- Serving as a member of the Board of Directors, Advisory Board or Task Force
- Successfully referring a new ALFN member (Attorney-Trustee or Associate). Member applicant should list your name on the membership application, so we can track who they were referred by.
- Successfully securing a new mortgage servicer attendee at an ALFN event (servicer that hasn't attended in over a year). Servicer should list your name on the event registration form so we can track who they were referred by.