

**The TEA's
Thea Awards Program
2017 Rules**

Honoring Achievements in the Period
July 1, 2015 thru June 30, 2017

This document outlines the rules and procedures for the 2017 Thea Awards judging and its Awards Nominating Committee. This applies to achievements first opened to the public between July 1, 2015 and June 30, 2017 inclusive, and other awards to be presented at the banquet in early 2018.

I. THE AWARDS PROGRAM

A. Objective

To find excellence and celebrate it. The TEA Thea Awards Program was created to call attention to excellence in the creation and production of compelling places and experiences as well as to promote public discussion, awareness and respect for the arts and sciences that create and produce compelling places and experiences.

The giving of awards is not a judgment that separates winners from losers, but rather an annual selection that publicly exemplifies the highest standards of excellence and achievement which the public at large and the industry itself should associate with the artists and technicians who create compelling places and experiences.

The TEA Thea Awards Program recognizes the writers, producers, artists, architects, technicians, engineers, designers and economists, who invent, create and produce the attractions, whether they contract to the owners as independent producers or sub contractors or are employed as in-house creative staff. The TEA Thea Awards Program is specifically focused not on the owners, financiers, managers and operators of themed attractions who are already well served by IAAPA.

B. Award Categories

Awards will be considered in these broad categories, which are described in more detail later in this document:

- The Buzz Price Thea Award – Recognizing a Lifetime of Distinguished Achievements (usually 1 per year)
- Thea Classic Award (usually 1 per year)
- Thea Award for Outstanding Achievement (the “AOA”) (Several per year, including up to one AOA in the “special discretionary” option described further below.)
- Thea Award for Outstanding Achievement on a Limited Budget (a special form of the “AOA” – several per year)
- Thea Award for Outstanding Achievement in Breakthrough Innovation (usually 1 per year if warranted)
- The Themed Entertainment Association Service Award (no more than one per year)

There are **no** required recurring sub-categories. The Awards Nominating Committee should nominate outstanding achievements of whatever kind and in whatever number they occur. The sub-categories will be reinvented by the Thea Awards Nominating Committee to reflect the achievements.

As a reminder, to assure generous consideration of all fields, the Awards Nominating Committee will consider achievements in these and other fields:

Aquariums	Heritage Centers	Marine Parks	Visitor Centers
Attractions	Interactive Experiences	Science Centers	Water Parks
Breakthrough Innovation	Interactive Theaters	Shows	World Fairs
Casinos	Immersive/Themed Consumer Experiences	Traveling Exhibitions	Zoos
Corporate Brand Experiences	Museums	Theme Parks	Other:
Family Entertainment Centers	Spectaculars	Themed Restaurants	

These award sub-categories are not a requirement, but only a starting point to encourage the generous consideration of many types of projects. The Awards Nominating Committee has tremendous latitude to

achieve the objective of the awards, as described above. In a given year the Committee may decide not to present an award in a given sub-category. Or the Awards Nominating Committee may decide to add a category, provided it is consistent with the objective of the TEA Thea Awards Program. The Awards Nominating Committee may award multiple achievers, or no achievers, from any of these various project types and may, at any time, develop additional descriptions depending on the types of projects submitted for consideration.

When presented to the International Board, each Final Nominee will be assigned a sub-category selected or invented by the Awards Nominating Committee, to help differentiate the various recipients.

C. Eligibility

The AOA is intended to honor the achievements of the suppliers, inventors and creators of compelling places and experiences.

The AOA will not be awarded to the achievements specific to owners, financiers or operators except to the extent that those achievements and achievers are directly and personally involved in the original invention or creation of compelling places or experiences. (For example, no awards for best park operations.) The achievements of in-house creative staff working for an owner/operator (for example: WDI) are eligible provided they meet all the other qualifications.

Membership in the TEA is not required for any award in any category.

Nomination Eligibility Guidelines for the Committee

As a reminder, after much discussion over the years, the following have been deemed by the committee to be outside “our industry,” i.e. not eligible for a Thea Award, or better served by another award-granting organization. This is meant only as a reminder of previously determined criteria and is written down here only to “remind” the committee of what they have done in previous years. The committee may at any time change its mind.

- Single screen films/ large format (IMAX) or otherwise are not eligible unless the film is 1) considered and nominated as part of a complete attraction/experience, or 2) enhanced by other experiential elements or immersive effects/elements, such as (but not limited to) in-theater effects such as in a 4-D theater, or 3) in the opinion of the Award Nominating Committee there are other considerations that make this achievement part of our industry as opposed to the Motion Picture Academy. Multi-screen films are (!) eligible if playing in a venue considered by the Nominating Committee as part of our industry. Example: A 3-screen, 5-screen or 9-screen Circlevision film.
- Individual crafts that are part of a project such as direction, writing, production, art direction, lighting design (architectural or entertainment) etc. are not individually eligible.

D. Eligibility Period

To be eligible, all nominated achievements must have opened or been first presented to the general public during the award cycle period defined at the beginning of this document. In most years, this gives each achievement a two-year window of eligibility. This two-year eligibility window is thought useful to allow more time for news of achievements to reach the Awards Nominating Committee. Achievements considered and rejected in their first year of eligibility may be reconsidered in their second—providing they still meet the award cycle date criteria. There is no two-year eligibility limit on The Buzz Price Thea Award, the Thea Classic Award, or the “special discretionary” option. An award for Breakthrough Innovation should be limited to innovations that came into use in compelling places and experiences during the eligibility period regardless of when they were patented, innovated or first offered to the marketplace, or technical achievements which, in the opinion of the committee, exhibit technical leadership or which WILL soon provide new technical possibilities to the industry. Within the eligibility period it does not matter how long an achievement was open. Some achievements might run a single season or an hour.

E. Number of Annual AOAs

There is no set number of AOA awards. The objective of the AOA is not to separate winners from losers but rather to find excellence and celebrate it. Neither the Awards Nominating Committee nor the TEA International Board is required to award a minimum or maximum number, but it is suggested that there be a minimum of 6 and a maximum of 16 awards per award cycle, including all categories: The Buzz Price

Thea Award, Thea Classic, AOA's and Excellence on a Limited Budget. The total number of awards may exceed 16 only at the sole option of the International Board, based on recommendations from the Awards Nominating Committee.

II. ADDITIONAL INFORMATION ABOUT THE AWARD CATEGORIES AND CRITERIA

A. The Buzz Price Thea Award – Recognizing a Lifetime of Distinguished Achievements

The Buzz Price Thea Award is given once each award cycle to a single person. It can be given for "Lifetime Achievement" or for "Outstanding Contribution(s) to the Compelling Places and Experiences Industry," to an individual who meets these qualifications:

1. The nominee's contribution(s) to compelling places and experiences exemplify the highest standards of excellence and achievement associated with those who create compelling places and experiences.

2. Spokesperson - The Nominee should be an outstanding public example and spokesperson for excellence in compelling places and experiences.

3. Active - The Nominee should be alive and active in their field. (We would prefer they not be retired, but officially retired candidates may be considered provided they are still very active in their field. No posthumous awards.)

4. Popular Support - The Nominee should be well known, respected and admired throughout the compelling places and experiences industry to insure popular acceptance.

5. Award Ceremony - The Nominee should be available, able and willing to subject themselves to the ordeal of the presentation at the Awards Ceremony.

6. Awards Nominating Committee - All past recipients of the Thea Lifetime Achievement Award and/or the Outstanding Individual award (1996), now collectively known as The Buzz Price Thea Award, become members of the Awards Nominating Committee for life and are invited to participate. It is expected that they will remain knowledgeable about the latest developments in the industry so that they can make responsible recommendations regarding awards.

7. Conflict of Interest - No member of the then-current Awards Nominating Committee, nor any member of the then-current International Board, may be considered for The Buzz Price Thea Award. No nominee may be present at the TEA International Board Meeting when his or her name is placed in nomination, discussed or voted on.

8. Achievers from Other Fields - The TEA Awards Program is supposed to be specifically focused not on the owners, financiers, managers and operators of compelling places and experiences who are already well honored by the IAAPA Hall of Fame. In its first round, therefore, the Awards Nominating Committee must consider only candidates who create or produce compelling places and experiences, such as writers, producers, artists, architects, technicians, engineers, designers and economists who invent, create and produce the attractions, whether they contract to the owners as independent producers or sub contractors or are employed as in-house creative staff. For a definition of "compelling places and experiences," the Awards Nominating Committee should look at the list of TEA members to see what kinds of projects large numbers of the members seem to have in common, including but not limited to Location Based Entertainment, Theme Parks, Marine Parks, World Fairs, Museums, Visitor Centers, etc. If, after thoroughly considering only candidates in these categories, the Awards Nominating Committee cannot agree on The Buzz Price Thea Award nominee, the Awards Nominating Committee may consider achievers from related fields with a lesser connection to "Compelling Places and Experiences" or they may consider changing the sub-title of the award to suit the Achiever to be honored that year. Final authority to approve or reject such departures rests with the International Board. This option applies only to The Buzz Price Thea Award and does not apply to the Award of Outstanding Achievement described below.

B. Thea Classic Award

The Thea Classic Award will be given to an outstanding “compelling place and experience” achievement from the past, which set new standards and which has stood the test of time. “Test of Time,” while not a hard and fast rule, is generally understood by the committee to mean a minimum of 20 years in operation. However, to be considered for this award, the achievement or attraction must still be in existence, use or operation during the two-year eligibility period which applicable to the other awards being given out at the same program. The Thea Classic Award is not limited to projects opening in the previous two years. In all other ways, it is subject to all the same rules governing the “AOA” Awards.

C. Thea Award for Outstanding Achievement

The AOA Award will be given to achievements, rather than to any individual or company. An AOA can be awarded to outstanding achievement in any area of the TEA that meets the following criteria:

The achievement exemplifies the highest standards of excellence associated with the arts and sciences of creating compelling places and experiences.

D. Thea Award for Outstanding Achievement on a Limited Budget

The “AOA” for Excellence on a Limited Budget is subject to the same rules described for the AOA Awards, but the eligible candidates are limited to projects created for limited budgets as discussed here:

- Submissions will be invited in each of these specific limited budget ranges to be listed for selection on the nomination form.
 - \$0 to \$1 million
 - \$1 million to \$5 million
 - \$5 million to \$10 million
- To be considered in this category, projects are required to submit a cost summary (confirming actual final costs).
- Projects that do not qualify for or that do not wish to be considered in the Limited Budget category are not required to submit a cost summary.

Budget items to be included in the cost summary and within the US\$10 million limit:

- Concept and Story Development
- Design (show, architectural and all other design)
- Engineering (all types)
- Interior/exterior construction and finishes other than the base building
- Fabrication (sets, props, figures, casework, facades, etc.)
- Systems (lights, computers, dimmers, special effects, A/V, animatronics, etc.)
- Ride Systems
- Media Production
- Installation
- Programming
- Rehearsal
- Creative Leadership and Direction
- Production Management
- Reimbursables (such as printing, travel, etc.)
- Etc.

Budget items excluded from the US \$ limit:

- Base building
- Land acquisition costs
- Financing.
- Marketing

When nominating traveling exhibits, the itemized costs should include all costs up to and including delivery, installation, completion and opening of the exhibit in its first venue. The cost summary should not include the operating expenses or the costs of moving the exhibit to its second location.

In addition, to be considered in any of the Limited Budget categories, each project must answer the following, which will be on the submission form:

- The owner/client who owns this project is:
 - For profit

- Not for profit
- Government
- Not sure or Other. Explanation _____

Recipients in the Limited Budget category may request that their statuette contain the words “on a Limited Budget.” In the absence of a specific request, their statuette will not contain the words, “on a Limited Budget.”

E. Additional Requirements for Re-Habs

When nominating achievements that are re-developments of a pre-existing attraction, candidates must provide information about what was there before. This is necessary to enable the Thea Nominating Committee to identify and evaluate the new work completed in the eligibility period.

F. Thea Award for Outstanding Achievement in Breakthrough Innovation

This is another form of the “AOA.” It is usually reserved for a new idea or technical innovation that broadly improves our entire industry or many parts of our industry, or which otherwise advances the arts and sciences of compelling places and experiences. An award for Breakthrough Innovation should be limited to innovations that came into general use in compelling places and experiences during the eligibility period regardless of when they were patented, innovated or first offered to the marketplace. Some years no award is given in this category. Other years, one award may be given.

In assessing nominations in this category the following criteria are considered:

- **Benefit to the Industry**
This refers to the benefits other professionals who create compelling places and experiences can receive by having this particular technology available to them.
- **Benefit to Guests**
The creators of compelling places and experiences are dedicated to creating high quality guest experiences.
- **Evolution vs. Revolution**
Most technical “innovation” is actually built upon previous technologies and/or a recombining of existing technologies. There are, in some cases, examples of higher “risk taking” and the development of completely new technologies to service technical issues facing the creators of compelling places and experiences.
- **Design & Presentation**
Within this category, technologies are examined for overall professional appearance. Engineering and general manufacturing of the technology and the presentation of the finished product must all be considered.

G. The AOA “Special Discretionary” Option

Every so often an achievement comes along that does not fit the existing rules regarding Thea Award time limits or eligibility. Therefore, subject to all the normal nomination, judging and approval processes, this “special discretionary” option allows for **up to** one AOA award per year, which may be at variance with the limits on eligibility dates or other technicalities. If awarded, this award should not be called a “special discretionary” award; it is an otherwise normal AOA award. Like other AOA awards, it should be assigned an appropriate sub-category name as further described in Section I-B above and Section IV-B below.

H. The Themed Entertainment Association Service Award

The Themed Entertainment Association Service Award will be given during the annual Awards Ceremony. Each year there can only be one Service Award but in some years a Service Award may not be given. The Service Award is given to individuals who have gone above and beyond the call of duty in serving the TEA organization. They have moved the TEA forward and truly made a positive difference over a period of multiple years.

Anyone is eligible to receive the Service Award, including paid staff, volunteers, etc. Unlike the Buzz Price Award, candidates can also include current members of the International Board or the Past President’s Committee, provided however, that the candidate must not be told about the possibility until after the final voting, nor be present during the discussions or voting at either the sub-committee or Board level.

The Themed Entertainment Association Service Award is not a Thea Award because it is judged by a completely different criteria and process. This is the only award given out at the Awards Ceremony that is not judged by the Thea Nominating Committee. The process begins when a candidate is recommended by the Past President's Committee or another sub-committee chosen by the International Board. That sub-committee will propose a single candidate to the International Board. The International Board will then either approve that candidate or send the issue back to the sub-committee for reconsideration.

III. NOTIFICATION AND CONFIRMATION OF RECIPIENTS

After TEA International Board confirmation (usually in the month of October), the provisional Thea Award recipients will be contacted (by the TEA President and/or Executive Director), congratulated and told they are a "provisional recipient." To actually receive the award, they must do these things:

1. They must provide the TEA with an official list of credits for the achievement. (This does not apply to The Buzz Price Thea Award honorees.) The TEA recognizes that the length of the credits list may be shorter for a technical invention or longer for a major attraction. The TEA will encourage recipients to follow precedents set by previous recipients by including outside vendors and others in a comprehensive and generous credit list.
2. They must appoint one, or a maximum of two, representatives to attend the Awards Ceremony to accept the award on behalf of everyone involved in the achievement. Please read a more detailed description of these representatives and their responsibilities in Section IV. A.

If any of these requirements is not met, the TEA International Board has the option of withdrawing the offer of the award.

After compliance with these requirements is confirmed, the AOA recipients will be publicly announced by the International Board (usually during IAAPA in November), but at least 60 days before the Award Ceremony. At the Thea Award Ceremony, there will be no surprise announcements of Thea Award recipients.

IV. THEA AWARD: WORDING AND ACCEPTANCE

A. Who Accepts a Thea Award for Outstanding Achievement (The "AOA" Award)?

The AOA Award will be given to achievements, rather than to any individual or company. The owner of the achievement (usually the owner/operator of the attraction or the owner/distributor of the patent in the case of a breakthrough innovation) will be asked to officially appoint two representatives of the achievement team to attend the awards ceremony and officially accept the award on behalf of everyone who contributed to the achievement. One of these acceptors **MUST** be a member of the actual creative working/production team such as show producer, show director, etc. The other acceptor must be a high-ranking member of the ownership team such as an owner, senior executive, museum director, etc. Eligible creative team acceptors will not include owners or staff personnel such as developers, financiers, general managers, operators, executives, owner's project managers, museum directors, curators, etc.

The two acceptors must each be given up to a maximum of one minute each to say a few words when accepting the award.

In addition to the two acceptors, others involved in the project may accompany the acceptors to the podium, but they should not speak.

Although two acceptors will be appointed to accept, only one trophy will be given. This trophy will belong to the owner. It will be the owner's responsibility to collect the trophy from their appointed acceptors.

If, prior to the awards ceremony, there is any controversy concerning who is the owner of the achievement, the TEA International Board of Directors will consider the question in good faith and render a final judgment as to who is the owner for the purpose of accepting the award.

The full size AOA Award (including the regular AOA and the AOA on a Limited Budget, paid for by the TEA and presented to the owner at the ceremony will say:

This Thea Award for Outstanding Achievement is presented by the Themed Entertainment Association to _____
(Name of the Achievement – as defined below)
which has been judged to represent the highest standards of excellence and achievement associated with the arts and sciences of themed entertainment
_____ *(date)* _____

Notice these critical points:

- The award is presented to the achievement, not the owner.
- The owner's name does not appear on the award.
- The words "on a Limited Budget" do not appear on the award unless both of the following are true: 1) The recipient specifically requests it, and 2) The achievement qualifies in the judgment of the Nominating Committee.

In the case of an award for Achievement in Breakthrough Innovation the full size AOA Award will say:

This Thea Award for Outstanding Technical Achievement is presented by the Themed Entertainment Association to _____
(Name of the Achievement- as defined below)
which has been judged to represent the highest standards of excellence and achievement associated with the arts and sciences of themed entertainment.
_____ *(date)* _____

Again, notice these critical points:

- The award is presented to the technical achievement, not the owner and not the inventor.
- Neither the owner's name nor the inventor's name appears on the award.

The full size Thea Classic Award will say:

This Thea Classic Award is presented by the Themed Entertainment Association to _____
(Name of the Achievement – as defined below)
which has stood the test of time and represents the highest standards of excellence and achievement associated with the arts and sciences of themed entertainment
_____ *(date)* _____

Notice these critical points:

- The award is presented to the achievement, not the owner.
- The owner's name does not appear on the award.

The Buzz Price Award itself will say:

The Buzz Price Thea Award Recognizing a Lifetime of Distinguished Achievements is presented by the Themed Entertainment Association to _____
(Name of the Achiever)
whose career and contributions to his (her) field have been judged by his (her) peers to represent the highest standards of excellence and creative achievement associated with the arts and sciences of themed entertainment
_____ *(date)* _____

Notice this critical point:

- This is the only regular (full size) Thea Award where the achiever's name appears on the award.

B. Team Member Awards

Each achievement will be given one copy of the full size AOA Award, paid for by the TEA. This full size copy will be presented to the representative(s) chosen by the owner of the achievement, as Section IV.A.

Although not required, the TEA expects *and hopes* that both individuals and companies credited as contributors to an achievement that receives an AOA, will purchase a team member award of the AOA. The engraving on the team member award will clearly and accurately state the buyer's credit or relationship to the achievement. For example:

**This Thea Award for Outstanding Achievement
is presented by the Themed Entertainment Association to**

(Name of the Achievement – as defined below)

(date)

(Name of Contributor – as limited below)

(Contributor's Verified Credit)

Notice these critical points:

- The award is presented to the achievement, not the contributor.
- The contributor's name must always be immediately followed by the specific credit, verified by the credits on file at the TEA, which can only be changed by the owner (see below).
- There is no difference between the duplicate award for a regular AOA and a duplicate Limited Budget AOA. The words "on a Limited Budget" will not appear on either the original statuette or on duplicates unless specifically requested by the recipient or purchaser.
- The sub-category (i.e. museum, theme park, etc.) can also be named if specifically requested by the purchaser.

If the contributor requests the addition of the name of the sub-category, the engraving shall appear as follows:

**This Thea Award for Outstanding Achievement
in the category of**

(Name of Sub-Category – as defined below)
Is presented by the Themed Entertainment Association to

(Name of Achievement – as defined below)

(date)

(Name of Contributor – as defined below)

(Contributor's Verified Credit – as defined below)

**The Thea Award for Technical Achievement
is presented by the Themed Entertainment Association to**

(Name of the Achievement)

(date)

(Name of Contributor – as defined below)

(Contributor's Verified Credit)

Notice these critical points:

- The award is presented to the achievement, not the contributor.
- The contributor's name must be immediately followed by the specific credit, verified by the credits on file at the TEA, which can only be changed by the owner (see below).

**The Thea Classic Award
is presented by the Themed Entertainment Association to**

(Name of the Achievement)

(date)

(Name of Contributor)

(Contributor's Verified Credit)

Notice these critical points:

- The award is presented to the achievement, not the contributor.
- The contributor's name must be immediately followed by the specific credit, verified by the credits on file at the TEA, which can only be changed by the owner (see below).

Name of the Achievement and Name of Sub-Category

For uses including but not limited to award engravings, the Name of the Achievement and the Name of Sub-Category shall in all cases and situations be and remain as determined by the Thea Awards Nominating Committee. See VI-I below.

Name of Contributor and Contributor's Verified Credit

Except in cases specifically approved by the TEA International Board, the name of the Contributor and the Contributor's Verified Credit appearing on every team member award must be accurately based on the credits appearing on the official credit list supplied to the TEA by the owner of the achievement. Credits on file with the TEA may be modified only by the owner of the achievement. Special consideration will be given to individuals employed by owners, such as governments or large corporations, that forbid recognition or credit for their individuals. In such cases, uncredited – but – deserving contributors within the owner's organization should be allowed to obtain duplicate awards with their names and an appropriate credit, if recommended by the outside vendors credited with producing the achievement recommend it, and the TEA International Board approves the variance.

Who can buy a team member award: Project team members (companies or individuals) can purchase team member awards from the TEA, provided they are listed in that official project credit list.

V. THEA AWARD – USE IN ADVERTISING AND PR

Although not required, the TEA expects and hopes that both individuals and companies connected to the achievement honored by an AOA, will promote themselves by advertising their connection to the achievement. However, advertisers are required (if they advertise or issue publicity) to advertise and communicate accurately and to not misrepresent the Achievement or the AOA award by either omission or commission. This includes but is not limited to:

- The Achievement must be advertised as it appears on the AOA award. It must state that the award went to the achievement and it must use the official Name of the Achievement. Example: If the Achievement was for the invention of a new 3-D process used in a new show, the advertising and promotional material must not suggest or allow the reader to assume that the entire show has received the award.
- The credits must be accurate. If the ad is for a subcontractor such as Smith's Scenery, the advertising must use the official Contributor's Verified Credit, and it must not suggest or allow the reader to assume that Smith's Scenery produced the entire show or individually won the award. This applies equally to owners. If an attraction at Smith World Theme Park receives an award, the advertising must be clear that the attraction received the award. It must not suggest or allow the reader to assume that Smith World won the award.
- The meaning of the award must not be misrepresented. Example: The AOA Award is never for "the" outstanding achievement of the year, but simply recognizes an outstanding achievement.
- No advertising, announcements or press releases may take place before the official announcement of the recipients by the TEA International Board of Directors.

VI. THE AWARDS NOMINATING COMMITTEE

A. Conduct of the Committee

Members of the Awards Nominating Committee will conduct themselves in accordance with the highest standards of professional ethics and professional courtesy. All conversations and decisions taken by the committee in session are strictly confidential. Under no circumstance is a member of the committee to discuss how or why the committee's specific decisions were reached, except as consistent with the written descriptions in the Slate of Final (and Board approved) Nominees..

B. Conflict of Interest

Unlike The Buzz Price Thea Award, achievements by members of the Awards Nominating Committee remain eligible for an AOA Award provided the protocol in this Section is followed. This applies to

achievements created by or with the involvement of a member of the Committee or the company they work for.

The committee member must declare their conflict of interest and excuse themselves (i.e. leave the room, or disconnect from the teleconference) during the portion of the Awards Nominating Committee meeting in which the proposed nomination is discussed. They may not present their achievement, participate in the discussion or even answer simple questions regarding their project during a Committee meeting. They may not vote for their own nomination or the nomination of a project that they or their company worked on. Nomination will be by a simple majority of those remaining.

When the Final Slate of Nominees is presented for approval to the International Board, any person who has a conflict of interest or a connection to the nominated project (including International Board Members) must excuse themselves (i.e. leave the room, or disconnect from the teleconference) during that portion of the TEA International Board of Directors meeting in which their own nomination (or the nomination of an achievement they worked on) is presented, discussed and either approved or rejected. Such persons may not make a presentation or even answer simple questions about their project until after the final approval.

These same no-participation rules should apply to Awards Nomination Committee Members or International Board Members who are currently employed by a company that contributed to the achievement regardless of whether or not they personally worked on the achievement.

The more complex achievements in compelling places and experiences (such as an entire theme park) frequently involve large percentages of the industry and therefore the no-participation rules should be a matter of personal judgment if the person's connection to the project is remote. On the other hand, even the slightest conflict of interest should be declared. Again, the emphasis for awarding AOA's should be a generous celebration rather than a judgment.

C. Committee Membership and Terms

The Awards Nominating Committee will include:

All living past recipients of the The Buzz Price Thea Award – Recognizing a Lifetime of Distinguished Achievements (formerly Thea Lifetime Achievement Award.) At this writing this includes Marty Sklar (95), Don Iwerks (97), Bob Gurr (99), Tony Baxter (01), Jon Jerde (02), Barry Upson (04), Yves Pepin (05), Bob Rogers (06) Jack Rouse (07), Robert Ward (08), Mark Fuller (09), Kim Irvine (10), Joe Rohde (11), Frank Stanek (12), Garner Holt (13), Ron Miziker (14) Keith James (15), Jeremy Railton (16), plus Monty Lunde, recipient of a Thea Lifetime Achievement Award with a one-of-a-kind sub-title: Outstanding Individual (96). Their terms never expire and are not subject to re-appointment. Unlike other members of the Awards Nominating Committee, they may serve as a committee member, Vice Chairman or Chairman, even if they are also members of a TEA International or Divisional Board of Directors. Recipients of The Buzz Price Thea Award may not resign. If they become inactive for a while, they can reactivate whenever they wish.

From time to time, some Lifetime Achievement members may elect to go on inactive status. It is not possible or appropriate for them to resign. We will continue to proudly list all living Lifetime Achievement recipients as members of the Judging Committee, but an asterisk or other mark will identify "Judge Emeritus" members. A Judge Emeritus is a living Lifetime Achievement recipient who is currently retired from active judging. With this status they need not feel responsible for participating and yet their reputation remains connected with our proceedings, thus enhancing the perceived value of a Thea Award. A Judge Emeritus may, at any time, declare him/herself once again active and immediately return to full participation as a member of the Committee.

Plus:

One Board Liaison Member representing the TEA International Board, appointed by the TEA International Board for a one-year term starting at the end of the IAAPA Trade Show. This Board Liaison Member can be (but does not have to be) a member of a TEA Board (International and/or Divisional). This person is a non-voting member of the Awards Nominating Committee.

Plus:

Nine Members at Large – Three will be appointed each year. Each will serve a three-year term. Members at Large must not be members of the TEA International Board of Directors or members of a TEA Divisional Board. (This places the responsibility squarely on the Awards Nominating Committee, along with the blame for an unpopular award, thus reducing the political pressure on the popularly elected International Board concerning awards.) A prime objective of having Members-at-Large is to assemble a diversity of experience, knowledge, skills and (to the extent practical), geography that represents the wider membership of the TEA.

To be considered, a candidate for Member-at-Large should meet some very high and demanding standards including:

- A stature in the industry that commands wide respect for their achievements, judgment and fairness.
- A traveler. The committee has no travel budget. Therefore a Thea Award judge should ideally have a job that takes them around the world, giving them an opportunity to personally experience some of the best new projects of our industry.
- The ability to attend all or most meetings in Burbank. Ideally meeting attendance should be in person. But sometimes it is acceptable to attend electronically via video conferencing. There are about seven to eight formal weekly meetings of about 3 to 3 ½ hours each between mid-August and mid-October.
- In addition to the regular meetings, Members-at-Large must be willing and able to do the **considerable**, outside homework of serving on additional category sub-committees, looking over videos and other documents of nominated achievements and, when possible, personally visiting nominated achievements.

D. Term limits

Members at Large may be reappointed for a second consecutive three year term, after which they must take at least one year off. (If an Awards Nominating Committee Member was appointed to serve out the remaining two years of a term, they are eligible for only one more additional consecutive three year term before needing to take a year off. But if they were appointed to serve out the remaining one year of a term, they are eligible for an additional two more consecutive three year terms before needing to take a year off.) After taking a year off, they are again fully eligible for membership in accordance with the usual process.

Extensions for the Chair:

We want to insure that the incoming Committee Chair remains a part of the Committee. The pre-designated Chair, (who was elected Vice-Chair for the previous year) will continue to be a member of the Committee even if their term or term limit has expired. Therefore, if the incoming Chair has just completed the third year of their term as a Member at Large, and if they have not been reappointed as a Member at Large for another three year term, or if they have reached their term limit, then the incoming Chair's term as a Member at Large will automatically be extended for one additional year. At the end of such a Chair's special circumstances year, his or her replacement Member at Large will be appointed to serve the remaining two years of the extended Chair's term, so that the nine terms are once again synchronized with three ending each calendar year. If such a Chair's special circumstance year came at the end of their term limit, then after taking one year off, such a Chair is once again eligible to begin a new service cycle on the committee. If the Committee Chair resigns or becomes ineligible, the Committee will elect a new Chair by popular vote of those remaining.

E. New Member Nomination

Each September, the Committee will, by majority vote, nominate three proposed Members at Large to fill the open seats. This process begins with the Committee Chair appointing a membership nominating sub-committee which will consist of members of the then current Nominating Committee which will include only Committee members whose terms are not up for reappointment. This Sub-Committee will develop a slate of candidates to fill the open positions, either through new appointments or thru reappointment of Members-at-Large to a second three-year term (subject to the term limits policy). They will also consider what candidates might meet the criteria as replacement or new members-at-large. The work of this sub-committee will then be presented to the entire Committee, but any members who are then eligible for reappointment to a second three-year term will excuse themselves from this portion of the meeting. Ideally, the slate will include more candidates than positions so that the full Committee has some choices. The full Committee, minus those whose terms are up for reappointment, will then vote to determine which

candidate will be proposed (no more than one for each open position). Prior to the IAAPA November Trade Show, the nominees recommended by the full committee will be confirmed by a vote of the outgoing TEA International Board. In the event that the TEA International Board declines to approve a nominee, the Thea Nominating Committee Chair and/or Vice Chair will meet with the President of the TEA International Board, and use their sincere best efforts to agree on a substitute candidate which the Committee can nominate and which the TEA International Board can confirm. If, by the end of the IAAPA November Trade Show, there is no agreement between the Committee and the TEA International Board, or if the TEA International Board has failed to approve the nominee(s) for any reason, then the Thea Nominating Committee may fill the remaining vacancies by majority vote of the Thea Nominating Committee (not including any current members up for possible reappointment).

F. Member Resignation/Ineligibility

In the event a Member at Large resigns, or becomes ineligible by becoming a TEA International Board Member or Divisional Board Member, a replacement may be appointed by majority vote of the Committee, to serve out the remainder of the term. If a Member at Large misses 3 or more meetings in a single judging cycle, the Committee may, at the Committee's option, require their resignation and replace them by majority vote.

G. Advisor Members

At any time during the judging cycle, the Awards Nominating Committee may appoint by majority vote, non-voting advisors who may serve on temporary sub-committees, providing expert evaluations and presenting their observations and answering questions at a meeting of the Committee. But they may not be present during the full Awards Nominating Committee's deliberations, nor may they vote. Such sub-committee advisors do not have to be members of the Awards Nominating Committee, but they must not be members of the TEA International Board. All Advisor Members are appointed for service within the current judging cycle and do not automatically carry forward into future years unless separately reappointed by the committee each year.

H. Guests

Attendance at deliberation meetings of the Awards Nominating Committee is strictly limited to Committee Members. These include:

- Past recipients of the Buzz Price Thea Award for Lifetime Achievement
- Members-at-Large
- The Board Liaison

The following exceptions may be made ONLY with the unanimous approval of the Awards Nominating Committee.

- Sub-Committee members may present findings and recommendations, only if unanimously invited by the Awards Nominating Committee and only regarding projects for which they have no conflict of interest. But they may only be present for their presentation and must not remain present during deliberations or voting.
- Other rare exceptions can be made, only by unanimous invitation of the Awards Nominating Committee.

I. The Committee Nomination Process Guidelines

The awards cycle will start with IAAPA. It is envisioned that the slate of Thea award recipients will be announced publicly at IAAPA. If possible the following year's nomination form will be available at IAAPA and distributed. If they have not previously done so by the conclusion of IAAPA, the TEA International Board should have confirmed the three incoming or renewing Members at Large and the TEA International Board Liaison member of the Awards Nominating Committee in a letter to the pre-designated Awards Committee Chairman who will send out the appointment notifications.

Note: If, by the end of the IAAPA Trade Show, there is no agreement between the Committee and the TEA International Board, or if the TEA International Board has failed to approve the nominee(s) for any reason, then the Committee may fill the remaining vacancies by majority vote of the Committee.

The Committee may at its discretion revise both the call for nominations and any rules updates at the conclusion of its current judging cycle. These may be presented to the Board in the October meeting. It is hoped that the Association's Web site will be updated in a timely manner so that the most current Nomination Forms and Awards Information are available on the web site at all times.

If for some reason the updating of forms and rules is delayed, this shall be completed no later than the first quarter of the new calendar year when the Committee may schedule the first meeting of the new incoming Awards Nominating Committee during which the Committee will draft (or approve if already drafted) a Call for Nomination Candidates form. Note: if these housekeeping tasks were already taken care of during the preceding fall, the committee is not required to have this spring meeting.

The Call for Nomination form will invite all TEA members and others to recommend Candidate Nominees. Committee members may consider candidate nominees recommended by any credible source including non-TEA members. The Awards Nominating Committee has sole authority over all aspects of the form. The Call for Nomination Candidates form should be mailed/emailed in the spring of the new calendar year, with a return deadline of no later than July 10 unless otherwise approved by the Awards Nominating Committee.

At either their last meeting or one of their first meetings, the Awards Nominating Committee will elect by majority vote a Vice-Chairman who will assist the Chairman during the current year and later automatically become the Chairman for the following award year. Unless they are a recipient of The Buzz Price Thea Award (formerly Thea Lifetime Achievement), the Chairman must not be a member of the TEA International Board of Directors nor the International Board Liaison member.

In the event that the Chairman of the Awards Nominating Committee resigns, becomes ineligible or is no longer able or willing to perform their duties, the Awards Nominating Committee will elect by majority vote a new Chairman to complete the term. The procedure is the same for replacement of a Vice Chairman.

The Awards Nominating Committee will meet to review the Nomination Candidates received from the general membership. The Awards Nominating Committee may add award candidates at any time, including after the general deadline. The Awards Nominating Committee may either eliminate a proposed nominee or table the candidate while additional information is sought. The Awards Nominating Committee takes these actions by majority vote of those in attendance.

The Awards Nominating Committee is not required to consider the number of Candidate Nominations or recommendations that an achievement received from outside the committee. The Call for Nomination Candidates is not an election. Nomination for a Thea Award is not subject to popular vote of the membership. The Awards Nominating Committee may consider Candidate Nominees suggested by any credible source (including non-TEA members), but the Committee is under no obligation to follow or confine themselves to those suggestions. The Committee is expected to use its judgment in selecting Final Nominees.

The TEA recognizes that it is impossible for the members of the Awards Nominating Committee to have personally seen all the Candidate Nominees. Members of the Awards Nominating Committee will therefore have the option of relying on information supplied by trusted professional contacts in the industry or information, videos, brochures, articles, etc. supplied by the Candidate Nominee, the nominator or other sources. It is envisioned that the Awards for Outstanding Achievement should be given liberally and generously.

From time to time the committee is faced with nominations which have controversial or sensitive topics as their theme. These may be political, religious or others. In order that the committee can judge fairly and without prejudice, these nominations shall be considered in a two step process. First, the nomination shall be reviewed strictly on the merits of the attraction and its qualities – the topic shall be set aside. During this process, any committee member who feels that their objectivity may be compromised due to their personal beliefs concerning the topic should reclude themselves from the proceedings. Next, should the topic pass through the first step to the "short list, the committee will then consider the implications of the topic on the Thea Awards and the TEA. As necessary, the committee will review options for protecting the organization from the perception of endorsement of the particular topic. This may include development of certain disclaimers, or the termination of the nomination from consideration for an award.

The Awards Nominating Committee may appoint sub-committees of up to six people, per sub-committee, to identify projects that should be considered by the full committee, to perform initial evaluations of given categories of achievement and make preliminary recommendations prior to the actual vote by the full Awards Nominating Committee. The Awards Nominating Committee is not bound by the

recommendations of the sub-committee. The Awards Nominating Committee is solely responsible for determining the recommendation to be sent to the TEA International Board.

By early/mid-October, the Awards Nominating Committee will have narrowed the list (by majority vote) to the Slate of Final Nominees. This should be the actual number of nominees expected to receive awards -- not a ballot from which the TEA International Board is expected to select recipients. It is generally expected that all of the Slate of Final Nominees will become recipients, subject only to confirmation by the TEA International Board.

For each achievement on the Slate of Final Nominees, the Thea Awards Nominating Committee shall specify:

- The Name of the Achievement
- The Sub-Category of the Achievement

The above items are a key part of the nomination and may not be changed or omitted from published listings, etc. without the approval of the Thea Awards Nominating Committee. In addition, the Thea Awards Nominating Committee shall provide a written explanation of why each achievement (or lifetime achiever) should receive this award.

Final Nominees will be presented in confidence to the TEA International Board for their review and approval, usually by the mid/late October meeting. The TEA International Board can reject a Final Nominee or send it back to the Awards Nominating Committee for reconsideration, but the TEA International Board cannot nominate alternatives. (This places the responsibility squarely on the Awards Nominating Committee, along with the blame for an unpopular nomination, thus reducing the political pressure on the TEA International Board concerning awards.) Nothing in these rules requires that the TEA International Board approve Final Nominees at the same meeting during which the slate is first presented. Timing of approvals is up to the TEA International Board.

Note: in order to provide enough time to ensure Board approval of The Buzz Price Thea Award nominee and to secure the agreement of that nominee to accept prior to the mid October presentation of the complete slate of nominees, the Committee may at its discretion (as was done in 2006) request a conference call with the TEA International Board in early September.

The Chairman of the Awards Nominating Committee must be present at the final voting of the TEA International Board voting in order to answer questions and represent the committee to the Board. Additional Awards Nominating Committee members may attend if available.

Up to this point, all results are strictly confidential. No conversations, discussions or decisions concerning the judging should ever be made outside of the Committee. We do not want to falsely raise expectations or hurt anyone's feelings. The announcement of the provisional recipients is strictly the responsibility of the TEA International Board.

The official responsibilities of the Awards Nominating Committee end when all of the following tasks are complete:

- The TEA International Board has approved the final awards list that the Committee has nominated, and
- The outgoing TEA International Board has confirmed the three new or renewing Members at Large who will start their terms in the following award cycle, and
- The rules for the next year have been revised by the Awards Nominating Committee and verified by the International Board.

The Awards Nominating Committee is not responsible for producing the event, although many of the same people may be separately involved in that effort.

VII. CHANGES TO THE RULES

In addition to the other responsibilities outlined in these rules, the Thea Awards Nominating Committee is also responsible for reviewing the Awards Rules (this document) and, by majority vote, recommending amendments to be confirmed or rejected by the International Board of Directors. In the event the International Board of Directors rejects a change, the matter is referred back to the Awards Nominating

Committee for reconsideration. No change in the rules is valid until it has been both recommended by the Awards Nominating Committee and subsequently approved by the International Board of Directors.