



2021 ANNUAL GENERAL MEETING

Saturday May 1st, 2021

10:00 am – 1:00 pm

Online via Zoom

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2021 AGM MOTIONS LIST

MOTION: I move to accept the May 1st, 2021 AGM Agenda.

Moved by:

Seconded by:

MOTION: I move to approve the April 27th, 2019 AGM Minutes.

Moved by:

Seconded by:

MOTION: I move to accept the Board reports as distributed.

Moved by:

Seconded by:

MOTION: I move to accept the Committee reports as distributed.

Moved by:

Seconded by:

MOTION: I move to accept the 2019 in-house audit.

Moved by:

Seconded by:

MOTION: I move to accept the projected 2020 projected budget.

Moved by:

Seconded by:

MOTION: I move to accept the 2020 in-house audit.

Moved by:

Seconded by:

MOTION: I move to accept the projected 2021 projected budget.

Moved by:

Seconded by:

MOTION: I move that the \$41,195.21 CAD in the GIC from CIBC be transferred to Servus Credit Union in the following way: \$20,000 to a long-term loan; \$10,000 to a short-term loan; and \$11,915.21 into the general account.

Moved by:

Seconded by:

MOTION: I move to adjourn the 2021 Annual General Meeting at [time]

Moved by:

Seconded by:

2021 ASLIA ANNUAL GENERAL MEETING AGENDA

Saturday, May 1st, 2021

10:00 am – 1:00 pm

Zoom

In attendance:

1. Call to Order:
2. Introductions and Housekeeping
3. Review of Procedures
4. Quorum Count
5. Acceptance of 2021 AGM Agenda.

MOTION: I move to accept the May 1st, 2021 AGM Agenda.

Moved by: Aren Burrell

Seconded by:

Discussion:

6. Approval of 2020 AGM Minutes.

MOTION: I move to accept the April 27th, 2019 AGM Minutes.

Moved by: Aren Burrell

Seconded by:

Discussion:

7. Acceptance of Board Reports

MOTION: I move to accept the board reports as distributed.

Moved by: Aren Burrell

Seconded by:

Discussion:

8. Acceptance of Committee Reports

MOTION: I move to accept the committee reports as distributed.

Moved by: Aren Burrell

Seconded by:

Discussion:

9. Additions to the Agenda

10. Old Business

10.1 2019 In-House Audit – Financial Motion

MOTION: I move to accept the 2019 In-House Audit.

Moved by: Laura Patterson

Seconded by:

Discussion:

10.2 2020 Projected Budget – Financial Motion

MOTION: I move to accept the 2020 Projected Budget.

Moved by: Laura Patterson

Seconded by:

Discussion:

10.3 GIC Transfer

MOTION: I move that the \$41,195.21 CAD in the GIC from CIBC be transferred to Servus Credit Union in the following way: \$20,000 to a long term loan; \$10,000 to a short term loan; and \$11,915.21 into the general account.

Moved by: Laura Patterson

Seconded by:

Discussion:

10.4 Website Redesign Update

10.5 CASLI 2022 Conference Update

11. New Business

11.1 2020 In-House Audit – Financial Motion

MOTION: I move to accept the 2020 In-House Audit.

Moved by: Laura Patterson

Seconded by:

Discussion:

11.2 2021 Projected Budget – Financial Motion

MOTION: I move to accept the 2021 Projected Budget

Moved by: Laura Patterson

Seconded by:

Discussion:

11.3 Vacant Board Positions

- Vice President

- Public Relations
- Publications
- Professional Development
- Fundraising
- Special Events
- Member at Large

11.4 Virtual Socials

11.5 Educational Interpreting Focus Group

11.6 CASLI Update

12. Community Updates

13. Announcements

14. Adjournment

MOTION: I move to adjourn the meeting at [time]

2019 ASLIA ANNUAL GENERAL MEETING MINUTES

(to be approved)

Saturday, April 17th, 2019

9:30 am – 1:00 pm

In attendance: Aren Burrell, Tracy Hetman, Marquesa Dubois, Alicia Ponciano, Diane De Andrade, Ginette Chalifoux, Janae Kowalchuk, Christine Kozub, Jody Morrison, Shelly Nafshi, Laura Patterson, Megan Richelhoff, Amy Sieberlich, Marty Taylor, Brooke Wigmore, Linda Cundy, Jenny Laing, Stephanie Edgington, Debra Flaig, Shona Foster, Janice Manchul, Tosca Nesbitt, Karla Pelrine, Kelley Bolen, Wanda Wartkentin

Students: Lindsay Cline, Roxanne Roelfsema

Guests: Teena Westerlund, Kyle Badree, Robin Demko, Alex Reid, Salma Kanji, Deanna Lilley

Interpreters: Tanya Adler, Deb Flaig, Janice Manchul, Tracy Hetman, Diane De Andrade

Parliamentarian: Jason Gariepy

1. Call to Order: 9:39 a.m.

2. Acceptance of April 27th, 2019 AGM Agenda.

MOTION: I move to accept the April 27th, 2019 AGM Agenda.

Moved by: Tosca Nesbitt

Seconded by: Marty Taylor

CARRIED

3. Approval of April 28th, 2018 AGM Agenda

MOTION: I move to accept the board meeting minutes from November 4th, 2020.

Moved by: Linda Cundy

Seconded by: Stephanie Edgington

CARRIED

4. Acceptance of Board Reports

MOTION: I move to accept the board reports as distributed.

Moved by: Kelly Bolen

Seconded by: Megan Richelhoff

CARRIED

5. Acceptance of Committee Reports

MOTION: I move to accept the committee reports as distributed.

Moved by: Marquesa Dubois

Seconded by: Tosca Nesbitt

Discussion:

- Addition of 'Addressing Race and Privilege' Committee Report
 - Committee was formed in response to the events that happened with CASLI, and to concerns from the BIPOC community about racism nationally in the interpreting community.
 - Only Edmonton community expressed interest, but it is open to anyone from across Alberta to participate.

CARRIED

6. Old Business

None

7. New Business

7.1 In-House Audit – Financial Motion

MOTION: I move to accept the 2018 in-house audit.

Moved by: Jenny Laing

Seconded by: Marty Taylor

Discussion:

- ASLIA will be moving to Servus Credit Union.

- In-house vs. external audit: cheaper to do it in-house, we've never done an external audit before due to it being more expensive but if there was a request, we could do one.
 - Societies Act does not mandate an external audit.

CARRIED

7.2 Projected 2019 Budget – Financial Motion

MOTION: I move to accept the projected 2019 budget as amended.

Moved by: Amy Sieberlich

Seconded by: Shona Foster

Discussion:

- Error in professional development (\$400 listed, but due to May PD the revenue will be around \$3000 more than projected, change to \$3400 for PD revenue).
- On even years, the President attends the AVLIC/CASLI conference which incurs additional expenses (reason for difference in 2018/2019 budget).
- Board meetings no longer require interpreters, so money is being saved.
- Banking service charges will be reduced due to switch from CIBC to Servus, and switch from IVR to Square.
- Protection of Title funds may be potentially put aside for the website fund.

CARRIED

7.3 Website Redesign Committee Update

- The website committee's goal is to look into the options that were put forward at last year's AGM in Red Deer. There were many valid options for the website (BubbleUp included, but they are no longer an option for the discounted cost). The previous PD director had done a lot of work, and hopefully that work can be applied to the new committee.
- The committee's goal is to update the website so it can be accessible in both languages. It requires a 'Members Only' section as well as a public area.
- We want to support the Deaf and local community – hopefully, the committee can find an organization to host or design the website from those communities.
- The website recommendations will be re-presented at the 2020 AGM and membership can decide on the best course of action.

- The committee hasn't met yet, but a website/forum has been created for the committee members to connect (accessible to both Edmonton and Calgary members).
- Updates will be sent to the membership/public periodically.
- The committee will not hire or pay anyone to create the website, only looking into options that were put forward at the 2018 AGM.

7.4 Protection of Title

MOTION: I move to discontinue reserving funds for Protection of Title and transfer existing funds to ASLIA's operating account.

Moved by: Diane De Andrade

Seconded By: Jody Morrison

Rationale: Funds can be used for other purposes, such as the website, PD, and the diversity committee, etc.

Discussion:

- Who is responsible for enforcing Protection of Title?
 - The interpreting community.
- Committee was started many years ago because interpreters wanted to become licensed, which isn't possible, so it was moved to Protection of Title instead, but it was very expensive for both human resources and finances.
- There was money earmarked for the committee but there was no interest from the community and there has been no standing committee since.
- Discussions with WAVLI – did Protection of Title help them?
 - It was a diplomatic conversation with no clear favor/opposition about benefits/impacts to the community.

CARRIED

7.5 ASLIA Retractable Banner

MOTION: I move that ASLIA purchase a retractable banner for advertising purposes with a maximum cost of \$200.

Moved by: Megan Richelhoff

Seconded by: Karla Pelrine

Discussion:

- Request to remove “maximum cost of \$200.”
- High quality banner is worth spending more money.

AMENDED

AMENDED MOTION: I move that ASLIA purchase a retractable banner for advertising purposes.

Moved by: Jason Salling

Seconded by: Megan Richelhoff

CARRIED

7.6 CDG 2020 Sponsorship Request

MOTION: I move that ASLIA donates \$500 to the Canada Deaf Games 2020.

Moved by: Alicia Ponciano

Seconded by: Diane De Andrade

Discussion:

- Request from Grant Unterschultz looking for sponsorship or Canada Deaf Games 2020 in Edmonton – if ASLIA donates over \$500 we would become a “Bronze Sponsor” with various benefits such as tickets, logo in book, advertising, etc.
- Fundraising budget – the budget is just a suggestion and not a hard cap; we have spent the 2018 donation budget, but we do have the GIC to draw from.

AMENDED – amended motion defeated

CARRIED

AMENDED MOTION: I move that ASLIA donates \$1000 to Canada Deaf Games 2020.

Moved by: Amy Sieberlich

Seconded by: Jody Morrison

Discussion:

- An in-kind interpreter donation would make more of an impact, they already received a donation and don't need \$1000.
- The event will be hosted at several venues and will be using many interpreters, so ASLIA should provide a 'donation' of interpreting services.
- Dates are May 12th – 16th, 2020.
- In-kind interpreting would be a decision by individual interpreters, ASLIA can't promise interpreters to donate their time.
 - CDG would contact interpreters and ask them to provide interpreting services for a receipt.
- ASLIA wouldn't be providing money for interpreting services, just sending out an email to the community asking for availability.

DEFEATED

7.7 CASLI 2022 Conference

MOTION: I move that ASLIA bid to host the CASLI 2022 conference in Edmonton.

Moved by: Tracy Hetman

Seconded by: Aren Burrell

Discussion:

- The CASLI conference hasn't been hosted in Edmonton since 2000 and no other chapter has offered to host it.
- Tracy is willing to be the conference chair and share responsibility with anyone who is interested.
- Volunteers will be required for various committee chairs.
 - Can non-ASLIA members participate on committees?
 - Yes, bylaws say you don't have to be a member.
- When will we know if we've won the bid?
 - There is a CASLI board meeting in June 2019, but no other chapter has offered, so we expect to win the bid.
- Do we need to prepare a bidding package?
 - Possibly, CASLI is waiting on our decision regardless of receiving a bidding package.

CARRIED

7.8 Available Board Positions

Please let the president know if you are interested in any of the following positions:

- Public Relations
- Publications
- Member at Large

8. Community Updates

- Deaf and Hear Alberta
 - Received a grant from the Telus Edmonton Community Fund to provide interpreting services for youth under the age of 25 for social inclusion events (e.g. family reunions, babysitting courses, etc.). Call the DHA coordinator for more information.
 - Finished taping screening videos in June 2017, update from older videos in 2002.
 - DHA completed 11 screenings in the past two years, and five new interpreters have joined the roster. Screenings are now offered twice a year.
 - DHA received a Capacity Building Grant from the city of Calgary, giving funds to set up an emergency response. They are collaborating with CEMA (Community Emergency Management Agency) to come up with a response to disasters in the Calgary area. It is expected to eventually expand to the rest of Alberta. They want interpreters ready to go if there is an emergency. They recently received the grant and are still working on it. Any interested interpreters can email Deanna.
 - Concerns over interpreting behavioral management reviews and trying to interpret an abstract interview process. DHA received a grant from Community and Social services and are working on building a community tool with Deaf person illustrating how to do the behavioral management interview and share with interpreters. They are collaborating with the Deaf and interpreting community and the process will start later in 2019.
- DIYIB (Interpreter Booking System)
 - Teena Westerlund's new initiative is to create a new direct interpreting booking website. It is still in test mode and she is looking for participants in a pilot

project. She is still working on rules, Terms of Service, etc., and the initiative is still in testing mode.

- Who updates the profile (e.g., passing the COI, moving to a new category, etc.)?
 - Let the admit team know, but interpreters manage their own schedule.
- How does payment work?
 - Companies pay up front and then DIYIB pays the interpreters.
- Are interpreters required to be ASLIA/CASLI members?
 - Yes.
- What if you are booked for an assignment but feel you are not qualified?
 - You are able to cancel in response to the confirmation email.
- If the pilot is successful, there is a potential launch during the summer.
- Interpreters are required to pay a 6-month or 1-year membership fee.
- Alberta Association of the Deaf
 - Looking for volunteers for casino (Yellowhead Trail) on July 4th and 5th. Day or evening slots are available, contact Gwen Lathe (Vice President) if you are available.
- Lakeland College
 - Sign Language Interpreting Program (SLIP) graduated on Thursday with three students.
 - SLIP students participated in H4H, Hope Mission, Ronald McDonald house, and reciprocity work with Connect Society.
 - The students are currently on their observational practicum – thank you to all practicum supervisors, and to Sorenson for allowing work observation.
 - Suggestion to partner with SRV Canada VRS as well – they have had conversations but haven't set up anything solid.
 - Sign Language and Deaf Studies Program (SLDS) will hopefully have 50 new students.
 - There is an in-person and an online cohort. Online instructor is Krishna Madaparthi from Ontario. Patty Freeland is the in-person instructor, and Jan McCarthy will be joining next semester.
 - Lakeland is using Carol Patrie's curriculum, which is a donation from Marty for a collection.
 - Many guests are invited to the program, including Robin Dean (DCS), Susan Rhume (AEIE), members of the Deaf and interpreting community, WASLI President, WFAD President, Linda Cundy, and Alicia Ponciano.

- Lakeland is piloting a one-year full-time ASL and Deaf Culture program which is waiting on confirmation for the fall. They have nine instructors but are still looking for more, if you are interested please reach out.
- Lakeland will host an open house in March 2019.
- All interpreter programs are facing issues of decreased numbers, so Lakeland is in communication with CASLI to work on some advocacy promotion and marking together. They are trying to increase numbers and hoping the one-year SLDS program will help.
 - Recently Lakeland was at Jasper Place High School to meet with instructor Damien Karl, and will hopefully be touring more high schools to recruit interest.
- Lakeland will be hosting an Advisory Committee meeting in May/June 2019.
- National Association of Interpreters in Education (NAIE) was established three years ago in the US to support interpreters working in K-12 settings. The president of NAIE was webconferenced in to speak to the Lakeland students to describe their organization, talk about their work, and discuss professional guidelines that have recently been approved and are being disseminated in the US for unique work in K-12 settings, bringing learning into the classroom.
- Lakeland wants to create a partnership with the broader interpreting community; interpreting professionals can learn from graduates as well and it proves and opportunity for professional development. A partnership between ASLIA and Lakeland is important to foster this environment.
 - Discussion of the creation of a group calendar with various organizations where we can document dates when planning events so they are not overlapping.
- Alberta School for the Deaf renovations means that Lakeland College will be moving from May 1st until further notice – will be staying in ASD but not sure where yet.
- Addressing Race and Privilege (ARP) Committee wants more diversity in interpreting, good idea to partner with volunteer/new students/Deaf studies program, trying to increase BIPOC participation.
- Marty Taylor – Board of Directors for SRV Canada VRS, represents English/ASL Interpreters for Video Relay Interpreting
 - Having a face-to-face meeting next week in Ottawa with two lawyers, two independent people (an accountant, and a CEO of a large non-profit organization), the CEO (Sue Decker – American, because we didn't have any

Canadians who have run VRS before), three Deaf members (one for LSQ, one for ASL, and one Deaf).

- If anyone has questions regarding VRS please speak with Marty.

9. Announcements

- President's Award – Megan Richelhoff
- Tracy (Professional Development) – reminder that Thursday, May 2nd is Community of Practice gathering (Calgary and Edmonton, 5:30-7:00pm) to discuss 'interpreting graduations.'
- Saturday, May 25th is Code of Ethics PD (guest presenter from the US).

10. Adjournment

MOTION: I move to adjourn the meeting at: 11:36 a.m.

Moved By: Ginette Chalifoux

BOARD REPORTS

PRESIDENT

Robyn Sauks

Completed Activities:

- Helped to plan and organize the ASLIA Covid-19 response initiative
 - Collected and distributed donations to five individuals and families who were in financial need (\$1385 divided between the families)
- Worked on the creation of an educational interpreting focus group
 - Met with ASLIA members in educational interpreting settings to gather information about the climate in this sector of work
- Met with interpreters and stakeholders to discuss community needs and build relationships
- Met with CASLI conference planners regularly to answer questions and exchange ideas
- Attended all ASLIA board meetings
- Attended the SLINC information session regarding organizational membership
- Met with Lakeland College to discuss where ASLIA can support them and be involved in their work
- Attended the CASLI AGM and related meetings
- Met with the CASLI restructure group to gather information
- Attended Affiliate Chapter President's Virtual Meeting
- Attended CASLI AGM in October 2020

Ongoing Activities:

- In the process of planning to host a focus group for educational interpreters to share and discuss their experiences in their field
- Working on ideas for member engagement, including online social events
- Worked with Lakeland College to connect with interpreting students
- Regular contact via WhatsApp with Affiliate Chapter presidents

Expenses:

- \$252.50 – CASLI membership
- \$15.72 – greeting cards for Covid-19 response initiative

PAST PRESIDENT

Alicia Ponciano

Completed Activities:

- Attended the ASLIA virtual open house
- Attended the Affiliate Chapter President's virtual meeting
- Shared information regarding travel compensation in Alberta with the NL president
- Connected with an ASLIA member regarding concerns in educational interpreting settings
- Met with SLIC president to inquire about organizational membership

Ongoing Activities:

- Planning a virtual member social activity
- CASLI 2022 Conference support

Expenses:

- \$16.28 – postage to mail ASLIA award

MEMBERSHIP

Shelly Nafshi

Completed Activities:

- Relayed any membership changes to Administrative Secretary in order to update the distribution list
- Relayed any new active member information to Webmaster in order to give new members access to the 'Members Only' portion of the ASLIA website
- Created and organized the ASLIA Covid-19 response initiative
 - Connected with membership and board to flesh out the initiative
 - Drafted emails to membership to collect donations
 - Contacted ACSD, Excel Society, Connect Society asking for family name suggestions
 - Connected with Stephanie and a member from Calgary who was interested in donating
 - Gathered gift cards and cash from ASLIA membership
 - Met with President to draw names for the donations
 - Wrote cards on behalf of ASLIA for the families in receipt of the donations
 - Coordinated the delivery of donations to the families, or the contact people whose names were drawn
- Drafted emails to membership about Black History Month
- Emailed new members asking them to introduce themselves for the upcoming newsletter

Ongoing Activities:

- Emails with Sally from CASLI regarding membership (new members, affiliate chapter changes, student members, etc.)
- Working with new members to add introductions to the upcoming newsletters
- Continued dialogue with Sally, ASLIA Administrative Secretary and ASLIA Webmaster regarding updates to membership lists
- Update membership directory with new and outgoing members

Volunteers

- Stephanie Edgington
- Alicia Ponciano

RECORDING SECRETARY

Aren Burrell

Completed Activities:

- Created agendas for board meetings
- Took minutes for board meetings and distributed them for board approval
- Created a Google form for board members to fill out their board reports
- Organized board meeting dates for 2020/2021
- Attended the CASLI AGM
- Met with President and Past President to talk about member engagement
- Compiled AGM reports and created the 2021 AGM package
- Coordinated logistics of 2021 AGM with Treasurer and other board members

Ongoing Activities:

- Attending and taking minutes for the 2021 AGM
- Creating a manual for the Recording Secretary position detailing all responsibilities and providing templates for meeting agendas and minutes
- Reformatting old meeting minutes and keeping them updated on the ASLIA Google Drive
- Working to set up online social events for membership

TREASURER

Laura Patterson

Completed Activities:

- Deposited funds to Servus Credit Union
- Retrieved monthly statements for Servus Credit Union and CIBC account
- Updated Society's Act Annual Returns with the Government of Alberta
- Completed the audit of the 2019 financial records
- Developed the budget for 2020
- Completed the audit of the 2020 financial records
- Developed the budget for 2021

Ongoing Activities:

- Completing monthly financial reviews of ASLIA
- Completing signing authority addition with Servus Credit Union
- Coordinating closure of CIBC account with those who have signing authority

ADMINISTRATIVE SECRETARY

Christine Kozub

Completed Activities:

- Added new ASLIA members to the email list serve
- Attended board meetings
- Attended special board meeting on February 28th
- Monitored ASLIA's email address and responded to inquiries or directed questions to the appropriate person
- Create and send out distribution to members as requested

Ongoing Activities

- Continue to check ASLIA email and mail
- Respond to emails as needed

COMMITTEE REPORTS

ADDRESSING RACE AND PRIVILEGE COMMITTEE

Shelly Nafshi

Completed Activities:

- Met as a committee four times
- Was in contact with the Cultural Diversity Committee from SLIAO for guidance and feedback
- Met with Vanessa and Britney from SLIAO about a potential workshop with ASLIA and providing us with learning opportunities
- Emailed the distribution list with resources that had been shared with the committee
- Passed on resources to Laura to be added to the ARP website
- Wrote emails to invite membership to engage in the ARP's initiatives

Ongoing Activities:

- VLOG Group
 - We have coordinated two series of VLOG workshops, with one monthly meeting. The first series ran from September to December 2020, and the second from January to April 2021. Each meeting has been facilitated by a different ASLIA member who is responsible for choosing the vlogs that will be discussed. The vlogs are signed by Deaf BIPOC individuals and are related to racism.
- Anti-Oppression Workshop
 - We are currently in the process of coordinating an anti-oppression workshop in May, led by Rebecca Blakely.
- Center for Race and Privilege (CFRAC)
 - We are currently in the process of looking for professional development opportunities through CFRAC. We have completed their needs assessment form and are waiting for their reply. We have been in touch with them and they have let us know that their schedule is very busy, but we hope to start working toward some events in the fall of 2021.
- Distribution email and website upkeep

Volunteers

- Committee Members
 - Marty Taylor
 - Diane De Andrade
 - Robyn Sauks
 - Randi Monkman
- Laura Patterson (website maintenance and support)
- Rebeca Blakely and the SLIAO Cultural Diversity Committee

PUBLICATIONS COMMITTEE

Laura Patterson

Completed Activities:

- Developed and distributed the 2020 Summer and Fall Newsletter

Ongoing Activities

- Development of the 2021 Spring newsletter

PUBLIC RELATIONS COMMITTEE

Laura Patterson

Completed Activities:

- Redesigned the ASLIA website
- Updated the ASLIA members' section
- Added new members to the member section
- Organized files by year on the website developer platform
- Updated Facebook and Twitter accounts with relevant information
- Designed graphics to complement announcements on social media

Expenses:

- \$10.00 – Boost a post on Facebook

PROXY INFORMATION

If you are unable to attend the meeting, please fill out the proxy form included in your AGM package.

ASLIA By-Laws 8.08 PROXY

Each eligible voting member present at a meeting shall have the right to exercise the number of votes in these By-Laws provided for such member. A member may, by means of a written proxy, appoint a proxy holder to attend and act at a specific meeting of members, in the manner and to the extent authorized by the written proxy. A proxy holder must be an eligible voting member of the Society. Any active member in good standing may cast one (1) vote for themselves and a maximum of two (2) proxy votes. Written proxies shall be submitted for inspection to the designated officer of the Society, prior to the meeting.

HOW TO SUBMIT YOUR PROXY:

1. Scan/E-mail by MIDNIGHT on Friday, April 30th, 2021

Please fill out the form included in this package and e-mail it to membership@aslia.ca

2. Online Submission by MIDNIGHT on Friday, April 30th, 2021

Follow the link below and fill out the online submission form. You can also find the link to this form on the ASLIA website under the 2021 AGM Information.

<http://bit.ly/ASLIA21proxy>

PROXY FORM

May 1st, 2021

10:00am – 1:00pm

I hereby authorize _____ to carry my proxy vote for the
May 1st, 2021 ASLIA AGM.

Name:

Address:

Phone Number:

Signature:

Date:

Voting Instructions to Proxy Holder:

Note: Active members may be authorized to hold up to two (2) proxy votes in addition to their own
vote.