

| MEMBERSHIP BENEFITS | PLATINUM | GOLD | SILVER | BRONZE |
|---|--|---|---|--------|
| HR Help Desk: Access to Northeast Ohio-Based, Certified HR Advisors for Compensation Reports, Employee Relations Concerns, Compliance Questions, and Other Day-to-Day HR Matters | ✓ Unlimited Phone & Email | ✓ Unlimited Phone & Email | ✓ Unlimited Email <u>Only</u> | |
| Compensation Reports: Access to National and Local Compensation Reports from Economic Research Institute and Salary.com's CompAnalyst via ERC's HR Help Desk | ✓ Up to 5 Reports/Day; Unlimited Reports/Year | ✓ Up to 5 Reports/Day; 50 Reports/Year | ✓ Up to 5 Reports/Day; 20 Reports/Year | |
| Exclusive Member Pricing*: Discounted Pricing Toward Purchase of ERC's Employee Engagement Surveys, Compensation Consulting, and Custom Training | ✓ | ✓ | | |
| Training & Events: Receive Discounts on HR Programs, Open-Enrollment Supervisory Courses, Compliance Updates, and More | ✓ | ✓ | ✓ | ✓ |
| Survey Data: Access to Participate in ERC Surveys, Including National and Local Salary and Wage Surveys, Policies and Benefits, Executive Compensation, and Other Compensation and HR Practices Reports. (Reports Are Free for Participants; Discount Pricing for Non-Participants) | ✓ | ✓ | ✓ | ✓ |
| Two Free Surveys: Annually Without Participation | ✓ | | | |
| Member Polls: Bi-Weekly, Hot, HR-Topic Benchmarking, Featuring Northeast Ohio-Centric Data, Shared within 24 Hours | ✓ | ✓ | ✓ | ✓ |
| Employee Handbook: Access to Purchase ERC's Members-Only, Customized, Legally-Compliant Handbook Service | ✓ | ✓ | ✓ | ✓ |
| AnswersNow: Online National HR Research Support Subscription, Featuring Daily Compliance Updates, Multi-State Employment Law Comparison Tool, Job Description and Employee Handbook Templates, FLSA Exemption/Non-Exemption Tool, Sample Employee Policies, and DOL Compliance Posters | ✓ | ✓ | ✓ | ✓ |
| Members-Only Networking: Access to ERC's Peer-to-Peer, Best Practice Sharing Community – Both Virtually and Through Live Events, Exclusive Member Events with Certified HR Professionals | ✓ | ✓ | ✓ | ✓ |
| Member E-Newsletter: Subscription to Weekly Publication, Which Includes Critical Regulation Updates, Member News, Upcoming Training & Events, Survey Updates, Member Poll Reports, and Special Offers | ✓ | ✓ | ✓ | ✓ |

*Some exclusions apply. Discounts include 10% off for Platinum and 5% off for Gold.