

## Membership Benefits

|                                                                                                                        |                                                                                                                                                                                                   | Platinum                     | Gold                      | Silver                | Bronze     |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|---------------------------|-----------------------|------------|
|                                                                                                                        |                                                                                                                                                                                                   | \$6,995/year                 | \$2,750/year              | \$1,350/year          | \$995/year |
| HR Advisory Support                                                                                                    | <b>HR Advisory Desk:</b> Direct access to certified HR Advisors for employee relations, compliance, and everyday HR questions to keep operations running smoothly.                                | Unlimited phone and email    | Unlimited phone and email | Unlimited email only  | —          |
|                                                                                                                        | <b>Compensation Advisory Session:</b> 30-minute virtual consultation with ERC's certified compensation professional to discuss pay solutions specific to your organization's needs.               | ✓                            | ✓                         | —                     | —          |
|                                                                                                                        | <b>Employee Engagement Advisory Session:</b> 30-minute virtual consultation with ERC's experts to get practical advice for your employee engagement challenges.                                   | ✓                            | ✓                         | —                     | —          |
|                                                                                                                        | <b>HR Mini-Assessment &amp; Optional Consultation:</b> Get a snapshot of your HR function's overall health and review the results virtually with ERC's HR Advisors.                               | ✓                            | ✓                         | ✓                     | ✓          |
|                                                                                                                        | <b>Employee Ethics &amp; Whistleblower Hotline Services:</b> Save 10% on Red Flag Reporting's secure, multilingual reporting platform to protect your employees and organization.                 | ✓                            | ✓                         | ✓                     | ✓          |
| Compensation Insights                                                                                                  | <b>Compensation Benchmarking Support:</b> Access reliable local and national compensation data to assess and benchmark your pay.                                                                  | Unlimited positions per year | 50 positions per year     | 20 positions per year | —          |
|                                                                                                                        | <b>Local &amp; National Surveys:</b> Get free benchmark data to stay competitive when you participate in our pay, benefits, or policy surveys. Discounted pricing available for non-participants. | ✓                            | ✓                         | ✓                     | ✓          |
|                                                                                                                        | <b>Complimentary Surveys:</b> Receive two free survey reports each year. Participation not required.                                                                                              | ✓                            | —                         | —                     | —          |
|                                                                                                                        | <b>Member Polls:</b> Monthly HR-trend polls to quickly compare your data with other regional employers.                                                                                           | ✓                            | ✓                         | ✓                     | ✓          |
| Rewards & Savings on ERC Services:<br><small>Engagement Surveys, Onsite Training &amp; Compensation Consulting</small> | <b>Discount Pricing on Select Services*:</b> Get exclusive savings on ERC's engagement surveys, compensation consulting, and onsite training.                                                     | 10% off                      | 5% off                    | —                     | —          |
|                                                                                                                        | <b>Member Referral Program:</b> Receive a \$50 gift card when your referral joins ERC as a new Member—our way of saying thank you.                                                                | ✓                            | ✓                         | ✓                     | ✓          |

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| Learning & Networking | <b>Member-Exclusive Webinars:</b> Stay informed on HR and compliance topics through free webinars led by industry experts.                                                  | ✓            | ✓            | ✓            | ✓          |
|                       | <b>Peer Networking:</b> Monthly in-person or virtual roundtables to discuss timely HR trends and topics with your peers—eligible for SHRM and HRCI credits.                 | ✓            | ✓            | ✓            | ✓          |
|                       | <b>ERC Training &amp; Events:</b> Receive member discounts on ERC's public HR courses, supervisory and managerial training, and more.                                       | ✓            | ✓            | ✓            | ✓          |
|                       | <b>HRCI Credits &amp; Discounts:</b> Earn 3 annual recertification credits with your ERC membership and get exclusive HRCI course discounts to maintain your certification. | ✓            | ✓            | ✓            | ✓          |
|                       | <b>HR News &amp; Insights:</b> Get alerts on critical compliance updates, emerging HR trends, and best practices to help you make informed decisions.                       | ✓            | ✓            | ✓            | ✓          |
| HR Tools & Resources  | <b>HR Resource Hub:</b> 24/7 access to online compliance tools, templates, and legal updates to stay current and compliant.                                                 | ✓            | ✓            | ✓            | ✓          |
|                       | <b>Employee Handbook Tool:</b> Easily maintain compliance with ready-to-use policy templates.                                                                               | ✓            | ✓            | ✓            | ✓          |
|                       | <b>Labor Law Posters:</b> Save 10% on all-in-one labor law posters featuring the latest required federal and state notices, available in English and Spanish.               | ✓            | ✓            | ✓            | ✓          |

\*Some exclusions apply