MEMBERSHIP POLICY

Platinum Members

Adopted April 24, 2018

Platinum Member Fees

Fees will be \$200,000 for Platinum Members, due and payable no later 30 days following the Effective Date of the Platinum Member's Membership Agreement (for new Members) or 30 days following the first day of the current Renewal Term (for renewing Members), subject to Section 5.1(d) of the Bylaws. The Foundation will invoice Members for each renewal term 60 days before the beginning of the renewal term.

Election of Platinum Directors

Platinum Directors shall be nominated and elected pursuant to Section 4.3(a) of the Bylaws.

Platinum Member Policies

Each Platinum Member must meet the requirements for timely payment of fees and the other qualifications for good standing set forth in the Bylaws, and must enter into and comply with the terms and conditions of a Membership Agreement with the Foundation.

MEMBERSHIP POLICY

Gold Members

Adopted April 24, 2018

Gold Member Fees

Fees will be \$50,000 for Gold Members, due and payable no later than 30 days following the Effective Date of the Member's Membership Agreement (for new Members) or 30 days following the first day of the current Renewal Term (for renewing Members). The Foundation will invoice Members for each renewal term 60 days before the beginning of the renewal term.

Election of Gold Directors

Gold Directors shall be nominated and elected pursuant to Section 4.3(b) of the Bylaws.

Gold Member Policies

Each Gold Member must meet the requirements for timely payment of fees and the other qualifications for good standing set forth in the Bylaws, and must enter into and comply with the terms and conditions of a Membership Agreement with the Foundation.

MEMBERSHIP POLICY

Silver Members

Adopted April 24, 2018

Silver Member Fees

Fees for Silver Members will be as follows:

• Members with fewer than 20 employees: \$10,000

• Members with 20-99 employees: \$20,000

• Members with 100 employees or more: \$30,000

Fees will be due and payable no later than 30 days following the Effective Date of the Member's Membership Agreement (for new Members) or 30 days following the first day of the current Renewal Term (for renewing Members). The Foundation will invoice Members for each renewal term 60 days before the beginning of the renewal term.

Election of Silver Director

The Silver Members shall be entitled to elect one Silver Director from and after the date on which 10 Silver Members have joined the Foundation and are Members in good standing (the "*Threshold Date*"). Such director shall be elected in accordance with Article IV of the Bylaws and the following procedure:

- Any Silver Member in good standing may nominate a qualified person to stand for election as a Silver Director;
- In order to qualify as a Silver Director, in addition to any other qualifications set forth in the Bylaws, a nominee must not be employed by or a representative of any Platinum Members;
- At least sixty (60) days prior to the date scheduled for an election of Silver Directors, the Executive Director will seek nominations for Silver Director and shall publish the nominees' names promptly thereafter; and
- On the designated date each Silver Member will then vote (either at a meeting of the Silver Members or via written consent pursuant to the Bylaws) for no more than one of the qualified nominees. The nominee with the greatest number of votes shall be elected as the Silver Director.
- The Silver Director so elected shall hold office until the earlier of (i) 2 years from the date of his or her election and (ii) his or her death, resignation, removal or successor being designated or elected, as applicable, and qualified.

Silver Member Policies

Each Silver Member must meet the requirements for timely payment of fees and the other qualifications for good standing set forth in the Bylaws, and must enter into and comply with the terms and conditions of a Membership Agreement with the Foundation.

MEMBERSHIP POLICY

At-Large Members

Adopted April 24, 2018

Member Fees: None.

At-Large Member Policies

Each At-Large Member must meet any qualifications for good standing set forth in the Bylaws, enter into and comply with the terms and conditions of a Membership Agreement with the Foundation, and be deemed by the Executive Director to have made a substantial contribution to the Foundation's mission.