

## Service Options and Fees

There are two types of service options:

### Quarterly Ongoing Participation

- Member Participant
- Non-Member Participant

### Report Purchase

- Whether you are an ongoing participant or not, you have the option of purchasing the reports of your choice.

### Quarterly Ongoing Participation

	Member Participant	Non-Member Participant
<b>Annual fee</b>	\$1500 + HST/GST	\$2250 + HST/GST
<b>One-time setup fee</b>	\$250 + HST/GST	\$350 + HST/GST
5% discount for 2 year sign-up / 10% discount for 3 year sign-up		
<b>Membership Requirement</b>	Most senior member of HR function is a member in good standing of the applicable HR association for the duration of the agreement.	None
<b>Minimum Participation Requirement</b>	Provide minimum 19 data points on a quarterly basis, at least 3 out of the 4 quarters of the year.	
<b>What you receive</b>	<p>One report <u>per quarter</u> which includes:</p> <ul style="list-style-type: none"> <li>• the organization's calculated metrics</li> <li>• organizational benchmarks based on the organization's province(s), sector and industries of their choice</li> </ul> <p style="text-align: right; margin-right: 20px;"><small>*must have a sample size of 5 to produce a report</small></p> <p>One benchmarking report <u>annually</u> for the comparison group of their choice.</p>	
<b>Payment</b>	The participation fee is paid annually and covers four quarters of reporting. For example, an organization that joins on February 15 <sup>th</sup> submits data for Q1 when survey opens in April. The subscription will be renewed on the anniversary quarter, Q1 of the following year.	

### Report Purchase

	Member	Non-member
<b>Each Report</b>	\$325 + HST/GST	\$475 + HST/GST

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