

## MEMBERSHIP ELIGIBILITY

CWC is a national non-profit workplace compliance association whose member employers represent all major U.S. industries and economic sectors, including for-profit corporations, non-profit organizations, and educational institutions. Law firms, consulting firms, and other organizations providing workplace legal and compliance services are not eligible for membership.

CWC membership is organizational, meaning that all of a member employer's HR generalists and discipline specialists (compensation, talent acquisition, compliance, EEO/AA, diversity and inclusion, training and development, etc.), labor and employment attorneys, and other staff can be registered to access and take advantage of membership benefits, services, and privileges. Non-profit organizations and educational institutions that elect to pay CWC's discounted non-profit membership fee (available to certain non-profit organizations) may designate up to three (3) staff members for access to membership benefits, services, and privileges.

CWC's bylaws require that all new members be approved by the Association's Board of Directors.

## PARENT/HOLDING COMPANIES AND CLOSELY AFFILIATED SUBSIDIARIES/OPERATING COMPANIES

If a CWC member is a parent company of one or more subsidiaries, or a holding company of one or more separate operating companies, those subsidiaries or operating companies may take advantage of all membership benefits, services, and privileges if they share the same workplace policies, procedures, and resources (human resources and law department staffs) as the parent or holding company.

## PARENT/HOLDING COMPANIES AND FUNCTIONALLY SEPARATE OR INDEPENDENT SUBSIDIARIES/OPERATING COMPANIES

Subsidiaries or operating companies of a CWC member parent or holding company that do not share the same workplace policies, procedures, and resources (human resources and law department staffs) as the CWC member parent or holding company must establish and maintain their own separate membership(s) to take advantage of CWC membership benefits, services, and privileges.

## JOINT VENTURES

Joint venture organizations must establish and maintain their own separate membership in the Association. Joint venture organizations are not eligible to take advantage of CWC membership benefits, services, and privileges that are available to any one or more of their related joint venturers.

## PRIMARY REPRESENTATIVES

CWC "prime reps" are the individuals designated by each member employer to serve as the principal membership contact. They typically perform senior-level roles in one or more of the following functions: HR leadership and operations, law and compliance, labor and employee relations, EEO/AA compliance, diversity and inclusion, talent acquisition, and compensation. Prime reps ensure that other employees within the organization are aware of their CWC membership, receive "prime-rep-only" communications, vote on proposed changes to CWC bylaws, and manage membership renewals.

## DUES

CWC membership dues are fully deductible as an ordinary and necessary business expense.

### ANNUAL MEMBERSHIP DUES

**Regular Membership Rate: \$13,500**

**Non-Profit Membership Rate: \$ 7,500**

Renewals billed annually in the 4<sup>th</sup> quarter for the next calendar year. First-year dues prorated to reflect first full month of membership.

### QUESTIONS?

**Contact Samantha Wittie, Manager of Operations and Member Engagement**

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