



The annual membership dues vary depending on a member's category of membership as well as the country in which the member is based. Standard member dues for 2017 are as follows (U.S. dollars): Corporate & Agency: \$2,500, Non-Profit & Government: \$995, Educator: \$595

A 5% late fee will be applied to renewals received after April 1st, with an additional 5% added on June 1st, August 1st and October 1st.

Annual dues cover membership, online participation and webinar/teleconference events. There will be additional fees for most in-person events, such as attendance at the Page Up Annual Conference, which is a separate event from the Page Society Annual Conference.

Global Member Dues

As we have grown internationally it has become apparent that corporate and agency dues rates can be a barrier to entry for many prospective members in non-U.S. countries, especially where the member value proposition is less developed and/or the relative purchasing power of currency is lower. While we will continue to expand our membership and range of activities outside the U.S., we must be considerate of the financial circumstances in different regions.

The Page Society uses a formula that adjusts dues rates for members outside of the U.S. based on the following factors:

- 1. Local Page/Page Up Presence:** Some regions lack the variety and number of activities to which U.S. members have greater access, which diminishes some of the value of membership in these locations.
- 2. Local Cost of Talent & Development Programs:** In markets where the cost of services in local currency is considerably below the cost in dollars in the U.S., membership dues appear to be relatively more expensive.
- 3. Distance to U.S.:** The largest and most valuable programs - Page Up Annual Conference and the Page Society Spring Seminar - are usually held in the U.S., making participation by non-U.S. members more expensive due to greater travel time and costs.

Adjusting dues based on these criteria will enable more members outside of the U.S. to join, remain and be active participants in Page Up, which expands the professional network and range of perspectives from which all members benefit. Here's how it works.

Each of the three factors listed above has the potential to affect one-third (33%) of a member's annual dues, and will do so on the basis of a "multiplier" that assesses the degree to which that factor applies to a given region. The multiplier determines what proportion of that one-third share of their dues the member will pay.

Local Page/ Page Up Presence	Local Costs	Distance to U.S.	Multiplier
Critical mass of members & programs	On par with U.S.	Close to U.S.	100%
Emerging critical mass (2-3 events per year)	Somewhat lower than U.S.	Some distance (potential overseas travel)	85%
Nascent Page presence	Lower than U.S.	Greater distance with overseas travel (longer flight)	65%
Non-existent Page/Page Up presence	Significantly lower than U.S. (e.g. developing country)	Great distance with significant overseas travel and/or expensive and indirect flights	50%

Here's an example. If a corporate member is based in a region with a nascent Page/ Page Up presence (65% multiplier) where local costs are only somewhat lower than the U.S. (85% multiplier) but is a great distance from the U.S. (50% multiplier), their dues would be calculated as follows:

Standard Dues = \$2,500

One-third portion potentially affected by each factor: $\$2,500 / 3 = \833.33

Page presence: $\$833.33 \times 65\% = \541.66

Local costs: $\$833.33 \times 85\% = \708.33

Distance to U.S.: $\$833.33 \times 50\% = \416.67

Total Adjusted Dues: $\$541.66 + \$708.33 + \$416.67 = \$1,666.66$

Dues rates are then rounded up or down to multiples of \$50. So in this example, the dues would be \$1,700.

Dues Rates by Region

For the purposes of dues adjustment, countries are grouped into the following regions. Here are the adjusted dues for corporate and agency members in each region:

	Local Market Multiplier	Local Cost Multiplier	Distance to U.S. Multiplier	Formula Amount	Amount Paid (Rounded)
Asia: India	50%	50%	50%	\$1,250.00	\$1,250
Asia: Other	50%	65%	50%	\$1,375.00	\$1,500
Australia/NZ	85%	85%	50%	\$1,833.33	\$1,800
Canada	85%	100%	100%	\$2,375.00	\$2,400
Europe	85%	100%	85%	\$2,250.00	\$2,250
Latin America	50%	65%	85%	\$1,666.68	\$1,700
Middle East/ Africa	50%	100%	65%	\$1,791.68	\$1,800