

The Employers' Association Member Rewards Program



TEA Members in good standing will earn “points” when engaging with TEA throughout their annual cycle*. Points earned will convert to a dollar figure that that can be used to reduce dues costs (or any services) during the next annual cycle (there is no real cash value). Rewards are accumulated when utilizing TEA for any of services listed below as well as **ongoing engagement with TEA** during the annual cycle. Credits are earned for solutions that provide benefits to the business community as a whole as well as each TEA Member. At the end of the Annual Membership cycle, points are tallied and credits can be used for a period of time in the next cycle (ranging from up to \$250 - \$1000, depending on annual dues amount).

*Points begin to accumulate in the month dues payment is received. Unpaid invoices over 60 days must be paid in full. Only members paying *annual* dues are eligible. Unused credits will expire at the end of the member’s Engagement Level timeframe (listed at the end of this document).

Participation in TEA Surveys

- Participate in the Wage & Salary Survey (60 pts.)
- Participate in the Policy, Practices, & Benefits Survey (50 pts.)
- Participate in the Local Pay Trends Survey (40 pts.)
- Participate in the National Business Trends Survey (30 pts.)
- Participate in the Holiday Survey (25 pts.)
- Participate in the Member Service Survey (15 pts.)
- Participate in other Membership Surveys (10 pts.)

Participation in TEA Development

- Participate in an HR Round Table (25 pts. total/participant – May-April)
- Participate in the Safety Round Table (25 pts. total/participant – May-April)
- Participate in the Diversity, Equity, & Inclusion Round Table (25 pts. total/participant – May-April)
- Participate in the CEO Round Table (25 pts. total/participant – May-April)
- Participate in the Learning & Development Round Table (25 pts. total/participant – May-April)
- Participate in the Young Professionals Round Table (25 pts. total/participant – May-April)
- Attend TEA Annual Business Meeting (15 pts./participant)
- Attend TEA Conference (10 pts./participant)
- Attend (Virtual or In-Person) Public TEA Developmental Training/Briefing (10 pts./participant)
- Complete TEA Certificate Program (HR, Communication, or Conflict) (10 pts.)
- Attend Webinar (5 pts./participant)
- Attend Public TEA “Safety” Training (*not* including MIOSHA) (5 pts./participant)

Company Specific TEA Support

- Conduct an HR Audit (30 pts.)
- Develop a Succession Plan (30 pts.)
- Utilize TEA Interim HR Professional (30 pts.)
- Provide Onsite Developmental Trainings (25 pts./group)
- Complete HR Certification Prep (through our “sister” Association, Catapult) (25 pts./participant)
- Design/Update Compensation Structure (25 pts.)
- Conduct an Employee Engagement Survey (25 pts.)
- Conduct Organizational Culture Survey (25 pts.)

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- Conduct Diversity, Equity, & Inclusion Assessment (25 pts.)
- Design an Onboarding Program (25 pts.)
- Design a Performance Management System (25 pts.)
- Develop an Affirmative Action Plan (25 pts.)
- Design/Support Strategic Diversity, Equity, & Inclusion Work (25 pts.)
- Utilize TEA for Non-Profit Board Support (25 pts.)
- Utilize TEA for Employment Screening and Interviewing (per Job) (25 pts.)
- Provide Outplacement Services (20 pts./individual/group)
- Develop/Review a Handbook (20 pts.)
- Conduct a "Special" Wage & Salary Survey (20 pts.)
- Administer a Customer Satisfaction Survey (20 pts.)
- Engage in Teambuilding/Team Development (20 pts.)
- Provide Onsite Mandatory Training (i.e. Harassment, Safety) (15 pts./group)
- Participate in Employee/Leader Coaching (15 pts./participant/group)
- Utilize TEA to review Organizational Policy/Practice (15 pts.)
- Utilize TEA for Employment Posting (15 pts.)
- Utilize TEA's HR Helpline and/or Email Support (5 pts./request)

Utilization of TEA Resources

- Purchase a Wage & Salary Survey (15 pts.)
- Purchase a Policy, Practices, & Benefits Survey (15 pts.)
- Purchase a National Wage & Salary Survey (15 pts.)
- Purchase a National Exec Comp Survey (15 pts.)
- Purchase a National Business Trends Survey (15 pts.)
- Purchase a Labor Law Posters (5 pts./poster)
- Purchase Pre-Employment/Developmental Assessment (5 pts./test)
- Rent TEA Room(s) (5 pts./rental)

Ongoing Engagements with TEA Services/Solutions – Assessed at the end of each Member's Annual Cycle. Engagements consist of at least **2 or more** different types of services/solutions (each month) that total **20 points or more** (each month).

- 3 consecutive months (100 pts.)
- 6 consecutive months (250 pts.)
- 9 consecutive months (400 pts.)
- 12 consecutive months (700 pts.)

Member Engagement Levels

- Level 3 (End of Member Annual Cycle: Small* – 1250 pts., Medium* – 1500 pts., Large* – 1750 pts.)
 - Non-cash "Credit" to be used within 12 months – ¼ the amount of dues (up to \$1000)
- Level 2 (End of Member Annual Cycle: Small* – 800 pts., Medium* – 950 pts., Large* – 1100 pts.)
 - Non-cash "Credit" to be used within 9 months – ⅓ the amount of dues (up to \$500)
- Level 1 (End of Member Annual Cycle: Small* – 500 pts., Medium* – 600 pts., Large* – 700 pts.)
 - Non-cash "Credit" to be used within 6 months – ½ the amount of dues (up to \$250)

*Small Company – under \$1,000 in dues

*Medium Company - \$1,000-\$1939.99 in dues

*Large Company – \$1940 and over in dues