After 13+ years of a mutually beneficial partnership with Lancaster SHRM, we need to make a change to our Partnership Agreement with your organization. This letter is to serve as an Addendum to our most recent Agreement to Provide Compensation and Benefits Survey Services (WageAccess) dated January 1, 2012 for the survey at [https://www.wageaccess.com/lshrm\_promo.asp](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.wageaccess.com%2flshrm_promo.asp&c=E,1,rir500olCv96MubXBxgLe4mmcwttxsZSWG27d-rWtIa9K6mjwRwKeu_BhJv99msSFNZlqgUK-enDIIVY4b8J2MThFQoMZwMzJ2jSivJF67hlDLKRcg,,&typo=1) and [https://www.wageaccess.com/lshrm\_survey.asp](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.wageaccess.com%2flshrm_survey.asp&c=E,1,RFdZONbo7HCoQQUZ5VIA1jyHPlshgrX81apXLLK2XqyTGnHCe5cEDIhaf3SAF_zq_cWkCuFJfqj7BJbxlQsPITBVwhytxs9aN5HXZ8-PW8p6Ng9oiqN_&typo=1).

To mitigate rising costs, we need to increase the discounted rate that your members are offered for survey subscriptions. This new price continues to offer a significant discount to your members over our standard rate. The new price is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Previous Discounted Price** | **New Discounted Price** | **Standard Price** |
| Participant | ~~$349~~ | $449 | $799 |
| Non-Participant | ~~$749~~ | $949 | $1,499 |

This will require the following change to our most recent Agreement of January 1, 2012 that will become effective January 17, 2021 (changes highlighted in red):

**ARTICLE II. - PERFORMANCE BY THE ASSOCIATION AND MEMBERS**

The Association shall use its best efforts to market the Survey to its Members. Such efforts may include, but not be limited to, (1) discussions about the survey and distribution of promotional materials at Association meetings, (2) direct mail campaigns, (3) email campaigns and (4) direct marketing via the Association's web site. To this end, the Association shall display a web page on its web site that provides an explanation of, and links to, the Survey. Said web page shall be directly accessible by users of the Association's web site via a link on the site's home page.

[…]

The Association shall price the Survey on an annual basis according to the following schedule:

1.       Four Hundred Forty-Nine dollars ($449.00) for all Members who participate in the survey.

2.       Nine Hundred Forty-Nine dollars ($949.00) for all Members and who purchase the survey without participation.