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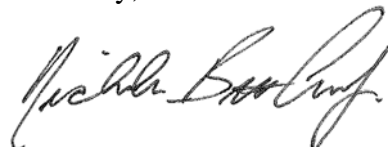
**MEMORANDUM**

Date: October 23, 2008  
To: GAWDA Members  
Subject: 2009 Membership Dues

During the Opening Business Session of the Annual Convention, GAWDA's leadership gave a presentation on the "State of the Association". One of the subjects covered was a report of the Dues Task Force concerning the new Dues Schedule which had been approved by the Board of Directors. Following are some of the key points raised during that report.

- The major issues driving the change in the Dues Schedule are :
  - equity and fairness between the larger and smaller members
  - the impact of industry consolidation on the financial ability of GAWDA to continue to deliver the same level of member benefits
- 80% of members are below \$10 million, pay a low amount of dues, but receive the bulk of the benefits
- The lowest category of supplier and distributor dues were not covering the actual cost of providing programs and services to those members
- Members above \$100 million were not paying their fair share in broader support of the association
- The base rate for suppliers should be increased to reflect the relative value of access to membership and multiple networking opportunities
- Existing categories of dues covered too large of revenue ranges and should be tightened to reflect actual revenue ranges of our membership
- Members desiring the benefits of both supplier and distributor membership should pay dual dues
- Dues must be increased to insure future viability of GAWDA
- Dues now include access to Human Resources and Safety Compliance Manuals which were billed separately in the past

Sincerely,



Britt Lovin  
President