



Fee Structure

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For US offers more than a living wage certification. We also provide valuable research, tools, and consulting guidance so that employers have the support they need to move toward a living wage for all U.S. workers in the most cost-effective ways possible. Our goal is to make living wage payment a decision that benefits employers, workers, and communities. To achieve this, we have created an affiliate membership category and two tiers of certification. Each is priced according to the depth of assistance and cost savings that can be offered by For US to employers who are committed to a living wage journey.

Living Wage For US is dedicated to ensuring that the certification and services provided are accessible to all types of organizations including nonprofit and government employers, as well as those with a unionized workforce or which are already B Corporation certified. If any of these conditions apply and the level of fees is a barrier to certification, please ask your living Wage For US representative to discuss alternatives.

For US Affiliate Membership

This category provides employers with access to living wage data across the U.S. that is more granular than the publicly available living wage rates map, expert recommendations on paths to a living wage, and our interactive self-assessment tool that allows a full analysis of the gap to a living wage for all workers across all positions. This tool further provides employer members with a way to analyze how particular benefits adjustments, or combinations of adjustments, could work to close the gap to a living wage. These resources will allow employers to make an informed decision on how they might strategically move toward a living wage before committing to certification. For large companies with multiple independent brands, affiliate membership will help the company to assess which brands might be well positioned as first movers for certification. This can provide an opportunity for the company to assess the business returns and social value of living wage payment and certification before making commitments for brands that have a larger gap to a living wage. Affiliate membership is not intended as a static condition, nor will it offer the reputational and productivity benefits of certification. As such it carries the expectation that an employer supports the goal of moving to a living wage payment for all its U.S. workers, and is willing to take actions towards that goal. This membership status does not include specific requirements or measured commitments. However, after three years of membership without certification, For US staff will request and review information from the employer about how the employer has used the information provided through the membership to advance closer to a living wage for workers, and reserve the right to terminate membership at the For US sole discretion.



Living Wage For US sets the following fee structure for affiliate members:

- Employers with up to \$1MM in annual revenues - \$350 member affiliate fee
- Employers with between \$1MM and \$5MM in annual revenues - \$500 member affiliate fee
- Employers with between \$5MM and \$10MM in annual revenues - \$1,000 member affiliate fee
- Employers with between \$10MM and \$25MM in annual revenues - \$2,000 member affiliate fee
- Employers with between \$25MM and \$50MM in annual revenues - \$3,500 member affiliate fee
- Employers with between \$50MM and \$100MM in annual revenues -- \$7,500 member affiliate fee
- Employers with between \$100MM and \$1Bn in annual revenues - \$10,000 member affiliate fee
- Employers with between \$1Bn and \$5Bn in annual revenues - \$15,000 member affiliate fee
- Employers above \$5Bn in annual revenues - \$20,000 member affiliate fee

Application for Certification

The initial application requires a one-time fee that covers For US staff time to assist employers in properly assessing whether tier I of the standard has been reached and to quantify the gap to tier II achievement of the standard. Should the application not be approved at tier I, a full report will be provided to an employer with any needed actions to achieve tier I certification, identifying where the standard was not met, and why. If the initial application shows that tier II certification has been achieved, an employer would immediately be certified at that level.

Application fees also cover all of the services embedded in affiliate membership for the duration of the application process as a benefit of submitting an application for certification. Applicants must be committed to certification if they are approved and will be invoiced for the appropriate annual certification fee once it is confirmed that the requirements of the For US living wage standard have been met.

For US sets the following fee structure for certification applications:

- Employers with up to \$1MM in annual revenues - \$250 application fee
- Employers with between \$1MM and \$5MM in annual revenues - \$350 application fee
- Employers with between \$5MM and \$10MM in annual revenues - \$500 application fee
- Employers with between \$10MM and \$25MM in annual revenues - \$1,000 application fee
- Employers with between \$25MM and \$50MM in annual revenues - \$1,750 application fee
- Employers with between \$50MM and \$100MM in annual revenues \$2,500 application fee
- Employers with between \$100MM and \$1Bn in annual revenues - \$5,000 application fee
- Employers with between \$1Bn and \$5Bn in annual revenues - \$7,500 application fee
- Employers with above \$5Bn in annual revenues - \$10,000 application fee



Tier I Certification

Once an employer has submitted an application for certification and achieved the requirements of tier I of the For US living wage standard, they are required to pay annual certification fees for each year they remain at this tier. This tier includes the highest level of service provision to employers, with annual check-ins on progress toward a living wage for all workers, and annual planning deliverables to support employers each year in their living wage journey. The annual fees for tier I are higher than those applied to tier II certification, because they entail For US staff consulting time that represents significant cost savings for the employer compared to other available consulting services, during their journey toward paying a full living wage and achieving tier II certification. The certification fees cover a range of activities, inclusive of but not limited to the following:

1. Authorization to use the achieved seal designation, including on websites, in store fronts or on products.
2. Access to all tools and research data developed by For US. Inclusive of but not limited to: a) self-assessment tool to measure actual gaps to a living wage and test potential implications of new or extended benefits on achieving the living wage; b) detailed data on living wage levels in formats beyond those supplied to the general public and non-member companies; c) detailed guidance on key performance indicators and surveys for an employer to track the benefits of living wage payment and pay increases to both their business and their workers; d) cases and examples on cost-effective paths to ensuring a living wage for all workers
3. Gap analysis by For US staff that clearly defines the gap to a living wage for each company and ensures that self-assessment information is being correctly accounted for, while analyzing any specific benefit or pay instances within a company that might fall out of the scope of the tool, but may count toward living wage payment
4. Verification and compliance services as well as a complaint management system that ensures any errors are remedied quickly and confidentially, without the need for on-site audits.
5. Provision by For US staff of consulting services to model three scenarios for closing the gap to a living wage at tier II. This deliverable shall provide an analysis of the most cost-effective options for closing the gap to a living wage in a way that optimizes the benefits to the employer and workers while minimizing associated costs. The analysis will be based on the particular makeup, geographic location, and payment structures of the employer, informed by detailed research on costs of living and current policy implications on workers and pay. The proposed paths to tier II will be built in consultation with human resources from the certified employer and designed to be presented internally to decision makers. It will include a detailed analysis of how suggestions fit into a larger ecosystem, inclusive of any changes in government policies and benefits that might make certain paths more mutually beneficial for employers and workers. This analysis will be updated annually to provide an employer with ongoing guidance on living wage payment that is optimized within the current ecosystem on wages and public policy.



6. Full access to the larger For US community and its activities, inclusive of invitations to participate in topic specific working groups e.g. supply chain living wages, pay equity, etc., discounts to living wage conferences slated to begin in 2023 (and occur every three years), and access and connectivity to cross-learning and collaboration opportunities with living wage initiatives in other countries.

For US sets the following fee structure for tier I certification:

- Employers with up to \$1MM in annual revenues - \$400 annual certification fee
- Employers with between \$1MM and \$5MM in annual revenues - \$750 annual certification fee
- Employers with between \$5MM and \$10MM in annual revenues - \$2,000 annual certification fee
- Employers with between \$10MM and \$25MM in annual revenues - \$4,000 annual certification fee
- Employers with between \$25MM and \$50MM in annual revenues - \$7,000 annual certification fee
- Employers with between \$50MM and \$100MM in annual revenues - \$12,000 annual certification fee
- Employers with between \$100MM and \$1Bn in annual revenues - \$17,500 annual certification fee
- Employers with between \$1Bn and \$5Bn in annual revenues - \$25,000 annual certification fee
- Employers above \$5Bn in annual revenues - \$40,000 annual certification fee



Tier II Certification

Once an employer has submitted an application for certification or been assessed on progress annually as a tier I certified employer and achieved the requirements of tier II, they qualify for reduced annual certification fees associated with tier II certification. They retain all benefits of ongoing membership at this tier. The certification fees for tier II cover the full range of activities available to tier I certified employers, but without the necessity of annual planning and consulting to close the gap to a living wage. Alternatively, tier II employers will receive an annual report on the drivers behind cost of living adjustments in the living wage calculations for each year and for the specific geographies wherein the certified employer operates. The resulting annual fees once this level of the standard is achieved are as follows:

- Employers with up to \$1MM in annual revenues - \$300 annual certification fee
- Employers with between \$1MM and \$5MM in annual revenues - \$500 annual certification fee
- Employers with between \$5MM and \$10MM in annual revenues - \$1,000 annual certification fee



- Employers with between \$10MM and \$25MM in annual revenues - \$2,000 annual certification fee
- Employers with between \$25MM and \$50MM in annual revenues - \$3,500 annual certification fee
- Employers with between \$50MM and \$100MM in annual revenues - \$7,500 annual certification fee
- Employers with between \$100MM and \$1Bn in annual revenues - \$10,000 annual certification fee
- Employers with between \$1Bn and \$5Bn in annual revenues - \$15,000 annual certification fee
- Employers above \$5Bn in annual revenues - \$20,000 annual certification fee



Optional Plus Add-on Designation

An employer that has achieved either tier I or tier II certification has the option to be considered for the “Plus” add-on designation to their seal. Additional fees are not required for this designation as questions pertinent to obtaining this designation are included in both the initial application, and annual planning for tier I certified employers.