

## **Membership Referral Program Terms and Conditions**

### **1. Program Overview**

The CalChamber Membership Referral Program (“Program”) is established to reward active Online, Preferred and Enterprise members of CalChamber who refer new businesses to join CalChamber as Online, Preferred or Enterprise members. The Program incentivizes members to expand CalChamber’s network and further its mission of serving as an advocate and resource for California employers and to engage in other activities, domestically and internationally, that enhance the California economy and make the state a better place to live, work and do business.

### **2. Eligibility**

Referring Member Requirements: To participate, referring members must be in good standing, with no overdue payments, and must have an active Online, Preferred or Enterprise membership.

Referred Business Requirements: The referred business must be new to CalChamber, and not a current member or a member in the last year (last 365 days) Referrals for subsidiaries, affiliates, or partners of the referring member’s own business are ineligible.

### **3. Referral Submission Process**

How to Submit: Referrals must be submitted through CalChamber’s online referral form.

Referral Approval: CalChamber will verify each referral to ensure compliance with eligibility criteria. The referred business must pay the full annual dues within ninety (90) days of referral submission for the referring member to qualify for benefits.

### **4. Referral Rewards and Discount Structure**

Reward for Referral: Upon successful approval and payment by the referred business, the referring member will receive a 10% discount on their upcoming membership renewal dues.

Discount Cap: Members may earn multiple rewards; however, discounts are capped at no more than the total amount of the referring member’s annual dues per membership year. Discounts are not accrued and do not roll over from year to year.

Non-Transferable: Referral rewards are non-transferable and must be applied to the referring member’s own dues; rewards cannot be redeemed for cash or used for other purposes.

### **5. Limitations and Exclusions**

One-Time Reward per Referral: Each new referred business qualifies the referring member for a one-time discount only. Renewal of the referred business's membership in subsequent years will not generate additional rewards.

Combining Discounts. Referral rewards may be combined with other membership discounts; however, total discounts are subject to the cap described above. In no event will the combined value of referral rewards and other discounts exceed the full cost of the initial membership. Referring members will not be entitled to any refund or credit if the combined discounts surpass the membership cost.

No Cash Value: Rewards carry no cash value and cannot be exchanged for any other benefits or compensation.

## **6. Tax and Reporting**

Tax Implications: The referring member is responsible for any applicable tax reporting related to receiving the discount benefits under this Program. CalChamber does not provide tax advice, and members are encouraged to consult a tax advisor, noting that Enterprise Members and above have a discounted tax benefit.

Disclosure Requirements: Any substantial referral benefits may be disclosed by CalChamber in its annual reports and IRS Form 990 (if applicable) in accordance with transparency requirements.

## **7. Prohibited Conduct**

Ethics and Integrity: Members are expected to participate in the Program in a manner that aligns with the CalChamber's mission and ethical standards. Misleading or dishonest promotion of membership will result in disqualification from the Program.

## **8. Program Duration and Modifications**

Program Duration: The Program is active until further notice. CalChamber reserves the right to modify, suspend, or terminate the Program at any time without prior notice.

Amendments: CalChamber reserves the right to amend these Terms and Conditions as needed to ensure compliance with state and federal laws or for operational reasons. Any changes will be posted on CalChamber's website and will take effect immediately upon posting.

## **9. Governing Law**

These Terms and Conditions are governed by the laws of the State of California. By participating in the Program, members agree to abide by these terms and any applicable state or federal regulations.

#### **10. Contact Information**

For questions regarding these Terms and Conditions, please contact [christina.perryman@calchamber.com](mailto:christina.perryman@calchamber.com)