



American Staffing Association

2012 Membership Invoice—Renew by Jan. 1, 2012

**ASA Membership shows Your Commitment to Professionalism
and Best Practices**

How to Calculate Dues

ASA dues are based on total U.S. revenues attributable to all staffing and employment-related services provided during the staffing firm's most recently closed four fiscal quarters. All staffing services are included for the purpose of calculating ASA dues. A list of common examples is included on the back of this statement. Revenues include total sales of branch, franchised, or licensed offices, or similar entities in which the staffing firm or its principals have an interest. To determine your dues for 2012, refer to the attached dues schedule. Find the category that represents your sales volume for the last four quarters and pay the appropriate amount according to the dues schedule.

Tax Deduction

Dues and other contributions or gifts paid to ASA are not tax deductible as charitable contributions; however, they may be tax deductible as ordinary and necessary business expenses. Federal tax law disallows deductions related to certain types of lobbying and political activities. While most of the association's lobbying and political activities are not subject to this limitation, ASA estimates that in 2012, 12% of dues revenue will be used for activities that cannot be deducted.

Therefore, 88% of your dues may be deductible as a business expense for federal tax purposes.

Dues Verification

To ensure the accuracy of member dues, ASA may ask members to provide supporting information. ASA's outside accountant, Tate & Tryon, will notify members selected for dues verification. All information provided will be kept strictly confidential.

Step 1: Enter contact information

Company name (headquarters) _____
Address _____
City, state, ZIP code + 4 _____
Contact: _____
Phone _____
E-mail _____

Step 2: Calculate dues

Total staffing services sales volume for the last four quarters \$ _____
Total dues payment (based on the dues schedule on the reverse) \$ _____

Step 3: Dues payment

Amount enclosed (check one):
 full payment \$ _____
 Check enclosed (payable to American Staffing Association)
 Charge my American Express MasterCard Visa
Card number _____
Exp. date _____
Name on card _____
Billing address _____

Step 4: Signature

I certify that the annual sales figures used to compute the above dues are true and correct. By renewing my membership, I agree to abide by the ASA Code of Ethics and Good Practices and acknowledge that the terms and conditions of membership are governed by the ASA bylaws.

Signature _____ Date _____

Step 5: Renew by Jan. 1, 2012

Renew online: americanstaffing.net/renew
Renew by fax: 703-253-2053
Renew by Phone: 703-253-2020
Renew by mail: ASA Membership Dues, c/o Wells Fargo Bank
PO Box 75406, Baltimore, MD 21275



American Staffing Association

DEFINITION OF STAFFING SERVICES

For the purpose of calculating ASA dues, “staffing services” and “employment-related services” include the following:

Human Resource Consulting: A staffing firm advises clients on a broad range of work force solutions, including strategies and services for optimizing staff and skill levels, employee productivity, training, and recruitment and retention.

Long-Term and Contract Help: A staffing firm recruits workers and assigns them to support or supplement a client’s work force on longer-term assignments. Workers may be employed by the staffing firm or assigned as independent contractors.

Managed Services: A staffing firm assumes full responsibility for operating a specific client function (e.g., call center) on a continuing basis.

Outplacement: A staffing firm provides career transition services, including career counseling, testing, training, interview coaching, and referrals, to assist a client’s separating employees.

Payrolling: A staffing firm places on its payroll employees recruited or hired by the client. Payrolling is distinguished from PEO arrangements in that the employees generally are on temporary assignments and make up a small proportion of the client’s work force.

Professional Employer Organization (PEO or Employee Leasing): A business places all or most of its work force on the payroll of a staffing firm and the staffing firm assumes responsibility for payroll, benefits, and other human resource functions.

Recruitment and Placement: A staffing firm finds qualified job candidates and brings them together with potential employers for the purpose of establishing a “permanent” employment relationship.

Temporary Help: A staffing firm recruits and screens workers and assigns them to support or supplement a client’s work force to keep fully staffed during busy times, gain special expertise or staff special projects, or fill temporary vacancies. Workers may be employed by the staffing firm or assigned as independent contractors.

Temporary to Hire: A staffing firm employee works for a client for a trial period during which both the employee and the client consider establishing a “permanent” employment relationship.

ASA Membership Dues Schedule

GROSS SALES			GROSS SALES			GROSS SALES		
Up to \$10 million			50.	50,000,001–56,250,000	\$ 10,625	98.	600,000,001–612,500,000	\$ 48,000
1.	\$0–1,000,000	\$ 520	51.	56,250,001–62,500,000	\$ 11,310	99.	612,500,001–625,000,000	\$ 48,615
2.	1,000,001–1,125,000	\$ 555	52.	62,500,001–68,750,000	\$ 12,045	100.	625,000,001–637,500,000	\$ 49,235
3.	1,125,001–1,250,000	\$ 590	53.	68,750,001–75,000,000	\$ 12,820	101.	637,500,001–650,000,000	\$ 49,865
4.	1,250,001–1,375,000	\$ 630	54.	75,000,001–81,250,000	\$ 13,650	102.	650,000,001–662,500,000	\$ 50,500
5.	1,375,001–1,500,000	\$ 675	55.	81,250,001–87,500,000	\$ 14,525	103.	662,500,001–675,000,000	\$ 51,115
6.	1,500,001–1,625,000	\$ 720	56.	87,500,001–93,750,000	\$ 15,455	104.	675,000,001–687,500,000	\$ 51,735
7.	1,625,001–1,750,000	\$ 770	57.	93,750,001–100,000,000	\$ 16,445	105.	687,500,001–700,000,000	\$ 52,365
8.	1,750,001–1,875,000	\$ 825	> \$100 million			106.	700,000,001–712,500,000	\$ 53,000
9.	1,875,001–2,000,000	\$ 885	58.	100,000,001–112,500,000	\$ 17,500	107.	712,500,001–725,000,000	\$ 53,495
10.	2,000,001–2,250,000	\$ 950	59.	112,500,001–125,000,000	\$ 18,685	108.	725,000,001–737,500,000	\$ 53,990
11.	2,250,001–2,500,000	\$ 1,010	60.	125,000,001–137,500,000	\$ 19,955	109.	737,500,001–750,000,000	\$ 54,495
12.	2,500,001–2,750,000	\$ 1,080	61.	137,500,001–150,000,000	\$ 21,305	110.	750,000,001–762,500,000	\$ 55,000
13.	2,750,001–3,000,000	\$ 1,150	62.	150,000,001–162,500,000	\$ 22,750	111.	762,500,001–775,000,000	\$ 55,495
14.	3,000,001–3,250,000	\$ 1,225	63.	162,500,001–175,000,000	\$ 23,520	112.	775,000,001–787,500,000	\$ 55,990
15.	3,250,001–3,500,000	\$ 1,285	64.	175,000,001–187,500,000	\$ 24,320	113.	787,500,001–800,000,000	\$ 56,495
16.	3,500,001–3,750,000	\$ 1,350	65.	187,500,001–200,000,000	\$ 25,145	114.	800,000,001–812,500,000	\$ 57,000
17.	3,750,001–4,000,000	\$ 1,415	66.	200,000,001–212,500,000	\$ 26,000	115.	812,500,001–825,000,000	\$ 57,495
18.	4,000,001–4,250,000	\$ 1,485	67.	212,500,001–225,000,000	\$ 26,945	116.	825,000,001–837,500,000	\$ 57,990
19.	4,250,001–4,500,000	\$ 1,585	68.	225,000,001–237,500,000	\$ 27,930	117.	837,500,001–850,000,000	\$ 58,495
20.	4,500,001–4,750,000	\$ 1,695	69.	237,500,001–250,000,000	\$ 28,945	118.	850,000,001–862,500,000	\$ 59,000
21.	4,750,001–5,000,000	\$ 1,815	> \$250 million			119.	862,500,001–875,000,000	\$ 59,495
22.	5,000,001–5,625,000	\$ 1,940	70.	250,000,001–262,500,000	\$ 30,000	120.	875,000,001–887,500,000	\$ 59,990
23.	5,625,001–6,250,000	\$ 2,075	71.	262,500,001–275,000,000	\$ 30,490	121.	887,500,001–900,000,000	\$ 60,495
24.	6,250,001–6,875,000	\$ 2,220	72.	275,000,001–287,500,000	\$ 30,985	122.	900,000,001–912,500,000	\$ 61,000
25.	6,875,001–7,500,000	\$ 2,375	73.	287,500,001–300,000,000	\$ 31,490	123.	912,500,001–925,000,000	\$ 61,495
26.	7,500,001–8,125,000	\$ 2,540	74.	300,000,001–312,500,000	\$ 32,000	124.	925,000,001–937,500,000	\$ 61,990
27.	8,125,001–8,750,000	\$ 2,725	75.	312,500,001–325,000,000	\$ 32,725	125.	937,500,001–950,000,000	\$ 62,495
28.	8,750,001–9,375,000	\$ 2,925	76.	325,000,001–337,500,000	\$ 33,465	126.	950,000,001–962,500,000	\$ 63,000
29.	9,375,001–10,000,000	\$ 3,145	77.	337,500,001–350,000,000	\$ 34,225	127.	962,500,001–975,000,000	\$ 63,495
> \$10 million			78.	350,000,001–362,500,000	\$ 35,000	128.	975,000,001–987,500,000	\$ 63,990
30.	10,000,001–11,250,000	\$ 3,375	79.	362,500,001–375,000,000	\$ 35,725	129.	987,500,001–1,000,000,000	\$ 64,495
31.	11,250,001–12,500,000	\$ 3,600	80.	375,000,001–387,500,000	\$ 36,470	> \$1 billion		
32.	12,500,001–13,750,000	\$ 3,840	81.	387,500,001–400,000,000	\$ 37,225	130.	1,000,000,001–1,012,500,000	\$ 65,000
33.	13,750,001–15,000,000	\$ 4,100	82.	400,000,001–412,500,000	\$ 38,000	131.	1,012,500,001–1,025,000,000	\$ 65,250
34.	15,000,001–16,250,000	\$ 4,375	83.	412,500,001–425,000,000	\$ 38,610	132.	1,025,000,001–1,037,500,000	\$ 65,500
35.	16,250,001–17,500,000	\$ 4,685	84.	425,000,001–437,500,000	\$ 39,230	133.	1,037,500,001–1,050,000,000	\$ 65,750
36.	17,500,001–18,750,000	\$ 5,015	85.	437,500,001–450,000,000	\$ 39,860	134.	1,050,000,001–1,062,500,000	\$ 66,000
37.	18,750,001–20,000,000	\$ 5,370	86.	450,000,001–462,500,000	\$ 40,500	135.	1,062,500,001–1,075,000,000	\$ 66,250
38.	20,000,001–22,500,000	\$ 5,750	87.	462,500,001–475,000,000	\$ 41,110	136.	1,075,000,001–1,087,500,000	\$ 66,500
39.	22,500,001–25,000,000	\$ 6,115	88.	475,000,001–487,500,000	\$ 41,730	137.	1,087,500,001–1,100,000,000	\$ 66,750
40.	25,000,001–27,500,000	\$ 6,500	89.	487,500,001–500,000,000	\$ 42,360	138.	1,100,000,001–1,112,500,000	\$ 67,000
41.	27,500,001–30,000,000	\$ 6,915	> \$500 million			139.	1,112,500,001–1,125,000,000	\$ 67,250
42.	30,000,001–32,500,000	\$ 7,350	90.	500,000,001–512,500,000	\$ 43,000	140.	1,125,000,001–1,137,500,000	\$ 67,500
43.	32,500,001–35,000,000	\$ 7,635	91.	512,500,001–525,000,000	\$ 43,610	141.	1,137,500,001–1,150,000,000	\$ 67,750
44.	35,000,001–37,500,000	\$ 7,925	92.	525,000,001–537,500,000	\$ 44,235	142.	1,150,000,001–1,162,500,000	\$ 68,000
45.	37,500,001–40,000,000	\$ 8,235	93.	537,500,001–550,000,000	\$ 44,860	143.	1,162,500,001–1,175,000,000	\$ 68,255
46.	40,000,001–42,500,000	\$ 8,550	94.	550,000,001–562,500,000	\$ 45,500	144.	1,175,000,001–1,187,500,000	\$ 68,515
47.	42,500,001–45,000,000	\$ 9,025	95.	562,500,001–575,000,000	\$ 46,110	145.	1,187,500,001–1,200,000,000	\$ 68,770
48.	45,000,001–47,500,000	\$ 9,530	96.	575,000,001–587,500,000	\$ 46,735	> \$1.2 billion		
49.	47,500,001–50,000,000	\$ 10,065	97.	587,500,001–600,000,000	\$ 47,360	146.	\$68,770 + \$250 for ea. \$12,500,000 in sales	