

**The BvCW membership fees are as follows:**

1. For the calendar year 2022 and for the following years:

Ordinary members pay a contribution per calendar year based on their size and turnover.

is measured. If the increased turnover is paid, the number of representatives in the General Assembly increases in accordance with the following contribution levels:

Number of employees 1 to 5, .....	€ 3,000.00 p.a. ....	Representatives: 1
Number of employees 6 to 15, .....	€ 7,500.00 p.a. ....	Representatives: 2
Number of employees 16 to 50, .....	€ 11,250.00 p.a. ....	Representatives: 2
Number of employees 51 to 100, .....	€ 22,500.00 p.a. ....	Representatives: 3
Number of employees 101 and over,.....	€ 30,000.00 p.a. ....	Representatives: 3

**Associate members ("supporting members")**

Natural persons at least ..... € 600 p.a.,

legal entities\persons at least ..... € 1,200 p.a.

Legal entities\persons may nominate one additional person for each additional € 1,200 p.a. who can exercise their rights arising from membership of the association.

Further contributions are possible on a voluntary basis. Contributions for special projects require an agreement in each individual case.

In cases of hardship, the Executive Committee or the Board of Representatives may decide on exceptions and temporary discounts for membership recruitment purposes upon request.

The Executive Committee or the Board of Representatives may, upon request, decide to grant associated associations and organisations to be exempt from membership fees for the period of time during which they are not associated members.

The Executive Committee or the Board of Representatives shall decide on the contributions of supporting members on a case-by-case basis.

2. The annual membership fees for the current calendar year are due immediately upon entry, thereafter at the beginning of each calendar year on 1 January. The fee for the first membership year is calculated pro rata according to the month of entry. The fees are also due without receipt of an invoice. There is no entitlement to benefits from the association in the event of non-payment. The non-payment of due contributions does not, however, constitute a declaration of resignation, nor does the obligation to pay contributions lapse if a member does not actively utilise their membership.

3. In order to calculate the amount of the membership fee, all ordinary members are obliged to inform the office of the average number of their employees in the current financial year upon application and thereafter annually by 31 December of each year. If the notification and, upon request, the submission of suitable evidence are not provided, the office may estimate the number of employees as required and set the contribution level accordingly. The member has the right to lodge an appeal against an estimate with the Executive Committee, which will make a final decision.