

Proposal O

What makes this proposal the best fit? It was carefully designed to benefit all Members.

Your vote for this due's proposal provides equitable supports of the Membership's dues obligations for all 155 Goodwills and GII. You should note that this proposal complies fully with GII's Bylaws and most importantly, Goodwill's Member Agreement that protects all assets belonging to each member in exchange for GII's control of the Marks.

This new structure will dramatically reduce the dues obligations of the 83 medium-sized to small-size Goodwills, and most of the larger-sized members will realize a manageable Dues increase.

Structure.

The new structure maintains the following: three brackets with new revenue ranges and new percentage rates and maintains the scope multiplier of the original structure.

- The range of Bracket One (B-1) begins at \$1,000,000 with a breakpoint of \$10.M, which provides funding of \$7,500 to offset attending DA each year.
- Bracket Two (B-2) is 4x the breakpoint of B-1 at \$40M.
- Bracket Three (B-3) 8x the breakpoint of B-1 at \$80M.

The new percentage rate for each bracket:

- B-1 equals 0.75% a reduction of 25%
- B-2 equals 0.50%
- B-3 equals 0.10% flat.

Earned Revenue: All Business Services are reduced by 30% to offset low-margin operations (e.g., Source America)

Assumptions.

- Effective: January 1, 2024.
- The template calculates 3% year-over-year increases in CPI; however, 2022 was 4.725% and 2023 is 7.925%.
- The template calculates only 3%-member year-over-year increases in earned revenue.
- GII's 2024 estimated dues revenue is \$26,658,995, a .6% increase, basically break-even.
- Based on proximity and services, Canadian members pay 50% of the U.S. due's obligation calculation.
- Business Services discounted 30%

Five-Year Estimations.

2024 results, the smallest 15-Goodwills average obligation will be reduced by approximately \$22,000. The largest 15-Goodwills average obligation will increase by approximately \$49,000. The median dues obligation is \$176,000, a reduction of \$7,000.

On average at the end of 2028, the 83 members with reduced dues pay approximately (\$138,000) **less**. The members with increased dues pay \$180,000 **more**. Over those five years, GII will collect \$141.5M in dues revenue or \$28.3M on average per year.

Your comments are welcome. This Dues Proposal respects the needs of All Members and GII. Providing relief to the small/medium Goodwills – Cast your vote for this proposal!

Bracket Ranges		Dues Percentage
\$1,000,000	\$10,000,000	.75%
\$10,000,001	\$40,000,000	.50%
\$40,000,001	\$80,000,000	.10%

Equity Ratio (Dues Percentage for Highest Earned Revenue Goodwills to Lowest Earned Revenue Goodwills - with Earned Revenue defined by proposer)					
	2024	2025	2026	2027	2028
	4.5	4.5	4.5	4.5	4.5
Total GII Dues Revenue Projected					
Current Structure	\$26,510,633	\$27,305,952	\$28,125,130	\$28,968,884	\$29,837,951
Proposed Structure	\$26,658,995	\$27,458,765	\$28,282,528	\$29,131,004	\$30,004,934
Change in GII Revenue	\$148,363	\$152,814	\$157,398	\$162,120	\$166,984