



The New Tiered Approach to the Standards for Excellence[®]

Fee Schedule

The Tiered Approach Fees are based on:

- **The annual budget of applicants' organizations:**
 - ⇒ Budget based on total expenditures from the most recently completed fiscal year (excluding grants made to other organizations)
- **PANO membership**
 - ⇒ Discounted fees for PANO members
- **Length of time to complete tiers**
 - ⇒ If applicable, organizations who complete a tier within 12 months are eligible for a discount on the subsequent tier.

If renewal is desired after the initial term at Tier One or Two, the rates below also apply. Fees do not include [recommended trainings](#).

Tier One Fees

Organization Operating Budget	PANO Member	Non-Member
Less than \$50,000	\$350	\$560
\$50,001 to \$100,000	\$375	\$600
\$100,001 to \$300,000	\$425	\$680
\$300,001 to \$500,000	\$450	\$720
\$500,001 to \$1,000,000	\$500	\$800
\$1,000,001-\$2,500,000	\$575	\$920
\$2,500,001-\$5,000,000	\$625	\$1,000
\$5,000,001 - \$10,000,000	\$700	\$1,120
\$10,000,001 - \$15,000,000	\$775	\$1,240
\$15,000,001 - \$20,000,000	\$850	\$1,360
Over \$20,000,000	\$950	\$1,520

Tier Two Fees

Organization Operating Budget	PANO Member*	Non-Member*
Less than \$50,000	\$400	\$640
\$50,001 to \$100,000	\$425	\$680
\$100,001 to \$300,000	\$475	\$760
\$300,001 to \$500,000	\$500	\$800
\$500,001 to \$1,000,000	\$550	\$880
\$1,000,001-\$2,500,000	\$625	\$1,000
\$2,500,001-\$5,000,000	\$675	\$1,080
\$5,000,001 - \$10,000,000	\$775	\$1,240
\$10,000,001 - \$15,000,000	\$850	\$1,360
\$15,000,001 - \$20,000,000	\$925	\$1,480
Over \$20,000,000	\$1,025	\$1,640

*20% discount if submitted within 12 months of Tier One approval

The Standards for Excellence

PANO is proud to offer the Standards for Excellence, an ethics and accountability program for the nonprofit sector. The Standards for Excellence program offers tools and resources to empower Community Benefit Organizations to meet the highest standards of nonprofit governance, management and operations, including expert training and structured implementation and certification programs.

WANT TO PUT THE STANDARDS INTO PRACTICE IN YOUR ORGANIZATION?

Contact: Britton Miller,
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Tier Three/Certification Fees for PANO Member Organizations

Organization Operating Budget	Payment Plan A: Total Fee for Initial Tier Three/Certification	Payment Plan B: Yearly fee for Initial Tier Three/Certification	Payment Plan B: Yearly fee for Recertification	20% Discount if submitted within 12 months of Tier Two approval
Up to \$500,000	\$1,700	\$595	\$355	\$1,360
\$500,001-\$1,000,000	\$2,400	\$840	\$505	\$1,920
\$1,000,001-\$2,500,000	\$3,000	\$1,050	\$630	\$2,400
\$2,500,001-\$5,000,000	\$3,500	\$1,225	\$735	\$2,800
\$5,000,001 - \$10,000,000	\$4,100	\$1,435	\$860	\$3,280
\$10,000,001 - \$15,000,000	\$4,700	\$1,645	\$985	\$3,760
\$15,000,001 - \$20,000,000	\$5,500	\$1,925	\$1,155	\$4,400
Over \$20,000,000	\$6,300	\$2,205	\$1,325	\$5,040

Certification/Recertification Terms:

Initial certification term is **three** years
 Subsequent recertification terms are **five** years

Payment Plan Options:

Payment Plan A: Pay the full fee at the time of submission
Payment Plan B: Pay the fee in installments (includes a five percent administrative fee)

Tier Three/Certification Fees for Non-Member Organizations

Organization Operating Budget	Payment Plan A: Total Fee for Initial Tier Three/Certification	Payment Plan B: Yearly fee for initial Tier Three/Certification	Payment Plan B: Yearly fee for Tier Three/Recertification
All non-member organizations	\$7,000	\$2450	\$1470

Example of Total Fees for PANO Member Organizations Completing All Three Tiers:

Organization Operating Budget	Total Fee to Complete Tiers One, Two and Three (With Discounted Tier Three Fee)
<\$50,000	\$2,110
\$50,001 to \$100,000	\$2,160
\$100,001 to \$300,000	\$2,260
\$300,001 to \$500,000	\$2,310
\$500,001-\$1,000,000	\$2,970
\$1,000,001-\$2,500,000	\$3,600
\$2,500,001-\$5,000,000	\$4,100
\$5,000,001 - \$10,000,000	\$4,755
\$10,000,001 - \$15,000,000	\$5,385
\$15,000,001 - \$20,000,000	\$6,175
Over \$20,000,000	\$7,015

