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## Virginia Funeral Directors Association Recruitment Incentive Program

Effective January 1, 2019, through December 31, 2019, you can receive \$250 dues rebate for every new member firm you sign up. Spread the word and earn some cash back!

### Recruitment Incentive Program Rules

1. **Rebates.** Dues rebates are not transferable and not exchangeable.
2. **Eligibility and Limitations.** Participants must be a VFDA Member Firm in good standing through December 31, 2019. A limit of four (4) rebates may be paid to a firm member. Any member recruiting more than four (4) new members will earn \$250 payable to the recruiting members district. Any new member firm must remain a member in good standing for one year from the time they are approved for membership and membership dues are paid in full in order for the rebate to be credited. Newly recruited members must sign up as a member firm in order for the recruitment incentive to be awarded.
3. **Taxes.** Recruitment incentives are considered dues rebates and not taxable income, and \$1,000 or the total amount of the recruiting member's annual dues, whichever is less. Members will not receive an IRS Form 1099 from VFDA. Districts receiving rebates are expressly prohibited from transferring any portion of those funds to the recruiting member.
4. **Exclusions.** Members of VFDA Board of Directors and standing special committee chairs, as defined by the Bylaws of the Association, are not eligible for the individual recruitment incentive if the board member or committee chair recruits a new member while on travel being reimbursed by the Association.
5. **Forms Submission and Deadline.** In order to be considered, a Member Firm who recruits another Member Firm must notify the VFDA office prior to the December 31, 2019 deadline. A completed and signed Member Firm application, must be approved by the VFDA Board of Directors by the December 31, 2019 deadline. Applications must be submitted electronically by scanning and e-mailing them to [info@vfda.net](mailto:info@vfda.net), or by fax at 804-264-3260. Completed and signed forms MUST be RECEIVED prior to the deadline. Membership application form is available for download and printing at [www.vfda.net](http://www.vfda.net).
6. **Payouts.** The Association Treasurer will pay out individual recruitment incentive rebates via check no later than January 1, 2020.