Baby-Friendly USA, Inc.
Annual Fee Schedule

January 1, 2024 - December 31, 2024

<table>
<thead>
<tr>
<th>PHASE</th>
<th>HOSPITALS</th>
<th>FREE STANDING BIRTH CENTERS &amp; HOSPITALS WITH FEWER THAN 500 BIRTHS PER YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discovery</td>
<td>$500</td>
<td>$500</td>
</tr>
<tr>
<td>Development</td>
<td>$4,800</td>
<td>$3,800</td>
</tr>
<tr>
<td>Dissemination</td>
<td>$4,800</td>
<td>$3,800</td>
</tr>
<tr>
<td>Designation</td>
<td>$4,800</td>
<td>$3,800</td>
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</tbody>
</table>

1. The 4-D Pathway (Discovery-Designation) fees assume a facility will take no more than one year to complete the tasks within each phase.
   a. Discovery fee is a one-time registration fee to enter the BFUSA portal and activate administrative assistance. A facility may stay in this phase with no additional charge after they have paid the initial registration fee.
   b. Facilities entering Discovery will be assigned a Clinical Review Specialist to assist them on their journey to and after Designation.
   c. Facilities are encouraged to move into Development once they receive their Self-Appraisal feedback in Discovery.
   d. Facilities who stay more than one year in the phase will be required to pay an additional phase fee for the rate posted for that year.

2. Assessment occurs in Designation:* When a facility requests to move forward to Designation, the invoice will include both the Designation fee and the fee for two assessors at the rate for that year.
   a. A facility may stay in Designation for more than one year and will incur annual phase fees.
   b. A facility will not be invoiced twice for the full amount of two assessors, those funds will be held in a deferred account until assessment year.
   c. If the facility stays more than one year, they may have an additional fee for the variance of assessor fees year to year.
   d. Travel fees will be invoiced after the assessment is complete.

3. If a facility has been assigned dates and requests a change which pushes their assessment over the year they would have been assessed, BFUSA may charge the facility another year in the phase.
4. Additional expenses can be incurred for cancellation of assessment.
5. If a facility does not pass its assessment, additional assessor fees and travel expenses will apply for re-visit.
6. Post-Designation fees: There is an annual fee for facilities once they are designated.
7. No refunds will be issued for any fees paid.
8. Fee schedule dates are subject to change.

IMPORTANT: To ensure that facilities are ready to move to the next phase in a timely fashion, it is the responsibility of the facility to ensure that Baby-Friendly, USA is provided all invoicing requirements upon entrance into the D1: Discovery Phase, or at any time thereafter that requirements change.