

GRO ATTENDANCE POLICY & GENERAL REQUIREMENTS: 2026

This is all tracked each quarter. Absences and tardies are counted against business activity; at end of quarter you should have a positive (+1 or more) number. Please email Robb at robb.williams@dignitymemorial.com.

POINTS:

Tardy:	-1 (You are tardy at 7:20 or later)
Dance Card:	+1 (Capped at 4 members. And 2 max each quarter same person).
Attend Event:	+1 (Hosted by us; other than meeting)
Tier 1 Referral:	+1
Tier 2 Referral:	+2
Completed Business:	+1 (to person referred- who did the job)
Guest:	+1
New Member:	+2
Board Member:	+2

ATTENDANCE OVERVIEW:

1. Absences are capped at 4 per quarter, regardless of your business activity. If you are released from the group, you can re-apply in 6 months.
2. Dance Cards are capped at 4 members each; anything larger will not count. ALSO 2 max per quarter with same person.
3. Subs are capped at 2 per quarter. (This does not include those who have a co-worker/employee for a regular stand-in).
4. Completed business MUST be filled out on Tier 2 referrals BY THE PERSON WHO DID THE JOB. Completed Business point goes to that person; not the referrer.

LEAVE OF ABSENCE:

A leave of absence is available, for medical or emergency reasons. This will NOT apply to vacations or extended trips. If you need one:

1. Email Robb at robb.williams@dignitymemorial.com. State reason and time frame.

2. Robb will email appropriate Membership Committee members and get back to you.
Also discussed will be a date that is okay for Rob to check in and confirm return.

REFERRAL OVERVIEW:

1. Referrals must be completely filled out. There must be phone numbers on all referrals. (The exception is a financial/medical industry that prohibits release of contact information).
2. If you can't write a phone number on a referral, work on the lead until you have permission for 2-way communication. Once you have that, it's a referral. (The lead can still be the first to call if they want; just put that on the referral).

GENERAL REQUIREMENTS:

1. Maintain a project a positive and professional attitude in the group.
2. Follow the Attendance Policy.
3. Agree to be in only 1 more category-specific group other than GRO. (Chamber of Commerce, Lions, etc. are encouraged-this is about a category-specific group.
4. Volunteer for a position if you haven't for 2 quarters.
5. Be active in our 3 categories: Referrals, Visitors and Dance Cards.
6. Keep up to date on GRO dues each January.

I have read and understand the GRO Attendance Policy & General Requirements:

_____ Date _____