NOVEMBER 2025

ERN USA
Employer Resource Network®

ERN® USA NETWORK NEWS

AN EMPLOYEE RETENTION SOLUTION WITH REAL SOCIAL IMPACT



Expanding the Impact of ERNs®

LAUNCHES



Hawaii ERN® launched June 2025 in Oahu with Parents and Children Together (PACT) serving as Administrator. Current members include Lanakila Pacific and Hawaii Medical College. The ERN plans to expand membership in the Hospitality industry in 2026. For more than five decades, Parents And Children Together has been dedicated to improving the lives of Hawaii's children, individuals, and families, fostering safe and promising futures with educational and social services tailored to the unique needs of Hawaii's most underserved communities. *Photo: Courtesy of PACT*

Tompkins County ERN® launched June 2025 in Tompkins, New York, as ERN USA's first Chamber of Commerce member. Employers include Baywood Hotels, Canopy by Hilton, Ithaca Marriot, Lev Kitchen, Ithaca Downtown Conference Center, The hotel Ithaca, Dos Amigos, Tompkins Chamber of Commerce, Visit Ithaca, Hampton Inn, and Fairfield Inn & Suites. "The Tompkins County ERN program is an important addition to how the Tompkins Chamber is able to support its members workforce development needs," said Tompkins Chamber Vice President Rob Montana. "Connecting employees with needed programs and services allows them to seize employment opportunities and helps our members retain their operations' most important resource – people."

Solano County ERN® launched July 2025 with Solano County Workforce Board as Administrator, serving All-Weather, Harbinger, and Mariani member companies. The ERN will expand membership in the coming year.

ERN Structures to Meet the Needs of Employers and Communities

Multi-Member

Nonprofit Administrator supports employer-led collaborative of small to mid-sized companies

Single Member

Large employer leads across its locations with a turnkey HR solution for barrier solutions and employee advancement

Micro Member

Fiduciary, Nonprofit or Association Administrator leads for small or remote employer subscribers

President's Message: Weathering the Economic Story



Whether it was the 2008 crash or the COVID-19 pandemic, ERNs® have experienced how crucial it is to support employees when situations get difficult. In the past, federal support helped buffer the blow, but that safety net continues to shrink. The pressure is on, not just for workers, but for those who rely on them, to bridge the gap.

As economic times grow even tougher, employees' basic needs for job retention and financial stability are expected to increase. Worker retention is no longer just an HR talking point - it's a company survival strategy. Employee performance and longevity are business gains that come from workforce investment and are key to business and community sustainability.

When that strain gets too heavy, workers leave, and when they leave, organizations lose more than just a warm body. Companies lose training, trust, and talent, representing a large investment. Businesses can't afford not to support their workforce - not now.

We urge state government, foundations, and employers to stand together to support families, companies, and communities - growing the ERN USA Network for even greater impact and success in the coming year.

Supportive Cliff Transitions for Stability and Advancement

Alexander Ruder, Assistant Vice President, Federal Reserve Bank of Atlanta, will join James Vander Hulst, President & CDO, ERN USA, in a member discussion around supporting employees proactively for Cliff transitions as their wages increase beyond public benefits support and how employers can play a role in combination with their ERN® Success Coach.

WEDNESDAY

NOV 19

1:30PM EST

UNDERSTANDING ECONOMIC EFFECTS OF WAGE INCREASES ON EMPLOYEE STABILITY THROUGH CLIFF EFFECT TOOLS



Special Guest:

Alexander Ruder
Assistant Vice President
Federal Reserve Bank of Atlanta









2024 KPI

ERN USA

November 2025

ERN USA
Employer Resource Network®

Key Performance Indicators

Return on Investment

656.7%

Employer ROI

Distinct Employees Served

5,547

And their families

160

Employers

Workforce Utilization

19%

66,103

Collective Workforce

Delivered Cases

11,600

HR & Supervisor Referrals

1,956

Average Case Time Spent

37 MINUTES

Industry Sectors

Education	Healthcare	Hospitality	Manufacturing	Services
14	43	8	62	33
Employers	Employers	Employers	Employers	Employers

The Power is in the Tools & the Network

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Email: info@ern-usa.com

Website: www.ern-usa.com

Industry Analysis & Promotion

Employer Resource Networks® support member companies in retaining and advancing employees with onsite success coaching to resolve resource barriers, advance with training, and connect through peer learning. Members can join as a multi-, single-, or micro-structure to suit the needs of the company and community.

ERN USA's holistic model for company, employee, and community change targets the needs of the employer with social impact that goes beyond the employee to their family and community. Employee needs are met while building skills and productivity. Employee needs are identified and community access issues addressed.

Industry-specific promotional tools are available to ERN Admins as they focus on adding to or expanding into different industries.

Industry Employer Members

Education:	14
Healthcare:	43
Hospitality:	8
Manufacturing:	62
Services:	33

Source: 2024 ERN USA KPII
**2025 ERN USA KPI Report available February 2026*

Renewal Options for Admin Contracts: Customized Support

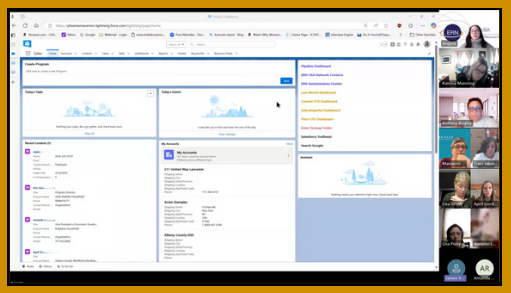
Customized integration and support to meet employer needs



Outreach
Success Coach Support



Technical Assistance
Strategic Partnerships



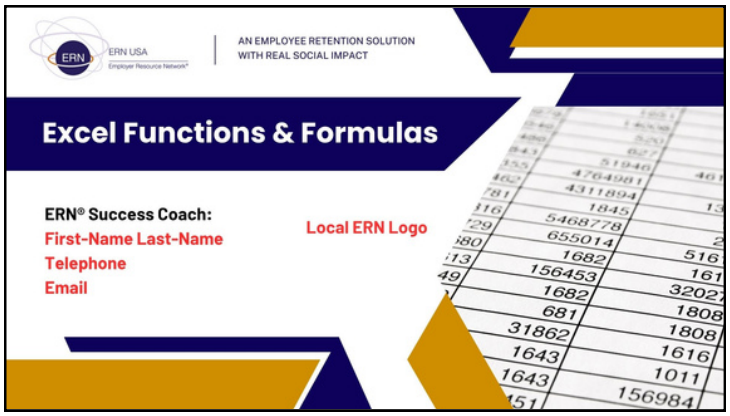
Salesforce
Customized Enhancements

Employer Growth

Employee Stability

Community Change

New Success Coach Trainings: HR Support





ERN USA SharePoint: Network, Development & Employer Hubs

ERN® templates, KPI reports, outreach at your fingertips – all in one place



ERN Admin & Success Coaches



ERN Leadership Teams



ERN Employers

Peer Learning Calls

ERN USA Quarterly Peer Learning Calls
Peer-led & topic based

Admin Peer Learning Call
- November 5, 2025 1:30-2:30pm ET
  Cliff Tools for Stability: An ERN Framework

Success Coach Peer Learning Call
- November 12, 2025 1:30-2:30pm ET
  Tools: Intake, Budgeting, Advancement, Cliff Transitions. New Self-Development Employee Training Module!

Employer Peer Learning Call
- November 19, 2025 1:30-2:30pm ET
  Understanding the Economic Effect of Wage Increases on Employee Stability Through the Use of Cliff Effect Tools

4th Quarter 2025

ERN USA Quarterly InfoConnect Calls
ERN Network news, demos, Q&A, discussion

Admin Peer InfoConnect Call
- December 3, 2025 1:30-2:30pm ET
  Contracts Workshop Tasks for a Successful Renewal Transition

Success Coach InfoConnect Call
- December 10, 2025 1:30-2:30pm ET
  Tasks & Best Practices for a Successful Renewal Transition



November 2025

ERN USA Website

Ohio, Michigan, and New York State ERN websites have been consolidated with all ERNs® now on ERN USA's www.ern-usa.com. Check out new highlights: ERN Network model, tools, and publications.

Find an ERN

Browse 25 ERNs across 10 states to join or partner with member employers in making an impact across companies, employees, and communities.



TOOLS

- **ERN® Locator Tool**
- **ERN® Mapping**
- **ERN® Collaborative Development Process**
- **ERN USA Transformation Framework**
- **ERN USA SharePoint**
- **ERN® Data Solutions**
- **ERN USA Annual KPI Report**
- **Peer Learning Calls**



Start an ERN

Are you an **employer** or **nonprofit** seeking **company** and **community** change?

- Regional, state, and multi-state
- Program scaling across ERNs
- Employer memberships across locations and states
- Industry-focused and/or micro memberships
- Fund collaboration, sponsorship, investment
- Media requests for stories about our story and impact
- Innovative ideas to blend the Model with the need

Let's Talk, Let's Create Impact

Customized Solutions
Develop a Single, Multi, or Micro ERN based on your needs.

QUESTIONS?

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