efficiency • integration • application • interoperability •

HL7

Health Level Seven ®

The Standard for Electronic Data Exchange in Healthcare

Membership

www.HL7.org

(734) 677-7777

Health Level Seven

Founded in 1987, Health Level Seven, Inc. (HL7) is a not-for-profit, ANSI-accredited standards developing organization. HL7 is an international community of healthcare subject matter experts and information scientists collaborating to create standards for the exchange, management and integration of electronic healthcare information. HL7 promotes the use of such standards within and among healthcare organizations to increase the effectiveness and efficiency of healthcare delivery for the benefit of all.

The Health Level Seven Messaging Standard is one of the most widely implemented healthcare standards in the United States. HL7's more than 2,300 members represent over 500 organizations, including 90 percent of the largest information systems vendors serving healthcare. HL7's rapidly growing list of international affiliates—now numbering more than 25—attests to HL7's global influence.

What Makes HL7 Work?

The work of HL7 is driven wholly by its membership. HL7 standards are developed directly by its technical committees and special interest groups and balloted by its membership at large. Participation in technical committees and special interest groups is open to all HL7 members. This open participation policy, along with HL7's open membership policy, allows input from every constituency of the industry—providers, vendors, payers, pharmaceutical companies, government agencies and consultants—and helps ensure a balanced work product.

HL7's Family of Standards

HL7's Version 2 Messaging Standard

First released in October 1987, *An Application Protocol for Electronic Data Exchange in Healthcare Environments*, is a messaging standard that allows the exchange of clinical data between systems. The Version 2 Messaging Standard is one of the most widely implemented standards for healthcare in the world.

HL7's Version 3 Normative Edition

The release of HL7's Version 3 Normative Edition marks a quantum leap in the functionality and interoperability of this standard. Developed using a rigid, model-based methodology that adds precision to messages, Version 3 is one of the first in the industry to embrace XML.

Arden Syntax for Medical Logic Systems

Arden Syntax is a language for representing and sharing medical knowledge among personnel, information systems and institutions. It is designed for organizations that require or develop systems that automatically assist physicians in decisions and alerts. The logic for making these decisions or issuing these alerts is encoded into health knowledge bases called MLMs, each of which contains sufficient knowledge to make a single decision. Contradiction alerts, management suggestions, data interpretations, treatment protocols, and diagnosis scores are examples of health knowledge bases that can be represented using the Arden Syntax.

Clinical Context Management Specification (CCOW)

CCOW is an end-user focused standard that complements HL7's traditional emphasis on data interchange and enterprise workflow. Using a technique known as context management, CCOW allows users to interact with multiple, independent applications from many different systems, each via its native user interface. This gives users the experience of using only a single system. The CCOW Standard serves as the basis for ensuring secure and consistent access to patient information from diverse sources.

Clinical Document Architecture (CDA)

CDA provides an exchange model for clinical documents (such as discharge summaries and progress notes)—and brings the healthcare industry closer to the realization of an electronic medical record. By leveraging the use of XML, the HL7 Reference Information Model (RIM) and coded vocabularies, the CDA makes documents both machine-readable—so they

can be parsed and processed electronically—and human-readable—so they can be retrieved and used by the people who need them. CDA documents can be displayed using XML-aware Web browsers or wireless applications such as cell phones and palm-held PDAs.

XML Encoding Rules for HL7 Version 2 Messages

The objective of this ANSI-approved document is to present alternate encoding rules for HL7 Version 2.3.1 and 2.4 messages (and a mechanism for determining alternate encoding rules for subsequent HL7 2.x versions) based on the Extensible Markup Language XML [rfXML] that could be used in environments where senders and receivers both understand XML.

Claims Attachments

HL7 has collaborated with ASC X12 since 1997 to develop standards for electronic attachments in healthcare. This joint development effort has resulted in standards for attachments to healthcare claims, and pre-certification / pre-authorization transactions. HL7 is also participating in the Prescription Drug Prior Authorization Workflow to Transactions Group which is being led by NCPDP (National Council for Prescription Drug Programs). This group has identified a requirement for a drug prior authorization attachment. In these joint initiatives the HL7 standards are used to convey clinical and other supporting information, commonly referred to as attachments. The HL7 attachments standards are based on the Clinical Document Architecture (CDA) and have been proposed by the Department of Health and Human Services (HHS) as the standard for claims attachments under HIPAA (Health Insurance Portability and Accountability Act

of 1996). In the HHS proposal, six attachment types developed by HL7 have been put forward for adoption, they are: Clinical Reports; Rehabilitation Services; Laboratory Results; Medications; Ambulance Services and Emergency Department.

The Electronic Health Record (EHR)

The HL7 EHR System Functional Model provides a reference list of functions that may be present in an Electronic Health Record System (EHR-S). The function list is described from a user perspective with the intent to enable consistent expression of system functionality. This EHR-S Model, through the creation of Functional Profiles, enables a standardized description and common understanding of functions sought or available in a given setting (e.g. intensive care, cardiology, office practice in one country or primary care in another country).

Structured Product Labeling (SPL)

SPL, an HL7 ANSI-approved standard, is a document markup standard that specifies the structure and semantics for the regulatory requirements and content of the authorized published information that accompanies any medicine licensed by a national or international medicines licensing authority. Like most documents, an SPL document has sections and sections contain text (paragraphs, lists, tables); SPL documents can be rendered and published in these standard narrative presentations. At the same time, the SPL specification provides semantic markup that permits extraction of relevant data embedded in the narrative so that it can be used for other purposes. In other words, SPL markup of a product labeling document both preserves the human readability of the content and facilitates machine processing of that content.

ANSI Accreditation

HL7 has been an ANSI-accredited standards developer since 1994. HL7 was a founding member of ANSI's Healthcare Informatics Standards Planning Panel (HISPP) and its successor, the ANSI Healthcare Informatics Standards Board (HISB). All HL7 standards released since 1994 have been approved by ANSI as American National Standards.

Copies of the Standards

Copies of the most recent versions of the HL7 standards are free with your membership. (Organizational members receive multiple copies.) These standards are essential in the implementation of almost all healthcare-related IT projects where interoperability is involved. They are a must-have for anyone participating in the development or purchase of healthcare systems. The savings from the inclusion of these standards often more than justifies the cost of membership.

Discounts on Meeting Attendance, HL7 Education Sessions, Online Job Postings and Other HL7 Products

HL7's three annual working group meetings and educational summits are invaluable education resources, and HL7 members enjoy considerable discounts on both meeting registration and tutorial fees. Discounts from attending just one HL7 meeting often more than cover the cost of an individual membership, and, because all of an organizational member's employees are entitled to discounted meeting rates, these discounts can often justify the cost of an organizational membership as well.

HL7 members also enjoy generous discounts on other HL7 products as well. Shop our convenient online bookstore. Additional copies of the standards, Access database and education guides are just some of the items that members can purchase at a discount.

Members can also post job openings on the HL7 Website at discounted rates (or in the case of organization members, at no charge). It's a great way to find HL7-specific expertise.

Voting Rights and Committee Participation—A Voice in Standards Development

HL7 standards are some of the most widely implemented in healthcare. As a voting member, you will have a say in the direction and outcome of these extremely influential standards. Your participation will help ensure that standards are balanced to meet both the broad needs of the industry and the specific needs of your organization.

Participation in HL7 technical committees and special interest groups provides another way to help shape the standards. These groups are the main authors of the standard. Joining in on the dialogue at the committee level will help ensure that your voice is heard.

Opportunities to Promote Your HL7 Involvement

All HL7 members are listed on HL7's extensive online directory, with organizational members receiving a full organizational profile.

HL7's organizational, supporter and benefactor memberships also provide additional ways to communicate involvement in HL7. These members receive recognition in *HL7 News*, HL7's official newsletter. Organizational memberships also include the use of the "HL7 Organizational Member" logo and the receipt of an "HL7 Organizational Member" certificate. The logo can be used on your organization's website, marketing materials and proposals, while the certificate can be hung in your office or lobby. Both the logo and certificate are great ways to let potential clients or vendors know that your organization is HL7 knowledgeable and HL7 involved.

A Voice in the Industry

HL7 members have an opportunity to influence more than just the HL7 standards. HL7 now sits on the Designated Standards Maintenance Organization (DSMO) charged with managing and maintaining the electronic data interchange

transaction standards adopted as national standards under the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

HL7 is also closely involved with other influential standards developing organizations and industry groups. A representative from HL7 sits on the Board of Directors of the Workgroup for Electronic Data Interchange (WEDI). HL7 is also very involved with CEN/TC 251, the preeminent healthcare information technology standards developing organization in Europe, Electronic Health Record Vendors' Association (EHRVA), and Healthcare Information and Management Systems Society (HIMSS).

Access to Industry Trends and New Technologies

HL7's membership includes some of the industry's top experts. Having these experts participate in the standards development process has meant that HL7 and its work products are at the forefront of industry trends and new technologies. HL7 will be one of the first standards organizations to embrace XML, with both Version 3 and the Clinical Document Architecture incorporating the technology.

HL7 working group meetings offer another chance to access this expertise. HL7 tutorials address the most up-to-the-minute industry topics. HIPAA, XML and vocabulary are just some examples.

Access to the Members Only Section of the HL7 Website

Members can use the *Members Only* section to vote, access the online membership directory and submit proposals for changes to the standards.

Meetings & Educational Opportunities

Working Group Meetings and Tutorials

HL7 Working Group Meetings are held three times per year at varying locations. Along with giving the HL7 technical committees and special interest groups a chance to meet and work face-to-face, these meetings also provide an invaluable educational resource for the healthcare IT community. More than 20 educational tutorials are held each meeting on topics ranging from HL7 basics to more advanced topics like XML, HIPAA and vocabulary. Please watch the HL7 Website (www.HL7.org) for details on upcoming meetings.

Educational Summits

In order to meet the growing needs of its members, HL7 now offers Educational Summits. An HL7 Educational Summit is a concentrated, three-day meeting consisting of a series of tutorials focused on HL7-specific topics such as Version 2 and Version 3 implementation and the Clinical Document Architecture (CDA) among others. Educational sessions also cover general interest industry topics such as the Electronic Health Record (EHR) and XML.

These summits, which are scheduled throughout the year in convenient cities across the US, represent invaluable educational opportunities for the healthcare IT community as it strives for greater interoperability among healthcare information systems. Our classes offer a wealth of information designed to benefit a wide range of HL7 users—from beginner to advanced.

On-site Training

Our on-site training program lets you bring Health Level Seven's expertise right to your office. You provide the students; we'll bring the program and faculty. In our standard one-day workshops, up to 40 employees will learn and understand the basic organizational tools needed to implement HL7 standards in your organization. Our curriculum includes HL7's Introductory Tutorial, the Implementation Class for Project Managers and the Implementation Class for Interface Analysts. You can also customize a curriculum to fit your organization's particular needs, choosing from our most popular tutorials. This official HL7-produced training is invaluable and affordable. The cost is just $5,000 plus travel expenses (customized workshops may cost more). To schedule an on-site workshop, contact HL7 headquarters.

Phone: (734) 677-7777 • E-mail: HQ@HL7.org

Health Level Seven

Growing International Influence

HL7's international growth over the past few years has been explosive. The rapidly growing list of affiliates now numbers more than 25, with affiliates established in six of the globe's seven continents.

The affiliate in each country is a not-for-profit entity organized along principles that mirror those of HL7. As affiliates, they receive the right to use the HL7 name, to distribute the standard in their country, to produce translations and implementation guides for their users and participate in technical committees. An HL7 International Affiliates Conference is held annually, with a different affiliate nation playing host each year.

The continued growth of these affiliates confirms HL7's increasing role as an international standard. The main HL7 Messaging Standard has now been named as the official national standard for healthcare in both Australia and The Netherlands.

The participation of these affiliates is also helping to shape the HL7 standards to meet the requirements of a global healthcare IT community. Each affiliate contributes their requirements to the core standards through the HL7 technical committees and participates in the standard voting process. An international representative, elected by the affiliates, also sits on the HL7 Board of Directors.

HL7's affiliations with industry groups such as the American National Standards Institute (ANSI), the Workgroup for Electronic Interchange (WEDI), the European Committee for Standardization's Technical Committee for Health Informatics (CEN/TC 251), the World Wide Web Consortium (WC3) and other major industry groups attest to HL7's industry involvement and leadership. Through its collaboration and cooperation with other groups, HL7 gives its membership a voice in the direction of healthcare standards and technology industrywide.

HIPAA

HL7 now sits on the Designated Standards Maintenance Organization (DSMO) charged with managing and maintaining the electronic data interchange transaction standards adopted as national standards under the United States' Health Insurance Portability and Accountability Act of 1996 (HIPAA). Holding this position gives HL7 and its membership a direct voice in the ongoing HIPAA process.

WEDI

A representative from HL7 now sits on the WEDI Board of Directors. WEDI, an industry consortium of healthcare leaders committed to identifying practical strategies for reducing administrative costs through the implementation of electronic data interchange, was influential during the drafting of the HIPAA legislation.

CEN/TC 251

In May 2000, a memorandum of understanding was signed between HL7 and CEN/TC 251. The collaboration between HL7 and CEN/TC 251, the preeminent healthcare information technology standards developing organization in Europe, speaks to HL7's international influence and is hoped to help move the two groups toward the development of technically identical and interchangeable U.S. and European standards.

Other Organizations

Other organizations with which HL7 has formal agreements include Accredited Standards Committee X12 (ASC-X12), American Dental Association (ADA), American Medical Informatics Association (AMIA), American Society for Testing Materials (ASTM), College of American Pathologists - SNOMED International Division (SNOMED), CEN/TC 251, Clinical Data Interchange Standards Consortium (CDISC), Digital Imaging and Communication In Medicine (DICOM), eHealth Initiative, Inc. (eHI), Institute for Electrical and Electronic Engineers (IEEE), ISO/TC 215, Integrating the Healthcare Enterprise (IHE), Medbiquitous, National Council for Prescription Drug Programs (NCPDP), OASIS, Object Management Group (OMG), University of Nevada Las Vegas (UNLV), and the World Wide Web Consortium (W3C).

Membership Types and Benefits

Individual or Organizational Membership: Which is Right for You?

HL7 offers two main categories of membership: Individual and Organizational. Individual membership is geared toward those with a personal interest in the standard, while organizational membership is designed for those who will be using the standard for business purposes. Organizational memberships include benefits crucial to those who rely on the standard as part of their business plan—the most critical of these being the right to distribute excerpts of the standard to clients (as part of technical documentation or proposals)—or distribute the standard within your organization.

Individual Membership

Benefits for individual membership apply only to the person named on the Membership Application Form. Individual memberships cannot be transferred from one individual to another. Annual dues for individual members are $450 per year. Annual dues for full-time students are $125.

Benefits for individual membership include:

- One copy of the current HL7 standards
- Voting privileges on all HL7 standards being balloted by the general membership
- The ability to participate in HL7 technical committees and special interest groups
- Discounts on working group meeting registration and tutorial fees
- Discounts on online bookstore items
- Access to the Members Only section of the HL7 Website
- Individual listing on the HL7 online membership directory
- Reduced rates for online job postings

Upgrading Individual Memberships

Individual memberships can be upgraded to organizational memberships at any time. Credit for the remaining prorated membership dues will be applied to the organizational membership dues.

Benefit Comparison: Organizational vs. Individual Membership		
Benefit	**Organizational**	**Individual**
Right to distribute standard within your organization	YES	NO
Right to distribute excerpts of the standard to customers	YES	NO
Right to use the "HL7 Organizational Member" logo on marketing materials, including advertisements, brochures, websites and proposals	YES	NO
Right to transfer membership from one individual to another	YES	NO
Organizational profile on HL7 online membership directory	YES	NO
Free online job postings	YES	NO
Copies of the standards	MULTIPLE	ONE ONLY
Voting members	MULTIPLE	ONE ONLY
Discounts on working group meeting registration and tutorial fees	ENTIRE ORGANIZATION	INDIVIDUAL ONLY
Discounts on HL7 bookstore items	ENTIRE ORGANIZATION	INDIVIDUAL ONLY
Access to Members Only section of the wehsite	ALL ASSIGNED MEMBERS	INDIVIDUAL ONLY

Organizational Memberships

Dues for organizational members are tiered according to type of organization and annual income or expenditure. Dues for the supplier category, which includes vendors, consultants, pharmaceutical companies and manufacturers, are based on annual healthcare revenue. Dues for the payer category are based on gross annual revenue, while dues for healthcare providers are based on annual IT budget. The number of members assigned to your organization increases in proportion to your membership dues.

In addition to all the benefits of individual membership, organizational membership includes benefits that can be used by many members of your organization:

- Multiple assigned voting members
- The ability to transfer membership to others in your organization (helpful if someone leaves the organization or shifts focus to non-HL7 projects)
- Multiple copies of all current HL7 standards
- The ability to distribute the standards within your organization
- The right to distribute excerpts of the standard to clients (i.e., as part of proposals or technical documentation)
- The official "HL7 Organizational Member" logo to display on your website or include on your marketing materials or proposals
- Discounts for your entire organization on HL7 products and online bookstore items
- Listing in online organizational member directory
- Free online job postings (up to five postings per month)

Upgrading Organizational Memberships

Organizational memberships can be upgraded to Supporter or Benefactor memberships at any time. Credit for the remaining prorated membership dues will be applied to the Supporter or Benefactor membership dues.

Supporter or Benefactor Membership Lets You Emphasize Your Organization's Involvement in HL7

Within the organizational membership category, two higher levels of membership are also available: Supporter and Benefactor. The Supporter and Benefactor levels offer additional benefits that help these members to emphasize their involvement with HL7.
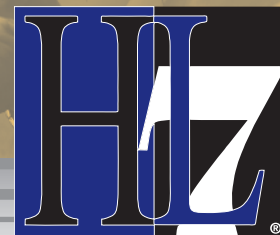
Supporter benefits include all the benefits of organizational membership PLUS:

- Listing in the online Supporter Directory that includes a link to your organization's website
- Free online job postings (up to seven per month)
- Annual Supporter award and recognition at the HL7 working group meetings

Benefactor membership includes all the benefits of organizational membership PLUS:

- The maximum number of assigned voting members
- Annual Benefactor Award and recognition at HL7 working group meetings
- Listing in the online Benefactor Directory. The Benefactor Directory places your logo on the front page of the HL7 website and includes a link to your organization's website.
- Generic log-in that gives your entire organization access to the Members Only section of the website
- Special recognition in HL7 press releases and other promotional materials
- Special recognition in *HL7 News,* HL7's official newsletter
- Free online job postings (up to 10 per month)

Membership Form

HL7
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1. Primary Contact

First Name:_____ M.I._____ Last Name:_____

Title/Position:_____ Organization:_____

Address:_____

City:_____ State:_____ Zip:_____ Country:_____

Telephone:_____ Fax:_____

URL: http://_____ E-mail:_____

University Attending (students only):_____ Student ID:_____

2. Application for:

❑ Individual Membership (USA, Canada, Mexico) $450

❑ Government Agencies & Non-profit Associations $700

❑ Full-Time Students (non-voting) $125

❑ Organizational Membership   (see structure below)

3. Membership Category

❑ Vendor/Manufacturer

❑ Consultant

❑ Pharmaceutical

❑ Payer/Third Party

❑ Healthcare Provider

3a.

Supplier Category•
Vendor, Consultant, Pharmaceutical, or Manufacturer

Annual Healthcare Revenue	Voting Members	Annual Dues
❑ Benefactor	12	$17,000
❑ Supporter	**	2X Dues
❑ > $50 Million	10	$13,000
❑ $25-50 Million	8	$9,000
❑ $10-25 Million	6	$5,400
❑ $5-10 Million	4	$3,200
❑ < $5 Million	2	$1,300

Payer Category•

Annual Gross Revenue	Voting Members	Annual Dues
❑ Benefactor	12	$11,000
❑ Supporter	**	2X Dues
❑ > $100 Million	8	$6,000
❑ $50-100 Million	6	$4,500
❑ $10-50 Million	4	$3,000
❑ $5-10 Million	3	$1,450
❑ < $5 Million	2	$1,000

Healthcare Provider (User) Category•

Annual I.S. Expenditure Budget	Voting Members	Annual Dues
❑ Benefactor	12	$10,500
❑ Supporter	**	2X Dues
❑ > $20 Million	8	$5,500
❑ $10-20 Million	6	$4,000
❑ $5-10 Million	4	$2,300
❑ $1-5 Million	3	$1,450
❑ < $1 Million	2	$900

❑ *Additional Organizational members $450 each*   *****Does not increase number of voting members***

Membership dues are non-refundable.

4. Method of Payment (U.S. Dollars Only–HL7 does not accept purchase orders)

❑ Check (Drawn on U.S. funds from a U.S. bank)

❑ Credit Card

    ❑ Visa   ❑ Mastercard   ❑ American Express

Credit Card Number:_____ Expiration Date:_____

Name (print):_____

Signature (credit card orders only):_____

Please forward this form to:

Health Level Seven, Inc., 3300 Washtenaw Avenue, Suite 227, Ann Arbor, Michigan 48104-4261

Phone: (734) 677-7777 • Fax: (734) 677-6622 • E-mail: HQ@HL7.org

Or submit your membership application online! Visit us at **www.HL7.org!**

Application for or renewal of an individual HL7 membership obliges you to abide by the HL7 Bylaws and Code of Ethics. Application for and renewal of an organizational membership within HL7 obliges the organization and its voting members to abide by the HL7 Bylaws and Code of Ethics.

Additional Voting Members

Benefactor, Supporter or Organizational Memberships Only

1.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

2.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

3.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

4.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

5.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

6.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

7.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

8.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

9.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

10.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

11.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

12.
Name:_____
Title:_____
Address:_____
City/State/Zip:_____
Country:_____
Phone:(____)_____ Fax:(____)_____
E-mail:_____

Health Level Seven, Inc., 3300 Washtenaw Avenue, Suite 227, Ann Arbor, Michigan 48104-4261
Phone: (734) 677-7777 • Fax: (734) 677-6622 • E-mail: HQ@HL7.org

HL7's Online Resources

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The HL7 Website is an invaluable resource, providing a wealth of information helpful to both the HL7 neophyte and expert alike. You can use the site to learn more about HL7, apply for membership, purchase standards, training materials and other HL7 products, register for a meeting, access our online library, connect with HL7 experts and so much more.

HL7 Bookstore Lets You Purchase From Your Desk

Our online bookstore lets you order HL7 items right from the comfort of your own desk. Use it to order copies of the standards, educational materials, and HL7 reference tools.

Online Registration Makes Meeting Sign Up Easy

Our online registration function makes signing up for one of HL7's working group meetings quick and easy. The online brochure gives you all the information you need, while online registration forms walk you through, making registration fast and uncomplicated.

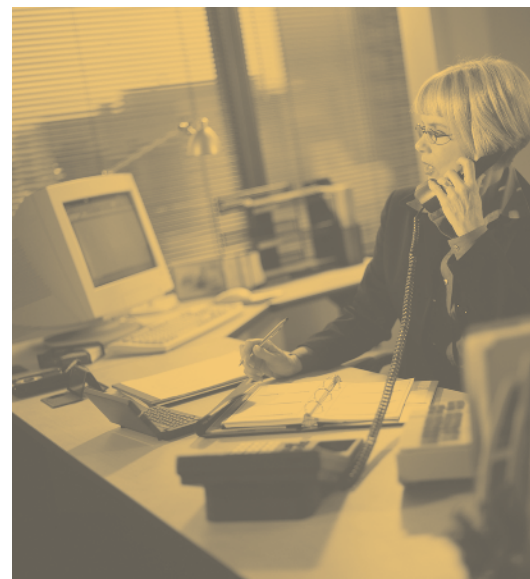## List Services Connect You to the HL7 Experts

The HL7 site hosts more than 40 active list services. These lists are often populated by "HL7 experts"—folks with years of active HL7 involvement, experience and expertise. This expertise can be a great resource for questions or for advice on a particular project or problem. The focus of the list services range from HL7 basics to specific areas of interest (electronic health records, lab automation and security are some examples).
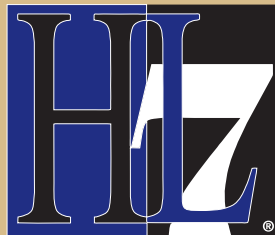
Member Directory Puts You in Touch with Members

The HL7 online Membership Directory lists thousands of individual and organizational HL7 members. It's a great resource when searching for a specific member or when searching for an organization to implement an HL7 project.

Job Postings Help Connect Employers and Job Seekers

Our online job postings are a great way for employers to connect with candidates with HL7 expertise. Organizational memberships include free monthly job postings. (The number of free postings varies according to the level of membership). These postings can also be purchased if not included in your membership. Job seekers should be sure to check the site often for new listings.