



EMPLOYERS COUNCIL ON FLEXIBLE COMPENSATION

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Brief Summary of Industry Membership

Annual Membership Dues

ECFC Industry Membership is for employers directly involved in the flexible compensation industry. Industry membership has 2 different membership dues categories (Plan Administrator/Consultant and Non-Profit Association) and within each membership dues category there are different membership dues amounts based upon the number of employees within your organization.

	<u>Plan Admin/Consultant</u>		<u>Non-Profit Association</u>
6 & under	\$1,925	500 EEs & Under	\$2,000
7-13	\$3,300	501 – 2,000 EEs	\$3,300
15-23	\$4,650	2,001 EEs & Over	\$4,825
24 & Over	\$5,900		

Industry Memberships are Corporate-wide memberships. The annual membership dues cover all employees of the Member Company or entity.

Eligibility

ECFC Industry Membership is for employers directly involved in the flexible compensation industry, this includes third party administrators, employee benefit plan service providers, employee benefit consultants, card processing companies and associations, insurance carriers, banks, industry software vendors, payroll processing companies, and other members of the flexible compensation industry.



Member Benefits and Services

ECFC brings the following full member benefits and services to our Industry members throughout the year.

Teleconferences

- **Annual Series:** The ECFC holds 10 monthly teleconferences during the year (except on conference months of March and August). Individual members can sign up for the 2011 Annual Teleconference Series at a cost \$1,400(a greater than 50% discount of the non-member rate of \$3,000).
- **Individual Teleconferences:** For individual teleconferences in 2011 the cost for the first person is only \$200. To have a second person join the individual teleconference there is a cost of only \$50.

Conferences

Industry Members pay an initial attendee fee of \$1,395 which is a \$450 discount off non-member rates. In addition, every additional attendee from the same member company will receive an even greater discount.

Annual Conference: held in late winter/early spring. Attendees are given the opportunity to visit Capitol Hill and meet face to face with our Congressional Leaders. The conference also provides practical updates and technical education as well as several toolkits that can be used in shaping healthcare reform. In addition, attendees had the opportunity to network with other professionals.

Annual Flexible Benefit Administrators' Symposium: the next symposium is scheduled for August 10-12 at the Mohegan Sun in Uncasville, CT. The symposium is focused on the variety of legislative and regulatory issues that are impacting our industry. You can't be a part of the health industry, flex business or even be covered by a health insurance policy without being affected by the tidal wave of healthcare change that has been forthcoming from Congress.

Our symposium provides three different tracks:

1. for attendees that want to become certified as either CFC or FCS
2. for those that just want to brush up on compliance, or
3. For those that want to learn about the latest rules and regulations.

The "best in the business" are lined up to demonstrate the latest technology available for administration and delivery of flexible benefits plans. The newest generation of "smart" cards, electronic enrollment tools and plan design options were invaluable for all.



Weekly Legislative Updates

Industry Members enjoy an entire year of bi-weekly legislative updates. Bi-weekly legislative updates present current topical information including House and Senate floor proceedings, hearing schedules and bills introduced that may impact your employee benefit programs and their tax favored status.

Quarterly ECFC Flex Reporter

Industry Members enjoy an entire year (4 Issues) of the Flex Reporter.

The Flex Reporter provides in-depth coverage of developments affecting cafeteria plans and cafeteria plan service providers. Articles in the ECFC Flex Reporter are authored by nationally recognized attorneys & consultants and edited by John Hickman, a partner in Employee Benefits Practice Group of Alston & Bird. Each quarterly edition of the ECFC Flex Reporter contains:

- ✓ **New Developments:** Comprehensive discussions of breaking legislative, regulatory and case law developments impacting cafeteria plans.
- ✓ **In-Depth Analysis:** As the title suggests, this section contains an in-depth discussion of issues impacting areas of flexible compensation such as plan design and plan administration.
- ✓ **Street Lore:** The authors “put their ears to the ground” and provide the latest informal IRS advice. Areas such as which plans are being audited and for what. What penalties are being assessed? What state law tax and regulatory requirements may now apply to cafeteria plans?

Education - The ECFC now has two certification designations – the Certified in Flexible Compensation (CFC) designation and the Flexible Compensation Specialist (FCS) designation. The FCS is targeted for individuals & employees just beginning their careers in the flexible compensation field. The CFC is our premiere designation. ECFC’s leading practitioners have submitted themselves to a rigorous program of study and have agreed to adhere to the highest ethical and fiduciary standards. Flexible compensation, in its many forms, is constantly changing and growing as new regulations, laws and interpretations affect the discipline. The leading practitioners follow a regular schedule of professional education to keep their skills and knowledge honed to the sharpest edge and has earned the right to display the designation CFC. The CFCI designation is for those not only committed to the field but also serve as instructors to newcomers to the profession. *Membership has significant savings for our wide variety of educational materials most times as much as 50% off our non-member rates!*