



EMPLOYERS COUNCIL ON FLEXIBLE COMPENSATION

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Member Benefits and Services

ECFC brings the following benefits and services to their members throughout the year.

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!*

Teleconferences

The ECFC teleconferences offer a unique and valuable opportunity for members to receive in-depth briefings on important and timely topics by experts from ECFC's Technical Advisory Council and key decision-makers in government. Teleconference registrants have the extra advantage of being able to listen to the audio recording of the teleconference even after the teleconferences have occurred.

- **Annual Series:** There are 10 ECFC teleconferences scheduled during the year. Members can sign up for the 2011 Annual Teleconference Series and realize savings of up to 50% off the non-member rate of \$3,000. For corporate memberships the ECFC offers an additional discount for multiple participants listening.
- **Individual Teleconferences:** For each individual teleconference in 2011 the cost for the first person is more than 15% below the non-member rate of \$300 per attendee. For corporate memberships the ECFC offers an additional discount for multiple participants listening.

Conferences

Annual Conference: held in late winter/early spring. Last conference was March 2-4 in Washington DC. 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: held mid-summer (late July/early August). Scheduled for August 10-12, 2011 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: 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: 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?