



EMPLOYERS COUNCIL ON FLEXIBLE COMPENSATION

927 15th Street, NW • Suite 1000 • Washington, DC 20005 • (202) 659-4300

David M. Carver, CFCI
Executive Director

Dennis Triplett
Chairman of the Board

Wishing you and yours a Happy & Healthy New Year!

Time to look back at the year just completed with many fond memories and look forward to the new and exciting challenges we will face in 2010. 2009 was a very special year for the ECFC as we were faced with many challenges ranging from the economic recession to proposals for the most significant changes to our healthcare system in decades. Looking back, our thoughts lead us to best characterize the year as the coming together of the ECFC membership to make significant contributions towards the advancement of our industry and the status of our association.

Our year started with the historical inauguration of President Barack Obama and a significant change in the makeup of the House of Representatives and the Senate. At our Annual Conference, we introduced our new lobbying firm Mehlman Vogel Castagnetti, Inc. and we took conference attendees directly “to the hill” for over 50 face-to-face meetings with Members of Congress and their staffs. Our objectives became clear as many new healthcare proposals were introduced, some with the intention to eliminate or severely cripple the flexible compensation industry. While the final results of healthcare legislation will not be known until early in 2010, we succeeded in putting together a workable compromise that provides continued opportunities for our industry even if sweeping healthcare reform passes. 2010 will be a year where the ECFC will continue to work for our members to improve the employer benefits available to working employees and their families. Join us for the 2010 Annual Conference in March as we continue to take our message of strengthening employer provided benefits to our national representatives in Washington DC.

Later, in the summer of 2009, we gathered our membership in St. Paul, MN for our Administrator’s Symposium. We started this year’s event with a very successful inaugural Foundation for Future Leadership golf tournament. The conference gathering was highlighted by our keynote speaker Patricia Digh from the Circle Project, an incredible line-up of top notch speakers and educators in flexible compensation and with exciting after-hour symposium sponsored events topped with a riverboat dinner cruise. The Flexible Compensation Institute, LLC (“FCI”) recognized 22 new members as Certified in Flexible Compensation for the class of 2009. Congratulations to all of our new CFCs! We look forward in 2010 to many more students participating in FCI programs to continue their education in flexible compensation.

There was a significant group of people that made contributions that defined the year’s activities and the ECFC. We would like to recognize the many groups of people that made 2009 so successful for us and thank them for their efforts.

Board of Directors: A “tip of the hat” to each and every member of our Board. We recognize and thank each of our outstanding Board of Director members, who provide valuable leadership and tireless hours to the ECFC cause. ECFC board members go above and beyond for our organization through their commitment to attend our conferences, meet on a monthly basis, participate in board committees and be available as strong, reliable members willing to go the extra distance when called upon.



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Technical Advisory Council (TAC): This group of highly knowledgeable ECFC members puts together the critical components of the information our industry uses to ensure we are compliant, educated and knowledgeable. TAC members provide topic specific, detailed information on a monthly basis through our 2nd Wednesday teleconference series, quarterly through the ECFC Flex Reporter publication (THE source in current, timely and complete Flex subjects) and by providing expertise at our conferences as speakers and thought leaders.

Policy Advisory Council (PAC): Comprised of some of our most talented individuals and prominent member organizations, the PAC provides critical input into policies and actions the ECFC is currently reviewing and addressing. Their guidance to the Board on critical issues is invaluable and very much appreciated.

In 2009, a special thank you is extended to a large group of member organizations and individuals that created the various elements of our lobbying effort. The ECFC established a special Health Care Strategy group that focused its efforts on "Saving Flexible Spending Accounts" that was comprised of CEOs from many of our larger organizations as well as board members, TAC members, PAC members, other industry lobbyists and other ECFC member organizations. The focus was to bring our message to Members of Congress and to keep our own member organizations better informed to fight against those that would seek to harm our industry in the name of health care reform. Among many other things, the ECFC set up very effective Tuesday legislative briefings to all of our member organizations to meet the variety of lobbying challenges in 2009.

As stated, there are so many people that have made critical and timely contributions to the ECFC this year it is impossible to single everyone out in this letter. Each of you should know that your contribution to the ECFC was very much appreciated and does not go unnoticed. We cannot close however without thanking John Hickman, the chairman of the TAC and the Board of Directors Legislative Committee for his contributions. John worked tirelessly throughout the year. He made significant contributions to the weekly legislative calls, the Flex Reporter, the 2nd Wednesday teleconference, board meetings and each of our conferences (many times presenting each day of the conference). Thank you John!

The ECFC is well positioned in 2010 because of those that made significant contributions in 2009. To all we wish you a Happy and Prosperous New Year and hope that the ECFC can continue to meet your needs, the needs of your organizations and the flexible compensation industry! We look forward to working with each and every one of you next year!

Warmest Wishes!

A handwritten signature in black ink that reads "David M. Carver".

David Carver
Executive Director

A handwritten signature in black ink that reads "Dennis L. Triplett".

Dennis Triplett
Chairman