



# EMPLOYERS COUNCIL ON FLEXIBLE COMPENSATION

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## **15 RECEIVE PROFESSIONAL RECOGNITION AS Certified in Flexible Compensation (CFC) and Certified in Flexible Compensation Instruction (CFCI)**

The Employers Council on Flexible Compensation has awarded the highest professional certification available for practitioners in flexible compensation to twelve individuals. These individuals have been "Certified in Flexible Compensation" by the Foundation for Future Leadership. And an additional three individuals have raised their level of certification to instructor level and are "Certified in Flexible Compensation Instruction."

These individuals were the first to take and pass the newly-revised CFC examination, which was updated to include new topics including Health Savings Accounts, Health Reimbursement Arrangements, HIPAA and COBRA. Many changes have occurred in the profession over the past few years and the exam revised to keep the certification current with new laws and regulations. The exam is now offered online, permitting candidates to take the exam on their own schedule.

To achieve the CFC designation, each underwent a rigorous examination covering plan design and administration, the law, regulations and ethical standards. The examination covered flexible benefit programs, including flexible spending accounts, child and elder care reimbursement accounts, 401(k) and other defined contribution plans and other innovative forms of compensation and benefits.

The named individuals will be permitted to add the designation to their name, letterhead and business cards. Less than 300 of approximately 13,000 practitioners nationwide have now earned the Certified in Flexible Compensation (CFC) designation. Nearly 200 have earned the advanced designation, "Certified in Flexible Compensation Instruction" (CFCI). A complete listing of all certified individuals will be found on ECFC's website at [www.ecfc.org](http://www.ecfc.org).

The professional certification program was initiated in 1999, following several years of study and curriculum development. The instruction designation is awarded to those with long-time experience who will, in turn, serve as instructors for others who wish to pursue the certification. Any individual certified will need to re-certify in 3 years and may do so through showing that they have participated in educational and professional seminars, whether offered by ECFC or another approved source.

The 2,800 members of the Council represent employers from large Fortune 500 corporations to universities, state and local governments, labor unions and professional trade associations and societies and the professionals who serve them. Additional information is available on ECFC's website at [www.ecfc.org](http://www.ecfc.org). The award listing follows on the next page.



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**The following individuals earned the designation:**

**Certified in Flexible Compensation Compensation Instruction (CFCI):**

**Robert A. Amdsen, CFCI, MHM Resources Inc., Kansas City, MO**

Mark R. Lam, CFCI, Flexible Benefit Service Corporation, Rosemont, IL

Bob Ottman, CFCI, AFLAC, Columbus, GA

**Certified in Flexible Compensation Instruction (CFC):**

Alice Bullard, CFC, Creative Benefits, Inc., Vista, CA

**Victoria L. Christian, CFC, MHM Resources Inc., Kansas City, MO**

Gene C. Ennis, CFC, Core Documents Incorporated, Bradenton, FL

Constance L. Gilchrest, CFC, Infinisource, Inc., Coldwater, MI

Daniel Grant, CFC, Creative Benefits, Inc., Vista, CA

**Dawn E. Frey, CFC, MHM Resources Inc., Kansas City, MO**

**Karen F. McCoy, CFC, MHM Resources Inc., Kansas City, MO**

Tracy Schlotman, CFC, Creative Benefits, Inc., Vista, CA

**Phyllis A. Shankel, CFC, MHM Resources Inc., Kansas City, MO**

**Theresa D. Stoops, CFC, MHM Resources Inc., Kansas City, MO**

Darrell Taft, CFC, Creative Benefits, Inc., Vista, CA

Jeanne Van Galder, CFC, Hawkins, Ash, Baptie & Company, LLP, La Crosse, WI

A complete listing of all certified individuals may be found at [www.ecfc.org](http://www.ecfc.org).