



MHM Resources Employees Awarded Professional Designations

Flexible compensation professional designations – CFC (Certified in Flexible Compensation) – have been awarded to:

- Dana Elkins, CFC
- Kristine Mahaney, CFC
- Felicia Pickarell, CFC
- Jacquie Varner, CFC
- Patricia Nolan-Wells, CFC

These industry standard certifications are awarded by The Employers Council on Flexible Compensation (ECFC).

Flexible compensation, in its many forms, is constantly changing and evolving as new regulations, laws and interpretations affect the industry. Leading practitioners follow a regular schedule of professional education to keep their skills and knowledge up to date.

MHM prides itself and has built its business by diligently certifying our employees. Forty-three (43) MHM employees are CFC designated, of which 10 hold the CFCI (Certified in Flexible Compensation Instruction) distinction.

Of approximately 13,000 flexible compensation practitioners across the country, about 300 have the CFCI designation and less than 500 carry the CFC designation.

To achieve these designations, practitioners must attend qualified training and take a rigorous exam covering topics such as benefits plan design and administration law, regulations, and ethical standards. The exam covers questions on flexible benefit programs, including flexible spending accounts, child and elder care reimbursement accounts, 401(k) and other defined contribution plans. ■

Helpful Links . . .

mhmResources.com

[Flex Tech Links on the Web](#)

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