

# Employers Council on Flexible Compensation

## Fact Sheet

### OVERVIEW

The Employers Council on Flexible Compensation (ECFC) was founded as a not-for-profit organization on November 18, 1981, by a group of Fortune 500 companies who pioneered tax-advantaged flexible benefit plans. The inaugural members led the way in the development, refinement, and administration of cafeteria and 401K plans under IRS section 125.

Since its inception, ECFC has worked diligently with key legislators and the IRS to stave off and derail threats to employer- provided tax-favored benefits. The nonprofit has served as a vital force and essential voice to ensure the concerns of those on the front lines of employee benefits delivery and consumption are heard.

ECFC is the single organization that focuses to preserve, protect and defend the tax-advantaged programs currently available to working families through employer plan sponsors.

### ADVOCACY

The Employers Council on Flexible Compensation (ECFC) has two driving missions:

1. Promote flexible compensation programs through effective lobbying and;
2. Provide information on flexible compensation programs to members, national opinion leaders, and the general public to help create a positive climate for the growth of flexible compensation.

The programs supported by ECFC --collectively referred to as “flexible benefit programs” --include:

- Cafeteria Plans and other flexible benefit programs under Section 125,
- Consumer-driven health care arrangements including Health Reimbursement Arrangements (HRAs) and Health Savings Accounts (HSAs)
- Tax-advantaged Transportation Spending Accounts (TSAs)
- Dependent Care Assistance Plans (DCAPs)
- Health Care Flexible Spending Arrangements (FSAs)

### ECFC MISSION STATEMENT

The Employers Council on Flexible Compensation (ECFC) is an association of diverse businesses

dedicated to the promotion and preservation of employer-sponsored benefit programs that facilitate employee choice and consumerism on a tax- advantaged basis. We believe such programs empower and motivate both employers and employees to build productive workforces. Our members include employers, third party administrators, health plans, payers, providers, payment networks, processors, and financial institutions.

The purpose of ECFC is to:

- Preserve and influence federal legislative and regulatory sources which authorize tax-advantaged (or flexible) employee benefit plans;
- Promote the use of flexible benefit programs;
- Provide a forum to shape the public policy position;
- Serve as technical resources on benefit issues and provide information to members about all aspects of flexible benefit programs;
- Provide education and accreditation services that are recognized throughout the country to promote the professionalism of our members and knowledge of rules and regulations governing flexible benefit programs; and
- Offer a vibrant environment to improve health care efficiencies and affordability with improved services and better customer experiences that result in higher plan adoptions and lower health care costs.

## MEMBERSHIP & SERVICES

ECFC currently has 116 member companies made up of employers, third party administrators, plan service providers, employee benefit consultants, card processing companies and associations, insurance carriers, banks, industry software vendors, payroll processing companies, independent insurance agents and brokers, health care practitioners, CPAs, actuaries, employee benefits lawyers, and other members of the flexible compensation industry.

ECFC provides its membership with education and accreditation services that are recognized throughout the country to promote the professionalism of the organization's members and knowledge of rules and regulations governing flexible benefit programs.