ISCEBS

Good for Your Employer. Good for the Industry. Better for You!

International Society of Certified Employee Benefit Specialists
Recent studies have shown that membership in an association like ISCEBS can be a form of career insurance. Regular interaction with like-minded business professionals leads to personal and professional growth and career advancement. During difficult times, it is important to differentiate yourself. This can be done by demonstrating your commitment to a higher level of education, use of peer knowledge and additional resources, all of which are available through the Society.

The benefits and compensation industry is constantly evolving. In order to remain compliant and current, it is imperative for professionals to stay abreast of new trends and regulations, as well as be able to anticipate what is on the horizon. Society members share their experiences and knowledge through a variety of interactive resources. Take advantage of this opportunity to become a member of an exclusive organization that will enrich your professional life and enhance your status within your company.

“When I first received my invitation to join ISCEBS, I thought, what would it do for me? I wanted to make sure the membership would be valuable to me and my organization. There were three areas that were very important to me: information sharing, networking and leadership.

ISCEBS is absolutely fantastic in providing continuous communication in regards to upcoming educational opportunities and industry-related changes.

I have been able to network with industry professionals that I might not have been able to meet. The excellent discussions surrounding benefits management are invaluable.

I am now involved in my local chapter. My experience of being a board member of the Kitchener-Waterloo Chapter for the last two years is extremely rewarding both professionally and personally.”

Sandy Edwards, CEBS, GBA, CMS
Administrative Officer
Upper Grand District School Board
Guelph, Ontario
## Society Member Benefits

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Employee Benefits Symposium</td>
<td>4</td>
</tr>
<tr>
<td>Communication and Information Channels</td>
<td>5</td>
</tr>
<tr>
<td>Local Chapters</td>
<td>6</td>
</tr>
<tr>
<td>Publications</td>
<td>7</td>
</tr>
<tr>
<td>Professional Development—Fellowship</td>
<td>8</td>
</tr>
<tr>
<td>Online Offerings</td>
<td>9</td>
</tr>
<tr>
<td>Additional Member Benefits</td>
<td>10</td>
</tr>
<tr>
<td>Our Mission</td>
<td>11</td>
</tr>
<tr>
<td>Join ISCEBS and the Chapter Near You Today</td>
<td>11</td>
</tr>
<tr>
<td>ISCEBS Membership: What’s in It for You?</td>
<td>12</td>
</tr>
</tbody>
</table>

Visit the Society Web Site at www.iscebs.org.
Annual Employee Benefits Symposium

The annual Symposium is a comprehensive 2½-day program that’s open to all Society members. It includes general sessions and interactive workshops featuring a wide array of health, retirement and human resources issues presented by some of the industry’s top experts. Strategic sessions for senior professionals also are offered as well as sessions focusing on Canadian issues. New CEBS graduates as well as new GBA, RPA and CMS designation holders are recognized at the annual conferment ceremony, which is held the opening Sunday of the Symposium.

Industry changes can create uncertainties for benefits and compensation professionals. The Symposium offers attendees real-time education opportunities on pending legislation, regulation updates, current practices as well as valuable take-aways that help you stay at the top of the industry and do your job better.

The Symposium also meets licensing/continuing professional education requirements in many states and several provinces for insurance producers, accountants, attorneys and other professionals.

Symposium Schedule

October 3-6, 2010
Charlotte, North Carolina

October 2-5, 2011
San Antonio, Texas
Communication and Information Channels

ISCEBSLink Listserv
Here’s a quick, easy way to get answers, access new ideas and share information on what works and what doesn’t in employee benefits. Society members use the listserv to stay tuned to trends and practices. It is a handy source for feedback on benefit plans, products and services. And, most significantly, you are communicating with your peers—a highly qualified group of industry specialists.

Library/Information Center
As a Society member, you have access to the International Foundation’s renowned Information Center. Quite simply, it contains the most complete collection of resource and reference materials available in employee benefits and compensation. A staff of information specialists are ready to provide you with the information and research relevant to your questions, topics and specialized areas of interest. ISCEBS membership includes three free requests per year to the Information Center. Simply call, fax or e-mail to access this time-saving and cost-efficient resource.

Monthly Ezine
Membership has its privileges. An ezine is sent out on a regular basis updating members on Society news, national publications and trends as well as area educational programs. Local chapter information also is included in these ezines, which is a great way to see what your peers are doing at the local level.

“The Symposium is a meticulously well-orchestrated event, full of cutting-edge information, networking opportunities, and other valuable ways to advance yourself and your career. I heartily encourage everyone to make it to the Symposium. The Society does such a professional job of making it a positive educational experience, and every detail is well planned and executed.”

Craig Rupert, CEBS, CIC, CPCU, ISCEBS Fellow, AIAM
Assistant Vice President
Riggs, Counselman, Michaels & Downes, Inc.
Glen Allen, Virginia
Local Chapters

Over 50 chapters in the United States and Canada offer educational activities and networking opportunities at the local level. Chapters provide at least three educational programs per year. These programs help keep members up to date with legislative news, industry benchmarks and current trends in the workplace.

Local chapter participation is a great way to be recognized by your company, your community and your local peers. There are numerous opportunities to become involved with the local chapters and help other CEBS students and grads leverage their designation. The friendships formed within local chapters are carried with members for a lifetime.
“I have met great people through ISCEBS over the years, and those relationships are very valuable to me. When I relocated from Philadelphia to Florida, one of the first things I did was reach out to the local chapter leadership. It was a great way to get involved with other benefits professionals in my new area and quickly acclimate myself to the local market. Many of the folks I reached out to initially are still friends and contacts today.”

Ronald Krupa, CEBS, ISCEBS Fellow
Sales Executive–Key Accounts
Humana
Bradenton, Florida

Publications

Newbriefs
This bimonthly publication for Society members features articles on employee benefits and compensation issues as well as current highlights on Society activities and continuing education opportunities. Newbriefs is a great way to keep up with the promotions and career changes of your colleagues. Learn about opportunities for networking and participating in seminars where you can meet and exchange ideas with your peers. Each issue of Newbriefs helps you stay connected with ISCEBS members.

Benefits Quarterly
With its comprehensive coverage of the entire breadth and scope of the industry, Benefits Quarterly addresses the latest trends and innovations in benefits and compensation. In addition to the featured articles on health care, retirement and total compensation, each issue includes a section focused on a topic of special interest. With articles written by experts in their field and fellow members with proven expertise, these special interest sections give you valuable information you can put to practical use.

Each Benefits Quarterly also includes a Legal Update section considered invaluable to many members, as well as literature and book reviews.

For convenience and easy reference, back issues of Benefits Quarterly are available on CD-ROM.
Professional Development—Fellowship

ISCEBS Continuing Education Course/Examination
A comprehensive course with an optional exam is developed annually by the Wharton School. The materials address timely issues, recent developments and trends in group health, retirement and compensation/human resources. The annual Canadian course and examination are developed by Dalhousie University.

The materials are available to all Society members as part of membership. The continuing education exam is open to all Society members. In many states and several provinces, the ISCEBS continuing education course meets licensing and other requirements for continuing education credit for insurance producers, attorneys and other professionals.

Fellowship
Fellowship status is reserved for CEBS graduates who pass the continuing education update examination. This special distinction recognizes CEBS graduate members who are committed to continuing their professional development by broadening their knowledge in employee benefits, compensation and key related areas. Fellowship is an excellent way to be recognized within your company, the Society and the benefits community.

CEBS Courses
Members can earn two-year fellowship status for each additional CEBS course completed, provided it was not used toward earning the CEBS designation. In addition, U.S. members who take select courses from the Canadian CEBS program or Canadian members who take U.S. courses will be able to use them to qualify for fellowship.
“The CEBS designation helps very much in ensuring that the credentialed person is a benefits professional, one who is committed to the benefits industry.”

Hudson Peters, CEBS
Senior Consultant
Mercer
Cincinnati, Ohio

Online Offerings

Membership Directory
An important networking tool, this exclusive listing of Society members gives you access to a national network of Certified Employee Benefit Specialists. You can reach fellow members by mail, phone, fax or e-mail.

ISCEBS Online Community
Stay connected with members every day of the year. The exclusive ISCEBS Online Community Web site delivers a full menu of features and options.

Here is a sampling of some of the features:

**Online Directory**—Find fellow members fast, no matter where they are!

**Career Center**—Brings qualified people and jobs together.

The Online Community also will facilitate quick and easy communication to you on Society programs and activities.

And, there are no fees or obligations associated with the Online Community. It’s part of your ISCEBS membership dues!
Additional Member Benefits

Society members are able to leverage several additional benefits offered through the International Foundation. Society members are able to take advantage of education courses and benefits at special members-only pricing for themselves or staff members.

E-Learning Courses

E-learning courses offer convenient training sessions that can fulfill recertification requirements. Courses range from one-hour high-level training on a specific topic to four-hour basics courses that cover the need-to-know information on a benefits-related topic. Courses are a convenient and timely way to learn how the latest benefit trends will affect you and what you need to know. For information and registration, visit www.ifebp.org/elearning.

Webcasts

Webcasts are offered in real time and include handout materials in CD-ROM format. Webcasts are led by industry practitioners who are experts in the benefits field. Question-and-answer sessions allow participants to get clarification and to leverage the presenters' knowledge to benefit their own company. One registration fee covers as many people at your location as you wish. Schedule a team meeting afterward for discussion, or use it as a training session. For more information and registration, visit www.ifebp.org/education/webcasts.

Job Opportunities and Free Resumé Posting

Society members are able to post their resumés on the Society and International Foundation Job and Resumé section. Members receive a free resumé listing and are able to peruse job postings from across North America. Members may also opt to receive a daily update of job postings, which is e-mailed through JobsDirect. For more information and to view posted jobs, visit www.ifebp.org/jobs.

Bookstore

The International Foundation offers a bookstore with the most complete collection of industry resource and reference materials. Members are able to purchase industry books at a reduced rate. The books are written by industry experts and are considered to be key in benchmarking the industry. For more information and to view books for sale, visit www.ifebp.org/bookstore.
Our Mission

ISCEBS is dedicated to helping its members enhance their careers and receive recognition from their peers as top-ranking benefits and compensation professionals. Through its comprehensive collection of educational resources, new channels of information and networking opportunities, the Society provides the innovative thinking and collective wisdom that can help you excel and prosper in your professional career.

All ISCEBS member services have been designed exclusively to meet the educational and professional needs of those holding the CEBS, CMS, GBA and RPA designations as well as active CEBS students. As a member, you have access to an impressive array of educational resources and online tools that will take your career to the next level.

Industry Representation

Join the Chapter Near You!

Local Chapters

Over 50 chapters in the United States and Canada offer educational activities and networking opportunities at the local level. Through chapter affiliation, you have a personal link with many local industry experts. Chapters also aggressively work to enhance recognition of the CEBS designation, serve as a resource for colleges and universities offering CEBS classes, and mentor students who are in pursuit of the CEBS, CMS, GBA or RPA designation.

Here's your opportunity to participate in an exciting and vibrant local network of industry peers. You'll find a chapter near you, just waiting for you to join and get involved!

Chapter dues range between $25 and $60 a year. For more details on the local chapter in your area, please visit www.iscebs.org/chapters or call the Society office at (800) 645-6702.

Good for Your Employer. Good for the Industry. Better for You!
ISCEBS Membership: What’s in It for You?

Things Change

Technological advances, changes in the workplace and legislative/regulatory activity have made ongoing professional development a mandate rather than a choice for benefits and compensation professionals.

Membership in the International Society of Certified Employee Benefit Specialists is the proven, most direct route to helping you keep up with all the latest developments in a dynamic industry.

You owe it to yourself to join. Achieving the CEBS designation required a great deal of your time, perseverance and dedication. Now, to maintain that level of expertise, you need a strong partner with the resources that will help you continue to grow professionally. No organization offers more high-level educational resources and services than ISCEBS.

Society membership is available to those who have earned the Certified Employee Benefit Specialist (CEBS) designation or one of the specialty designations: Retirement Benefits Associate (RPA), Group Benefits Associate (GBA), or Compensation Management Specialist (CMS). These designations recognize the primary specialty areas in total compensation. Membership comprised of CEBS, RPA, GBA and CMS designees, encourages the Society to offer services designed to meet the needs of its highly educated, experienced membership.

To assist those who are pursuing one of the designations, Society membership is also available to students who have taken and passed at least one CEBS course. The services and information available through the Society are valuable assets to those who are working toward becoming a Certified Employee Benefit Specialist.

Since 1981, CEBS graduates have chosen ISCEBS as the organization that can advance their careers and keep them abreast of the latest industry changes. ISCEBS is the only organization totally committed to helping current and future CEBS, CMS, GBA and RPA graduates fulfill their professional aspirations. Why not join today and discover what ISCEBS can do for you?
YES! I would like to become a member of ISCEBS.  
(See dues amounts on reverse side)  
Calendar year membership dues $__________  
Local chapter dues $__________  
Chapter name ____________________________  
TOTAL $__________  

Payment Method  
Payment enclosed. (Make check payable to ISCEBS, payable in U.S. or Canadian funds.) Federal tax ID #39-1396077  
Charge to my: ☐ VISA ☐ MasterCard ☐ American Express  
Credit card # _______________________________  
Expiration date _____________________________  
Name as it appears on credit card _____________________  
Signature __________________________________  

Membership Directory Listing  
Please print, type or write clearly.  

Name _____________________________________  
Title ______________________________________  
Company ___________________________________  
Address ____________________________________  
City ________________________________________  
State/Province ___________ ZIP/Postal Code _______  
Phone __________________ Fax ________________  
E-mail ______________________________________  

Phone/Fax/Mail  
Please send completed application with payment to:  
International Society  
of Certified Employee Benefit Specialists  
18700 W. Bluemound Rd.  
P.O. Box 209  
Brookfield, WI 53008-0209  
Phone: (262) 786-8771 • Fax: (262) 786-8650  
E-Mail: iscebs@iscebs.org
### Annual Membership Dues

**CEBS Regular Membership—$175**
Society membership is open to those who hold the Certified Employee Benefit Specialist (CEBS) designation.

**CMS, GBA or RPA Designee Membership—$165**
Designee membership in the Society is open to those who hold the Compensation Management Specialist (CMS), Group Benefits Associate (GBA) or Retirement Plans Associate (RPA) designation through the CEBS program.

**Active CEBS Student Membership—$165**
Society membership is open to those active CEBS students who have passed one or more CEBS exams.

**New CEBS Graduate Membership—$85**
One-time introductory membership for new CEBS graduates who join the Society in the calendar year they receive the designation.

**Unemployed/Retired Membership—$50**
A special membership for those CEBSs who are unemployed or who are substantially retired from active business life, and who want to continue their Society membership and participate in local chapter activities.

### Local Chapters and Dues

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albany</td>
<td>$40</td>
</tr>
<tr>
<td>Austin</td>
<td>$40</td>
</tr>
<tr>
<td>Baltimore</td>
<td>$50</td>
</tr>
<tr>
<td>Birmingham Area</td>
<td>$55</td>
</tr>
<tr>
<td>British Columbia</td>
<td>$50</td>
</tr>
<tr>
<td>Capital</td>
<td>$50</td>
</tr>
<tr>
<td>Carolinas</td>
<td>$50</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>$35</td>
</tr>
<tr>
<td>Central Ohio</td>
<td>$40</td>
</tr>
<tr>
<td>Central Pennsylvania</td>
<td>$35</td>
</tr>
<tr>
<td>Chicago</td>
<td>$50</td>
</tr>
<tr>
<td>Cincinnati/Dayton</td>
<td>$40</td>
</tr>
<tr>
<td>Colorado</td>
<td>$40</td>
</tr>
<tr>
<td>Dallas/Fort Worth</td>
<td>$50</td>
</tr>
<tr>
<td>Des Moines</td>
<td>$40</td>
</tr>
<tr>
<td>Detroit Area</td>
<td>$50</td>
</tr>
<tr>
<td>Georgia</td>
<td>$50</td>
</tr>
<tr>
<td>Greater Boston</td>
<td>$35</td>
</tr>
<tr>
<td>Greater Philadelphia</td>
<td>$45</td>
</tr>
<tr>
<td>Greater Pittsburgh</td>
<td>$45</td>
</tr>
<tr>
<td>Halifax</td>
<td>$50</td>
</tr>
<tr>
<td>Honolulu</td>
<td>$25</td>
</tr>
<tr>
<td>Houston</td>
<td>$35</td>
</tr>
<tr>
<td>Jacksonville</td>
<td>$25</td>
</tr>
<tr>
<td>Kansas City</td>
<td>$50</td>
</tr>
<tr>
<td>Kitchener-Waterloo</td>
<td>$50</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>$50</td>
</tr>
<tr>
<td>Louisville Area</td>
<td>$40</td>
</tr>
<tr>
<td>Madison</td>
<td>$35</td>
</tr>
<tr>
<td>Milwaukee</td>
<td>$35</td>
</tr>
<tr>
<td>New York Metro Area</td>
<td>$60</td>
</tr>
<tr>
<td>Northeast Ohio</td>
<td>$50</td>
</tr>
<tr>
<td>Northern California</td>
<td>$50</td>
</tr>
<tr>
<td>Northern New Jersey</td>
<td>$50</td>
</tr>
<tr>
<td>Omaha Metro</td>
<td>$35</td>
</tr>
<tr>
<td>Orange County</td>
<td>$50</td>
</tr>
<tr>
<td>Oregon Cascades</td>
<td>$35</td>
</tr>
<tr>
<td>Orlando</td>
<td>$50</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>$40</td>
</tr>
<tr>
<td>Phoenix</td>
<td>$35</td>
</tr>
<tr>
<td>Richmond</td>
<td>$40</td>
</tr>
<tr>
<td>San Antonio Area</td>
<td>$50</td>
</tr>
<tr>
<td>San Diego</td>
<td>$50</td>
</tr>
<tr>
<td>Southern New England</td>
<td>$50</td>
</tr>
<tr>
<td>South Florida</td>
<td>$60</td>
</tr>
<tr>
<td>St. Louis</td>
<td>$50</td>
</tr>
<tr>
<td>Tampa Bay Area</td>
<td>$55</td>
</tr>
<tr>
<td>Toronto Area</td>
<td>$50</td>
</tr>
<tr>
<td>Twin Cities</td>
<td>$50</td>
</tr>
<tr>
<td>West Michigan</td>
<td>$35</td>
</tr>
</tbody>
</table>
ISCEBS Principles of Conduct

Introduction
The following Principles of Conduct are standards which serve as models of exemplary conduct for ISCEBS members. In order to support the basic objectives of high levels of competence, performance and ethical conduct, all ISCEBS members are expected to understand and adhere to these Principles of Conduct.

Principle 1
In all professional, business or fiduciary relationships, a member shall act with honor and integrity in dealings with the public, plan participants, employers, clients and other professionals.

Principle 2
A member shall continually strive to maintain and improve the knowledge, skills and competence needed for effective performance in the profession. This not only includes the initial acquisition of professional knowledge and skills but also requires continued learning and development.

Principle 3
When serving an employee benefit plan, whether in a fiduciary capacity or otherwise, a member shall apply care, skill, prudence and diligence in accordance with the “prudent man rule.”

Principle 4
When serving an employee benefit plan, a member shall not allow the pursuit of financial gain or other personal benefit to interfere with the best interests of plan participants and beneficiaries.

Principle 5
In business, professional or fiduciary activities, a member shall avoid any activity or conduct which constitutes a dishonest, deceitful, fraudulent or knowingly illegal act.

Principle 6
A member shall maintain knowledge that fosters the highest level of competence, performance and ethical conduct as it pertains to employee benefit plans.

Principle 7
A member shall respect confidential relationships that may arise in business or professional activities.

Principle 8
A member shall honor the integrity of and respect the limitations placed on the use of their designation.

Principle 9
A member shall recommend for membership only those individuals known by the member to engage in practices that conform with the Principles of Conduct.
Join over 3,400 professionals with CEBS, CMS, GBA or RPA after their names!

Since 1981, thousands of CEBS graduates have chosen ISCEBS as the organization that can best advance their careers and keep them up to date on all the latest changes in employee benefits and compensation. The Society also invites CMS, GBA or RPA designee holders to become a member. Active CEBS students who have passed one or more CEBS exams are also welcome to become student members of the Society. Join them, and discover for yourself why Society membership is one of the best investments you can make in yourself and your career.

ISCEBS

Good for Your Employer.
Good for the Industry.
Better for You!

ISCEBS
18700 West Bluemound Road
P.O. Box 209
Brookfield, WI 53008-0209
Phone: (262) 786-8771
Fax: (262) 786-8650
E-mail: iscebs@iscebs.org
Web site: www.iscebs.org