

Certificate Series 2007

*Certificate
Series*

- □ □ Professional development...across the spectrum of benefits and compensation...around the world!



BENEFIT PLAN ADMINISTRATION



BENEFITS AND COMPENSATION
MANAGEMENT



COMPENSATION



FINANCIAL PLANNING MANAGEMENT



HEALTH CARE PLANS



RETIREMENT PLANS



GLOBAL BENEFITS MANAGEMENT



NEW! BRIC BENEFITS AND
COMPENSATION MANAGEMENT



DOMESTIC TOPIC



GLOBAL TOPIC

2007

www.certificate-series.org

International Foundation
EDUCATION - BENEFITS • COMPENSATION



Accomplish More.

Certificate Offerings in Global Benefits and Compensation Management Expand for 2007!



Certificate in Global Benefits Management

Course offered in three different locations—

New York, Chicago and San Jose

The Certificate in Global Benefits Management course is a proven source for building a strong foundation in international benefits management. It's a comprehensive, integrated program that examines a full scope of subjects related to current issues and legal and legislative developments in international benefits.

The 2006 offering of the Certificate in Global Benefits Management course sold out. In response to demand, the popular course will be offered three times in 2007, covering the East and West Coasts as well as the central region of the United States.

New Drill-Down Course—Chicago Offering

Certificate in BRIC Benefits and Compensation Management

This new course zeroes in on what it takes to attract, retain and engage employees in countries experiencing exponential growth.

Ensure that your compensation and benefits structures are current and competitive for attracting and retaining critical talent in the four rapidly growing BRIC economies. Whether your organization has already moved into these BRIC markets or is investigating start-up operations, this course will help you turn your compensation and benefits programs into tools for success.

Learn firsthand information from many country natives and experts based in the BRIC countries.

Stay on in Chicago after the BRIC course for the latest updates on benefits and compensation in Central and South America, Europe, Canada and International Mergers and Acquisitions. See www.ifebp.org/global for information about registering for this additional option, starting May 9 in the afternoon (after BRIC) until noon on May 11.

*See pages 8-9 for additional information on the global certificate courses.
Visit www.ifebp.org/global for more information on the global offerings.*

**Visit www.certificateseries.org to keep abreast
of the many benefits and exciting changes in the
Certificate Series!**

Certificate Series 2007



Across the country and around the world, employers are challenged to maximize the value produced by their human capital. For those who work in and around the benefits and compensation profession, the need for knowledge across functions and borders has never been greater.

As the industry has changed, so has the Certificate Series, always producing courses that are relevant and timely. Since its inception in the late 1990s, thousands of individuals representing hundreds of organizations have looked

to the Certificate Series to help them develop solutions to the issues they face while meeting their development objectives. With learning opportunities for both domestic and international benefits and compensation professionals, the highly rated Certificate Series offers a practical approach to learning through interaction, networking, application and up-to-date resources.

WHO SHOULD ATTEND CERTIFICATE SERIES COURSES?

- Those who administer or manage domestic or international benefits, compensation or human resources
- Decision makers, managers, supervisors or professionals looking to stay current in the industry
- Administrative, customer call center and support staff who need to understand the industry they work in
- Human resource generalists who deal with plan participants
- Communications, marketing and sales professionals who must communicate with or develop communication for clients or participants
- Those professionals seeking to fulfill continuing education requirements for professional licensing or designations (see page 10 for important information regarding earning continuing education credit)
- Those in all service sectors of employee benefits and compensation including consulting firms, insurance companies, law and financial service firms, labor organizations and third-party administrators
- Small business owners and managers
- Those who are new to the industry or whose changing responsibilities require knowledge of benefits, compensation or financial planning education
- Those who work in or for single employer, multiemployer or public sector plans

WHY SHOULD YOU ATTEND?

- Terminology, issues and legislation change regularly. You must be current to understand how your plans are impacted.
- The solution to your problems may already be out there. Interactive discussion with industry experts and peer networking promotes the development of solutions.
- Planning for the future is the mantra of today. Tracking the trends and strategies employers are implementing prepares you for what lies ahead.
- The most comprehensive learning results from application of knowledge. Exercises and case studies help you put into practice what you have learned.
- You'll never remember it all. Valuable written materials, references and resources serve on an ongoing basis, so you know where to go to get answers.
- Demonstrate your knowledge. . . . Certificates are IN! Earn recognition of your professional achievement with a Certificate of Achievement from the leader in employee benefits and compensation: the International Foundation of Employee Benefit Plans.

Certificate in Benefit Plan Administration Page 2

- Basics of Employee Benefits Administration
- Communicating Employee Benefits
- Managing Vendor Relations

Certificate in Benefits and Compensation Management Page 3

- Health Benefit Plan Basics*
- Retirement Plan Basics*
- Basic Compensation Concepts*

Certificate in Compensation Page 4

- Basic Compensation Concepts*
- Variable Pay
- Total Compensation and Organizational Strategies

Certificate in Financial Planning Management Page 5

- Financial Planning Basics
- Designing Retirement Education Programs
- Retirement Plan Basics* OR Investment Basics*

Certificate in Health Care Plans Page 6

- Health Benefit Plan Basics*
- Choice-Based Benefits
- Health Care Cost Management

Certificate in Retirement Plans Page 7

- Retirement Plan Basics*
- Investment Basics
- 401(k) Plans OR Public Sector Defined Contribution Plans

Global Certificate CoursesPages 8-9

(including hotel information)

*These courses apply to more than one certificate.

ADDITIONAL CONTENTS

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Certificate in Benefit Plan Administration



The complexities of managing employee benefit plans in today's business and legal environment requires knowledge and skills in a variety of areas including benefits, HR, communication and technology, finance, vendor relations and the legal and legislative climate. The Certificate in Benefit Plan Administration provides a survey of the core operational areas and issues involved in administering your benefit plans.

BASICS OF EMPLOYEE BENEFITS ADMINISTRATION

- *People Strategies and Organizational Structure*
- *Governance and Accountability*
- *The Legal Environment*
- *Data Administration*
- *Budgeting and Forecasting*
- *Creating a Measurement Framework for ROI*
- *Risk Management*
- *Current Issues and Trends*
- *Resources*
- *Case Study*

October 10-11, 2007

Providence, Rhode Island

MANAGING VENDOR RELATIONS

- *Defining Your HR Service Delivery Model*
- *Understanding and Developing Partnerships*
- *Insourcing vs. Outsourcing vs. Cosourcing*
- *Making the Business Case*
- *Understanding and Developing Partners*
- *The RFP Process*
- *Contracting*
- *Technology and Data Integrity*
- *Administrative Issues*
- *Trends and Issues in Vendor Relations*
- *Case Study*

October 12-13, 2007

Providence, Rhode Island

COMMUNICATING EMPLOYEE BENEFITS*

- *Sources of Communication*
- *The Changing Role of Employee/ Participant Responsibility*
- *Influencing Participant Behavior*
- *Communications Strategy*
- *Communications Budgets*
- *Legal and Regulatory Environment*
- *Administrative Issues*
- *Situational Communications Campaigns*
- *Soliciting Feedback*
- *Measuring Results*
- *Technology Tools and Solutions*
- *Customer Service*
- *Case Study*

October 15-16, 2007

Providence, Rhode Island

INSTRUCTORS

The following is a sample of instructors who will be presenting the new courses in the Certificate in Benefit Plan Administration. For a full biography, please visit www.certificateseries.org.

Robert B. Jones, J.D., CEBS, CPA

President
Innovative Compensation and Benefits Consulting
Bryn Mawr, Pennsylvania

Debra W. Krause

Account Executive
Hewitt Associates LLC
Minneapolis, Minnesota

Dennis Ackley

President
Ackley Associates
Lee's Summit, Missouri

"I always return home with a wealth of information that helps me in the daily administration of our plan. I strongly recommend anyone involved with their employers' benefit plans to participate in the Certificate Series."

Richard Nazur
Trustee/Secretary
Miami Police Relief
and Pension Fund
Miami, Florida

**Previously called Basics of Employee Benefits Communication*



Certificate in Benefits and Compensation Management

As organizations continue to focus on the total compensation package, benefits and compensation professionals must understand both disciplines. The Certificate in Benefits and Compensation Management provides a survey of the issues surrounding the primary components of total compensation: health plans, retirement plans and compensation, including terms, definitions, legal environment, design, trends and organizational strategies needed to effectively manage your plans.

HEALTH BENEFIT PLAN BASICS*

- History, Philosophy and Objectives
- Types of Employer-Sponsored Plans
- Health Care Delivery Systems
- Defined Contribution Health Care
- Financing Mechanisms
- Welfare Plan Compliance
- Carve-Outs
- Prescription Drugs
- Retiree Medical
- Web Sites
- Case Study

May 15-16, 2007
San Diego, California

June 19-20, 2007
Milwaukee, Wisconsin

October 10-11, 2007
Providence, Rhode Island

RETIREMENT PLAN BASICS*

- Overview of Social Security
- Retirement Plan Philosophy
- Defined Contribution Plans
- Defined Benefit Plans
- Hybrid Plans
- Legal/Regulatory Environment
- IRAs
- Distribution Options
- Benefit Design and Financing Issues
- Case Study

May 17-18, 2007
San Diego, California

July 12-13, 2007
Milwaukee, Wisconsin

October 15-16, 2007
Providence, Rhode Island

BASIC COMPENSATION CONCEPTS*

- Compensation Strategy
- Job Analysis and Evaluation
- Market Pricing
- Salary Structure Development/ Broadbanding
- Performance Management
- Linking Pay to Performance
- Legal Environment
- Variable and Executive Compensation
- Case Study

May 21-22, 2007
San Diego, California

October 12-13, 2007
Providence, Rhode Island

*These courses apply to more than one certificate.

INSTRUCTORS

The following is a sample of instructors who have taught Certificate Series courses. For a full biography, please visit www.certificate-series.org.

Steven R. Andsager
Principal and Partner
Towers Perrin
Chicago, Illinois

Mark Dunlop, CEBS
Consultant
St. Louis, Missouri

Peter W. Kennedy
Principal
Kennedy & Rand Consulting, Inc.
Bethesda, Maryland

Gerald I. Kranson
Principal
Milliman
West Paterson, New Jersey

Bruce Schobel, FSA, CLU, CEBS
Vice President and Actuary
New York Life Insurance
New York, New York

Patricia Wegner
Consultant
Wegner Benefits Consulting
Devine, Texas

You must be present for each course in its entirety to earn your certificate(s). Please make your travel plans accordingly.

"The Benefits and Compensation series has opened my eyes to all of the ways I can impact our organization. It has allowed me to gain a better understanding of how HR contributes to the success of my organization."

Granya Gormley
Vice President, HR and Training
Mr. Grattis
Austin, Texas

Certificate in Compensation



Compensation is more than just a paycheck. It is a tool that, when used effectively, builds employee commitment, contributes to achieving organizational goals and meets competitive demands. The Certificate in Compensation provides an overview of the terminology, legislation, design, administration, relationship to total rewards and integration with business strategies needed to effectively manage your compensation program and add value to your organization.

BASIC COMPENSATION CONCEPTS*

- Compensation Strategy
- Job Analysis and Evaluation
- Market Pricing
- Salary Structure Development/ Broadbanding
- Performance Management
- Linking Pay to Performance
- Legal Environment
- Variable and Executive Compensation
- Case Study

May 21-22, 2007
San Diego, California

October 12-13, 2007
Providence, Rhode Island

VARIABLE PAY

- Rationale and Competitive Strategy
- Types of Variable Compensation Plans
- Design Options
- ESOP Plans
- Team Compensation
- Executive Compensation Programs
- Administering Variable Pay Programs
- Trends in Variable Pay
- Case Study

May 17-18, 2007
San Diego, California

TOTAL COMPENSATION AND ORGANIZATIONAL STRATEGIES*

- Organizational Strategy Concepts
- Total Compensation Strategies and Concepts
- Aligning Total Compensation Strategies With Business Needs/Events
- Relationship of Total Compensation Strategies to Broader HR Strategies
- Adapting Strategies to Organizational Change
- Workforce Analysis
- Steps Toward a Total Compensation Strategy
- Future Trends in Total Compensation
- Case Study

May 15-16, 2007
San Diego, California

*These courses apply to more than one certificate.

INSTRUCTORS

The following is a sample of instructors who have taught Certificate Series courses. For a full biography, please visit www.certificateseries.org.

N. Fredric Crandall, Ph.D.
National Practice Leader
Watson Wyatt Worldwide
Chicago, Illinois

Sandy Dresser
Dresser Consulting
Reston, Virginia

Stacey L. Kaplan
Managing Principal
Diamond Consulting Group, LLC
West Bloomfield, Michigan

Larry D. Montan
Director
Deloitte & Touche
Minneapolis, Minnesota

You must be present for each course in its entirety to earn your certificate(s). Please make your travel plans accordingly.

"The Certificate program is an excellent way to not only learn the basics of the full range of retirement programs and issues, but also a stellar way of keeping up with trends in our field. The opportunity to speak with others from various parts of the country is an awesome experience."

Mary Lee Richardson
Retirement Supervisor
Virginia Retirement System
Richmond, Virginia

"I was looking for a strategic perspective on the total rewards concept and definitely received what I expected."

Cathie Bishop
Vice President Human Resources
Great West Casualty Company
South Sioux City, Nebraska



Certificate in Financial Planning Management

The Pension Protection Act of 2006 includes provisions for employers to provide their employees with access to voluntary professional investment advice. This, combined with the continued uncertainty of the future of Social Security, the cost of health care in retirement and the continued erosion of defined benefit pension plans, is driving employees to increasingly look to their employers for financial planning education as part of their overall benefits program. The Certificate in Financial Planning Management provides an overview of the financial planning process; relationship of financial planning to life transitions; using insurance as a means of meeting financial objectives; integrating benefits into a financial plan; steps in estate planning; retirement income management; and designing, implementing and communicating a retirement education program.

The Certificate in Financial Planning Management Is Earned by Taking Both

FINANCIAL PLANNING BASICS

- *Financial Planning Process*
- *The Power of Compounding*
- *Budgeting and Debt Management*
- *Social Security and Medicare*
- *Saving for College*
- *Saving for Retirement*
- *Income Tax Planning*
- *Managing Insurable Risks*
- *Estate Planning Alternatives*
- *Employer-Sponsored Education Programs*
- *Case Study*

May 17-18, 2007
San Diego, California

DESIGNING RETIREMENT EDUCATION PROGRAMS

- *How to Design Effective Programs*
- *Integrating Benefits Into a Financial Plan*
- *Measuring Program Results*
- *Why Retirement Income Management*
- *Transitioning Successfully Into Retirement*
- *Advice: History, Issues and Answers*
- *Choosing a Financial Advisor*
- *Education and Advice on the Internet*
- *Case Study*

May 21-22, 2007
San Diego, California

And by Taking One of . . .

INVESTMENT BASICS*

- *Investment Terms*
- *Understanding and Assessing Risk*
- *Mutual Funds*
- *Investment Benchmarks*
- *Portfolio Management and Asset Allocation*
- *Contemporary Investment Issues*
- *Case Study*

May 15-16, 2007
San Diego, California

July 16-17, 2007
Milwaukee, Wisconsin

October 12-13, 2007
Providence, Rhode Island

RETIREMENT PLAN BASICS*

- *Overview of Social Security*
- *Retirement Plan Philosophy*
- *Defined Contribution Plans*
- *Defined Benefit Plans*
- *Hybrid Plans*
- *Legal/Regulatory Environment*
- *IRAs*
- *Distribution Options*
- *Benefit Design and Financing Issues*
- *Case Study*

May 17-18, 2007
San Diego, California

July 12-13, 2007
Milwaukee, Wisconsin

October 15-16, 2007
Providence, Rhode Island

*These courses apply to more than one certificate.

INSTRUCTORS

The following is a sample of instructors who have taught Certificate Series courses. For a full biography, please visit www.certificateseries.org.

Anna C. Budnik
Consultant
Towers Perrin
Chicago, Illinois

Douglas Carson
Retired Social Security Field Representative
Waukesha, Wisconsin

Betty Meredith, CF, CFP, CFC
Director of Education and Research
InFRE
President
Discover Learning, Inc.
Ann Arbor, Michigan

Deanna H. Nino, Esq.
Greenberg Traurig, LLP
New York, New York

Kevin Seibert
Managing Director
InFRE
Barrington, Illinois

You must be present for each course in its entirety to earn your certificate(s). Please make your travel plans accordingly.

Certificate in Health Care Plans



Rising health care costs continue to be on the radar screen of employers, and smarter purchasing strategies and consumerism are the tools being used to mitigate the trend. The Certificate in Health Care Plans provides an overview of health care plan design options, the latest reform initiatives including consumer-driven health care, managed care fundamentals, employer strategies for managing health care costs, and designing and implementing a flexible benefits program.

HEALTH BENEFIT PLAN BASICS*

- History, Philosophy and Objectives
- Types of Employer-Sponsored Plans
- Health Care Delivery Systems
- Defined Contribution Health Care
- Financing Mechanisms
- Welfare Plan Compliance
- Carve-Outs
- Prescription Drugs
- Retiree Medical
- Web Sites
- Case Study

May 15-16, 2007
San Diego, California

June 19-20, 2007
Milwaukee, Wisconsin

October 10-11, 2007
Providence, Rhode Island

CHOICE-BASED BENEFITS

- Making a Case for Choice
- Flex Strategies
- Spending Accounts
- Consumer-Directed Health Care
- Survey of Ancillary Benefits
- Dental
- EAP
- LTD/STD
- Life Insurance
- Prescription Drugs
- Flex Implementation
- Communication
- Case Study

June 21-22, 2007
Milwaukee, Wisconsin

October 12-13, 2007
Providence, Rhode Island

HEALTH CARE COST MANAGEMENT

- Understanding Cost Drivers
- Supply Side Cost Management
- Demand Side Cost Management
- Evaluating Managed Care Plans
- Data Analysis
- Disease Management
- Consumerism
- Alternative Medicine
- High-Performance Networks
- Future of Managed Care
- Case Study

June 25-26, 2007
Milwaukee, Wisconsin

October 15-16, 2007
Providence, Rhode Island

*These courses apply to more than one certificate.

INSTRUCTORS

The following is a sample of instructors who have taught Certificate Series courses. For a full biography, please visit www.certificateseries.org.

Rae Anne Beaudry
Vice President
Health Care System Consultants, Inc.
Milwaukee, Wisconsin

Ted Carlson, CEBS, CMC, FIMC
Managing Principal
Carlson's Consulting
Houston, Texas

Lewis Devendorf
Principal
Mercer Human Resources
Atlanta, Georgia

David A. Harvey, CEBS
Account Executive
Employee Benefits
Acordia
Clearwater, Florida

Margaret Lemkin, Ph.D.
President
Med-Care Management, Inc.
West Palm Beach, Florida

Scott Ziemba
Senior Health Care Consultant
Watson Wyatt Worldwide
Chicago, Illinois

You must be present for each course in its entirety to earn your certificate(s). Please make your travel plans accordingly.

"This was a great way to hear what other companies are doing to cut health care costs. Learning the strategies and innovations that others are using today is essential to cost control."

Christine Sorna
Senior Service Advisor/
Claims Specialist
International Truck and
Engine Company
Westchester, Illinois



Certificate in Retirement Plans

The Pension Reform Act of 2006 and its many provisions relating to funding, advice, and reporting and disclosure is drawing much attention. The Certificate in Retirement Plans provides an overview of defined benefit and defined contribution plans, Social Security, basic investment principles, qualified plans, and 401(k) plans and the legal and regulatory environment surrounding retirement plans today.

RETIREMENT PLAN BASICS*

- Overview of Social Security
- Retirement Plan Philosophy
- Defined Contribution Plans
- Defined Benefit Plans
- Hybrid Plans
- Legal/Regulatory Environment
- IRAs
- Distribution Options
- Benefit Design and Financing Issues
- Case Study

May 17-18, 2007

San Diego, California

July 12-13, 2007

Milwaukee, Wisconsin

October 15-16, 2007

Providence, Rhode Island

INVESTMENT BASICS*

- Investment Terms
- Understanding and Assessing Risk
- Mutual Funds
- Investment Benchmarks
- Portfolio Management and Asset Allocation
- Contemporary Investment Issues
- Case Study

May 15-16, 2007

San Diego, California

July 16-17, 2007

Milwaukee, Wisconsin

October 12-13, 2007

Providence, Rhode Island

You must be present for each course in its entirety to earn your certificate(s). Please make your travel plans accordingly.

*These courses apply to more than one certificate.

401(k) PLANS

- Plan Design and Administration
- Compliance
- Plan Communication
- Accounting and Reporting Requirements
- Investment Needs of Participants
- Case Study

May 21-22, 2007

San Diego, California

July 18-19, 2007

Milwaukee, Wisconsin

October 10-11, 2007

Providence, Rhode Island

Course Option for Public Sector

PUBLIC SECTOR DEFINED CONTRIBUTION PLANS

- Oversight
- Fiduciary Responsibilities
- Compliance
- Fund Performance and Fees
- Education
- Customer Service
- Practical Steps
- Options and Trends
- Case Study

October 10-11, 2007

Providence, Rhode Island

Note: For those who work with public sector plans, the Public Sector Defined Contribution Plans course may be taken in lieu of the 401(k) Plans course to complete the Certificate in Retirement Plans.

INSTRUCTORS

The following is a sample of instructors who have taught Certificate Series courses. For a full biography, please visit www.certificate-series.org.

R. Scott Gregory, FSA

President

R. Scott Gregory, Inc.

Annapolis, Maryland

Joan Gucciardi, EA, MSPA, MAAA

President

Gucciardi Benefit Resources, Inc.

Wauwatosa, Wisconsin

Paul Hackleman

Benefits Manager

San Mateo County

Redwood City, California

Katie Lewis, CEBS

Consultant

Eden Prairie, Minnesota

Thomas Margenau

Director of Public Affairs

Social Security Administration

San Diego, California

John T. McCarthy, CFP

President

McCarthy Financial Management

Milwaukee, Wisconsin

Larry Myrold, CEBS

Qualified Plans Sales Administrator

Northwestern Mutual Life

Milwaukee, Wisconsin

Robert W. Ridley, Esq.

Partner

Farmer & Ridley

Los Angeles, California

William Tugaw

President

SST Benefits Consulting

& Insurance Services

Los Altos, California



Certificate in Global Benefits Management

Gain a thorough education in the critical areas of global benefits management through the International Foundation's Certificate in Global Benefits Management course. Intensive training over 4½ days of instruction allows professionals working in the demanding area of international benefits to complete the certificate in one trip. This course provides a solid foundation in international benefits and an enhanced understanding of the differences in benefit packages offered around the world.

Offered in three different cities in 2007:

**April 16-20
New York, New York**

**May 7-11
Chicago, Illinois**

**September 24-28
San Jose, California**

COURSE HIGHLIGHTS

- Benefit design and administration in a global environment
- Differences and similarities by country and region—Asia Pacific, Europe, South America, Latin America and Canada
- Legal and regulatory concepts you need to know
- Cost-effective methods of covering workers in different countries
- Factors in selecting a multinational pooling network and captive solutions that you can put into practice
- Factors that impact benefits for international assignees
- Health care trends and strategies in a global context
- Benefits and compensation implications of cross-border mergers and acquisitions
- Global employee benefit trends and “best practices”

Earn the Certificate in Global Benefits Management AND the Certificate in BRIC Benefits and Compensation Management to obtain the knowledge necessary to solve key global benefits and compensation challenges.

COURSE SCHEDULE

Day 1, Monday 8:30 a.m.-5:00 p.m.

- Cultural Differences:
The Power of World Views
- Legal and Regulatory Overview
- Benefit Issues Relating to
International Assignments

5:00-6:00 p.m.

- *Networking Reception*

Day 2, Tuesday 8:00 a.m.-5:00 p.m.

- *Global Health Care Systems and Trends*
- *Asia Pacific:
Regional and Country Overview*

Day 3, Wednesday 8:00 a.m.-5:00 p.m.

- *International Pooling/
Offshore Retirement Plans*
- *South America and Latin America:
Regional and Country Overview*

Day 4, Thursday 8:00 a.m.-5:00 p.m.

- *Cross-Border Mergers and Acquisitions:
Benefits and Compensation Issues*
- *Europe: Regional and Country Overview*

Day 5, Friday 7:30-11:30 a.m.

- *Canada: Regional and Country Overview*
- *Course Wrap-Up*

WHO SHOULD ATTEND THE GLOBAL CERTIFICATE COURSES

These courses are designed to meet the needs of individuals working for multinational companies (or emerging multinational companies) and those providing services to global employers; benefits, compensation and human resource managers responsible for international programs; professionals currently working internationally who wish to expand their worldwide scope.

For registration information and a detailed curriculum brochure, call toll free (888) 334-3327, option 2, or (262) 786-6710, option 2, or visit our Web site at www.ifebp.org/global.

For questions regarding the curriculum of the International Foundation's Global Certificate courses, call (262) 373-7651 or e-mail sallyn@ifebp.org.

“A great opportunity to connect with key global professionals and learn from some of the best international benefits minds around.”

Ann F. Williams
International Benefits Manager
Halliburton Energy Services
Group Global Benefits
Houston, Texas

“A very comprehensive course that covers a vast amount of invaluable information over a short period of time.”

Stephen R. Penrod
Principal—Global Retirement
Income Benefits
The Timken Company
Canton, Ohio



Global Certificate Courses

New! Certificate in BRIC Benefits and Compensation Management

Rethink your benefits and compensation strategies in order to find the most effective mix of rewards for employees in the **BRIC** countries—Brazil, Russia, India and China. The course will help you ensure that your compensation and benefit structures are current and competitive so they continue to attract and retain critical talent. Learn firsthand information from many country natives and experts based in the **BRIC** countries.

May 7-9, 2007
Chicago, Illinois

COURSE HIGHLIGHTS

- Economies of the four **BRIC** countries compared and contrasted
- Expectations for future growth and drivers of growth
- Labor environment of the four countries
- Health care trends in the **BRIC** countries
- Health care infrastructure and sources of funding
- Reward drivers for employees
- Understanding the impact of culture on rewards
- Compliance with statutory and regulatory requirements
- Key issues, compensation and benefit trends/structures in each of the **BRIC** countries
- Differences between executive and nonexecutive compensation
- Turning compensation and benefits programs into tools for success in each **BRIC** country
 - Ensuring that compensation and benefits structures are current and competitive
 - Benefits and compensation practices to maximize the attraction and retention of motivated, talented employees and to complement organizational goals and strategies
- Economic and political reforms initiated by the **BRIC** countries to integrate their economies into the global structure

COURSE HIGHLIGHTS (Cont.)

- Taxation of compensation and benefits
- Multinational pooling considerations
- Key benefits and compensation issues in mergers and acquisitions
- Expatriate considerations
- Expanding into a **BRIC** country for the first time
- Other challenges multinationals face when providing employee benefits and compensation in each of the **BRIC** countries

COURSE SCHEDULE

Day One, Monday, May 7

9:00 a.m.-5:00 p.m.

- *Economic and Business Trends Shaping the **BRIC** Countries*
- *Health Care in the **BRIC** Countries*
- *Benefits and Compensation Management in India*

5:00-6:00 p.m.

- *Networking Reception*

Day Two, Tuesday, May 8

8:30 a.m.-5:00 p.m.

- *Benefits and Compensation Management in India (cont.)*
- *Benefits and Compensation Management in Brazil*
- *Benefits and Compensation Management in Russia*

Day Three, Wednesday, May 9

7:30-11:30 a.m.

- *Benefits and Compensation Management in China*
- *Course Wrap-Up*

COURSE LOCATION AND HOTEL INFORMATION FOR THE GLOBAL CERTIFICATE COURSES

New York

Course held at The Coleman Center, located on 7th Avenue between 52nd and 53rd Avenues adjacent to a subway stop, 810 Seventh Avenue, 23rd Floor, New York, NY 10019, (212) 541-4232

Sheraton New York Hotel and Towers
811 7th Avenue
New York, New York 10019
Hotel Phone: (212) 581-1000 or (800) 223-6550
Web Site:

www.starwoodhotels.com/sheraton
Daily Rates: \$279 single/double occupancy plus tax. (Discount rates available until March 15, 2007.)

Chicago

Courses held at the University of Chicago Gleacher Center, 450 N. Cityfront Plaza Drive, Chicago, Illinois, (312) 464-8787

Sheraton Chicago Hotel and Towers
301 E. North Water Street
Chicago, Illinois 60611
Hotel Phone: (312) 464-1000

To make reservations, call (800) 233-4100
Web Site: www.sheratonchicago.com
Daily Rates: \$259 single/\$279 double occupancy plus tax. (Discount rates available until April 6, 2007.)

San Jose

Course Location and Hotel

The Fairmont San Jose
170 South Market Street
San Jose, California 95113-2307
Hotel Phone: (408) 998-1900
Web Site: www.fairmont.com/sanjose

Daily Rates: \$199 single/\$209 double plus tax. (Discount rates available until August 24, 2007.)

*“From an educational viewpoint, the **BRIC** class is a wonderful addition to the other International Foundation global offerings. From a practitioner’s position, I look forward to attending, gaining knowledge about these critical business areas of the world and networking with other HR professionals.”*

Susan L. Boettcher
International Benefits Manager
ADC Telecommunications, Inc.
Minneapolis, Minnesota

Earning Your Certificate

When you complete a certificate program, you will have gained knowledge in one of the functional areas of total compensation, applied that knowledge in a real-life case study, and have something to show for it: a Certificate of Achievement from the leading educator in the industry, the International Foundation of Employee Benefit Plans.

HOW TO EARN A CERTIFICATE

1. Determine the certificate track that best suits your career goals.
2. Attend the required courses in their entirety. Except for the global certificate courses, each course is two days and each certificate consists of three courses.
3. Actively participate in the case study to apply the knowledge you have learned.

Courses are offered multiple times each year in different cities. See the schedule on page 12 to make your 2007 course selections. Courses may also be offered at your location.

COURSE STRUCTURE

All Certificate Series courses, except the global certificate courses, are scheduled:

Day One: 8:00 a.m.-4:30 p.m.

Day Two: 8:00 a.m.-3:45 p.m.

See pages 8-9 for the schedule for the global certificate courses.



Additional Information

CONTINUING EDUCATION CREDIT

Most state boards/departments that license professionals will accept the Certificate Series courses for their continuing education requirements. As a service to attendees, CE accreditation procedures have been implemented. This additional service is provided at a nominal administrative fee (\$25) and must be paid only by those requesting this service. If you are an insurance professional, be sure to register early as pre-approval of courses is required in **all** states. **This process can take up to 45 days.**

For information regarding earning continuing education credit for your profession, visit www.certificateseries.org.

BRING THE CERTIFICATE SERIES TO YOUR ORGANIZATION!

With demanding business needs and limited resources, bringing the Certificate Series courses to your location is a cost-effective way to provide your employees with the training and professional development they need to meet your organizational objectives. Many organizations have recognized the value of providing on-site training to their employees.

Outsourcing your training to the International Foundation has many distinct advantages in today's dynamic business climate:

- No staff travel reduces your overall training costs.
- Time away from work is limited, reducing nonproductive time.
- The curriculum is developed, current, timely and relevant.
- Instructors are leading practitioners in the industry and can focus on your business needs.
- Demonstrate to your clients and your employees your commitment to professional development.
- Continuing professional education credit may be available for those whose licensing or designations require documented continuing education.
- With the International Foundation name, you can count on objective and quality education.

Let us do all the planning . . .

Our dedicated and professional staff will coordinate all the details including instructor selection and travel arrangements, participant profiles, assistance with on-site meeting management, course evaluations, curriculum modifications, and printing and distribution of program materials.

For more information about bringing the Certificate Series to your location, please call the International Foundation of Employee Benefit Plans at (262) 373-7648.

Note: The Certificate in Global Benefits Management and the Certificate in BRIC Benefits and Compensation Management are not available on a contract basis.



Hotel Information

SAN DIEGO, CALIFORNIA



Courses held at the Hilton San Diego Resort

Hotel Accommodations
(Mention International Foundation Certificate Series)

Hilton San Diego Resort
1775 East Mission Bay Drive, San Diego, CA 92109
Hotel Phone: (619) 276-4010
Hotel Fax: (619) 275-8944
Reservations: (800) HILTONS
Web Site: www.hilton.com
Daily Rates: \$209 single/double plus 10.55% tax
Reservation/Rate Deadline: April 16, 2007

BROOKFIELD (MILWAUKEE), WISCONSIN



*Courses held at the International Foundation Training Center,
18700 West Bluemound Road, Brookfield, Wisconsin 53045
(262) 786-6700*

Hotel Accommodations
(Mention International Foundation Certificate Series)

Brookfield Suites Hotel & Convention Center
1200 S. Moorland Road, Brookfield, WI 53005
Hotel Phone: (262) 782-2900
Hotel Fax: (262) 796-9159
Toll Free: (800) 444-6404
Web Site: www.brookfieldsuiteshotel.com
Daily Rates: \$104 single plus 13.1% tax
(Each additional adult is \$20 per night.)

PROVIDENCE, RHODE ISLAND



*Courses held at the Rhode Island Convention Center,
One Sabin Street, Providence, RI 02903, (401) 458-6000
The Westin Hotel–Providence and the Rhode Island Convention
Center are attached.*

Hotel Accommodations
(Mention International Foundation Certificate Series)

Westin Hotel–Providence
One West Exchange Street, Providence, RI 02906
Phone: (401) 598-8000
Fax: (401) 598-8200
Toll Free: (800) Westin1
Web Site: www.westinprovidence.com
Daily Rates: \$209 single/double plus 13% tax
Reservation/Rate Deadline: September 17, 2007

TRANSPORTATION DISCOUNT

AVIS®

AVIS has been appointed as the official car rental agency for International Foundation educational programs. For reservations, please call the AVIS reservation number: (800) 331-1600, 24 hours a day, seven days a week. Reservations can also be made online at www.avis.com. Refer to Event ID #A325599.



For additional information, including cancellation policy and transportation, visit www.certificate-series.org.

Certificate Series 2007 Schedule

					
Certificate in Benefits and Compensation Management	Certificate in Retirement Plans	Certificate in Health Care Plans	Certificate in Compensation	Certificate in Financial Planning Management	Certificate in Benefit Plan Administration

SAN DIEGO, CALIFORNIA *Courses held at Hilton San Diego Resort*

Health Benefit Plan Basics* May 15-16 mtg#35-0781 Retirement Plan Basics* May 17-18 mtg#35-0762 Basic Compensation Concepts* May 21-22 mtg#35-0772	Retirement Plan Basics* May 17-18 mtg#35-0762 Investment Basics* May 15-16 mtg#35-0787 401(k) Plans May 21-22 mtg#35-0799	Health Benefit Plan Basics* May 15-16 mtg#35-0781	Basic Compensation Concepts* May 21-22 mtg#35-0772 Variable Pay May 17-18 mtg#35-0761 Total Compensation and Organizational Strategies May 15-16 mtg#35-0735	Financial Planning Basics May 17-18 mtg#35-0777 Designing Retirement Education Programs May 21-22 mtg#35-0737 Investment Basics* May 15-16 mtg#35-0787 Retirement Plan Basics* May 17-18 mtg#35-0762	
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BROOKFIELD, WISCONSIN *Courses held at International Foundation Training Center*

Health Benefit Plan Basics* June 19-20 mtg#51-0751 Retirement Plan Basics* July 12-13 mtg#52-0752	Retirement Plan Basics* July 12-13 mtg#52-0752 Investment Basics* July 16-17 mtg#52-0753 401(k) Plans July 18-19 mtg#52-0754	Health Benefit Plan Basics* June 19-20 mtg#51-0751 Choice-Based Benefits June 21-22 mtg#51-0769 Health Care Cost Management June 25-26 mtg#51-0770		Investment Basics* July 16-17 mtg#52-0753 Retirement Plan Basics* July 12-13 mtg#52-0752	
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PROVIDENCE, RHODE ISLAND *Courses held at Rhode Island Convention Center/The Westin Providence*

Health Benefit Plan Basics* Oct. 10-11 mtg#68-0768 Retirement Plan Basics* Oct. 15-16 mtg#68-0757 Basic Compensation Concepts* Oct. 12-13 mtg#68-0739	Retirement Plan Basics* Oct. 15-16 mtg#68-0757 Investment Basics* Oct. 12-13 mtg#68-0773 401(k) Plans Oct. 10-11 mtg#68-0776 Public Sector Defined Contribution Plans Oct. 10-11 mtg#68-07N3	Health Benefit Plan Basics* Oct. 10-11 mtg#68-0768 Choice-Based Benefits Oct. 12-13 mtg#68-0774 Health Care Cost Management Oct. 15-16 mtg#68-0782	Basic Compensation Concepts* Oct. 12-13 mtg#68-0739	Investment Basics* Oct. 12-13 mtg#68-0773 Retirement Plan Basics* Oct. 15-16 mtg#68-0757	Basics of Employee Benefits Administration Oct. 10-11 mtg#68-07K2 Communicating Employee Benefits Oct. 15-16 mtg#68-07N2 Managing Vendor Relations Oct. 12-13 mtg#68-07M2
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* These courses apply to more than one certificate.



Certificate in Global Benefits Management

April 16-20 mtg#48-0748
 The Coleman Center, New York, New York
 May 7-11 mtg#46-0746
 University of Chicago Gleacher Center, Chicago, Illinois
 September 24-28 mtg#47-0747
 The Fairmont San Jose, San Jose, California

Certificate in BRIC Benefits and Compensation Management

May 7-9 mtg#46-0796
 University of Chicago Gleacher Center, Chicago, Illinois

POLICIES

Payment of registration fee is due in full upon registration. Payment will be accepted in U.S. funds by check, money order or credit card (VISA, MasterCard or American Express (U.S. only)).

All registration payments are due prior to attending the class or upon check-in at registration.

All cancellations or transfer requests must be in writing and will be subject to an administrative fee of \$50 per meeting day for cancellations and \$50 for transfers. **NOTE: Administrative fee is DOUBLED for registrations canceled within 30 days of meeting.**

Any cancellation received on or after the opening day of a program will be subject to forfeiture of all registration fees.

For more information regarding administrative policies such as complaint and refund, please contact our offices at (262) 786-6710, option 2.

PAY TO: INTERNATIONAL FOUNDATION-CONFERENCE, P.O. Box 68-9954, Milwaukee, WI 53268-9954

If registering within two weeks of program, please register online, or fax a copy of your registration form prior to mailing with payment.

For additional information, including cancellation policy and transportation, visit www.ifebp.org/aboutus/policies/registrantpolicies.

CUSTOMER INFORMATION (Please print clearly)

Priority code 7 C S W Individual ID# or CEBS® ID#
First name M.I. Last name
Employer
Title
Address Business Home
City State/Province Country ZIP/Postal code
Phone Fax
E-mail Last 4/3 digits of SSN/SIN Date of birth (mm/dd/yyyy)

REGISTRATION INFORMATION

Organization representing Organization ID#
Badge name Badge title
Special dietary requirements—specify
Form completed by Phone

Special assistance?
Yes No

See our policies regarding your registration at www.ifebp.org/policies.

Certificate Series 2007 (Domestic Topics) (07CS)

Two-Day Course Fee—Fees include lunch and course materials. Separate fee required for each two-day course.

Member fee \$ 835
Nonmember fee \$ 965

Earning a certificate requires completion of three two-day courses per track. Please indicate the course(s) for which you wish to register.

Table with 4 columns: Course Dates, Mtg. #, Course Name, Fees Enclosed

Certificate in Global Benefits Management

- April 16-20, 2007 The Coleman Center, New York, New York (Late fee after March 5) (48-0748)
May 7-11, 2007 University of Chicago Gleacher Center, Chicago, Illinois (Late fee after March 26) (46-0746)
September 24-28, 2007 The Fairmont San Jose, San Jose, California (Late fee after August 13) \$1,335

Member fee Early Fee Late Fee
Nonmember fee \$1,750 \$1,900
\$2,075 \$2,225

Certificate in BRIC (Brazil, Russia, India, China) Benefits and Compensation Management

- May 7-9, 2007 University of Chicago Gleacher Center, Chicago, Illinois (46-0796)

Member fee Early Fee Late Fee (After March 26)
Nonmember fee \$1,050 \$1,140
\$1,245 \$1,335

Special offering for BRIC attendees: MAY 9-11, 2007

- Stay to attend balance of Global Benefits Management program ... \$ 700 \$ 700 (46-0746B)

HOTEL

Please contact the hotel directly for reservations. Mention the International Foundation for special rate until reservation deadline. After that date, reservations and rate will be based on availability. See pages 9 and 11 for hotel phone numbers and deadlines.

CONTINUING EDUCATION CREDIT

\$25 service charge due at time of registration
The International Foundation will apply for CE credit based on requests from registrants.

Indicate profession for which you request credit:

- Attorney in the state of CPA in the state of
Insurance producer with resident license in the state of

(Please plan accordingly. Preapproval of programs/seminars is required in all insurance states. This process can take up to 45 days).

- Actuary Other (please indicate)

License/Bar/CPA # Credit due date (mm/dd/yyyy)

CE inquiries: (262) 786-6710, option 2; or e-mail continuinged@ifebp.org.

Visit www.ifebp.org for the latest in employee benefits and compensation news.

PAYMENT INFORMATION REGISTRATION/ORDER SUMMARY

Full payment in U.S. funds must accompany order. Make check payable to International Foundation.

Check # \$
VISA MasterCard American Express (U.S. only)
Credit card # Exp. date
Cardholder's name (print)

Registration fee \$
Registration fee \$
Registration fee \$
CE service fee (\$25) \$
Total \$

Register online at www.ifebp.org

Fax your registration with credit card number: (262) 786-8650

Mail the registration form with check/cheque to: International Foundation—Conference P.O. Box 68-9954, Milwaukee, WI 53268-9954

For registration information, e-mail edreg@ifebp.org, or phone toll free (888) 334-3327, option 2, or (262) 786-6710, option 2