



2022

ANNUAL REPORT

DRAFT

From the CEO



Terry Davidson, CEBS
2022 Chief Executive Officer

REIMAGINE

2022 was a year of defining the future of work and taking a fresh look at the education and resources offered to our ever-evolving members and the benefits community.

We challenged ourselves to deliver education and information in ways that met members where they work and how they learn.

This brought into focus the immediate needs of those who depend on us to stay compliant and contribute valuable insight and leadership to their plans.

RE-EMERGE

Bringing back many conferences and events to in-person formats was a highlight of the year for the Foundation.

We found strength in the challenges 2020 and 2021 presented, emerging with a new sense of resiliency and an improved ability to quickly make adjustments as the demands of our benefits community shifted.

RECONNECT

As the year unfolded, the importance of in-person learning and connection became increasingly evident.

Virtual education is a great option, but nothing replaces the satisfaction of interacting and problem solving alongside peers who understand your challenges.

The energy of the U.S. and Canadian annual employee benefits conferences was unmatched this year because of that renewed sense of connection and community, which we will continue to cultivate in the coming years.

Terry S. Davidson



Foundation members and the benefits community received needed education and information when and where it worked best for them this year, and these education models will continue. Education was reimaged in the form of hybrid conferences, live instructor-led training and the return to in-person conferences and events. Resources like Foundation Community and the redesigned jobs/career center provided opportunities for connection and growth.

In-Person Conferences and Courses

The unparalleled energy of learning from and working alongside each other returned during **11** in-person-only conferences and **31** in-person curriculum-based courses in 2022. We were grateful to engage in meaningful conversations with attendees after (in some cases) a three-year hiatus.

Hybrid Events

7 hybrid programs were held in 2022, allowing attendees to learn in whatever space they were most comfortable in at the time.

Live Instructor-Led Training

Online learning opportunities expanded during the pandemic and will continue to be offered. In 2022, **8** live instructor-led workshops brought interactive training experiences to participants. These courses have limited spots available to simulate a classroom environment and allow those attending to have meaningful engagement with the curriculum.

Pulse Surveys

Legislative changes continued to impact the benefits industry this year, from the Supreme Court's *Dobbs v. Jackson* decision to student loan repayment benefits. As members were challenged with questions surrounding health care costs and salary increases, the Foundation responded with **4** pulse surveys—short benchmarking reports that captured the action so members could immediately know how their peers were responding to these issues.

Future of Work

National Employee Benefits Day, held in early April each year, set the tone for 2022 with a discussion on the future of work and innovation in employee benefits. A webcast provided over 600 participants with the skills to create dynamic and effective work teams.

Jobs/Career Center

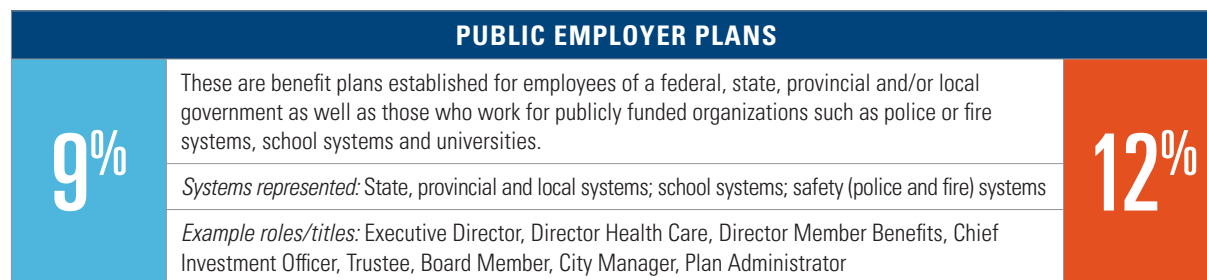
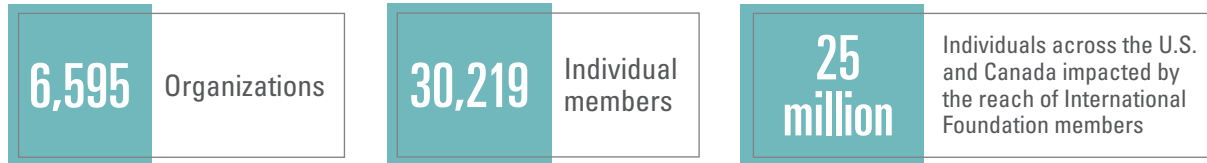
The ifebp.org/jobsinbenefits site got a facelift this year, helping members attract talent during a particularly challenging time for the labor market. The new design helps candidates and organizations connect more efficiently than ever before, infusing new talent and innovation into organizations across the industry. A Career Resource Center was also added, providing support for members in their current or future role.

The Year in Numbers

The Foundation's mission of benefits education strengthened in 2022. We shared important and timely information to members and the benefits community at large, accommodating a variety of learning styles and schedules, while expanding our reach.



About Our Members



About Our Members

The Foundation depends on collaborative efforts between the U.S. and Canadian Board and Committee members as well as staff and member feedback to stay on the pulse of industry issues and needs.

Over 180 trustees, administrators and benefits professionals serve within the Foundation's Board and Committee structure and contribute their expertise to develop educational content and other services.

Want to get involved? Here's how to get started:

JOIN

Become a Member—Start using tools that will help you react quickly to changing laws, regulations and trends. Find out more at ifebp.org/membership.

ENGAGE

Connect and Leverage Your Community—Share best practices and find solutions on Foundation Community. Connect with colleagues, fellow members and information on Foundation social networks. Nowhere else will you find people who understand your challenges quite like within this community!

GROW

Invest in Your Professional Development—Attend educational programs that provide actionable solutions to today's crises as well as ideas to help you thrive in whatever environment you will face in the future.

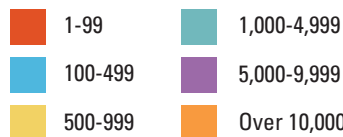
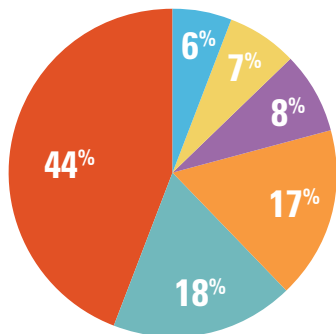
SHARE

Speak, Present, Author—Don't keep your knowledge to yourself! Help others in the trenches by sharing your ideas and thought leadership through authoring a magazine article, moderating a conference session or serving as a discussion leader. Contact edprog@ifebp.org.

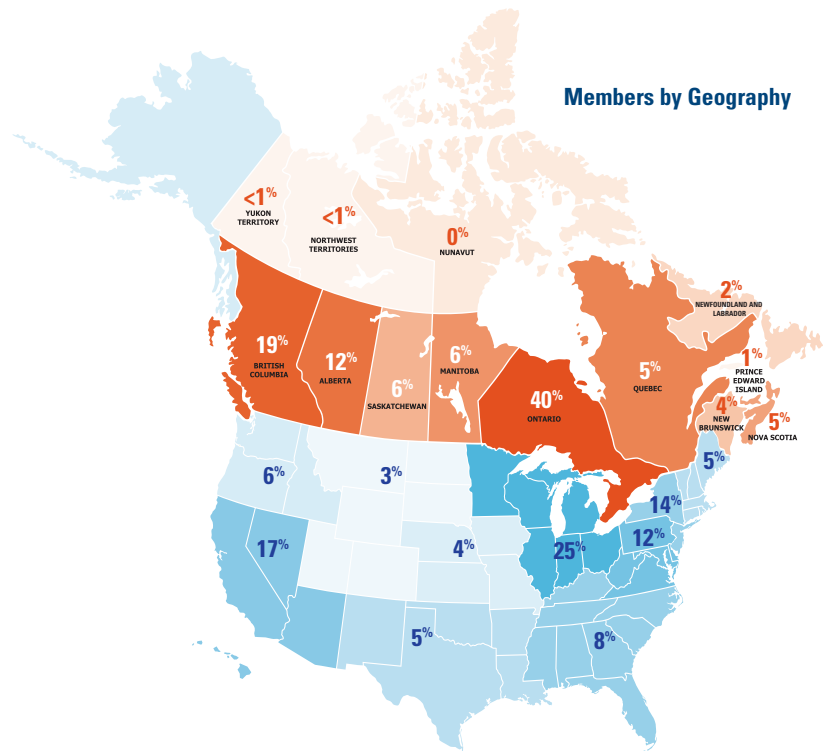
LEAD

Serve on a Committee—Take an active part in the development of products and services or charting courses of action for the International Foundation by volunteering at the committee or board level. Visit ifebp.org/getinvolved for more information.

Number of Employees per Organization



Members by Geography



Note: Percentages represent the proportion of membership in each region.

Delivering Education

The conference and educational events listed below tell a story—From the topics to the delivery methods, you'll likely notice some parallels to issues you and your organization faced this year. Our goal was to provide quick solutions so organizations could focus on what matters the most: their employees and plan participants.

Live Instructor-Led Training VILT

- Canadian Total Rewards Certificate
- Customer Service Skills Workshop: Creating Polished Professionals
- Introduction to Public Sector Benefits Administration
- Navigating Benefit Plans Through Mergers and Acquisitions
- Global Benefits Fundamentals

In-Person Conferences

- 31st Annual Health Benefits Conference & Expo (HBCE)
- Health Care Management Conference
- Washington Legislative Update
- Designing Curriculum to Close the Skills Gap
- 41st Annual ISCEBS Employee Benefits Symposium
- TMP Advanced Leadership Summit
- Collection Procedures Institute
- Essentials of Multiemployer Trust Fund Administration

Virtual Conferences

- Institute for Apprenticeship, Training and Education Programs
- Canadian Health and Wellness Innovations Conference
- 32nd Annual Art & Science of Health Promotion Conference
- Benefit Communication and Technology Institute
- Accounting and Auditing Institute for Employee Benefit Plans
- 68th Annual Employee Benefits Conference
- 55th Annual Canadian Employee Benefits Conference

In-Person Professional Development Courses

- New Trustees Institute—Level I: Core Concepts
- Trustees Institute—Level II: Concepts in Practice
- Advanced Trustees and Administrators Institute
- Certificate in Global Benefits Management
- Certificate of Achievement in Public Plan Policy (CAPP[®]): Pensions and Health Part I
- Certificate Series: Basics of Employee Benefit Administration
- Certificate Series: Organizational Strategies for Health and Financial Wellness
- Certificate Series: Retirement Plan Basics
- Certificate Series: Communicating Employee Benefits
- Certificate Series: Health Care Cost Management
- Certificate Series: Investment Basics
- Certificate Series: Total Rewards and Workforce Strategies
- Certificate Series: 401(k) Plans
- Certificate Series: Funding and Finance of Health Benefits
- Certificate Series: Ancillary Benefit Plans
- Certificate Series: Basic Compensation Concepts

Virtual Conferences

- Mental Health in the Workplace Today

RECONNECT

Attendees found solutions, inspiration and new connections at the 68th Annual Employee Benefits Conference. Las Vegas was host to three days of the best in benefits education for plan sponsors across the country.

185

Sessions
(39 virtual)

4,708

Attendees
(258 virtual)

8.7

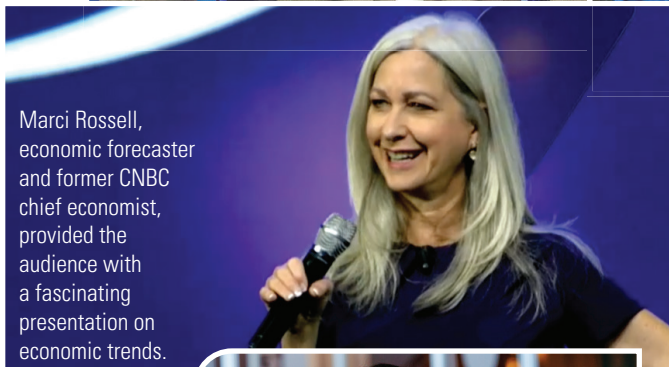
Overall
evaluation



Earvin "Magic" Johnson kicked things off with a powerful and engaging keynote speech.



Attendees gathered for one of the longest book signing lines to date, eager to meet Rob O'Neill and Sergeant Dakota Meyer.



Marci Rossell, economic forecaster and former CNBC chief economist, provided the audience with a fascinating presentation on economic trends.



The Hospitality Hub, a new 2022 conference offering, gave attendees a space to engage, ask questions and get support, plus enjoy an occasional snack break.



Best-selling author and renowned speaker Eric Qualman took attendees on a journey through future trends and innovation.

RE-EMERGE

We were finally able to gather at the Annual Canadian Employee Benefits Conference after three years! The energy and excitement were unmatched as over 1,500 attendees gathered in The Big Easy to learn, network and grow.



82

Sessions
(24 virtual)

1,360

Attendees
(43 virtual)

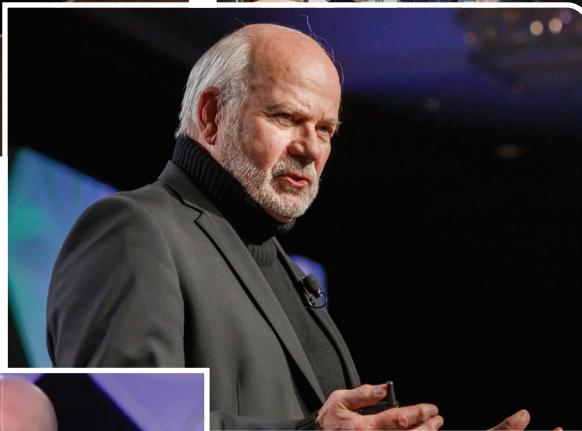
8.6

Overall
evaluation



Julielynn Wong, M.P.H., shared rapidly emerging, game-changing and converging technology trends.

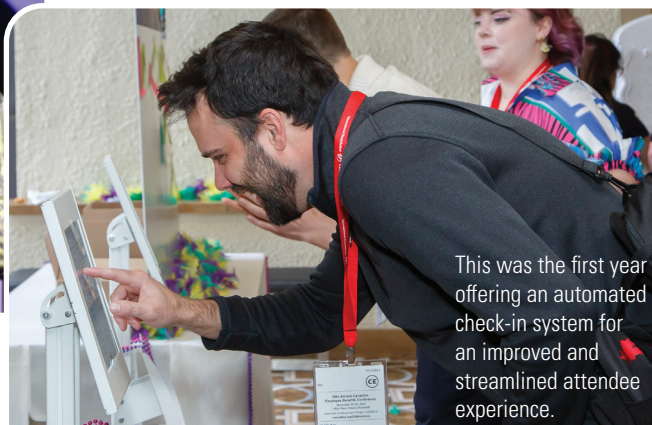
Attendees were excited to gather in person for the first time in three years.



Peter Mansbridge, OC, kicked off the conference with an inspiring address on leadership—what it takes and how it can be achieved.



Big Daddy Tazz closed out the conference as equal parts mental health speaker and comedian.



This was the first year offering an automated check-in system for an improved and streamlined attendee experience.

Certified Employee Benefit Specialist® (CEBS®) Designation

The CEBS designation has been the benefit industry's standard of excellence for decades. With academic backing from the Wharton School of the University of Pennsylvania and Dalhousie University, it remains the pinnacle of benefits education.



18,341

Total graduates

188

New CEBS graduates in 2022

1,557

New students in 2022

Exclusively Virtual CEBS Exams

To address the pandemic and offer exams in a safe and convenient environment, secure virtual exams were rolled out and are now the exclusive format for all CEBS course exams. In partnership with the CEBS exam administrator, The Institutes, the exams are offered in the U.S. and Canada to all students to enable them to test and move toward earning their designations. In 2022, the U.S. testing windows were adjusted to mirror the Canadian testing windows to allow time for exam updates by the academic partners as needed.

Package Pricing

In 2022, CEBS Success Packages were offered permanently encourage students to purchase a course's study guide, textbook, Online Study Group and exam (U.S.) or study guide and exam (Canada) at a 20% discount. These package offers have boasted a solid purchase history and have been well received by students.

Digital Study Guides

Throughout the year, each CEBS course study guide has been restructured for improved online delivery. The digitization process of the CEBS materials enhances the study guide's reach by delivering it to students through the International Foundation's learning management system. Within each course, students can access electronic versions of course modules, assigned and enrichment readings, support tools including online registration for Online Study Groups and course practice exams all while tracking their course progress.

Course Revisions

On the academic front, additional courses in both the U.S. and Canadian curriculum have been extensively revised. The latest course revisions include both the U.S. and Canadian GBA 2 courses with plans for roll-outs in early 2023 and testing to begin in April 2023.

“Earning the CEBS designation was the best professional development decision I made. It helped me stand out from my peers and opened many doors.”

Jeff Redford, CEBS
Manager, Service Delivery
ADP
West Des Moines, IA

International Society of Certified Employee Benefit Specialists (ISCEBS)

The International Foundation of Employee Benefit Plans and the International Society of Certified Employee Benefit Specialists (ISCEBS) are sister organizations. Along with its university partners, the Foundation developed and supports the CEBS designation. The Society is an exclusive membership for CEBS students and designation holders. Both organizations strive to serve the unique needs of the diverse benefits community.

Newly formed in late 2021, the ISCEBS Chapter Webcast Committee (CWC) implemented member-generated webcast content in early 2022. The Committee’s goal was to provide eight webcasts in 2022 for ISCEBS members, local chapter members, International Foundation members and the general benefits audience.

Webcasts

- February 3, 2022—The Great Resignation to the Great Migration *(Canadian/cross-border)*
- March 17, 2022—Student Loans: The New “Wow” Employee Benefit *(Retirement)*
- April 7, 2022—Out-of-State Remote Work Challenges—Legal Considerations, Payroll, Leave Management *(General)*
- April 21, 2022—Evaluating COVID-Related Medical Costs of Vaccinated vs. Unvaccinated Employees *(Health)*
- June 17, 2022—Price Check . . . Aisle 3? The Methodology Behind Developing Health Care Premiums *(Health)*
- September 15, 2022—Demystifying Health Care: Key Financial Concepts for Employers *(General)*
- October 18, 2022—Endgame: Pension Derisking—Focus on Plan Terminations *(Retirement)*
- November 10, 2022—Evolving the Employee Experience Through Total Rewards *(Canadian/cross-border)*

41st Annual ISCEBS Employee Benefits Symposium

After a two-year hiatus, the Symposium made a successful return in 2022 in Toronto, Ontario. Attendees embraced the education, networking and engagement opportunities available throughout the event.

Over the 2½ days, topics included U.S., Canadian and cross-border sessions on health and retirement compliance, ESG investing, social determinants of health, cybersecurity and DEI, among others.



96% Said the event met or exceeded needs

8.9 Overall evaluation

35 Number of sessions rated at 9.0 or higher

Membership Services

Over 30,000 members depend on the Foundation for answers, knowledge, confidence and a community of peers. Every member has unique learning preferences, goals and challenges—The Foundation continues to respond with a variety of member-exclusive products and services. Find more at www.ifebp.org/membership.



STAY COMPLIANT

Legislative and Regulatory Updates—

Find vetted, expertly-curated updates out of Washington on issues impacting the employee benefits landscape at www.ifebp.org/news/regulatoryupdates/Pages/default.aspx.

Today's Headlines—

Stay ahead of benefit regulations with daily compliance alerts, benefits news stories, and industry legislative and regulatory updates.



MAKE CONNECTIONS

Jobs in Benefits/Career Resource Center—

Find your next great hire, develop your career as a benefits professional, learn the latest trends in benefits and get an idea of salaries in your field. Visit www.ifebp.org/jobsinbenefits to explore more.

Foundation Community—

Chat directly with your peers, and learn from others' conversations at www.ifebp.org/community.



SAVE TIME

InfoQuick—

Instantly receive articles amongst over 100 frequently asked questions about industry topics, saving hours of searching time.

Sample Documents—

Enough starting from scratch—View sample policy, forms, RFPs, checklists and other documents first.

Personalized Research Service—

Save hours of time by letting one of our information specialists handle your complicated benefits questions at www.ifebp.org/gotabenefitsquestion.



LEARN FROM THE EXPERTS

Webcasts—

Gain just-in-time information on developing benefit issues, delivered by experts with unlimited live and on-demand webcasts. For a full listing, visit www.ifebp.org/webcasts.

Benefits Magazine—

Understand emerging trends affecting benefit plans through best practices, case studies and expert analysis, delivered to your door every other month. Visit www.ifebp.org/magazines to view the electronic version.

The International Foundation remains committed to advancing the research and practice of wellness both in the workplace and through benefit plans. We continued efforts toward emphasizing a complete picture of wellness including mental health and diversity, equity and inclusion. These programs, as well as our existing wellness content, are a part of our initiative to build out a comprehensive body of knowledge in wellness that supports the work of all Foundation members, regardless of title, industry or sector.

Focus — Total Well-Being



Wellness

- Conference development and acquisition, including the 2022 Art and Science of Health Promotion Conference. April was the **first** in-person conference since the organization joined the International Foundation in 2020.



- Webcasts, e-learning courses and online workshops
- Workplace Wellness **benchmarking data**, including the 2022-released *Workplace Wellness and Financial Education Programs: 2022 Survey Results*
- Member **tool kits** and **checklists** covering at-work cognitive behavioral therapy, mindfulness, workplace wellness and mental health
- Short videos, podcast episodes, articles and blog posts



Mental Health

- Expert panel helps guide Foundation efforts in mental health education
- Mental Health in the Workplace Today Virtual Conference was held September 14-15, 2022. It hosted **71** paid attendees, and overall evaluations rated it at **9.4**.
- **22** magazine articles (in both the U.S. and Canada) were published, including "Suicide Prevention and Mental Health Support in the Workplace," "Caring for Caregivers" and "Supporting Mental Health Diverse Employees, Diverse Needs."
- **14** blog posts were released related to mental health, including many that received over **1,000** views. "Providing Mental Health Support for Veterans," "How to Support Mental Health in Your Workplace" and "5 Steps to Reducing Mental Health Stigma at Your Workplace."
- Sessions at **11** different in-person conferences were held on mental health, including **11** at the U.S. Annual Employee Benefits Conference and **4** at the Canadian Employee Benefits Conference.



DEI

The Foundation is committed to evolving diversity, equity and inclusion (DEI) efforts in a coordinated effort between governance, and education for members and staff.

- **Governance:** developing a path to encourage involvement of a diverse pool of individuals to serve in volunteer leadership positions
- **Education:** ensuring DEI topics are appropriately and consistently included in educational programs and member publications
- **Staff:** continuing an approach to ensure the Foundation continues to evolve, creating a welcoming environment based on its mission and values that is inclusive of both racial and cognitive diversity

Content Generation and Social Engagement

From survey reports to educational events, the Foundation continuously produces a variety of content. Repurposing and repackaging that content for a range of consumers across multiple channels is a constant effort. Here's how the Foundation distributed content in 2022:

Word on Benefits® Blog—www.ifebp.org/blog



Top Five Most Popular U.S. Blogs in 2022

1. Miscarriage and Other Pregnancy Loss Leave
2. Employers Project 7.5% Rise in Health Care Costs
3. Supreme Court's New *Dobbs* Decision: What Employers Need to Know
4. Quiet Quitting: What to Know About the Latest Workplace Trend
5. Number of Employers Offering Juneteenth as a Paid Holiday on the Rise



Top Five Most Popular Canadian Blogs in 2022

1. Three Major Workplace Trends You Can't Ignore
2. How to Support Mental Health in Your Workplace
3. Tackling Canada's Retirement Crisis
4. Why Don't Men Use EAPs?
5. Communicating DEI: Five Critical Questions

Number of Surveys Released in 2022



Survey Reports

- Top Trends in Apprenticeship Programs: 2022 Survey Results
- Post-*Dobbs* Employer Coverage: July 2022 Pulse Survey
- Workplace Wellness and Financial Education Programs: 2022 Survey Results
- Student Loan Repayment Assistance Benefits: August 2022 Pulse Survey
- Health Care Costs Pulse Survey: 2023 Cost Trend
- Salary and Total Rewards Changes for 2023 Pulse Survey
- Employee Benefits Survey: 2022 Results

Talking Benefits Podcast—www.ifebp.org/podcast

Top Five Most Listened-to *Talking Benefits* Podcast Episodes in 2022

Trends in Apprenticeship

The Psychology of Benefits Fraud

Supporting Women's Retirement Security

The Future of Remote and Hybrid Work

Dads Balancing Kids and Career

Social Engagement



4,422 followers



328 followers



6,224 followers



11,570 followers

The Year in Headlines

The Foundation was a steady resource for media across the U.S. and Canada this year, helping reporters tell their stories as they covered emerging workplace issues and benefits trends.



How vaping cessation programs can help employers curb benefits plan costs



How employers will control high health care costs in 2023



How to use pay transparency to negotiate a better salary



Employee Benefits In 2022: The Ultimate Guide



What Gen Z and baby boomers say they both want from employers



Biden expanding access to taxpayer-funded 'gender-affirming care' for federal employees



Employers exploring expansion of covered abortion services



Employers struggle with mental health help as traumas pile up



Managing Rising Health Benefits Costs for 2023



Juneteenth to be observed by 30% of employers after first year as holiday

**\$22.53
million**

Ad value equivalency

**1.48
thousand**

Media exposure
(up 69% from 2021)

Financial Summary—Unaudited

Statements of Activities

Years Ended December 31, 2022 and 2021

Revenues	2022	2021
Annual Conferences	\$ 15,705,000	\$ 9,616,000
Educational Services and Designation Fees	10,530,000	6,280,000
Membership Dues	6,093,000	5,934,000
Publications, Online Services and Other	745,000	716,000
Total Revenues	\$ 33,073,000	\$ 22,546,000
Expenses		
Conferences and Educational Services	\$ 18,968,000	\$ 12,623,000
Research, Publications and Member Services	2,228,000	2,066,000
Support Services	7,779,000	6,968,000
Board and Committees	2,151,000	672,000
Total Expenses	\$ 31,126,000	\$ 22,329,000
Operating Income Before Foreign Currency Transaction	1,947,000	217,000
Foreign Currency Transaction	(1,237,000)	(461,000)
NET OPERATING INCOME (LOSS)	\$ 710,000	\$ (244,000)

Statements of Financial Position

December 31, 2022 and 2021

Assets	2022	2021
Cash and Investments	\$ 32,862,000	\$ 35,281,000
Receivables	1,344,000	1,888,000
Prepaid Expenses, Inventory and Other	2,478,000	2,258,000
Property and Equipment—Net	5,669,000	5,680,000
Total Assets	\$ 42,353,000	\$ 45,107,000
Liabilities and Net Assets		
Accounts Payable and Accrued Expenses	\$ 6,388,000	\$ 3,743,000
Deferred Revenues	13,743,000	14,501,000
Defined Benefit Plan Accrued Cost	3,756,000	8,406,000
Total Liabilities	\$ 23,887,000	\$ 26,650,000
NET ASSETS	\$ 18,466,000	\$ 18,457,000

The International Foundation of Employee Benefit Plans is the premier educational organization dedicated to providing the diverse employee benefits community with objective, solution-oriented education, research and information to ensure the health and financial security of plan beneficiaries worldwide.



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