



It is my honor to serve as President for the ETCBA Steering Committee in 2012. This year marks our 20th anniversary. The two primary goals of ETCBA, and why it was founded 20 years ago, are to provide networking and educational opportunities for compensation and benefits professionals.

ETCBA is proud to be a member of the WorldatWork Local Network. In partnership with WorldatWork, we are rolling out a new special program with huge benefits for you in 2012. WorldatWork invites you to purchase WorldatWork hosted courses, educational resources and membership at a discounted rate, now through the end of the year.

There is a special rate reduction if you are a member of ETCBA. If you are also a member of WorldatWork you will get the deepest discount available on these products. Please remember to use Promo Code: LNPR0MO2012 to take advantage of this special pricing. We want you to continue your professional development by taking advantage of these special offers from WorldatWork. Whether you take a blended learning, e-learning course, or access other online educational resources right from your desktop, this special pricing makes it easier than ever. [Click here](#) to take advantage of this great pricing, or visit the [WorldatWork](#) website.

We are excited to announce that in 2012 ETCBA will be updating the website. Please contact me or any Committee members if you want to serve on the Website committee.

The Planning Committee is hard at work preparing for an exciting year of compensation, benefits and total rewards resources and services. The Committee welcomes your ideas, suggestions and involvement. The success of any professional organization depends on active participation of its membership. We look forward to seeing you in 2012.

Elba Marshall
ETCBA President