



**THE ERISA  
INDUSTRY COMMITTEE**  
*Shaping benefit policies  
before they shape you.*



**ERIC is a national advocacy organization that exclusively represents large employers that provide health, retirement, paid leave, and other benefits to a national workforce. ERIC's member companies are leaders in every sector of the economy, with stores, plants, and facilities in every state. Advocating on the federal, state, and local levels, ERIC lobbies for policies that promote employer flexibility and uniformity in the administration of benefit plans.**

## *Membership Benefits*



### **LARGE-EMPLOYER FOCUS**

Our member companies are large, dynamic employers in every industry that want to provide innovative, comprehensive benefits to their employees and families across the country. They set ERIC priorities in their role as plan sponsors.



### **ERIC'S GOT IT COVERED**

ERIC's advocacy extends to all branches of government—legislative, regulatory, and the courts—AND at all levels—federal, state, and local—to protect and advance our member companies' ability to offer the best benefit plans to their employees.



### **COMMUNITY OF PEERS**

ERIC members share information, build relationships, attend member-only meetings, and shape legislation and regulations in a trusted network of large employer peers without exhibit halls or sales pitches.



### **ADVOCACY BEYOND INFORMATION**

ERIC staff experts leverage their deep knowledge and lobbying experience to shape policy before it shapes large plan sponsors. We work side-by-side with member companies to identify needs and deliver policy wins. Member companies not only know what policymakers are doing, they can shape the outcome too.



### **THE VOICE OF LARGE PLAN SPONSORS**

ERIC lobbies to advance member company priorities without disclosing membership information; shielding member company brands and industry advocacy efforts.



### **ERIC IS ON THE JOB**

ERIC is a valuable partner to benefits executives in design and administration, in-house legal counsel, and government relations leaders (federal, state, or local). ERIC works to achieve the policy goals of our large plan sponsor members.

**ERIC's \$25,000 annual membership dues support federal, state, and local legislative and regulatory advocacy and priority-setting. ERIC member companies have unlimited access to ERIC staff experts, our webinars, advocacy efforts, surveys, informative white papers, and in-person meetings and conferences.**

***For more information, contact Kathleen Carr-Smith, [kcarrsmith@eric.org](mailto:kcarrsmith@eric.org) or 202.627.1915.***

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# KEEPING CORPORATE BENEFITS PROFESSIONALS AHEAD OF THE CURVE

*ERIC exclusively serves large employer plan sponsors on health, retirement, compensation, and paid leave public policies—and lobbies for them at the federal, state, and local levels. With member companies that are leaders in every sector of the economy and have employees in every state, ERIC promotes uniformity and flexibility for nationwide benefits plans.*

**We work to streamline compliance and testing requirements, and remove unnecessary, burdensome reporting requirements and barriers to coverage that cost companies time and money.**

## **Driven by and for large employer plan sponsors**

ERIC provides a safe place for professionals who design and administer large company benefit plans to share concerns and identify solutions. Member companies drive our priorities. All of our work to inform and educate is done in collaboration with our members, who are exclusively large employer plan sponsors. Membership is confidential and there are no sales pitches or exhibit halls—just honest discussion, timely information, and dedicated action.

## **Saving time and money**

ERIC members don't have to spend hours reading through new laws and regulations or third-party summaries selling services. ERIC simplifies complex information and translates it into how it may affect large plan design and administration. We give our members a behind the scenes look at what's happening and why, then work to reduce mandates, taxes, and compliance burdens through lobbying and legal action - speaking in one voice before policymakers to shape benefits policies before they shape plan sponsors.

## **Keeping members informed and protected**

Members receive “as-it-happens” federal, state, and local legislative, regulatory, and legal alerts, and updates and analyses on policies and proposals—going far beyond information by delivering in depth analyses of implications and impacts. Members know an email from ERIC will be helpful and relevant to their role as a benefits leader. Tailored to member company needs and interests, ERIC holds frequent webinars to provide context on how legislation or regulations could impact our member companies' ability to offer benefits and strategize about solutions. And, we move all of that into action and impact through highly effective lobbying and litigation.

*If you design or administer a large corporate health, retirement, compensation, or paid leave benefit plan for a national workforce, you can count on ERIC to be there for you.*



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# WE'RE A TRUSTED MEMBER OF THE TEAM

*Only ERIC provides the combination of experience, collaboration, lobbying, and litigation strategy that exclusively serves the interests of large employers that provide health, retirement, paid leave, and compensation benefits to their nationwide workforce.*

## **ERIC expands and extends the advocacy reach of large plan sponsors.**

Large company lobbyists are stretched thin and need to save their firepower for business-specific matters. That's why ERIC member companies depend on us to track benefits legislation, make sense of conflicting regulations, and connect the dots between policy and the bottom line. ERIC provides what member companies need to keep internal teams informed, and to lobby for policies important to large plan sponsors.

## **ERIC goes beyond federal lobbying to reach state policymakers.**

It's not enough to be represented in Washington, D.C. alone. We extend our reach to wherever there are legislative bodies that affect our member companies and coordinate with their state government relations teams as well. We deliver state-based wins relating to paid leave, telehealth, state assessments on health plans, and we secure exemptions just for ERIC membership from state retirement plan reporting.

## **A confluence of interests with no conflicts of interest.**

With no trade associations, industry-specific interests, or small employer members, ERIC member companies can strategize and lobby in a trusted network of large company peers. ERIC's expert staff—who know how to advance benefits policy through the political process—work side-by-side with our member companies, identifying

their needs, setting priorities, developing strategies, and delivering policy wins. Best of all, ERIC's membership is confidential, so we put our name and reputation on the line so they don't have to.

## **Member companies are informed and ahead of the curve.**

ERIC's policy experts are just a phone call away for member companies who want to know the latest or need to brief the C-Suite. Member companies receive up-to-the-minute email alerts and daily newsletters, which provide analysis on policy developments and opportunities for large plan sponsors. Strategy calls and in-depth policy huddles on issues relating to health care, financial wellness, paid leave, and retirement matters offer the opportunity to help shape ERIC policy and action. In-person government relations meetings provide an opportunity to meet and advise policymakers and ERIC Policy Conferences feature members of Congress, top agency officials, senior advisors, and policy experts.

## **The results speak directly to the bottom line of large employers.**

ERIC has a proven track record of preserving ERISA's national uniformity and fighting against taxes, mandates, and compliance burdens. We've expanded the availability of telemedicine, improved retirement and health regulations, and reconciled conflicting state and local paid sick and family leave laws. These efforts save large employers millions of dollars and give them needed flexibility to best support their workforce.

*Join ERIC and get a dedicated lobbying team that turns knowledge into action on health, retirement, paid leave, and compensation policy on the federal, state, and local levels.*



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# REPRESENTING THE VOICE OF LARGE PLAN SPONSORS IN EVERY COURT

*Only ERIC provides the combination of intel, experience, collaboration, lobbying, and litigation support that exclusively serves the interests of large employers that provide health, retirement, and compensation benefits to their nationwide workforce.*

**Protecting ERISA Preemption.** Lobbying is not the only way we get things done for our large plan sponsor member companies. ERIC frequently turns to the courts to fight for the ability of large employers to design and administer their nationwide benefit plans uniformly—free of state taxes, mandates, and compliance burdens—and against false claims and misinterpretations of law that lead to frivolous and expensive class-action lawsuits. ERIC fights in federal court against state and local policies that conflict with the Employee Retirement Income Security Act (ERISA). ERIC litigates when local and state legislators fail to listen to large employers and threaten their benefit plans, suing on our own behalf representing our large employer member companies. ERIC also joins legal cases as amicus curiae to support large plan sponsors in litigation impacting employee plan design or administration.

**Responsive to the needs of large plan sponsors.** ERIC doesn't just work for our member companies—we work with them, side-by-side to identify threats and opportunities, set priorities, and take action—legal, lobbying, or both. ERIC develops its policy positions with no vendor or special interest conflicts. We work with member companies in every industry sector, keeping our membership confidential, and putting our name and reputation on the line to advance their benefits priorities.

**Informed and ahead of the curve.** Member companies receive up-to-the-minute communications and analysis on policy and legal developments and opportunities. ERIC Policy Conferences feature members of Congress, top agency officials, senior advisors, large plan sponsors, and policy experts. And, we hold frequent in-depth huddles on legal issues at the federal, state, and local levels. ERIC member companies can strategize in a trusted network of large company peers.

**The results speak directly to the bottom line of large employers.** ERIC has a proven track record of preserving ERISA's national uniformity and fighting against taxes, mandates, and compliance burdens. We've expanded the availability of telemedicine, improved retirement and health regulations, and reconciled conflicting state and local paid sick and family leave laws. These efforts save large employers millions of dollars and give them needed flexibility to best support their workforce.

*If you are in-house legal counsel for a large employer providing health, retirement, paid leave, and compensation benefits to its nationwide workforce, you can count on ERIC to be there for you before, during, and after your day in court.*