STRATEGIES FOR TODAY’S WORKFORCE
ABSENCE | DISABILITY | RETURN TO WORK

Registration Rates Start at $869
• Group Discount Available
• Up to 19 CEUs within 14 Certifications & Designations
DEAR COLLEAGUE,

The complex and rapidly-changing landscape of leave and disability management presents unique challenges for integrated absence management professionals. The 2018 DMEC Annual Conference, Aug. 6-9, in Austin is your ticket to dynamic, interactive education and networking that will help you to improve the performance of your programs and enhance your skills as a thought leader within your organization.

Join 700+ absence and disability professionals who are looking to innovative and progressive solutions such as artificial intelligence, geosocial data, productive aging, neurodiversity, and more to solve some of today’s most challenging workforce issues. You will hear directly from other employers and absence experts who are managing complex programs and will gain unique insight into the emerging trends that will impact your programs over the next few years.

Register today and get ready to be educated and energized as you prepare to drive success through your absence, disability, and return-to-work programs now — and for the future.

Come join us in Austin!

Terri L. Rhodes, CCMP, CLMS, CPDM, MBA
Chief Executive Officer, DMEC

THE PREMIER CONFERENCE FOR ABSENCE, DISABILITY, AND RETURN-TO-WORK PROFESSIONALS

CONFERENCE BENEFITS

GAIN INSIGHTS from those on the front line. Employers from a variety of organizations will share real-world experience and case studies, giving you expert knowledge on how to address the complex issues you are facing in your organization.

SHARE IDEAS with peers and executive thought leaders from across the country during your choice of 40+ scheduled sessions and events.

TAKE BACK proven strategies, actionable ideas, and tested program models to assist with the development and implementation of cost-saving programs in your company.

WHO SHOULD ATTEND

PROFESSIONALS RESPONSIBLE FOR

- Absence and disability management
- Leave and time off management
- Return-to-work programs
- Human Resources/Benefits
- FMLA/ADA compliance
- Claims/Case management
- Health and productivity management
- Risk and litigation management
- Occupational health and safety
- Workers’ compensation

CERTIFICATIONS & DESIGNATIONS

DMEC has applied for CEUs for the following certifications and professional designations. Please check the final 2018 DMEC Annual Conference program and onsite tracking form for approval status and credit hour approvals.

- SPHR/PHR - Senior Professional/Professional in Human Resources
- SHRM-CPSM - SHRM Certified Professional
- SHRM-SCPSM - SHRM Senior Certified Professional
- ADMS - Associate Disability Management Specialist
- CA-BRN - California Board of Registered Nursing (and reciprocal states)
- CCAA - Certified Career Assessment Associates
- CCMP - Certified Case Management Professional
- CCMC - Certified Case Manager
- CDMS - Certified Disability Management Specialist
- CPDM - Certified Professional in Disability Management
- CRC - Certified Rehabilitation Counselor
- CWA - Certified Work Adjustment Specialists
- CVE - Certified Vocational Evaluation Specialists

The 2018 DMEC Annual Conference will also offer 7 hours of Certified Leave Management Specialist (CLMS) continuing education. For more information about the CLMS program, visit www.dmec.org/clms-certification.
INCREASE YOUR PROFESSIONAL VALUE
BECOME A CERTIFIED LEAVE MANAGEMENT SPECIALIST

As state and federal leave laws continue to expand, more and more companies are finding the need for professional leave management specialists. Distinguishing yourself as a leave expert can be a challenging task — DMEC’s new Certified Leave Management Specialist (CLMS) designation is the answer!

Exclusively offered by DMEC, the CLMS program is the only professional designation of its kind that provides interactive, hands-on training to ensure your programs effectively comply with state and federal leave laws. Set yourself apart from the competition with our user-friendly, online self-study course.

LEARN MORE.
www.dmec.org/clms-certification

REGISTRATION INFORMATION & PRICING

ONLINE REGISTRATION FOR THE CONFERENCE IS OPEN THROUGH JULY 30 AT WWW.DMEC.ORG.

Register before June 29 and save up to $200. Your full conference registration includes registration materials, Monday preconference workshops, Tuesday-Thursday sessions, three breakfasts, two lunches, two evening receptions, and access to the Solutions Marketplace.

SAVE WHEN YOU BRING YOUR TEAM

Send two or more staff members from your company and save $50 on each registration. The group discount cannot be used in conjunction with a promotional code.

CANCELLATION POLICY

A $50 processing fee will be charged for all cancellations received on or before June 29. No refunds after June 29. Substitutions are accepted.

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*Supplier members serve employers by providing health, absence, insurance, and productivity-related programs, services, and strategies. If your company is primarily engaged in supplying the above services and products to DMEC employer attendees, your company will be considered a supplier for purposes of registration.

HILTON AUSTIN
500 E 4TH STREET
AUSTIN, TX 78701

The Hilton Austin’s convenient location is just a quick walk to exclusive shopping, amazing restaurants, and fun live music venues on 6th Street.

DMEC RATE
CONFERENCE RATE: $199 (excluding taxes)
Guest room internet is included in the rate
CUT-OFF DATE: July 14, 2018
PHONE: 512.482.8000

To secure the DMEC group rate of $199 per night, contact the Hilton at 512.482.8000 and ask for the DMEC group rate. Guest rooms must be secured no later than Saturday, July 14, 2018. Book early as our discounted rooms may sell out before the cut-off date!

IMPORTANT: Please be advised that DMEC has not authorized any third-party housing services to represent the event and sell hotel rooms on our behalf. Reserve your hotel room directly with the Hilton Austin using the information above.

GETTING THERE
Located seven miles and 15 minutes from the conference venue, the Austin-Bergstrom International Airport (AUS) provides attendees access from nearly anywhere in the world. Upon arrival, taxis are readily available at approximately $30 each way and shared ride shuttle service is available for approximately $16 each way.

Make your reservations at www.supershuttle.com using discount code DMECA for a discounted rate. A Lyft discount code will be provided to registered conference attendees.

PHOTO CONSENT
During the 2018 DMEC Annual Conference, DMEC representatives may take photographs or video recordings of attendees. By registering and attending the conference, attendees consent to DMEC’s use of their image, likeness, or voice for editorial or marketing purposes.
THE PRECONFERENCE WORKSHOPS ARE INCLUDED IN YOUR FULL CONFERENCE REGISTRATION FEE.
Pre-registration is required.

PRECONFERENCE WORKSHOP
BENCHMARKING AND DATA ANALYSIS

9:00-10:00 AM
BEYOND BENCHMARKING: CREATING VALUE BEYOND THE NUMBERS
Employers are always looking for ways to determine the effectiveness of their programs. However, with company sponsored leaves and paid benefit programs on the rise, there is less benchmarking data available to define industry standards and return on investment. Employers are more often required to look beyond the data available to evaluate their programs. During this session, we will walk you through the steps for establishing benchmarking data that is meaningful for your organization and discuss best practices for evaluating both the data and other factors to determine how well your programs are performing.

SPEAKERS
Deborah Labonar, PhD
Senior Director, Absence Analytics, ReedGroup
David Setzkorn, MBA, CPCU, CPM
National Practice Leader, The Standard
Suzanne Wilson
Vice President Reporting & Analytics, Matrix Absence Management
*Sponsored session

10:00-10:30 AM
BREAK

10:30-11:30 AM
MEASURING UP: IBI’S LEAVE POLICY BENCHMARKING SERIES
Understanding how your organization’s leave programs stack up against the competition is an important part of your talent attraction and retention strategies, but employers often lack information that would help design and implement competitive policies. This session will explore recent surveys from Integrated Benefits Institute (IBI), in which more than 900 organizations gave feedback about their formal leave policies, including maternity, parental, and family leaves; sick days; short- and long-term disability; bereavement; and PTO/leave banks. Learn how these reports can be used in the workplace to help you develop competitive programs for your own organization. Discussion of the findings will center on who is eligible for leaves, how much time off employers allow, what they pay employees on leave, and other policy dimensions. You will come away with basic guidance on what is typical for specific types of leaves, and a starting point for crafting policies that best address your specific business goals for your workforce needs.

SPEAKER
Brian Gifford, PhD
Director, Research and Analytics, Integrated Benefits Institute (IBI)

11:30 AM-12:30 PM
LUNCH ON YOUR OWN

12:30-1:30 PM
QUANTIFYING THE IMPACT OF MEDICAL MANAGEMENT ON LEAVE DURATIONS & OVERTIME
By consistently and accurately capturing data from each leave event and strictly adhering to defined processes established for the different leave types, employers are able to clearly and consistently connect the dots between investment in their absence management programs, the impact on their bottom line, and the resulting ROI. Developed over the last five years in the course of managing thousands of employee leaves within the healthcare industry, participating employers were able to develop a reliable methodology to quantify the impact of reduced leave durations on overtime and other direct labor replacement costs while isolating outliers in terms of locations, departments, managers, occupations, salary, age/gender, length of service, etc. to efficiently direct program optimization going forward. During this session, you will learn how to simplify and benchmark your organization’s data in order to create a methodology to quantify the direct financial impact of absenteeism. You’ll leave this session with an understanding of how your organization’s key performance indicators (KPIs) will connect to organizational performance.

SPEAKER
Shep Sepaniak
Managing Partner, AbSolve Absence Solutions

This conference provides a great opportunity to learn more about industry trends and network with others at my company, customers, and competitors!

- 2017 CONFERENCE ATTENDEE
The current growth of geosocial data is changing the face of risk management and investigations. Learn what geosocial data is, and how this type of information is used to investigate insurance claims of all kinds. Gain eye-opening insight into accidents, site security, workplace harassment, and more, by locating social media photographs, videos, and posts at specific locations anywhere in the world. This session utilizes real-life case examples to demonstrate the impact of this new technology in the realm of risk management, law, and insurance. The session will show you how evidence can be uncovered and leveraged in a variety of scenarios. Privacy and legal issues, as well as preserving, authenticating, and presenting this type of cyber evidence will also be discussed.

SPEAKER
Garrett McGinn
Director of Intelligence Division, DigiStream Investigations

PRECONFERENCE WORKSHOP
PAID LEAVE

3:30-5:00 PM
THE BUSINESS IMPACT OF PAID LEAVE: AN INTERACTIVE WORKSHOP
There is currently no standard approach to calculating the business value, health impacts, or general return on investment of paid leave. And yet, we know a healthier workforce impacts measurable business areas such as employee performance, productivity, and company profitability.

The Paid Leave Project spent the past year conducting research on the drivers, barriers, and emerging trends of voluntary adoption of paid leave by the largest corporations across the United States. Employers want more data to strengthen the business case for paid leave. It’s time we work together to transform workforce health from a line-item cost to a source of business value. Join us for this interactive workshop as we explore this topic and potential tactics to measure the business impact of paid leave.

SPEAKER
April Matson
Communications Officer, Panorama
MONDAY AUGUST 6

PRECONFERENCE WORKSHOP
BENCHMARKING AND DATA ANALYSIS
9:00-10:00 am Beyond Benchmarking: Creating Value Beyond the Numbers
10:00-10:30 am BREAK
10:30-11:30 am Measuring Up: IBI’s Leave Policy Benchmarking Series
11:30 am-12:30 pm LUNCH ON YOUR OWN
12:30-1:30 pm Quantifying the Impact of Medical Management on Leave Durations & Overtime
1:30-2:00 pm BREAK
2:00-3:00 pm Investigations in the Age of Geosocial Data
3:00-3:15 pm Wrap-Up & Questions
3:30-5:00 pm The Business Impact of Paid Leave: An Interactive Workshop
6:00-8:00 pm DMEC OPENING WELCOME RECEPTION

TUESDAY AUGUST 7

7:30-8:30 am BREAKFAST WITH EXHIBITORS

GENERAL SESSIONS
8:30-8:45 am Welcome & Opening Remarks
8:45-9:30 am Opening Keynote: Living Out Loud
9:30-10:00 am COFFEE & CONVERSATION BREAK WITH EXHIBITORS
10:00-11:00 am Mental Health in the Workplace: The Invisible Disability, Now Visible
11:00 am-12:00 pm FMLA/ADA Lessons Learned: Recent Court Cases, Jury Verdicts & Settlements
12:00-1:30 pm LUNCH WITH EXHIBITORS

CONCURRENT SESSIONS
1:30-2:30 pm A1 FMLA Harassment and ADA Retaliation: Legal and Practical Applications
B1 Digital Solutions: A Window Into the Back Office of Absence Case Management
C1 Engagement Matters: An Employee-Centric Approach to Preventing Work Disability
D1 It Seems Simple, But: The Complexities of Reasonable Accommodation
E1 The Impact of Chronic Disease on Workplace Health and Productivity
2:30-3:00 pm DESSERT & CONVERSATION BREAK WITH EXHIBITORS
3:00-4:00 pm A2 I Thought We Were Supposed to Be Flexible!? ADA Leave Cases Post-Severson
B2 The Digital Do’s & Don’ts of Leave Technology
C2 Employer Size: The Effect on Absence & Productivity
D2 Peer-to-Peer Communication: Getting Physicians on Board about RTW
E2 The Journey to Minimizing the Impact of Musculoskeletal Disorders in the Workplace
4:00-4:15 pm BREAK

4:15-5:15 pm A3 State by State: Paid Family and Medical Leave Legislation
B3 Automating Integrated Disability Management Programs to Drive Results, Improve Efficiency, and Reduce Cost
C3 Predicting, Preventing, and Reducing Disability Absence
D3 ADA Title I Readiness: Medical Examinations for Workers’ Compensation, Hiring, and Reasonable Accommodation
E3 The Flag System: Identifying Delayed Recovery Risk Factors
5:30-6:30 pm HAPPY HOUR WITH EXHIBITORS

WEDNESDAY AUGUST 8

7:30-8:30 am BREAKFAST WITH EXHIBITORS

GENERAL SESSIONS
8:30-9:30 am Getting Back in the Game: Returning to Work After a Life-Changing Injury or Illness
9:30-10:00 am COFFEE & CONVERSATION BREAK WITH EXHIBITORS
10:00-11:00 am The Changing Workforce and Benefit Design
11:00 am-12:00 pm Impactful Diversity & Inclusion Strategies for the Workplace
12:00-1:30 pm LUNCH WITH EXHIBITORS

CONCURRENT SESSIONS
1:30-2:30 pm A4 The Work/Life Squeeze: Policies and Protections for Caregiver Employees
B4 Neurodiversity: Driving Innovation from Unexpected Places
C4 Productive Aging and Cheese: A Case Study from Bel Brands
D4 Tools, Techniques, and Technologies for Creating Inclusive Workplaces
E4 How to Lead, How to Succeed: Women in IAM
2:30-3:00 pm DESSERT & CONVERSATION BREAK WITH EXHIBITORS
3:00-4:00 pm A5 Supporting your Employees During a Natural Disaster
B5 Can Claims Be Managed by Robots? Data Is the Key
C5 Taking the Plunge: First-Time Outsourcers Share Steps to Success
D5 A 360° View: From Stay at Work to Return to Work
E5 Leverage Your DISC Profile to Maximize Your Communication
4:00-4:15 pm BREAK
4:15-5:15 pm A6 From Training to Gaming: Approaches Promoting Mental Health at Work
B6 Disability and Fitness for Duty in Transgender Employees
C6 Frisco School District: Leading Leave Compliance in Texas
D6 Implementation Done Right
E6 Get Explicit About Implicit Bias with Compassionate Communication
8:00-11:00 pm AUSTIN LIVE!

THURSDAY AUGUST 9

7:30-8:30 am BREAKFAST

GENERAL SESSIONS
8:30-9:30 am Ask the Experts: Present and Future Challenges in Our Industry
9:30-9:45 am COFFEE & CONVERSATION BREAK
9:45-10:45 am Paid Parental Leave: A Focus on Fatherhood
10:45-11:45 am A Journey from Disability to Capability: Returning to Work and Removing the Disability Stigma
11:45 am-12:00 pm Closing Remarks and Grand Prize Drawing
7:30-8:30 AM
BREAKFAST WITH EXHIBITORS
Sponsored by
MORNEAU SHEPELL

GENERAL SESSIONS
8:30-8:45 AM
WELCOME & OPENING REMARKS
SPEAKERS
Marcia Carruthers, MBA, CPDM
Chairman of the Board, DMEC
Terri L. Rhodes, CCMP, CLMS, CPDM, MBA
Chief Executive Officer, DMEC

9:30-10:00 AM
COFFEE & CONVERSATION BREAK WITH EXHIBITORS

10:00-11:00 AM
MENTAL HEALTH IN THE WORKPLACE: THE INVISIBLE DISABILITY, NOW VISIBLE
Mental illnesses, once hidden and invisible in the workplace, are now taking center stage for many employers as they realize the true impact these illnesses have on overall workplace health and productivity. During this session, we will walk through the facts related to the increasing national disabled workforce and discuss the impact to both the employee and the organization when mental health in the workplace is not supported or treated. Attendees of this session will gain an understanding of mental illness, the stigma attached to the illness, and what can be done now to stem the untenable tide of absenteeism, presenteeism, and organizational cost that these disabilities can produce.
SPEAKER
Rachel A. Shaw, MBA
President, Shaw HR Consulting, Inc

11:00 AM-12:00 PM
FMLA/ADA LESSONS LEARNED: RECENT COURT CASES, JURY VERDICTS, AND SETTLEMENTS
Each year, hundreds of court decisions interpreting employers’ ADA and FMLA obligations, including jury verdicts and large settlements, are decided. Each decision has important implications for employers. During this session, we will identify trends that have emerged, and advise about the “do’s” and “don’ts” with regard to ADA/FMLA compliance challenges. You will learn what makes courts and juries sympathetic to employers and how to improve your policies, practices, and processes for handling ADA accommodation issues to avoid liability. Ensure you have the tools you need to avoid risk in this hotly-litigated area!
SPEAKERS
Megan Holstein, JD
Principal, Jackson Lewis PC
Marjory D. Robertson, JD
AVP & Senior Counsel, Sun Life Financial Services Company, Inc

12:00-1:30 PM
LUNCH WITH EXHIBITORS
Sponsored by
WorkPartners

8:45-9:30 AM OPENING KEYNOTE
LIVING OUT LOUD
Prepare to be moved and inspired as Nyle DiMarco, winner of America’s Next Top Model and Dancing with the Stars, demonstrates the value of non-verbal communication and embracing one’s true identity. As he shares his barrier-breaking story as a deaf man, he will pique your curiosity as you gain a deeper understanding of the deaf community. During this powerful session, Nyle will reveal his triumphs, challenges, fears, and dreams, and encourage you to live your own life authentically and define your own version of success. You will walk away enlightened and empowered to defy societal pressures, embrace diversity, and appreciate and harness your personal strengths.
SPEAKER
Nyle DiMarco

Sponsored by
ZURICH
1:30-2:30 pm

**CONCURRENT SESSIONS**

*(choose one)*

**TRACK | YEAR IN REVIEW: LEGAL UPDATES**

A1 FMLA HARASSMENT AND ADA RETALIATION: LEGAL AND PRACTICAL APPLICATIONS

Organizations need to know how to address and prevent retaliation and harassment related to family and medical leaves and employees with disabilities. Using an interactive case study exercise, this session will employ a fact-finding approach to clarifying the applicable legal standards under the ADA, the FMLA, and state and local leave and disability laws. You will hear about court cases and situations that illustrate potential pitfalls to avoid and walk away with practical tools and solutions for navigating retaliation and harassment.

**SPEAKERS**

Susan W. Brecher  
Director, Scheinman Institute, Cornell University

Judy Young  
Associate Director, Training and Development, Cornell University

**TRACK | TECHNOLOGY SOLUTIONS**

B1 DIGITAL SOLUTIONS: A WINDOW INTO THE BACK OFFICE OF ABSENCE CASE MANAGEMENT

How would you feel if 10,000 employees walked into your headquarters office and could see how their absences are being managed? Digital solutions deliver shorter turnaround times, increased awareness, and, in turn, come with increased customer expectations, including greater transparency. If you want to provide superior customer service, you’ll need to bring employees much closer to each stage of your absence management process. This session will highlight five key absence case management functions you should evaluate to ensure a positive digital experience.

**SPEAKERS**

Jonathan Boylan  
Chief Technology Officer, FINEOS

Randi Weir Simmons, SPHR, SHRM-SCP  
AVP Absence Management, FINEOS

*Sponsored session*

**USING THE TRACK SYSTEM**

Attendees are encouraged to select sessions across various tracks that best fit their education and training needs.

**TRACK | THE ADA AND RETURN TO WORK**

D1 IT SEEMS SIMPLE, BUT: THE COMPLEXITIES OF REASONABLE ACCOMMODATION

While most disability management programs cover transitional return-to-work, light duty, and stay-at-work programs, employers have traditionally paid less attention to the broader ADAAA requirements which include reasonable accommodations. This oversight leaves them open to significant EEOC violations, which could result in six-figure penalties for an individual incident.

Because of its unique workplace environment, the airline industry faces extraordinary challenges in meeting reasonable accommodation demands. This includes managing accommodations or temporary light-duty assignments for employees in various occupations, to fair reassignment practices for employees who can no longer work at their previous jobs due to disability.

In this session, we will detail the evolution of United Airlines’ reasonable accommodation program and explain how these implemented strategies can be applied to other industries.

**SPEAKERS**

Amy Kelly, MS, CRC  
Director, Absence Management, United Airlines

Christi Doe, MEd, CPDM  
Director, Disability & Absence Management Services, ECN, a division of Genex Services LLC

*Sponsored session*
TRACK | PROMOTING RECOVERY
E1 THE IMPACT OF CHRONIC DISEASE ON WORKPLACE HEALTH AND PRODUCTIVITY

This session will focus on the ever-increasing burden of chronic disease that is impacting employees and their organizations. We will discuss the current and future state of employee health status as it relates to chronic disease and explore evidence-informed strategies and best practices to reduce the impact of chronic disease on health, productivity, and engagement in the workplace. We will review investments in strategic workplace health, well-being, absenteeism, presenteeism, and absence and disability management as well as disability prevention.

SPEAKER
Tyler Amell, PhD, MSc, BSc
Partner, Morneau Shepell

3:00-4:00 pm
CONCURRENT SESSIONS
(choose one)

TRACK | YEAR IN REVIEW: LEGAL UPDATES
A2 I THOUGHT WE WERE SUPPOSED TO BE FLEXIBLE?! ADA LEAVE CASES POST-SEVERSON

In the 2017 Severson v. Heartland Woodcraft case, the 7th circuit court of appeals said that long-term leaves are not reasonable accommodations under the law. This runs counter to the EEOC’s enforcement over the last several years as well as the multi-million dollar settlements they’ve procured. After this landmark case, what’s an employer to do? In this informative session, we will walk through the highlights of this case and the significant impact it has on how employers handle the leave process moving forward.

SPEAKERS
Matt Morris, JD
VP of FMLASource, ComPsych
Jeff Nowak, JD
Partner and Co-Chair, Labor and Employment Practice Group, Franczek Radelet PC

This was my first DMEC conference. I was very impressed and learned a lot.

- 2017 CONFERENCE ATTENDEE

DESSERT & CONVERSATION BREAK
Please join us from 2:30-3:00 pm for dessert with our exhibitors.

CONFERENCE PROGRAMMING COMMITTEE

Thank you to our dedicated 2018 conference programming committee for their time, expertise, and assistance in developing the educational content for the 2018 DMEC Annual Conference.

Dianne Arpin, CPDM
Sr. Manager, Leave and Accommodation Programs, T-Mobile USA

Sebrena Bohnsack, MS, CCM
Manager, Occupational Health Services, Health Care Service Corp.

Kymberly Clay
Integrated Absence and Disability Management Administrator, City of Long Beach

Cindy Delgado
Assistant Director, Workers’ Compensation, University of California Santa Cruz

William Frystak
Disability Case Manager, Glaucoma

Sandy Garner
Director of Human Resources, Operations, SanMar Corporation

Jenny Haykin, CRC, MA
Integrated Leave & Accommodations Program Manager, Puget Sound Energy

Thomas LeRoy
Manager of Workers’ Compensation & Risk Management, Maine Health/Maine Medical Center

Hilary Mitchell
Director of Employee Health Services, Pitney Bowes

Adrienne Paler, MS, CPDM, SPHR
Director, Total Health & Productivity, Sutter Health

Jane Ryan, CPDM
RTW Section Head, Mayo Clinic

Deborah Templin
Director of Disability & Occupational Risk Control Services University Hospital

J. Michael Vittoria
Director of Benefits & Human Resources Solution Center, Lifespan

This was my first DMEC conference. I was very impressed and learned a lot.

- 2017 CONFERENCE ATTENDEE
TUESDAY CONCURRENT SESSIONS

C2 EMPLOYER SIZE: THE EFFECT ON ABSENCE & PRODUCTIVITY

Are you struggling with managing the effects of workplace absence? You are not alone; many employers struggle with lower levels of productivity, lost profits, and workplace disruptions when employees are absent.

A 2017 research project analyzed employer’s experiences with the FMLA & short-term disability (STD) in the context of employer size. The results show that employers of various sizes experience different issues depending on their industry and their organizational structure. This session will detail the differences between large and smaller employers across all industries, experiences with FMLA & STD usage and cost, before diving into specific industries, including hospitals, food manufacturers, and others. We will outline actionable insights to provide you with tools to help you address these size-related absence issues.

SPEAKER
Michael Klachefsky
Consultant, ClaimManage, Inc

*Sponsored session

D2 PEER-TO-PEER COMMUNICATION: GETTING PHYSICIANS ON BOARD ABOUT RTW

Clinicians have a central role in all aspects of medical leave — diagnosis and treatment, functional limitations, and return-to-work (RTW) decisions. However, with little training in this area, they often fail to recognize the negative consequences of being out of work, feel conflicted about their role, and don’t take the time to address this problem. Educational programs, requests for documentation, and other strategies have not had much of an impact. During this session, we will highlight a strategy that has proved effective: collaboration with trusted peers who are familiar with work absence, work restrictions, and other RTW issues. We will discuss the causes of the problem, scientific evidence and practical experience on effectiveness of a peer-to-peer approach, and provide suggestions for employers to prevent unnecessary disability.

PANELISTS
Herminio Vargas, MBA, MPA, JD
Senior Manager, Integrated Absence Management, Walmart
Glenn Pransky, MD, MOCCH, FACOEM
Scientific Advisor, Lincoln Financial Group
David Berube, MD, MPH, FACOEM
Chief Medical Officer, Lincoln Financial Group

*Sponsored session

E2 THE JOURNEY TO MINIMIZING THE IMPACT OF MUSCULOSKELETAL DISORDERS IN THE WORKPLACE

Musculoskeletal disorders (MSDs) affect more than half of Americans age 18+ and account for one-third of lost work time. All industries struggle with the impact MSDs have on absence and lost productivity as well as the associated healthcare and disability costs.

This session will provide insight into ways that employers can identify and quantify MSD risk factors as well as the bottom line impact to their organization. Learn how members of our employer panel took a deeper look at the impact of MSD on their disability experience and healthcare spend and made the crucial decision to implement proactive strategies to address this issue. These innovative strategies vary from vendor partnership to ergonomic solutions to building a robust return-to-work program.

SPEAKERS
Rebecca Day
Benefits Manager, Total Rewards, Cox Communications, Inc
Kim German, BSN, COHN-S
Nurse Case Manager/SPIN Coordinator, Emory Healthcare
Mandy Stogner, CLMS
HR, Health & Wellbeing Consultant, Unum
Marcy Ledford, MS, CRC, CEAS
Director, Workforce Solutions Group, Unum

*Sponsored session

STATE BY STATE: PAID FAMILY AND MEDICAL LEAVE LEGISLATION

New York Paid Family Leave (NY PFL) has been all over the media lately, but a number of states are proposing or have passed their own paid family and medical leave laws, allowing employees to take paid time off from work for medical or family reasons. What are the nuances employers need to understand to manage current and emerging paid family leave laws effectively? How are employers looking at paid family leave benefits and attempting to be equitable to employees in states with differing or no paid family leave? How do paid family leave laws intersect with unpaid leaves, short-term disability, sick leave or other paid company leaves? This session will cover all this and more.

SPEAKERS
Lais Washington, JD
Director of Risk Compliance, Lincoln Financial Group
Marissa Mayfield
Sr. Product Manager-PFL & Statutory Disability, Lincoln Financial Group

*Sponsored session

AUTOMATING INTEGRATED DISABILITY MANAGEMENT PROGRAMS TO DRIVE RESULTS, IMPROVE EFFICIENCY, AND REDUCE COST

During this session, you will...
learn how employers are using technology and automation to proactively identify absences requiring aggressive management and intervention, while simplifying and automating the administrative and employee process for routine absences and leaves. We’ll discuss the myriad benefits of this approach, including reduced durations of absences, reduction in administrative costs, and improved employee experience and satisfaction.

**SPEAKERS**

Loyd Hudson, SPHR, CPDM  
IDM Manager, American Electric Power

Seth Turner, MBA  
VP of Business Development, AbsenceSoft

*Sponsored session

**TRACK | PREVENTION & PRODUCTIVITY**

**C3 PREDICTING, PREVENTING, AND REDUCING DISABILITY ABSENCE**

Did you know that workplace absence can cost an employer $226 billion dollars a year? One of the ways to help reduce disability-related absences is to prevent disabling illnesses and injuries from happening in the first place. In this session you’ll hear how integrating your health plan with your disability management plan can help reduce short-term disability incidence and result in better return-to-work rates and shorter disability durations. You’ll also learn about best practices in pre-disability intervention programs and how these programs can help individuals prevent a potential disabling illness or injury, and help those already out on disability safely and productively return to work more quickly.

**SPEAKERS**

Chloe Potts  
Talent Services Partner, American Cancer Society

Meaghan Rohletter  
Director of Health and Welfare Benefits, American Cancer Society

Angelica Greene  
Clinical Program Manager, Cigna

*Sponsored session

**track | the ada and return to work**

**D3 ADA TITLE I READINESS: MEDICAL EXAMINATIONS FOR WORKERS’ COMPENSATION, HIRING, AND REASONABLE ACCOMMODATION**

This session will prepare you to query medical examination service providers (physicians, occupational therapists, and physical therapists) for their readiness to comply with Title 1 of the Americans with Disabilities Act. We’ll begin with a review of the federal court’s response to medical examination issues central to recent hiring, stay-at-work, workers’ compensation, and reasonable accommodation cases. From there, we’ll utilize a self-screening tool that will demonstrate how to match each type of medical examination to a hiring, retention, or reasonable accommodation situation. You’ll get updated knowledge of trends in employment testing and explore exposure that can be associated with medical opinions related to adverse employment decisions.

**SPEAKER**

Roy O. Matheson, ADAC  
Managing Partner, Reasonable Accommodation LLC

*Sponsored session

**track | promoting recovery**

**E3 THE FLAG SYSTEM: IDENTIFYING DELAYED RECOVERY RISK FACTORS**

Delayed recovery after an injury or illness presents a challenge to employers and employees alike. Using a flag system to identify multiple risk factors for that impact or influence disability is a helpful way to apply a holistic, biopsychosocial model to disability management. In this session, we will discuss medical, psychosocial, psychiatric, and work barriers to recovering function and explore ways to identify these barriers and tools to address them in an effort to minimize delayed recovery for your employee.

**SPEAKER**

Marcos A. Iglesias, MD, MMM, FAAFP, FACOEM  
SVP, Chief Medical Officer, Broadspire

*Sponsored session

5:30-6:30 PM

**HAPPY HOUR WITH EXHIBITORS**
Getting Back in the Game: Returning to Work After a Life-Changing Injury or Illness

Returning to work after a life-changing injury or illness can be challenging not only physically, but mentally. What is the employee going through? How can you support your employee's return to work? What other resources are available to assist you and your employee? During this session, we will share research and interventions underway for successful return to work, and will introduce Keith Gabel, a remarkable man who lost his leg in an industrial work accident. Discover how Keith greeted his disability and adversity with tremendous strength to rise above the challenges, focus on what is possible, and reach his goals. His positive outlook has opened many doors to other opportunities including becoming a world-class athlete and two-time U.S. Paralympian. Keith's story will challenge your perception of people with disabilities and illustrate the power of the human spirit.

Speakers

Keith Gabel
U.S. Paralympian

Dr. Adam Seidner
The Hartford, Chief Medical Officer

Sponsorship

*Sponsored session

While my attendance was mainly for exhibiting, in my opinion, this is the premier event for vendors and partners in the industry.

- 2017 Conference Attendee
1:30-2:30 pm
CONCURRENT SESSIONS
(choose one)

TRACK | HAPPY, HEALTHY WORKFORCE
A4 THE WORK/LIFE SQUEEZE: POLICIES AND PROTECTIONS FOR CAREGIVER EMPLOYEES

It’s a reality. Increasing numbers of employees have caregiver responsibilities for family members — children, elderly parents, family members with health needs, and others. The legal protections for caregiver employees are broad and numerous. Some employers are trying to get ahead of these issues by implementing family-friendly policies and benefits to assist employees in dealing with caregiver responsibilities. In this session, learn what various state and federal laws require of employers with respect to their caregiver employee population. A leading employer will share policies and benefits it has implemented in support of their employees. How these efforts are working, how they are being received by the employees, and what lessons have been learned so far will be covered.

SPEAKERS
Jim Tierney, GBA, CWPD, CPT
Sr. Program Manager, Total Absence Management, Corporate Benefits, Medtronic
Marti Cardi, JD
Vice President, Product Compliance, Matrix Absence Management, Inc
*Sponsored session

I was a first-time attendee and had high expectations for the conference. The speakers and topics were exceptional. I thoroughly enjoyed the information and opportunity to ask questions.

- 2017 CONFERENCE ATTENDEE
Inclusion results when good processes and practices are normalized into the workplace. Normalizing inclusion requires tools, techniques, and technologies. Many of these are embedded within the no-cost Workplace Accommodation Toolkit and Mobile Accommodation Solution app developed by the Job Accommodation Network (JAN). This session will feature three new video trainings within the toolkit and a demonstration of the new app. You will leave this session with the tools, techniques, and technologies necessary for institutionalizing inclusion and ensuring the longevity of disability inclusion efforts.

**SPEAKERS**

Anne Hirsh, MS, CPDM  
CoDirector, Job Accommodation Network  
Deborah Dagit  
President, Deb Dagit Diversity

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**DESSERT & CONVERSATION BREAK**

Please join us from 2:30-3:00 pm for dessert with our exhibitors.

**SPEAKERS**

Stephen Buehler  
Employee & Physician Assistance Program Consultant, Kaiser Permanente  
Todd Masteller  
EAP Liaison, Kaiser Permanente  
Debra Zoppy  
AVP, Operational Risk & Resiliency, Guardian

**MODERATOR**

Colleen Hutchings  
Vice President, Operations and Client Services, ReedGroup
We have all heard amazing things about the power of business analytics and artificial intelligence, but how far away is automated claims management? The use of analytics is on the rise in claims operations, and this will fundamentally change the industry. Data is the key resource needed to drive this change. During this session, we’ll look at what is hidden in our claims data and what questions we should be asking our claim service providers. From an operational viewpoint, we will examine cutting-edge techniques that automate the process of claims management and discuss some of the challenges that are being faced. While this is a significant change for the industry, it can be embraced as a unique opportunity to make claims management smarter and more efficient.

**SPEAKERS**

Jennifer Pardi, ALHC  
Vice President of TPA Services, Professional Disability Associates  
Ian Bridgman  
Executive Director, The Claim Lab

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The disability claims experience begins long before a claim is filed. It begins with an employer’s corporate culture, and the inter-relationships among the benefits team, the disability insurance company, and the claimant. During this session, you’ll hear from Dr. Feranmi Okanlami who will share his journey from a life-altering injury that left him paralyzed from the chest down, and the role that his disability coverage played in his recovery. You’ll also hear how the team at Mitel have built an environment that helps employees to remain at and return to work. You’ll also gather best practices for establishing job accommodation policies and procedures; identifying opportunities through analysis of claims patterns and ergonomic assessments; and improving claimant communication about available vocational rehabilitation services and support.

**SPEAKERS**

Tammy Large, PHR, GBA  
Director, Compensation and Benefits, Mitel  
Feranmi Okanlami, MD, MS  
Faculty Lead for Medical Student Success: Office for Health Equity and Inclusion, Michigan Medicine  
Cammie McAda, MS, LPC, CRC, CEAS, ADAA  
Vocational Rehab Employer Services Leader, Guardian Life Insurance Company of America

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I have supported DMEC for the past 25 years — because they are relevant. DMEC provides information that I need on a daily basis. The opportunity to hear from other employers and borrow from the best is invaluable!

- 2017 CONFERENCE ATTENDEE
TRACK | BUILDING YOUR PROFESSIONAL BRAND

E5 LEVERAGE YOUR DISC PROFILE TO MAXIMIZE YOUR COMMUNICATION

Working effectively with others is critical for your professional success. But what do you do when communication clashes make that feel impossible? Everyone has their own behavioral styles, but not everyone knows how to leverage this knowledge for their own success. This interactive session will utilize the DISC behavioral style model to help you gain key insights into your own work behaviors as well as how to “speed read” those around you. These skills will help you adjust your message to connect with your intended audience, helping you cut through the everyday “noise.” Improving your communication can help facilitate cooperation with others, build effective teams, and influence others, all of which can make or break your career.

SPEAKER
Kristin Jones, CLMS, PHR, SHRM-CP
Continuing Education Manager, DMEC

4:00-4:15 PM
BREAK

4:15-5:15 pm

CONCURRENT SESSIONS
(choose one)

TRACK | HAPPY, HEALTHY WORKFORCE

A6 FROM TRAINING TO GAMING: APPROACHES PROMOTING MENTAL HEALTH AT WORK

As employers look for ways to promote mental health in the workplace, more programs and products become available each day. During this session, we’ll highlight an array of options available to employers — from the latest in employee assistance program (EAP) services to awareness and stigma reduction programs to artificial intelligence and gaming options — that will help you tackle the challenges associated with promoting mental health in your organization.

SPEAKERS
Jenny Haykin, MA, CRC
Integrated Leaves & Accommodations Program Manager, Puget Sound Energy
Michiel Rauws
CEO & Founder, X2AI

4:00-4:15 PM
BREAK

TRACK | THE PROGRESSIVE WORKFORCE

B6 DISABILITY AND FITNESS FOR DUTY IN TRANSGENDER EMPLOYEES

Employees have diverse gender identities and expressions, which may impact their ability to perform the essential functions of their jobs. Both transgender and cisgender employees are at heightened risk of experiencing an inability to perform job functions. During this session, you will be introduced to the concepts of gender identity and gender expression, and the implications of determining ability to perform workplace tasks in employees who may identify as transgender. You’ll explore model transgender employment policies, best practices in the administrative approach to fitness-for-duty evaluations, considerations for disability insurers, and forensic assessments and how they can best take into account gender identity, gender expression, and gender dysphoria. You’ll also learn how to accurately assess impairment and support the workplace performance of employees who identify as transgender.

SPEAKER
Brian Hurley, MD, MBA, DFASAM
Contracted Network Provider, PsyBar, LLC
C6 FRISCO SCHOOL DISTRICT: LEADING LEAVE COMPLIANCE IN TEXAS

Leave management is a challenge for HR managers nationwide. However, for the large and growing school district of Frisco ISD in Texas, there were unique leave management challenges that required a redesign of their processes. With over 8,200 employees distributed over 64 schools, Frisco manages a dispersed workforce in a sector that sees above-average leave requests, all while ensuring there are teachers on the job to instruct the students. During this session, you’ll hear how Frisco made the decision to revamp their leave management with a full review of their policies, best practices, and technology, and you’ll see the extraordinary results in terms of accuracy, efficiency, and compliance. You’ll also gather valuable insights that will help you put your leave management house in order.

SPEAKERS
Jessica Gilbert
Benefits Specialist, Frisco Independent School District
Breanna Rose
Benefits Manager, Frisco Independent School District

MODERATOR
David Glickman
CEO, Presagia

D6 IMPLEMENTATION DONE RIGHT
Even the best designed absence management programs can fall short if follow through is lacking. Implementation of new programs and periodic re-implementation of mature programs is critical, yet we often see it overlooked or underestimated. Although it may be one of the most time-consuming aspects of absence management programs, implementation is your opportunity to set the stage for success at a company, manager, and employee level. Implementation done right can lead to easier administration for your organization, increased satisfaction with the process, and higher engagement overall. During this session, we will cover the “ins and outs” of successful program implementation (and re-implementation), including a dive into quantitative and qualitative survey data, specific employer case studies, and a roadmap you can take to move forward.

SPEAKERS
Misty Harper
Manager, Leave Administration and Accommodations, North America, Business Services Group
Kevin Kelleher
Manager Compensation, Absence Management, and HR Analytics, The University of Vermont Medical Center
Karen English, CPCU, ARM, MBA
Partner, Spring Consulting Group
Teri Weber
Partner, Spring Consulting Group

E6 GET EXPLICIT ABOUT IMPLICIT BIAS WITH COMPASSIONATE COMMUNICATION
No matter how positive our intentions are to be free of prejudice, we all have implicit biases that can have a serious impact on our work and in our organizations. During this session, we will explore the concept of implicit bias and the nuanced behavior that is a product of our unconsciousness. As we engage on this topic, you will have opportunities to reflect upon how your own implicit biases may be impacting your work as well as your personal life. You’ll have the opportunity to interactively practice compassionate communication and learn skills for “interrupting” implicit bias behaviors, internally and interpersonally. We’ll cover how to create action plans that not only address how to become aware about implicit bias, but also actions that interrupt it.

SPEAKER
Nancy Dome
CEO, Epoch Education, Inc

AUSTIN LIVE!
8:00-11:00 PM “CELEBRATE GOOD TIMES … COME ON!”
We’re in the homestretch, and there’s no better way to let loose and relax after several busy days of new ideas than to join your fellow conference attendees at our popular Wednesday Night Party. Enjoy one of Austin’s own dance bands along with light refreshments and networking opportunities galore. Come for an hour or stay the whole evening. Everyone’s invited — so come on!

- Continuous transportation provided
- Complimentary drink ticket(s) provided at the event
- Great food, entertainment, networking, and fun

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THURSDAY GENERAL SESSION

7:30-8:30 AM
BREAKFAST

8:30-9:30 AM
ASK THE EXPERTS: PRESENT AND FUTURE CHALLENGES IN OUR INDUSTRY
Our popular “Ask the Experts” session allows conference attendees to submit their most challenging questions to our panel of distinguished absence and leave management experts. You provide the uncensored questions, and they provide the unfiltered answers. This interactive discussion between attendees and panelists allows audience members to have their “real-world” questions answered by the specialists. Come prepared with your toughest questions and the most perplexing challenges faced by your company. And best of all, there will be no consulting fees incurred!

PANELISTS
Bryon Bass
SVP, Disability and Absence Practice & Compliance, Sedgwick
Phil Bruen
Vice President Group Life and Disability Products, MetLife
Karen English, CPCU, ARM, MBA
Partner, Spring Consulting Group
Michelle C. Jackson, MSW, CLMS
Asst. Vice President Sales Acceleration, Unum

MODERATOR
Terri Rhodes, CCMP, CLMS, CPDM, MBA
Chief Executive Officer, DMEC

9:30-9:45 AM
COFFEE & CONVERSATION BREAK

9:45-10:45 AM
PAID PARENTAL LEAVE: A FOCUS ON FATHERHOOD
As the national conversation around parental leave continues to grow, attitudes toward fathers taking paternity leave are shifting. Once considered taboo, there is growing acceptance — and even promotion — in many industries of the practice of men and other “secondary caregivers” taking leave after a new child joins the family. However, stigma still exists in many organizations, reflecting the ongoing action needed to continue the evolution of paid parental leave programs.

Join the conversation as we explore paternity leave with several employers of varying sizes and industries. We will highlight the various plans these employers have implemented in their organizations, and their reasons for adoption. From the startling diversity and inclusion statistics for dads taking leave, to humorous experiences with implementing paid leave programs, our employer panel will share a wealth of experience.

PANELISTS
Marianna Hegyi
People Team Manager, Limeade
Kimberly Hullander
HR Manager, Duke Energy Corporation
Tyler Amell, PhD, MSc, BSc
Partner, Morneau Shepell

MODERATOR
Kristin Jones, CLMS, PHR, SHRM-CP
Continuing Education Manager, DMEC

10:45-11:45 AM
A JOURNEY FROM DISABILITY TO CAPABILITY: RETURNING TO WORK AND REMOVING THE DISABILITY STIGMA
Janet Labreck was appointed by Barack Obama in 2013 as Commissioner of the RSA, an organization within the U.S. Department of Education. Janet became completely blind as a child and worked hard to overcome adversity and achieve great success as a disability advocate and D.C. insider, who has played an instrumental role in disability policy. Janet will share her inspirational story, followed by a fireside chat with David Healy of Sun Life Financial who will talk about what it means for someone when they go on disability, and how providers and employers can work together to achieve better return-to-work outcomes and address the stigma of disability.

PANELISTS
Janet Labreck
Former Commissioner of Rehabilitation Services Administration, Owner, Janet L. Labreck Consulting, LLC
David Healy
Senior Vice President, Group Benefits, Sun Life Financial

*Sponsored session

11:45 AM-12:00 PM
CLOSING REMARKS AND GRAND PRIZE DRAWING

THREE WAYS TO SAVE
REGISTER BY MAY 31 FOR THE EARLY BIRD DISCOUNT.
Join DMEC today and become a part of the only association dedicated to the integrated absence and disability management profession.

1. Register by May 31 and save up to $200 on your registration.
2. Register with at least one other co-worker and save $50 off each registration.
3. Become a DMEC member and save up to $200 off nonmember rates.

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The DMEC ANNUAL CONFERENCE features more than 50 exhibitors with a wide range of services, programs, and products for disability and absence professionals. This is your opportunity to see how the products and services work, bring back ideas to your company, build new contacts, and discuss your specific needs. Representatives will be available to meet you during breakfasts, lunches, and scheduled breaks. Be sure to seek them out!

DMEC QUEST & GIVEAWAY
Download the conference mobile app to participate in DMEC’s online scavenger hunt! Attendees will be given the opportunity to earn points by attending sessions & events, visiting exhibitors & sponsors, and much more. Stay at the top of the DMEC Quest leaderboard for a chance to win $1,000 at the closing session (must be present to win).

PRIZE DRAWING SCHEDULE
Wednesday Lunch with Exhibitors – Tons of Prizes!
If you provide a business card at participating exhibitor booths, you’ll have a chance to take home one of more than 30 exciting prizes. Last year’s prizes included a Kindle Fire, a FitBit, an Apple Watch, a Kate Spade purse, numerous gift cards, and more!

Thursday General Session – Grand Prize Drawing!
DMEC Quest champions will be entered into our grand prize drawing for $1,000! Must be present to win.

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- FMLA/ADA compliance
- Intermittent leave
- Job accommodation
- Program metrics & measurement
- Employer program models
- Benefit cost-containment

and more…

AUSTIN
AUGUST 6-9, 2018

BONUS!

PRECONFERENCE WORKSHOPS INCLUDED IN REGISTRATION FEE

I have attended many trade shows, conferences, seminars, and training sessions over the years, and the 2017 DMEC Annual Conference was top notch from start to finish.

- 2017 CONFERENCE ATTENDEE

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Group discounts available.