MARK YOUR CALENDAR

2020 DMEC COMPLIANCE CONFERENCE
Boston | March 23-26, 2020

2020 DMEC ANNUAL CONFERENCE
Anaheim | August 3-6, 2020

COMPLIMENTARY WIFI
DMEC will provide attendees with complimentary WiFi access in our conference meeting space at the Gaylord National Resort.

NETWORK NAME  •  DMEC
PASSWORD  •  DMEC2019
WELCOME TO WASHINGTON D.C.
AND THE
2019 DMEC ANNUAL CONFERENCE

MEET YOUR DMEC STAFF

Terri L. Rhodes
Chief Executive Officer

Tasha Patterson
Vice President, Operations

JoAnne Spitzale
Director, Conferences

Mary Hill
Director, Finance & HR

Kristin Jones
Education Manager

Don’t forget to stop by DMEC’s ribbon wall to select your badge ribbons. From serious to silly, everyone will find a ribbon to show off your accomplishments and personality!

Sponsored by

Jackson Lewis

COMPLIMENTARY WIFI

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INSTRUCTIONS FOR CEUS

Attendees may earn CEU hours through DMEC’s new Evaluation & CEU Portal by completing evaluations for sessions attended during the conference. Evaluations can be accessed during the conference through the mobile app or through a URL link provided prior to the conference. Once evaluations are completed, a certificate of attendance verification will be available for download. For complete instructions, see the CEU instructions button in the mobile app.

ACCESSING PRESENTATIONS & HANDOUTS

Conference presentations and materials are available on the DMEC mobile app. In addition, all conference attendees will receive a pre- and post-conference email which contains an electronic link to access and download conference materials.

SESSION EVALUATIONS AND POST-CONFERENCE EVALUATION FORMS

Individual session evaluations and our overall post-conference evaluation are available on the DMEC mobile app. All conference attendees will also receive a post-conference email which contains a link to our online evaluations. Your feedback is important and helps us plan future conferences and educational events.

2019 DMEC ANNUAL CONFERENCE

MOBILE APP

Download the mobile app for access to session materials, to ask questions during general sessions, to complete evaluations and earn CEU hours, and to participate in the DMEC Quest.

2 EASY WAYS

1 | Search for “DMEC” in the Apple or Google Play store and download the app

2 | Enter tinyurl.com/DMECAC19 for a web version

PARTICIPATE IN THE 2019 DMEC LEAVE MANAGEMENT SURVEY AND WIN!

Please take a few minutes to share your organization’s leave management experience by participating in the 2019 DMEC Leave Management Survey. Not only will your input help in developing best practices, but you could win:

- Two $50 Amazon gift cards
- A free CLMS online course and exam registration

The first 50 respondents will also receive a $5 Starbucks gift certificate which can be redeemed electronically upon completion of the survey.

Access the survey via the mobile app or visit www.dmec.org/2019-leave-survey to participate.

PHOTO & VIDEO CONSENT

During the 2019 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.
NOT TO BE MISSED EVENTS

FIRST-TIME ATTENDEE ORIENTATION & MIXER
CHERRY BLOSSOM BALLROOM
MONDAY 5:00-6:00 PM
Are you a first-time conference attendee? Join us at one of our scheduled first-time attendee orientations for a beverage and an overview of what to expect at this year’s conference.

OPENING WELCOME RECEPTION
CHERRY BLOSSOM BALLROOM LOBBY
MONDAY 6:00-8:00 PM
Kick start your conference experience with a chance to connect with old friends and fellow attendees over refreshments at the opening welcome reception. Everyone is invited to join the festivities for a special evening of great food and fun.

Sponsored by the DMEC Diamond & Platinum Sponsors

FIRST-TIME ATTENDEE LOUNGE
DMEC SOLUTIONS MARKETPLACE
TUESDAY 7:00 AM-6:30 PM
WEDNESDAY 7:00 AM-3:00 PM
Take some time to refresh, relax, and get a new professional headshot. Also, don’t miss our exclusive first-time attendee meet & greet hours (12:30-1:30 pm each day).
Sponsored by The Standard

DMEC SOLUTIONS MARKETPLACE
PRINCE GEORGE’S EXHIBIT HALL E
TUESDAY 7:00 AM-6:30 PM
WEDNESDAY 7:00 AM-3:00 PM
This year’s marketplace offers an opportunity to visit with dozens of exhibitors who are ready to share the latest advancements in products, services, technology, and more. Drop off your business card at participating booths for a chance to win great prizes during the Wednesday dessert break. Participate in the DMEC Quest scavenger hunt for a chance to take home our $1,000 grand prize! The grand prize drawing will be held on Thursday (must be present to win).

ROUNDTABLE DISCUSSIONS
You asked; we answered! We’ve added an extra set of roundtable discussions to the 2019 agenda. On Monday, meet with your industry peers to discuss industry-specific concerns, and on Wednesday, select one of several challenging hot topics to discuss in-depth.

MONDAY, AUG. 5:
• Education - Magnolia 1
• Government & Non-profit - Magnolia 2
• Energy & Utilities - Magnolia 3
• Healthcare/Hospital Systems - Annapolis
• Manufacturing - Azalea 1
• Retail & Apparel - Azalea 2
• Transportation - Azalea 3

WEDNESDAY, AUG. 7:
• Cosourcing & Outsourcing - Annapolis
• FMLA & ADA - Magnolia 1
• Innovative Integration - Magnolia 2
• Managing Internal Programs - Magnolia 3
• Medical Certifications & Forms - Azalea 2
• Workplace Wellness & EAP Programs - Azalea 3

HAPPY HOUR WITH EXHIBITORS
DMEC SOLUTIONS MARKETPLACE
TUESDAY 5:30-6:30 PM
Come mingle and relax with attendees and exhibitors after a full day of sessions. Enjoy a complimentary beverage and light snacks.

CAPITAL LIVE!
BOBBY MCKEY’S DUELING PIANO BAR
WEDNESDAY 8:00-11:00 PM
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 event. This year, get ready to party, sing, dance, and laugh the night away at Bobby Mckey’s Dueling Piano Bar. Come for an hour or stay for the whole evening! This year’s venue, Bobby Mickey’s Dueling Piano Bar, is a short 3-minute walk from the Gaylord National Resort. Head out of the front lobby resort doors and straight down Fleet Street to join the fun!
Sponsored by MetLife

$1,000 GRAND PRIZE DRAWING
GENERAL SESSION
THURSDAY 12:00 PM
You must be present to win.
Sponsored by Allsup
MENTAL HEALTH AT WORK: COSTS AND BENEFITS

Employers recognize the importance of effectively addressing mental health in the workplace. To ignore it, results in high costs from rising disability rates, poor retention, lost productivity, and sub-optimal performance. It also hits the bottom line in healthcare costs, not just for mental health conditions, but for other common and chronic health conditions. Costs alone are not the only drivers of change, but also the recognition of the interplay between mental health and well-being are resulting in improvements. Case studies show an increasing number of employers engaged in innovative practices in workplace mental health. Join us as we explore those innovative practices and the positive results that come with the investment.

SPEAKERS
Darcy Gruttadaro, JD
Director, Center for Workplace Mental Health, American Psychiatric Foundation

Michael Klachefsky
Principal, Absence, Productivity & HR Consulting

PTSD FRONTLINE: PROVIDING TREATMENT TO FLORIDA’S FIRST RESPONDERS

In 2018, Florida passed a law covering post-traumatic stress disorder (PTSD) for first responders, making it one of the first states to adopt a law requiring workers’ compensation benefits for first responders affected by PTSD. Exposure to traumatic events can trigger depression, anxiety, drug abuse, and a high-level of suicide. This session will delve into early lessons learned from treating Florida first responders, including the development of the regulatory factors, employer response, coverage, and provider services.

SPEAKER
Michael Coupland, RPsych
Network Medical Director, Registered Psychologist, IMCS Group Inc

THE SUICIDAL EMPLOYEE: MANAGING REAL ISSUES AND REAL RISK WITH PRACTICAL SOLUTIONS

Suicide is the 10th leading cause of death in the United States. On average, 44,965 Americans die by suicide each year, and suicide costs the United States $69 billion annually. Suicide remains an area of occupational concern that can have wide-ranging impacts on employees, supervisors, and the overall work environment. If an employee walked up to you tomorrow and expressed suicidal thoughts, what would you say? How prepared is your company to manage suicide risk? Does your organization have strategies for effective suicide prevention? During this session, we will describe the problem and impact of suicidality and suicide attempt on the work environment and employee functioning. We’ll review warning signs and behaviors that signal the person may be at immediate risk or serious risk for suicide, and we’ll discuss strategies for responding to statements and other indicators of suicide risk in occupational settings.

SPEAKER
Katie Connell, PhD, ABPP
Chief Clinical Officer, PsyBar

NEW! DMEC EVALUATION & CEU PORTAL

TO ACCESS THE PORTAL, FOLLOW THE INSTRUCTIONS BELOW.

1 | Select the DMEC Evaluation & CEU Portal button on the 2019 DMEC Annual Conference app home screen.
2 | In the app, select the “Evaluation” icon on the bottom of a session’s agenda listing.
3 | Not using the app? Access the URL link provided by DMEC in the email prior to the conference.

TO EARN YOUR CEU CREDITS:

1 | Navigate to the “Task List”, enter the first task, and select a session you have attended to evaluate.
2 | Complete the session evaluation to earn your credit. You may complete evaluations at the end of each session, at any time during the conference, or at the end of the conference.
3 | You must complete the evaluation for EACH SESSION attended to receive credit for the session.
4 | When evaluations for all sessions attended have been completed, download and print your verification certificate to upload your CEUs to the certifying organization.
MENTAL HEALTH AT WORK: AN EMPLOYER’S FIRST YEAR OF PROGRAM DEVELOPMENT

Mental health support is available through medical insurance, employee assistance programs, and other resources, but many employees in need do not access services. After a year of researching mental health offerings available to employers, Puget Sound Energy (PSE) began a journey to expand mental health awareness, education, and access for their employees. During this session, we will cover the decision-making process for PSE and explore the customized program, including communications and training, that was developed to foster an environment where both knowing about and accessing resources is the “norm” rather than the exception.

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

INDUSTRY ROUNDTABLE DISCUSSIONS
Join your industry peers for small-group discussions on hot topics within your industry. Share challenges, opportunities, and best practices from your organization’s experience.

EDUCATION · Magnolia 1
GOVERNMENT & NON-PROFIT · Magnolia 2
ENERGY & UTILITIES · Magnolia 3
HEALTHCARE /HOSPITAL SYSTEMS · Annapolis
MANUFACTURING · Azalea 1
RETAIL & APPAREL · Azalea 2
TRANSPORTATION · Azalea 3

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AGENDA AT A GLANCE

MONDAY AUGUST 5

7:00 am-5:00 pm  Registration Open

PRECONFERENCE WORKSHOP
MENTAL HEALTH IN THE WORKPLACE

9:00-10:00 am  Mental Health at Work: Costs and Benefits
10:00-10:30 am  BREAK
10:30-11:30 am  PTSD Frontline: Providing Treatment to Florida's First Responders
11:30 am-12:30 pm  LUNCH ON YOUR OWN
12:30-1:30 pm  The Suicidal Employee: Managing Real Issues and Real Risk with Practical Solutions
1:30-2:00 pm  BREAK
2:00-3:00 pm  Mental Health at Work: An Employer's First Year of Program Development
3:00-3:15 pm  Wrap-Up & Announcements
3:15-3:30 pm  BREAK

ROUNDTABLES
3:30-4:30 pm  Industry Roundtable Discussions
5:00-6:00 pm  FIRST-TIME ATTENDEE ORIENTATION & MIXER
6:00-8:00 pm  OPENING WELCOME RECEPTION

TUESDAY AUGUST 6

7:00 am-5:00 pm  Registration Open

7:00-8:00 am  BREAKFAST WITH EXHIBITORS

GENERAL SESSIONS
8:00-8:30 am  Welcome & Opening Remarks
8:30-9:30 am  Opening Keynote Session: The War at Work – Building a Next-Generation Enterprise for a Next-Generation Workforce
9:30-10:00 am  COFFEE & CONVERSATION BREAK WITH EXHIBITORS
10:00-11:00 am  Empowering Employees to Thrive in the Ever-Changing Work-Life World
11:00 am-12:00 pm  LUNCH WITH EXHIBITORS

CONCURRENT SESSIONS
1:30-2:30 pm  A1 The Employee Resiliency Initiative: A Guide to Improving Behavioral Health
1:30-2:30 pm  B1 Getting the Most Out of EAPs: What That Means for Productivity
1:30-2:30 pm  C1 "It's Complicated": The Always-Evolving ADA/FMLA Relationship
1:30-2:30 pm  D1 Tools and Techniques to Implement Effective Reasonable Accommodations
1:30-2:30 pm  E1 A Case Study: Developing a Paid Parental Leave Program
2:30-3:00 pm  DESSERT & CONVERSATION BREAK WITH EXHIBITORS
3:00-4:00 pm  A2 Opioids and the ADA/FMLA
3:00-4:00 pm  B2 Reducing Your ADA Burden by Implementing a Return-to-Work Strategy
3:00-4:00 pm  C2 Devil in the Details: How to Design a Compliant Paid Sick Leave Policy
3:00-4:00 pm  D2 Decipher Your Leave Data: A Focus on Quality and Reporting
4:00-4:15 pm  BREAK

SHORT QUICK-DIVE SESSIONS
3:00-3:25 PM  E2 How to Effectively Communicate with Your C-Suite
3:35-4:00 PM  F2 Launching Your Organization’s Self-Audit Checklist

4:15-5:15 pm  A3 Marijuana Misinformation: The Truth About Cannabis in the Workplace
4:15-5:15 pm  B3 Employer Input Wanted: U.S. DOL RTW Initiatives
4:15-5:15 pm  C3 Development and Implementation of Medically-Approved Intermittent Work Leave Guidelines
4:15-5:15 pm  D3 Driving Results with Data in Healthcare Organizations
4:15-5:15 pm  E3 The Tapestry of Absence Management

5:30-6:30 pm  HAPPY HOUR WITH EXHIBITORS

WEDNESDAY AUGUST 7

7:00 am-5:00 pm  Registration Open

7:00-8:00 am  BREAKFAST WITH EXHIBITORS

7:00-7:25 am  MORNING MINDFULNESS: Prepare for the Day Ahead

GENERAL SESSIONS
8:00-8:45 am  The Power of Perseverance: A Journey to Triumph
8:45-9:30 am  DMEC Awards Presentation
9:30-10:00 am  COFFEE & CONVERSATION BREAK WITH EXHIBITORS
10:00-11:00 am  FMLA/ADA Lessons Learned: Recent Court Cases, Jury Verdicts, and Settlements
11:00 am-12:00 pm  DOL Audits: What Employers Need to Know

12:00-1:30 pm  LUNCH WITH EXHIBITORS

CONCURRENT SESSIONS
1:30-2:30 pm  A4 ROI: Building the Business Case
1:30-2:30 pm  B4 Let’s Do More than Survive HR: Using CPR to Thrive While Managing Difficult HR Matters
1:30-2:30 pm  C4 Staying Out of the Doghouse: Addressing Employee Service Animal Accommodation Requests
1:30-2:30 pm  D4 How to Use Absence and Disability Data to Understand Your Workforce
1:30-2:30 pm  E4 Capturing the Benefits of Change: A Catalyst for Uncovering Your Best Career and Life
2:30-3:00 pm  DESSERT & CONVERSATION BREAK WITH EXHIBITORS
3:00-4:00 pm  A5 The RFP Process: A Deep Dive
3:00-4:00 pm  B5 Winning the War for Talent by Perfecting the Employee Experience
3:00-4:00 pm  C5 Creating an LGBTQ Inclusive Workplace: Going Beyond Policies
3:00-4:00 pm  D5 Predictive Modeling: Leveraging Data Science to Improve the Customer Experience
3:00-4:00 pm  E5 Women’s Leadership Panel: Forging the Path for Future IDAM Leaders
4:00-4:15 pm  BREAK

SHORT QUICK-DIVE SESSIONS
4:15-4:40 PM  B4 Let’s Do More than Survive HR: Using CPR to Thrive While Managing Difficult HR Matters
4:50-5:15 PM  B4 Let’s Do More than Survive HR: Using CPR to Thrive While Managing Difficult HR Matters

ROUNDTABLES
4:15-5:15 pm  Hot-Topic Roundtable Discussions
8:00-11:00 pm  CAPITAL LIVE!

THURSDAY AUGUST 8

7:00 am-12:30 pm  Registration Open

7:30-8:30 am  BREAKFAST

GENERAL SESSIONS
8:30-9:30 am  They’re Here! A Deep Dive into Paid Family and Medical Leaves
9:30-9:45 am  COFFEE & CONVERSATION BREAK
9:45-10:45 am  Got ROI?
10:45-11:45 am  Real-Life Robocop: Meeting “Impossible” RTW Goals in Catastrophic Cases
11:45 am-12:00 pm  Closing Remarks and Grand Prize Drawing
12:00-12:30 pm  CEU Information & Questions
**TUESDAY** AUGUST 6

7:00-8:00 AM
**BREAKFAST WITH EXHIBITORS**

**GENERAL SESSIONS**

8:00-8:30 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

8:30-9:30 AM
**OPENING KEYNOTE SESSION**

**THE WAR AT WORK: BUILDING A NEXT-GENERATION ENTERPRISE FOR A NEXT-GENERATION WORKFORCE**

For future-focused organizations to succeed in the age of the networks, a bold approach to leadership is needed. An approach where freedom, trust, and experimentation are not only embraced, but encouraged.

Unfortunately, while our advancement in technology has equipped us to navigate the disruptive waters of change, our leadership ethos has not. Today, many of our organizations still operate from a 19th century industrial age management mindset that undervalues unconventional thinking, discourages full transparency, deters initiative, frustrates experimentation, and allows people to “play small.” During this energy-packed session, Seth Mattison will provide a road map for anticipating the strategic challenges that demand fundamentally new thinking, inspire leaders to break free from obsolete mental models that limit success, and help leaders build tomorrow’s best practices today to compete and win in the new networked world of work.

**SPEAKER**  
Seth Mattison

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

10:00-11:00 AM
**EMPOWERING EMPLOYEES TO THRIVE IN THE EVER-CHANGING WORK-LIFE WORLD**

As the workplace continues to change, leaders are left wondering how they should help employees navigate competing priorities in a more dynamic world. Employees’ expectations are shifting, and they’re looking to organizations for a holistic benefits package that supports their needs now and for the future. During this session, we will share meaningful insights from MetLife’s annual Employee Benefit Trend Study as well as actionable guidance for supporting the value of a holistically-well workforce that empowers employees and their families to thrive in this new work-life world.

**SPEAKERS**

Joseph Heaney  
Senior Vice President, MetLife

Michael B. Weiner  
EY Asset Leader, Ernst & Young LLP

*Sponsored session

11:00 AM-12:00 PM
**HOW ADVOCACY CAN ELEVATE THE EMPLOYEE EXPERIENCE**

Advocacy is a concept that has been introduced as a way to improve disability and absence management, and elevate the overall employee experience. While taking many forms, advocacy programs are rooted in making the employee a priority and showing concern for the individual’s health and well-being. This can involve explaining the process and available benefits, using technology to improve communications, or offering access to additional resources. Advocacy proponents claim that this approach not only improves an employee’s satisfaction, it can also create financial dividends by reducing litigation rates, medical costs, and leave durations. In this session, we will provide a practical, in-depth look into leading advocacy programs and their resulting performance. We’ll explain how these programs work and how they are evolving; what components and resources are needed to support these programs; how management and employees have reacted to this integrated disability model; and what qualitative and quantifiable results have been achieved.

**SPEAKERS**

Scott Daniels, JD  
Senior Director of Disability, Comcast, NBCUniversal and Comcast Spectacor

Shawn Johnson  
Managing Director, Sedgwick

*Sponsored session

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

**TUESDAY KEYNOTE AND GENERAL SESSIONS**
MEETING LOCATIONS

KEYNOTE/GENERAL SESSIONS
Woodrow Wilson Ballroom

DMEC SOLUTIONS MARKETPLACE
Prince George’s Exhibit Hall E

TUESDAY/WEDNESDAY MEALS & EVENTS
DMEC Solutions Marketplace

CONCURRENT SESSIONS
See program listing for locations
1:30-2:30 PM

**CONCURRENT SESSIONS**

**choose one**

**USING THE TRACK SYSTEM**

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

**TRACK | PROMOTING WELLNESS**

**A1 THE EMPLOYEE RESILIENCY INITIATIVE: A GUIDE TO IMPROVING BEHAVIORAL HEALTH**

**ANNAPOlis**

CenturyLink, Inc., the second largest U.S. communications provider with over 40,000 employees, experienced absence incidence rates, exceeding the 90th percentile, due to high employee stress and turnover. During this session, learn how their commitment to helping employees improve their health and wellness drove measurable reductions to incidence and duration of behavioral health claims.

**SPEAKERS**

Dan Jolivet, PhD  
Workplace Possibilities Practice Consultant, The Standard  
Tamara Parker, PHR  
Lead Benefits Analyst, CenturyLink  
Andrea Weiner, LPC, CRC  
Mental Health Consultant, The Standard

*Sponsored session

**TRACK | RETURN TO WORK AND PRODUCTIVITY**

**B1 GETTING THE MOST OUT OF EAPS: WHAT THAT MEANS FOR PRODUCTIVITY**

**CHERRY BLOSSOM BALLROOM**

While most employers have employee assistance programs (EAPs) within their benefits plan, they often don’t utilize the full scope of their programs. In this session, we’ll discuss the impact of EAPs and how employers can leverage their robust capabilities, including for mental health and addiction issues, which are often less obvious than a physical injury.

**SPEAKERS**

Dale Grenolds  
Executive Vice President, ComPsych  
Tracy Hamill, MD  
Medical Director, Sun Life Financial Group

*Sponsored session

**DESSERT & CONVERSATION BREAK**

Please join us from 2:30-3:00 pm for dessert with exhibitors.  
Sponsored by TRISTAR®

**TRACK | MAINTAINING COMPLIANCE**

**C1 “IT’S COMPLICATED”: THE ALWAYS-EVOLVING ADA/FMLA RELATIONSHIP**

**WOODROW WILSON BALLROOM**

Technological advances and business shifts are changing the nature of work, and interpretation of the FMLA’s interaction with the ADA is evolving to keep up with these changes. In this session, we will discuss the advantages and challenges that telecommuting has created, and best practices for ADA and FMLA compliance for when employees can — or want to — work from home.

**SPEAKERS**

Matt Morris, JD  
VP of FMLASource, ComPsych  
Jeff Nowak, JD  
Shareholder, Littler Mendelson, PC

**MODERATOR**

Kate Tornone  
Senior Editor, HR Dive, Industry Dive

**TRACK | MAXIMIZING SOLUTIONS**

**D1 TOOLS AND TECHNIQUES TO IMPLEMENT EFFECTIVE REASONABLE ACCOMMODATIONS**

**BALTIMORE 3-5**

Responding to stay-at-work and return-to-work accommodation requests has become increasingly complex. In this session, we’ll discuss returning from leave; modified duty; using various technologies to accommodate; service animals; managing situations where the employee or manager is resistant to change; tools for training front-line managers; and tips for gathering metrics to track accommodations.

**SPEAKERS**

Linda C. Batiste, JD  
JAN Principal Consultant, Job Accommodation Network  
Anne Hirsh, MS, CPDM  
Co-Director, Job Accommodation Network

**TRACK | THE STRATEGIC WORKFORCE**

**E1 A CASE STUDY: DEVELOPING A PAID PARENTAL LEAVE PROGRAM**

**BALTIMORE 1-2**

Halliburton created a paid parental bonding leave program that is intended to help employees better balance the demands of the workplace with the needs of their families by providing them with two options to choose from. During this session, they will discuss the implementation challenges including payroll, funding, and scheduling, and how they successfully adopted the program for their employees.

**SPEAKERS**

Kevin Curry  
Chief Revenue Officer, ReedGroup  
Jennifer Mericle, PHR  
Manager, Global Benefits, Halliburton

*Sponsored session
3:00-4:00 PM

CONCURRENT SESSIONS

choose one

TRACK | PROMOTING WELLNESS

A2 OPIOIDS AND THE ADA/FMLA

ANAPOLIS

Prescription opioid use by employees is a growing challenge for employers. The costs to employers in terms of absence, poor work quality and productivity, occupational injuries, healthcare costs, and other losses are considerable. During this session, we will dive into this growing challenge and provide real advice on what employers can and cannot do.

SPEAKERS
Glenn Pransky, MD, MOccH
Scientific Advisor, Lincoln Financial Group
Kimberlee Rudeen
AVP, Group Products, Lincoln Financial Group
*Sponsored session

TRACK | RETURN TO WORK AND PRODUCTIVITY

B2 REDUCING YOUR ADA BURDEN BY IMPLEMENTING A RETURN-TO-WORK STRATEGY

CHERRY BLOSSOM BALLROOM

The evolution of the ADA brings additional complexity to an employer’s return-to-work (RTW) strategy, and understanding how the RTW program can satisfy obligations under the ADA is a new frontier. Join us for this session to better understand why and how your organization can implement successful return-to-work strategies working “in step” with ADA requirements.

SPEAKERS
Neal Binsfeld
Access Consultant, University of Minnesota
Darlis Freeman
Assistant Vice President, Legal Counsel, Unum
Marcy Ledford, MS, CRC, CEAS
Director, Workforce Solutions Group, Unum
*Sponsored session

TRACK | MAINTAINING COMPLIANCE

C2 DEVIL IN THE DETAILS: DESIGNING A COMPLIANT PAID SICK LEAVE POLICY

WOODROW WILSON BALLROOM

Paid sick leave (PSL) laws continue to pop up around the country and on state and local levels. In this session, we will discuss the key elements to consider when designing programs to comply with the various paid sick leave laws. We’ll explore how the “devil is in the details” on discreet issues such as notice requirements, reasons for time off, and interplay with other laws.

SPEAKER
David Mohl, JD
Principal, Jackson Lewis PC

3:35-4:00 PM

F2 LAUNCHING YOUR ORGANIZATION’S SELF-AUDIT CHECKLIST

BALTIMORE 1-2

Most organizations understand the importance of conducting an internal compliance audit, but not many understand what an effective self-audit really entails. Gain actionable insight into what components are needed for a thorough self-audit, what employees should — and shouldn’t — be involved at every step, and how to course correct when you find issues.

SPEAKER
Teri Weber, ACI, PMP
Partner, Spring Consulting Group

4:00-4:15 PM

BREAK

TUESDAY CONCURRENT SESSIONS
**4:15-5:15 PM**

**CONCURRENT SESSIONS**

*choose one*

**TRACK | PROMOTING WELLNESS**

**A3 MARIJUANA MISINFORMATION: THE TRUTH ABOUT CANNABIS IN THE WORKPLACE**

**ANNAPOlis**

It’s impossible to ignore the evolving legal landscape surrounding marijuana, but that’s only a piece of the puzzle. From understanding the higher THC concentration in modern marijuana to debunking common misconceptions, we’ll get you up to speed on the truth about cannabis in the workplace and what your legal responsibilities are to address it. We’ll discuss the far-reaching effects cannabis has to safety, workers’ compensation, return-to-work efforts, employer drug testing practices, and more.

**SPEAKERS**

Stuart Colburn
Shareholder, Downs Stanford, PC

Marcos Iglesias, MD, FACOEM, FAAFP
Chief Medical Officer, Broadspire

*Sponsored session*

**TRACK | RETURN TO WORK AND PRODUCTIVITY**

**B3 EMPLOYER INPUT WANTED: U.S. DOL RTW INITIATIVES**

**CHERRY BLOSSOM BALLROOM**

The U.S. Department of Labor Office of Disability Employment Policy (ODEP) is leading two initiatives aimed at improving stay-at-work/return-to-work outcomes among people with work disabilities. Come hear about these unique initiatives and provide critical feedback for future development.

**SPEAKERS**

Meredith DeDonia, MPH
Senior Policy Advisor, U.S. Department of Labor

Nadia Mossburg, MA, MSW
Senior Policy Advisor, U.S. Department of Labor

Melissa H. Turner
Senior Policy Advisor, Office of Disability Employment Policy, U.S. Department of Labor

**MODERATOR**

Chris McLaren, PhD
Senior Economist, U.S. Department of Labor

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**2019 DMEC SOLUTIONS MARKETPLACE**

The 2019 DMEC Annual Conference features sponsors and exhibitors with a wide range of solutions for your organization. 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 with you during scheduled meal events. Be sure to seek them out!

**DMEC SOLUTIONS MARKETPLACE HOURS**

**TUESDAY** 7:00 AM-6:30 PM

**WEDNESDAY** 7:00 AM-3:00 PM

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**FIRST-TIME ATTENDEE LOUNGE**

**DMEC SOLUTIONS MARKETPLACE**

Take some time to refresh, relax, and get a new professional headshot at the First-Time Attendee Lounge.

**TUESDAY** 7:00 AM-6:30 PM

**WEDNESDAY** 7:00 AM-3:00 PM

*Sponsored by*

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**STOP BY, RELAX, & RECHARGE**

**DMEC CHARGING STATION AND LOUNGE**

Sponsored by FINEOS

**TUESDAY** 7:00 AM-6:30 PM

**WEDNESDAY** 7:00 AM-3:00 PM
For full concurrent session descriptions and the latest updates, check out the online conference agenda.

www.dme.org/annual-conference/agenda

**TRACK | MAINTAINING COMPLIANCE**

**C3 DEVELOPMENT AND IMPLEMENTATION OF MEDICALLY-APPROVED INTERMITTENT WORK LEAVE GUIDELINES**

WOODROW WILSON BALLROOM

More than half of Americans live with at least one chronic condition, yet traditional disability duration guidelines do not take into consideration the intermittent nature of chronic conditions. In this session, we will present a joint research project on the development of intermittent time-off work guidelines and discuss how to incorporate the patient’s voice, along with the guidelines, to produce a treatment plan that works for all parties.

**SPEAKERS**

Carrie Davino-Ramaya, MD  
Medical Director, Northwest Permanente, PC Physicians and Surgeons

Krishnan Ramaya, PhD  
Faculty Chair, Associate Professor, College of Business, Pacific University

Martha Garcia, CPDM  
Project Manager Lead, Kaiser Permanente

Fraser Gaspar, PhD, MPH  
Epidemiologist, ReedGroup’s MDGuidelines

**TRACK | MAXIMIZING SOLUTIONS**

**D3 DRIVING RESULTS WITH DATA IN HEALTHCARE ORGANIZATIONS**

BALTIMORE 3-5

As a healthcare employer, learn how you can use data and analytics to measure and improve the effectiveness of your leave policies, programs, processes, and leave management team. We will focus on developing metrics for your healthcare organization, evaluating results versus metrics, and making adjustments to the process to improve leave durations and employee health.

**SPEAKERS**

Tyler Amell, PhD, MSc, BSc  
Chief Relationship Officer, CoreHealth Technologies

Seth Turner, MBA  
VP, Business Development, AbsenceSoft

*Sponsored session

**TRACK | THE STRATEGIC WORKFORCE**

**E3 THE TAPESTRY OF ABSENCE MANAGEMENT**

BALTIMORE 1-2

Absence management in education settings tends to be more complex and require collaboration and communication between various programs and offices. Baltimore County Public Schools employs a cooperative model, and during this session, they will provide an overview of their absence management program and the offices involved, and conduct a “role-play” of the case review process.

**SPEAKERS**

Michelle Dacey  
Manager, Employee Absence and Risk Management, Baltimore County Public Schools

Karen Miles, CEBS, MBA, SHRM-CP, SPHR  
Retirement and Leaves Specialist, Baltimore County Public Schools

Vickie Mohney  
Integrated Disability Management Representative, Baltimore County Public Schools

Amber Watson, BSN, RN  
Nurse Case Manager, Office of Employee Absence and Risk Management (OSARM), Baltimore Public Schools

Toria Williams  
Employee Absence Representative, Office of Employee Absence and Risk Management, Baltimore Public Schools

**MODERATOR**

Frances Allen, PhD, PHR, SHRM-CP  
Executive Director, HR Operations, Baltimore County Public Schools

**TUESDAY CONCURRENT SESSIONS**

For full concurrent session descriptions and the latest updates, check out the online conference agenda.

www.dme.org/annual-conference/agenda

5:30-6:30 PM

HAPPY HOUR WITH EXHIBITORS

**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).
WEDNESDAY AUGUST 7

7:00-8:00 AM

BREAKFAST WITH EXHIBITORS

7:00-7:25 AM

MORNING MINDFULNESS: PREPARE FOR THE DAY AHEAD
CAMELLIA 3-4

Join us for a morning wellness activity and practice the tools you need to change your morning habits, take ownership of your time, and start your day on track. During the session, you will be led through a morning mindfulness exercise that will help you harness your energy, priorities, and creativity and prepare for the day ahead.

SPEAKER
Sandy Abrams
Author of Breathe to Succeed

8:00-8:45 AM

THE POWER OF PERSEVERANCE: A JOURNEY TO TRIUMPH

Returning to life after an illness can be challenging not only physically, but mentally. Hear from two-time U.S. Paralympic medalist, Jamie Whitmore, as she talks about how she not only overcame a life-threatening illness, but also found the mental toughness to persevere and continue her quest to be an elite athlete. Discover how Jamie accepted her disability and adversity with tremendous strength to rise above the challenges, focus on what was possible, and reach her goals. Jamie’s story will challenge your perception of people with disabilities and illustrate the power of the human achievement.

SPEAKERS
Jamie Whitmore
U.S. Paralympian

Kimberly Mashburn
National Accounts Practice Lead, The Hartford

*Sponsored session

8:45-9:30 AM

DMEC AWARDS PRESENTATION

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

9:30-10:00 AM

COFFEE & CONVERSATION BREAK WITH EXHIBITORS

Sponsored by ZURICH®

10:00-11:00 AM

FMLA/ADA LESSONS LEARNED: RECENT COURT CASES, JURY VERDICTS, AND SETTLEMENTS

Hundreds of court decisions interpreting employer obligations under the ADA and the FMLA are decided each year as well as frequent jury verdicts and settlements of ADA and FMLA claims. In this session, we will discuss key verdicts and settlements, and advise employers about the “do’s” and “don’ts” with regard to ADA/FMLA compliance challenges. Learn what makes courts and juries sympathetic to employers and what does not. Explore how to improve your policies, practices, and processes for handling ADA accommodation issues to help avoid liability, and how to ensure you are up to date in this hotly-litigated area.

SPEAKERS
Megan Holstein, JD
SVP Absence and Claims Management, FINEOS

Marjory D. Robertson, JD
AVP & Senior Counsel, Sun Life Financial Services Company, Inc

*Sponsored session

11:00 AM-12:00 PM

DOL AUDITS: WHAT EMPLOYERS NEED TO KNOW

The U.S. Department of Labor is empowered to conduct audits of employers to enforce labor standards and assure compliance with labor laws such as the Family and Medical Leave Act (FMLA). For the past 10 years, the DOL has conducted an average of 1,500 FMLA audits per year. On-site investigations have been increasing and can lead to substantial fines and penalties if the DOL identifies compliance issues. It is critical for an employer to ensure that its FMLA records and practices are compliant. In this session, we will discuss what employers can do to clean house now as well as strategies for handling the DOL once it is on their doorstep.

SPEAKERS
Alisa Huth Gifford, JD
Counsel, Cigna Corporation

Jeff Nowak, JD
Shareholder, Littler Mendelson, PC

*Sponsored session

12:00-1:30 PM

LUNCH WITH EXHIBITORS
1:30-2:30 PM
CONCURRENT SESSIONS
choose one

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

TRACK | THE BUSINESS CASE
A4 ROI: BUILDING THE BUSINESS CASE
BALTIMORE 1-2
When we have inefficient or non-compliant absence programs, we often know what we need to do to fix them but don’t know where we will get the money. During this session, we’ll walk through how to build a business case and show a return on investment, discuss what needs to be included in the business case, and explore what resources are available to assist you in building one.

SPEAKER
Patty Borst
National Practice Leader – Disability and Absence Management, The Partners Group
*Sponsored session

B4 LET’S DO MORE THAN SURVIVE HR: USING CPR TO THRIVE WHILE MANAGING DIFFICULT HR MATTERS
WOODROW WILSON BALLROOM
Do you catch yourself day dreaming about your next job or retirement? If so, sit back and prepare to recharge your HR soul in this session. We’ll talk about how knowing your stuff isn’t enough; you also have to build excellent processes, retool your brain, and recharge your soul!

SPEAKER
Rachel A. Shaw, MBA
President, Shaw HR Consulting, Inc

C4 STAYING OUT OF THE DOGHOUSE: ADDRESSING EMPLOYEE SERVICE ANIMAL ACCOMMODATION REQUESTS
ANNAPOLIS
Service animal accommodation requests are on the rise, and the myriad issues surrounding these requests increasingly hound HR professionals. In this session, we will cover these topics and more, with an eye toward keeping you out of the doghouse.

SPEAKER
Joanne Lambert, JD
Office Managing Principal, Jackson Lewis PC

D4 HOW TO USE ABSENCE AND DISABILITY DATA TO UNDERSTAND YOUR WORKFORCE
CHERRY BLOSSOM BALLROOM
Employers can use absence and disability claims data to answer a range of questions about their workforce and improve their experience. The key to success, however, is to use the right information. During this session, we’ll discuss how to clean data, interpret the findings, understand its pitfalls, and improve future data gathering efforts.

SPEAKERS
Ian Bridgman
Executive Director, The Claim Lab
Carol Harnett, MS, GBDS
President, The Council for Disability Awareness
Ed Quick, MA, MBA, CDMS
Senior Manager, Global Time Away From Work Programs, Technology Organization

E4 CAPTURING THE BENEFITS OF CHANGE: A CATALYST FOR UNCOVERING YOUR BEST CAREER AND LIFE
BALTIMORE 3-5
Change is ubiquitous, constant, and ever-present. But as much as we know it’s always coming, why is it we feel caught off-guard when it arrives? During this session, we will explore how change impacts us, how we can take advantage of its rejuvenating potential, and what tools we need to not just survive it, but to grow through it.

SPEAKER
Kelly O’Brien
Owner, Lead Facilitator, KOK Consulting

MEETING LOCATIONS
GENERAL SESSION
Woodrow Wilson Ballroom
DMEC SOLUTIONS MARKETPLACE
Prince George’s Exhibit Hall E
TUESDAY/WEDNESDAY MEALS & EVENTS
DMEC Solutions Marketplace
CONCURRENT SESSIONS
See program listing for locations
DESSERT & CONVERSATION BREAK
Please join us from 2:30-3:00 pm for dessert with exhibitors.

3:00-4:00 PM
CONCURRENT SESSIONS
choose one

TRACK | THE BUSINESS CASE
A5 THE RFP PROCESS: A DEEP DIVE
BALTIMORE 1-2
Request for proposal (RFP) processes are a means to an end: selecting or maintaining a carrier or third-party administrator for outsourced absence management services. In this session, we will do a deep dive into the world of RFPs and cover the who (to include), the what (process to follow), and the how (to level the playing field and ensure that neither the employer nor the respondent has an advantage over the other).

SPEAKERS
Laura McCormick
Manager, Disability and Leave Management, Baystate Health Systems
Claudia Ruggiero
Team Lead, Disability Management, Chevron Corporation
Teri Weber, ACI, PMP
Partner, Spring Consulting Group

MODERATOR
Karen English, CPCU, ARM, MBA
Partner, Spring Consulting Group

*Sponsored session

Tracker | The employee experience
B5 Winning the war for talent by perfecting the employee experience
Woodrow Wilson Ballroom
You want to secure the best talent, but so does everyone else. In a world where the war for talent is real, and effective recruitment is an art form, it’s crucial to create a positive employee experience that attracts, develops, and retains. During this session, we’ll offer practical solutions to help you embark on the employee experience journey and how to get it right along the way.

SPEAKERS
Andy Devore
Manager, Leaves & Workers Comp Administration, JOANN Fabric & Craft Stores
Robin Kaminski
Director, Human Resources, JOANN Fabric & Craft Stores
Elisa Wyman
Senior Vice President, Rewards, York Risk

MODERATOR
Heather Luiz
Senior Vice President, Absence Management, York Risk

*Sponsored session

For full concurrent session descriptions and the latest updates, check out the online conference agenda.
WWW.DMEC.ORG/ANNUAL-CONFERENCE/AGENDA

2019 DMEC SOLUTIONS MARKETPLACE
WEDNESDAY  7:00 AM-3:00 PM
**TRACK | THE INCLUSIVE WORKPLACE**

**CS CREATING AN LGBTQ INCLUSIVE WORKPLACE: GOING BEYOND POLICIES**

**ANAPOLIS**

While most companies have a nondiscrimination policy that includes sexual orientation and gender identity, 46% of LGBTQ workers remain closeted at work. In this session, we'll explore how employers can increase visibility and make inclusiveness a part of their culture by supporting employees who are transitioning/coming out, addressing language that is included in benefit programs, and ensuring biases and issues are raised and addressed.

**SPEAKERS**

Ryan K. Sallans  
LGBTQ Speaker, Consultant & Author

Kristina Kishbaugh  
Team Leader, New Business & Benefit Services – Projects, Guardian Life Insurance Company of America

**MODERATOR**

Gene Lanzoni  
AVP, Group & Worksite Marketing, Thought Leadership, Guardian Life Insurance Company of America

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**TRACK | TECHNOLOGY SOLUTIONS**

**D5 PREDICTIVE MODELING: LEVERAGING DATA SCIENCE TO IMPROVE THE CUSTOMER EXPERIENCE**

**CHERRY BLOSSOM BALLROOM**

During this session, we will focus on current and future application of analytics to simplify and add precision to the process of transitioning claims from short-term to long-term disability, identifying fraud and misrepresentation, and utilizing cutting-edge data science techniques to supplement claims management practices. You’ll walk away with an understanding of how to leverage data and insights to improve the customer experience.

**SPEAKERS**

John Aschenbrenner, PgMP  
Vice President, Data Science Program Management, The Prudential Insurance Company of America

Douglas Elfers  
Manager, Data Scientist, The Prudential Insurance Company of America

Kenneth Hallden  
Vice President, Long Term Disability Claims, The Prudential Insurance Company of America

**MODERATOR**

Evan Scarponi  
Vice President, Disability and Absence Claims, The Prudential Insurance Company of America

*Sponsored session*

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**TRACK | BUILDING YOUR PROFESSIONAL BRAND**

**E5 WOMEN’S LEADERSHIP PANEL: FORGING THE PATH FOR FUTURE IDAM LEADERS**

**BALTIMORE 3-5**

During this lively discussion, a diverse group of female leaders will share their personal career journeys, including how tough life lessons and failures have helped get them to the next level. You’ll walk away with solid lessons you can put into practice to advance your own career.

**PANELISTS**

Kymberly Y. Alexander Clay, CPDM  
Integrated Absence and Disability Management Administrator, City of Long Beach

Ophelia Galindo  
Global Director, Leave & Accommodation, Amazon

Sandy Garner, SPHR, SHRM-SCP  
VP, People & Culture, Black Rifle Coffee Company

**MODERATOR**

Maria Henderson, MS, CDMS  
Chief Innovation Officer, WorkCare, Inc

4:00-4:15 PM

**BREAK**

Looking for a way to relax after a long day of conference sessions? Attend one of our “Breathe to Succeed” sessions.

4:15-4:40 PM OR 4:50-5:15 PM (select one)

**BREATHE TO SUCCEED**

**CAMELIA 3-4**

Often, we struggle to control our mindset — and ultimately our effectiveness — when we’re coming off of a stressful experience. During this session, we’ll teach you practical tools and techniques you can implement immediately to control your response, energy, and perspective, all through the power of your breath and mindset.

**SPEAKER**

Sandy Abrams  
Author of “Breathe to Succeed”
4:15-5:15 PM

HOT-TOPIC ROUNDTABLE DISCUSSIONS
Join your peers for small-group discussions on hot topics in the industry. Share challenges, opportunities, and best practices from your organization.

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8:00-11:00 PM

BOBBY MCKEY’S DUELING PIANO BAR
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 event. This year, get ready to party, sing, dance, and laugh the night away at Bobby Mckey’s Dueling Piano Bar. Come for an hour or stay for the whole evening!

- Located steps from the conference hotel
- Complimentary drink tickets provided at the event
- Great food, entertainment, networking, and fun

Sponsored by

MetLife
**THURSDAY AUGUST 8**

**7:30-8:30 AM**
**BREAKFAST**

**8:30-9:30 AM**
**THEY’RE HERE! A DEEP DIVE INTO PAID FAMILY AND MEDICAL LEAVES**

Paid family and medical leave laws are now a reality in several states. Your organization must be ready for these job-protected, paid leaves as more states begin to adopt new laws. What do employers need to know about these leaves? What decisions need to be made? How do these leaves interact with other existing state leaves, company policies, and the FMLA? During this session, we’ll take a tour of the latest information regarding employee rights and employer obligations, options, and considerations for these mandatory leave benefits.

**SPEAKERS**
- Marti Cardi, JD
  Vice President, Product Compliance, Matrix Absence Management, Inc
- Chris Smith
  AVP, Practice Leader - Leave, Disability & ADA, Matrix Absence Management, Inc

*Sponsored session*

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

**9:45-10:45 AM**
**GOT ROI?**

Many employers are outsourcing portions of their absence management program to a carrier or third-party administrator. If you’re one of them, you may have found that your management team quickly shifted focus from providing support to proving return on investment (ROI). As a result, you may feel like you’ve just gotten the program up and running, and you’re already being faced with questions like, “Was it worth it?”, or, “Have costs decreased?” Like almost every other type of progress, the efficiencies of outsourcing don’t happen overnight, and the financial impact takes time. You’re not alone in this challenge. In this session, we’ll uncover a savings and ROI framework that you can set and measure against over time. You’ll hear how companies like Chevron and Baystate Health, Inc. have implemented a framework, and the success they’ve seen.

**SPEAKERS**
- Patricia Elizalde, LPN, CRC, CDMS, CCM
  Branch Manager, GENEX Services, Inc
- Jeremy Romero
  Retired Deputy, Bernalillo County Sheriff’s Office

*Sponsored session*

**10:45-11:45 AM**
**REAL-LIFE ROBOCOP: MEETING “IMPOSSIBLE” RTW GOALS IN CATASTROPHIC CASES**

Technological advances are helping people with spinal cord injuries go from wheelchair to walking. Yet, with a hefty price tag, payers have been reluctant to approve these new devices for injured workers. In this session, you’ll hear from Jeremy Romero, a police officer who sustained an on-duty spinal cord injury, yet returned to policework six months after his incident. Jeremy will discuss the details of his accident, fight for survival, physical and psychosocial challenges of adapting to life after a spinal cord injury, and his determination to “walk” again through an exoskeleton device. He’ll detail how case management helped him navigate complicated healthcare bureaucracy, communicate and educate his needs with providers, and advocate with insurance companies to gain financial commitment for the device.

**SPEAKERS**
- Karen English, CPCU, ARM, MBA
  Partner, Spring Consulting Group
- Laura McCormick
  Manager, Disability and Leave Management, Baystate Health Systems
- Claudia Ruggiero
  Team Lead, Disability Management, Chevron Corporation

**MODERATOR**
- Teri Weber, ACI, PMP
  Partner, Spring Consulting Group

*Sponsored session*

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

**12:00-12:30 PM**
**CEU INFORMATION & QUESTIONS**

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**FINAL DAY REMINDERS!**

- **CHECK OUT IS AT 11:00 AM.** You may request a late check out at hotel registration, or check your luggage with Guest Services prior to the start of the morning sessions. You are also welcome to bring your luggage with you to store in the back of the meeting room.
- **DON’T FORGET!** Complete your session and post-conference evaluation forms on the DMEC mobile app to earn your CEU credits.
- **QUESTIONS** regarding CEU credits and certificates of completion will be answered until 12:30 pm at the registration desk.
R3 Continuum is the only behavioral health company to provide custom behavioral health solutions for workplace well-being. We offer tailored evaluations, crisis response, consulting solutions, and more to help your organization and its employees cultivate resilience and productivity. Our mission is to help you thrive.

ReedGroup is the largest exclusive provider of absence management services. We manage the leave of absence claim process for companies that offer customized leaves, FMLA, Short-Term Disability (STD) and Long-Term Disability (LTD).

Our outsourcing services, for employers with 5,000 or more employees, provides a seamless, compliant claim process, backed by our leading-edge software and, clinical content that provides evidence based-to-work guidelines. Our trusted expertise and streamlined services mean your days are freed up to focus on your business. Employers appreciate our personalized experience, employers find their stress lowered and workload reduced, and productivity goes up.

Reliance Standard and Matrix are members of The Tokio Marine Group, one of the world’s largest and most respected insurance groups.

Sedgwick is a leading global provider of technology-enabled risk, benefits and integrated business solutions that include property, casualty and integrated risk services and benefits administration with 21,000 colleagues, located in 65 countries. Taking care of people is at the heart of everything we do. Caring Counts®.

Social Security Law Group (SSLG) is a leading provider of Social Security disability representation, disability plan overpayment recovery, and SSDI benefits monitoring to the LTD insurance industry. Founded in 1994, SSLG provides nationwide attorney advocacy to LTD insurers, third-party administrators, self-insured employers, and disabled individuals.

Spring Consulting Group, an Alera Group Company, LLC, is a leading professional service firm whose core focus is developing integrated and innovative solutions around the needs of clients. We integrate with an absence management innovator?

What happens when a leading, A+ rated benefits carrier integrates with an absence management innovator? A generation of superior absence and productivity management, and a legacy of satisfied clients! Reliance Standard and Matrix are members of The Tokio Marine Group, one of the world’s largest and most respected insurance groups.

Specialty Consulting, a leading provider of employee benefits consulting and actuarial services, is here to partner with you for the long term. Learn more by speaking with our team in Booth 401/403 at the conference, by contacting the local Employee Benefits Sales and Service Office for your area at 800.633.8575 or visiting us at www.standard.com.

Trion’s ADL Specialty Practice is dedicated to the needs of the large and complex employer. Our teams provide thought leadership and support for employer absence, disability and life programs drawing from experiences at consulting firms and carriers. Our team specializes in unraveling the complex and often disconnected programs that challenge employers.

For benefits that keep employers going, we’ve got you.

Workforce Software is making work easy for the evolving global workforce. Our cloud-based Workforce Suite empowers employers and managers to digitize time and labor processes, optimize demand-driven scheduling, simplify absence management, and enable strategic business insight.

Workpartners is an innovative health, wellness, and productivity company that partners with clients across the U.S. in transforming the well-being of their workforce. Driven by advanced data analytics, our integrated workforce solutions help organizations maximize employee engagement, lower healthcare costs, and improve employee health. For more information visit www.workpartners.com.

For more than 55 years, York has been delivering results our clients can see and feel. As a leading risk solutions provider, we serve corporations, the insurance industry and public entities, offering integrated and customized solutions to risk management, claims administration, managed care and absence management.

Through our consulting, insurance, and financial services, The Partners Group has been making a difference in our local communities since 1981. We’re a partner who helps individuals and businesses identify problems and solve for growth by building custom strategies that discover, protect, and enhance the future.

Provider of group benefits and services since 1916, Prudential Group Insurance delivers benefit experiences that help create and protect financial wellness against the financial challenges of unavoidable risks.

At The Standard, our highest priority is helping people achieve financial well-being and peace of mind. We believe in possibilities, not disabilities. With tools designed to help reduce your workload and a proactive approach to help you maintain a more productive and efficient workplace, we’re here to partner with you for the long term. Learn more by speaking with our team in Booth 401/403 at the conference, by contacting the local Employee Benefits Sales and Service Office for your area at 800.633.8575 or visiting us at www.standard.com.

Pacific Resources is a national benefit consulting company focused on non-medical benefits (Disability, Absence, Life, Voluntary Benefits, and Benefits Administration technology) for large, Fortune 1000 employers.

Booth 307

With 150 years of experience in the insurance industry, MetLife is one of the world’s leading financial services companies, providing insurance, annuities, employee benefits and asset management to help its individual and institutional customers navigate their changing world.

With its customer-focused solutions, exceptional service and expertise, and comprehensive benefit solutions, enables organizations to be more efficient, focused on non-medical benefits (Disability, Absence, Life, Voluntary Benefits, and Benefits Administration technology) for large, Fortune 1000 employers.

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