2022 MARKED DMEC’S 30TH ANNIVERSARY

offering a chance to look back on three decades of change, look ahead to what the future might hold, and expand our commitment to providing valuable and timely education for our members.

2022 also saw the return of in-person conferences after a two-year hiatus due to the COVID-19 pandemic and the launch of several new education programs and member resources.

The 2022 Annual Report highlights each of DMEC’s major programs and services, the growth we’ve experienced, and updates and enhancements we’ve made over the past year.

DMEC MEMBERSHIP

MEMBER COMPANIES & INDIVIDUAL MEMBERSHIPS

DMEC offers both individual and organizational memberships and continues to see significant increases in membership. In 2022, DMEC had 1,106 total organization and individual memberships, a 13% increase in total membership from 2021.

We also had a total of 447 new organizations and individuals join DMEC in 2022, a 28% increase over 2021.

MEMBERSHIP CATEGORIES

DMEC classifies its members into two main categories: employers and suppliers. In 2022, 77% of our members were employers.
MEMBERSHIP TYPES

DMEC has a variety of memberships based on the size and type of organization. Individual membership represents the largest membership type at 38%, and mid-sized employers (1,001-10,000) is second at 24%.

INDUSTRY CATEGORIES

DMEC members represent a variety of industries. The top three industries for 2022 include healthcare (17%), machinery/manufacturing (8%), and government (7%).

MEMBER CONTACTS

Expanded organizational membership resulted in additional member contacts who take advantage of DMEC resources. The total number of member contacts increased by 11% in 2022, expanding the reach and visibility of DMEC’s education and services.

“Other” includes Agriculture/Farming/Fishing/Forestry; Apparel/Fashion; Biotechnology; Chemicals; Consumer Goods; Defense/Security; Electronics; Engineering; Entertainment/Recreation; Environmental; Hospitality/Restaurants/Tourism; Mental Health/Wellness; Real Estate; Telecommunications; Third-Party Administration.

The number of member contacts has increased by over 48% in the last five years.
Just as DMEC member organizations are located throughout the United States and Canada, member contacts are dispersed throughout North America. Below is a breakout of member contacts by region for 2022.

**MEMBER CONTACTS BY REGION**

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>1%</td>
</tr>
<tr>
<td>Midwest</td>
<td>22%</td>
</tr>
<tr>
<td>Northeast</td>
<td>24%</td>
</tr>
<tr>
<td>South</td>
<td>25%</td>
</tr>
<tr>
<td>West</td>
<td>28%</td>
</tr>
</tbody>
</table>

**NEW DMEC PODCAST**

In March 2022, DMEC launched *Absence Management Perspectives: A DMEC Podcast*. The new resource, available on all podcast channels, features short conversations with “the people behind the processes” and offers insights and best practices on absence and disability management trends and topics. The first season of the podcast featured 18 episodes with a variety of employer, supplier, and DMEC staff guests.

**EXPANDED STATE & LOCAL LEAVE LAWS RESOURCE**

An enhanced complimentary version of Jackson Lewis’ Leave and Accommodation Suite was released to DMEC members in 2022. The expanded tool allows organizations to easily identify state and local leave laws, explore basic provisions of the law, access links to applicable websites, and compare leave laws across multiple states.

**NEW SAMPLE CHECKLISTS & FLOWCHARTS**

In 2022, DMEC released four new resources for members including a Manager’s Guide: Behavioral Health Tips; an FMLA Best Practices Checklist; a Hiring Process Accommodation Requests Flowchart; and a Best Practices Checklist: Leaves for Domestic Violence Victims. These new resources were added to an existing library of 60+ sample forms and templates available to DMEC members.
DMEC CONFERENCES

In 2022, DMEC returned to in-person conferences after two years of virtual events during the COVID-19 pandemic. With travel restrictions still in place for many organizations and vaccination requirements for in-person conferences, we also offered virtual options for both events.

The 2022 DMEC FMLA/ADA Employer Compliance Conference, March 21-24, 2022, was held in Los Angeles and featured 19 education sessions on a variety of topics including ongoing pandemic considerations and compliance, accommodation solutions, and paid leave best practices. The one-day virtual conference was held on April 27, 2022 and featured five top-rated sessions from the live event. Combined attendance at the two events totaled 513 registrants.

The 2022 DMEC Annual Conference, Aug. 1-4, 2022, was held in Denver and featured 29 education sessions, which covered the employee experience, long COVID, FMLA & ADA challenges, caregiving, and more. The one-day virtual event featuring four of the top-rated sessions from the in-person event was held on Aug. 31, 2022. Combined attendance at the two events totaled 663 registrants.

DMEC ONLINE EVENTS

DMEC continues to build its online events program, expanding the education and reach of the organization to more absence and disability professionals.

WEBINARS

In 2022, DMEC hosted 31 webinars with a combined total of 19,655 live and on-demand registrations. Our three most popular webinars in 2022 were: Next Level Leave Administration: FMLA Guidance for 2022 & Beyond (1,150); Statutory Paid Leaves: What You Need to Know for 2023 (1,021); and Parental Leave: Compliance, Parity, and Beyond (834).

VIRTUAL VENDOR SHOWCASE

In November 2022, DMEC hosted its second Virtual Vendor Showcase featuring 30-minute demonstrations from absence management software and accessibility solution providers who shared new industry innovations and demonstrated their latest market offerings. The live event drew 147 employer registrants, and the on-demand recordings are available to DMEC members for a full year.

AWARD WINNERS AT THE 2022 CONFERENCES

EMERGING LEADER AWARD
Stefanie Shuey, Client Services Manager, WorkPartners, and William Frystak, Manager of the Medical and Family Leave Specialist Team, GSK, were the 2022 recipients of the DMEC Emerging Leader Award which honors contributions to innovative and creative solutions for leave and disability management challenges.

PARTNERSHIP AWARD
Patty Borst, National Practice Leader for Disability and Absence Management, The Partners Group, and Dan Jolivet, PhD, Workplace Possibilities Practice Consultant, The Standard, were the 2022 recipients of the DMEC Partnership Award which recognizes long-time DMEC members for their exemplary support and dedication to the organization and the industry.

2022 DMEC ANNUAL REPORT
DMEC CERTIFICATIONS & TRAININGS

CERTIFIED LEAVE MANAGEMENT SPECIALIST (CLMS) PROGRAM

Launched in November 2016, the Certified Leave Management Specialist (CLMS) online course and designation is a unique leave management training program within the industry. 2022 saw an additional 649 individuals earn their designations, resulting in a total of 2,610 designees.

CLMS DESIGNEES: DEMOGRAPHIC SPOTLIGHT

Both employers (48%) and suppliers (47%) are utilizing the CLMS program to train their teams on the intricacies of leave management, and CLMS designees, located throughout the United States and Canada, represent a range of leave management experience.

FMLA/ADA TRAINING FOR SUPERVISORS AND MANAGERS

DMEC's FMLA/ADA Training for Supervisors and Managers is offered as an annual subscription or a one-time purchase for inclusion in an organization's learning management system. The training provides front-line managers with high-level information about how to identify a potential FMLA or ADA request and insight into their responsibilities once an event has been identified.

In 2022, 27 companies of various sizes started using the training through the subscription or SCORM package for their supervisors and managers.

MICROCREDENTIAL COURSES

In 2022, DMEC released seven new microcredential courses — short, interactive online trainings that offer a digital badge and certificate upon completion — including the FMLA Medical Certification Process, California State Leave Laws, Connecticut State Leave Laws, Massachusetts State Leave Laws, New Jersey State Leave Laws, New York State Leave Laws, and Washington State Leave Laws.

Over 496 individuals from both employer (62%) and supplier (35%) organizations registered for microcredential courses in 2022. 170 of the purchasers have active CLMS designations.

MICROCREDENTIAL GROUP PURCHASES

In January 2022, DMEC launched group purchase options for its microcredential courses. Organizations can mix and match training for their leave management groups with this option, and DMEC members receive additional discounts.
**DMEC SURVEYS & WHITE PAPERS**

**EMPLOYER LEAVE MANAGEMENT SURVEY**

Findings from the 2021 DMEC Employer Leave Management Survey, conducted between August through December 2021, were discussed during the Results of the 11th Annual Leave Management Survey webinar on March 2, 2022, the 2021 DMEC Employer Leave Management Survey White Paper, released on April 18, 2022, and in the Perspective Is Everything: Annual Leave Management Survey Offers Practical Insights article and Trends in Employer Leave Management: 11 Years of Perspectives podcast episode released on April 28, 2022.

In July 2022, eight benchmarking reports were released with data gathered from the 2021 DMEC Employer Leave Management Survey. The reports focused on plan design for workers’ compensation, short-term disability, long-term disability, the Family and Medical Leave Act, paid leave, time off, and other company programs.

**ABSENCE PLAN DESIGN & PRACTICES BENCHMARKING SURVEY**

In April 2022, DMEC launched its first full Absence Plan Design & Practices Benchmarking Survey. The survey was completed by 609 employers who collectively represent all organizational sizes, U.S. states, and a broad range of industries. Findings for the survey will be released in 2023.

**PULSE SURVEYS**

DMEC conducted two pulse surveys in 2022 on workplace accommodations and long COVID.

Results from the 2022 DMEC Workplace Accommodations Pulse Survey, conducted in partnership with Reliance Matrix, were discussed in the May 19, 2022 webinar, The Ins and Outs of Workplace Accommodations. During the session, presenters discussed the survey results and provided actionable takeaways to ensure employers’ accommodation programs are keeping pace now and into the future.

Results from the 2022 DMEC Long Covid Pulse Survey were highlighted in the white paper, Long COVID: Assessing and Managing Workforce Impact, in January 2023.
DMEC READERSHIP & VISIBILITY

@WORK MAGAZINE

DMEC continued to deliver best practices and strategies on a variety of topics in the six issues of @Work magazine.

SOCIAL MEDIA

Through enhanced engagement and posting, DMEC continued to see an increase in social media followers across all three platforms in 2022. Facebook had 650 followers, Twitter had 787 followers, the LinkedIn Group had 2,983 followers, and the LinkedIn Company Page had 5,443 followers.

IN THE NEWS

DMEC continues to build its reputation with external media outlets as a go-to source on absence and disability management. DMEC was quoted or written about in articles from a variety of magazines and online publications, including: BenefitsPro, Bloomberg Law, Business Insurance, Forbes, HRDive, MarketWatch, Nextavenue, NPR, Risk & Insurance, Washington Post, and WorkersCompensation.com.

In addition, Terri L. Rhodes, DMEC CEO, published a series of 2022 trends articles that were republished in Risk & Insurance. Several of the 2022 trends were also featured in podcast episodes throughout the year.

EXPANDED PERSPECTIVES: @WORK TO SHARE

In 2022, DMEC launched a new section of @Work magazine which features articles and podcast episodes that offer additional perspectives on and increase awareness of integrated absence management trends and challenges. The resources — available to members and nonmembers — can be shared with colleagues and through social media channels.
CONCLUSION

In addition to expanding the programs highlighted above, DMEC added two new members to its Board of Directors, four new members to its Employer Advisory Council, three new members to its Editorial Advisory Group, and two new National sponsors in 2022.

DMEC also continued work on several strategic projects in 2022 as part of its long-term growth strategy to expand our education programs and enhance member benefits. We look forward to continued growth and new programs and services that will support the absence and disability management industry in 2023.
The Disability Management Employer Coalition (DMEC) is the only association dedicated to providing focused education, knowledge, and networking for absence and disability professionals. Through its education programs, DMEC delivers trusted strategies, tools, and resources to minimize lost work time, improve workforce productivity, and maintain legally compliant absence and disability programs.