



Disability Management Employer Coalition Sponsorship and Advertising Prospectus

YOUR AUDIENCE IS WAITING.

Showcase your thought leadership and expertise, gather high-quality leads, launch new products and services, and build brand awareness. Choose from a variety of sponsorship and advertising opportunities that get your organization in front of absence and disability management decision-makers.

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TABLE OF CONTENTS

Why DMEC.....	3
Member Spotlight.....	4
National Sponsorships.....	6
Education Sponsorships.....	11
Content Sponsorships.....	14
Compliance Conference Opportunities.....	15
Annual Conference Opportunities.....	24
Virtual Mental Health Conference Opportunities.....	32
Advertising Opportunities.....	33
Membership Options.....	36

WHY DMEC?

About Us

The Disability Management Employer Coalition (DMEC) is the only association dedicated to providing focused education, knowledge, and networking for absence and disability professionals. Through our education programs, we deliver trusted strategies, tools, and resources to minimize lost work time, improve workforce productivity, and maintain legally compliant absence and disability programs.

We have over **1,200 employer and supplier member organizations**, representing over **19,000 absence and disability management professionals** from across the U.S. and Canada. Regardless of organization or department size, we have programs and resources that can help any company manage their integrated absence management programs.

Three Reasons You Should Invest



DMEC represents your audience.

78% of our member organizations are employers from companies of all sizes in the private and public sectors. 80% of the individuals representing those companies are decision-makers or influencers in the purchasing process.



DMEC positions you as a thought-leader and innovator.

We give you the opportunity to impact the strategic direction of the industry as well as develop cutting-edge education and conference offerings. As part of the DMEC community, employers look to you for solutions to their toughest challenges.



DMEC gives you the pulse on the industry.

Through our unique, employer-focused leave management, benchmarking, and hot-topic surveys, we keep you apprised of changes and trends in the industry, and topics covered in our webinars and conferences represent what's top of mind for employers. Access to this type of information ensures your products and services meet the needs of your customers.

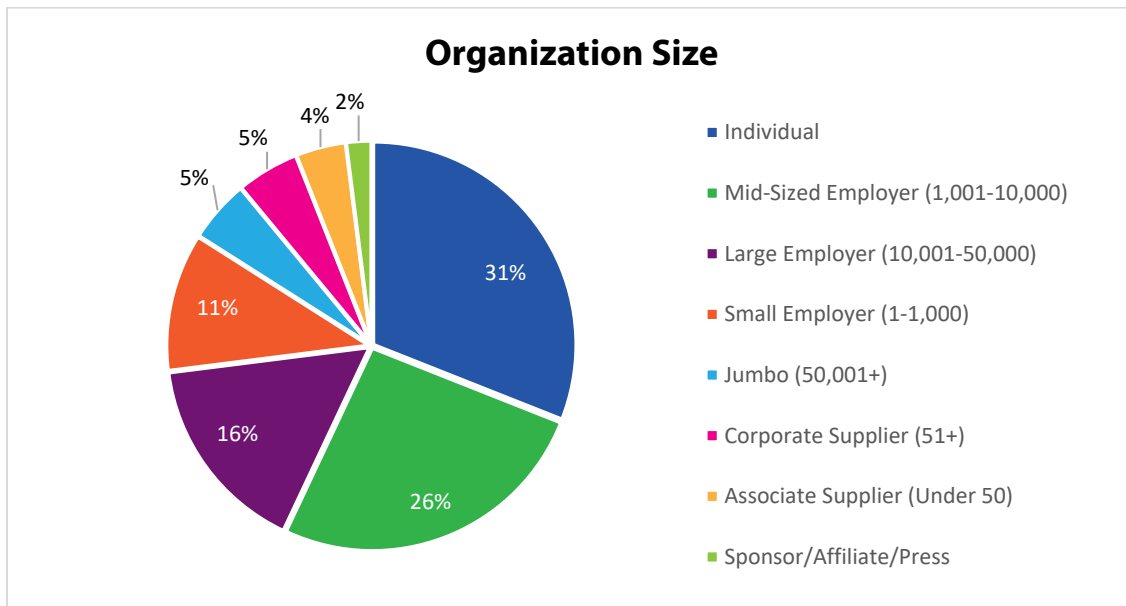
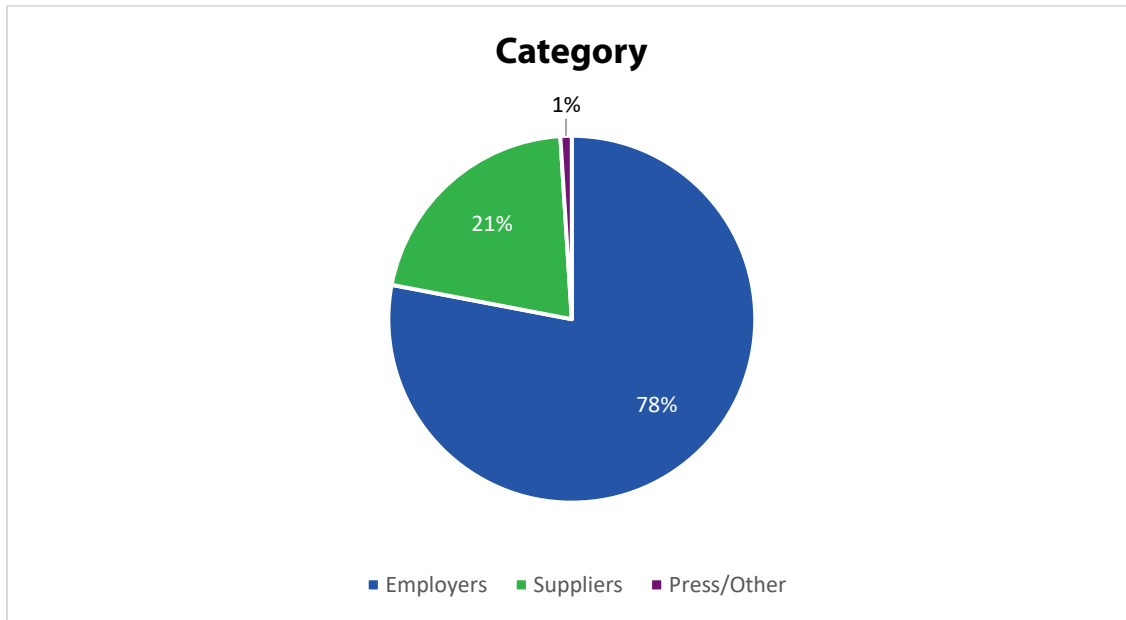
With over 30 years serving the ever-evolving absence management industry, we know what employers are looking for as they build effective, integrated programs. DMEC's sponsorship, exhibit, and advertising opportunities allow you to position your company as a leader in the field and go-to resource for employers.

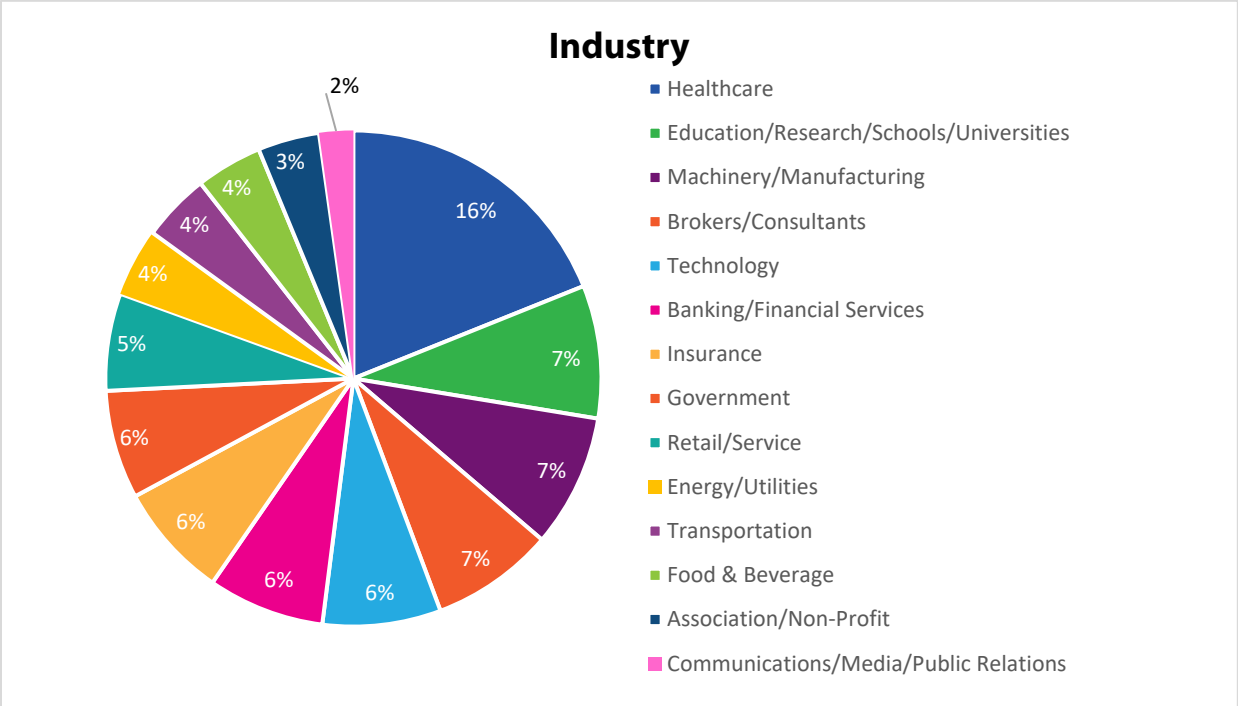
To discuss sponsorship, advertising, or exhibit opportunities, please contact Jennifer Nelson at jnelson@dmecc.org or 800.789.3632, ext. 121.

MEMBER SPOTLIGHT

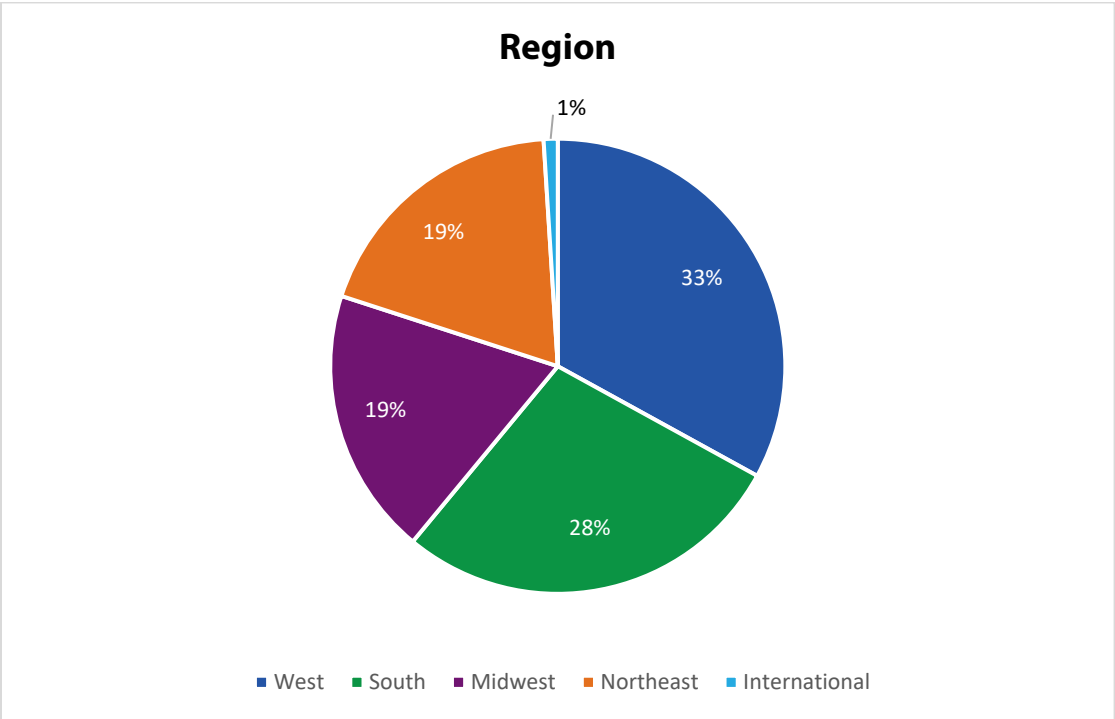
DMEC membership is open to any organization or individual that manages disability, risk, workers' compensation, absence, health, and wellness for their employee populations or provides health, absence, insurance, and productivity-related products and services. Our members represent all types of industries, organization sizes, and geographic regions.

Demographics*





***"Other" includes Architecture/Building/Construction; Third-Party Administration; Telecommunications; Agriculture/Farming/Fishing/Forestry; Engineering; Biotechnology; Environmental; Hospitality/Restaurants/Tourism; Consumer Goods; Real Estate; Apparel/Fashion; Electronics; Entertainment/Recreation; Mental Health/Wellness; Defense/Security*



**Demographics based on 2023 membership data*

NATIONAL SPONSORSHIP OPPORTUNITIES

Our national sponsorship opportunities give you the highest-level exposure to absence management decision-makers. With a host of benefits throughout the year and recognition across all our marketing and communication channels, national sponsorship puts your company in the best position for success. With four national sponsor levels (Diamond, Platinum, Gold, and Silver) to choose from, we guarantee there is one that's right for your company.

Availability and Deadlines

National sponsorships run from Jan. 1-Dec. 31, 2024. Opportunities are limited and must be secured no later than Nov. 1, 2023.

If you are interested in a National sponsorship opportunity that is currently closed or if you have missed the deadline, please contact Jennifer Nelson at jnelson@dmecc.org or 800.789.3632, ext. 121 to be added to our waiting list for future years.

DMEC Executive Advisory Board

Exclusive Opportunity for Diamond & Platinum Sponsors

The Executive Advisory Board (EAB) offers Diamond and Platinum sponsor companies the opportunity to participate in the strategic planning and growth of DMEC. Representatives contribute in the following ways:

- Participate in the Association's strategic planning process.
- Assist with high-level project development and implementation.
- Advise on educational and conference topics.
- Advance integrated absence management best practices and tools.

In accordance with the Internal Revenue Service guidelines as stated in IRS Publications 557, revised 7/2001; gifts, sponsorships or other contributions to DMEC as a 501c (6) organization are not deductible as charitable contributions on the donor/sponsor's federal income tax return. However, they may be deductible as trade or business expenses if ordinary and necessary in the conduct of the taxpayer's business. Consult your tax advisor for clarification.

Diamond Sponsorship *(closed)*

\$70,000

STRATEGIC & YEAR-ROUND RECOGNITION BENEFITS

- Opportunity for an organizational representative to serve on the Executive Advisory Board (includes recognition on the EAB page on the DMEC website)
- Logo recognition (with link to company website) on each page of the DMEC website
- Logo recognition (with link to company website) on the National sponsor webpage
- Recognition on official DMEC letterhead

MEMBERSHIP BENEFITS

- Complimentary DMEC supplier membership
- Unlimited number of complimentary one-year employer memberships for referred client companies

ANNUAL CONFERENCE BENEFITS

- Opportunity to develop content in partnership with DMEC for an educational session*
- Complimentary 10' by 20' booth
- Three (3) complimentary full-conference registrations (includes two with the double booth and one for the EAB member or alternate)
- Four (4) complimentary exhibit-only registrations with the double booth
- One-time email invitation list for sponsor-hosted event (restrictions apply)
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Registration discount for clients
- Recognition as co-sponsor of opening welcome reception
- Recognition on promotional and on-site materials, including email, signage, entrance units, and walk-in slides

PUBLICATION BENEFITS

- Opportunity to write a column, in partnership with DMEC, in *@Work* magazine (published five times per year)* and National sponsor recognition on *@Work* magazine issue pages
- Listing and half-page ad in the DMEC Vendor Resource Directory
- National sponsor recognition in each issue of the *DMEC Bulletin* (published monthly)

EDUCATION BENEFITS

- Opportunity to select content in partnership with DMEC for two (2) Tools & Tactics webinars and introduce the session
- Recognition on promotional emails, attendee reminders, and event details and recording webpages for each webinar
- Opportunity to promote the events to clients and provide complimentary registration
- Results of the session evaluations for each webinar
- Link to the on-demand recording for each webinar that can be shared externally
- List of registrants (name, title, and company) for each webinar

DISCOUNTS

- 20% discount on DMEC Compliance Conference partner sponsorship
- Discounted registration for CLMS course and exam (for clients and the organization's employees)
- Discounted client subscription pricing for FMLA/ADA Training for Supervisors and Managers
- Discounted member pricing for conferences and other DMEC products and services

**Subject to DMEC policies & procedures; sessions and columns are selected based on merit.*

Platinum Sponsorship *(closed)*

\$45,000

STRATEGIC & YEAR-ROUND RECOGNITION BENEFITS

- Opportunity for an organizational representative to serve on the Executive Advisory Board (includes recognition on the EAB page on the DMEC website)
- Logo recognition (with link to company website) on each page of the DMEC website
- Logo recognition (with link to company website) on the National sponsor webpage
- Recognition on official DMEC letterhead

MEMBERSHIP BENEFITS

- Complimentary DMEC supplier membership
- Twenty (20) complimentary one-year employer memberships for referred client companies

ANNUAL CONFERENCE BENEFITS

- Opportunity to develop content in partnership with DMEC for an educational session*
- Complimentary 10' by 10' booth
- Two (2) complimentary full-conference registrations (includes one with the booth and one for the EAB member or alternate)
- Two (2) complimentary exhibit-only registrations with the booth
- One-time email invitation list for sponsor-hosted event (restrictions apply)
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Registration discount for clients
- Recognition as co-sponsor of opening welcome reception
- Recognition on promotional and on-site materials, including emails, signage, entrance units, and walk-in slides

PUBLICATION BENEFITS

- National sponsor recognition on *@Work* magazine issue pages
- Listing and quarter-page ad in the DMEC Vendor Resource Directory
- National sponsor recognition in each issue of the *DMEC Bulletin* (published monthly)

DISCOUNTS

- 15% discount on DMEC Compliance Conference partner sponsorship
- Discounted registration for CLMS course and exam (for clients and the organization's employees)
- Discounted client subscription pricing for FMLA/ADA Training for Supervisors and Managers
- Discounted member pricing for conferences and other DMEC products and services

**Subject to DMEC policies & procedures; sessions are selected based on merit*

Gold Sponsorship *(one available)*

\$30,000

YEAR-ROUND RECOGNITION BENEFITS

- Logo recognition (with link to company website) on each page of the DMEC website
- Logo recognition (with link to company website) on the National sponsor page
- Recognition on official DMEC letterhead

MEMBERSHIP BENEFITS

- Complimentary DMEC supplier membership
- Ten (10) complimentary one-year employer memberships for referred client companies

ANNUAL CONFERENCE BENEFITS

- Opportunity to develop content in partnership with DMEC for an educational session*
- Complimentary 10' by 10' booth
- One (1) complimentary full-conference registration included with the booth
- Two (2) complimentary exhibit-only registrations included with the booth
- One-time email invitation list for sponsor-hosted event (restrictions apply)
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Registration discount for clients
- Recognition on promotional and on-site materials, including email, signage, entrance units, and walk-in slides

PUBLICATION BENEFITS

- National sponsor recognition on *@Work* magazine issue pages
- Listing and one-sixth page ad in the DMEC Vendor Resource Directory
- National sponsor recognition in each issue of the DMEC *Bulletin* (published monthly)

EDUCATION BENEFITS

- Opportunity to select content in partnership with DMEC for one (1) Tools & Tactics webinar* and introduce the session
- Recognition on promotional emails, attendee reminders, and event details webpage for the webinar
- Opportunity to promote the event to clients and provide complimentary registration
- Results of the session evaluation for the webinar
- Link to the on-demand recording of the webinar that can be shared externally
- List of registrants (name, title, and company) for the webinar

DISCOUNTS

- 10% discount on DMEC Compliance Conference partner sponsorship
- Discounted registration for CLMS course and exam (for clients and the organization's employees)
- Discounted client subscription pricing for FMLA/ADA Training for Supervisors and Managers
- Discounted member pricing for conferences and other DMEC products and services

**Subject to DMEC policies & procedures; sessions are selected based on merit*

Silver Sponsorship *(two available)*

\$10,000

YEAR-ROUND RECOGNITION BENEFITS

- Logo recognition (with link to company website) on each page of the DMEC website
- Logo recognition (with link to company website) on the National sponsor page
- Recognition on official DMEC letterhead

MEMBERSHIP BENEFITS

- Complimentary DMEC supplier membership
- Five (5) complimentary one-year employer memberships for referred client companies

PUBLICATION BENEFITS

- National sponsor recognition on *@Work* magazine issue pages
- Listing and one-sixth page ad in the DMEC Vendor Resource Directory
- National sponsor recognition in each issue of the DMEC *Bulletin* (published monthly)

DISCOUNTS

- 5% discount on DMEC Compliance Conference partner sponsorship
- Discounted registration for CLMS course and exam (for clients and the organization's employees)
- Discounted client subscription pricing for FMLA/ADA Training for Supervisors and Managers
- Discounted member pricing for conferences and other DMEC products and services

EDUCATION SPONSORSHIP OPPORTUNITIES

Individual Webinar Sponsorship

\$4,500 (standard) | \$7,500 (with opted-in emails)

Offered as a complimentary benefit to DMEC members, the Tools & Tactics webinar series is focused on providing attendees with practical tools and techniques that deliver efficient, cost-effective, and innovative solutions to some of their most pressing challenges.

Webinar sponsorships are available through the Tools & Tactics series, giving sponsors the opportunity to develop content, feature organization and client speakers, and gain recognition among DMEC members and other industry professionals.

RECOGNITION BENEFITS

- Logo recognition on promotional emails, attendee reminders, and event details webpage for the webinar

EDUCATION AND EVENT BENEFITS

- Opportunity to select content and speakers for one (1) Tools & Tactics webinar and introduce the session (subject to DMEC policies and procedures)
- Opportunity to promote the event to clients and provide complimentary registration
- Results of the session evaluation for the webinar
- Link to the on-demand recording of the webinar that can be shared externally
- List of registrants which includes name, title, and company for the webinar (emails for opted-in participants are included if purchased)

Webinar Series Sponsorship

\$15,000 (Four Webinars) | \$18,750 (Five Webinars)

A webinar series sponsorship offers the opportunity to elevate your organization's thought leadership throughout the year and gain extended exposure among DMEC members and industry professionals. Series sponsors have the opportunity to develop content and feature organization and client speakers around a particular theme or topic over the course of four to five webinars. Webinar series themes will be considered based on the value of the topic to the absence management community.

YEAR-ROUND RECOGNITION BENEFITS

- Logo recognition (with link to company website) on the webinar webpage
- Logo recognition on promotional emails, attendee reminders, and event details webpages

EDUCATION AND EVENT BENEFITS

- Opportunity to select content in partnership with DMEC for all webinar sessions in the series (subject to DMEC policies and procedures)
- Opportunity to offer welcome remarks at the start of each webinar in the series
- Opportunity to promote the events to clients and provide complimentary registration
- Opportunity to link one (1) external resource (through a lead generation form) in the "Resources" widget in the webinar console and in the follow-up emails
- Results of the session evaluations for each webinar in the series
- Link to the recording of each webinar in the series
- List of registrants (name, title, and company) for each webinar in the series

Pulse Survey + Webinar Sponsorship

\$10,000

This unique opportunity gives sponsors the chance to select a topic of interest in the absence management community, conduct an employer pulse survey through DMEC, and develop a webinar based on the results of the survey.

RECOGNITION BENEFITS

- Recognition on promotional emails for the survey
- Logo recognition on promotional emails, attendee reminders, and event details webpage for the webinar
- Logo recognition on the survey results summary

EDUCATION AND EVENT BENEFITS

- Opportunity to select content in partnership with DMEC for the survey and webinar*
- Opportunity to promote the event to clients and provide complimentary registration
- Results of the survey
- Results of the session evaluation for the webinar
- Link to the on-demand recording of the webinar that can be shared externally
- List of registrants which includes name, title, and company for the webinar

**Subject to DMEC policies & procedures*

Webinar Enhancement Opportunities

Take your webinar to the next level with these optional enhancement opportunities. Each of these offerings can be added a la carte, giving your webinar sponsorship extended value, greater visibility, and enhanced interactivity.

Event Details Webpage Digital Ad

\$500

Invest in a digital ad on your event details webpage and increase your exposure with DMEC member and nonmember visitors. Your customizable ad will appear on the right sidebar of your event registration page — heightening brand awareness among your target audience from the moment the event goes live up through the morning of the live webinar.

Attendee Survey

\$300

Get access to real-time information from your target audience! The attendee survey gives you the opportunity to deploy a brief survey (no more than five questions) to webinar attendees. Survey results are delivered following your event.

Lead Generation

\$500

Turn your webinar into an opportunity to gather qualified leads! The lead generation option gives you the ability to link one (1) external resource (accessible through a lead generation form) in the “Resources” widget in the webinar console. The link to the resource will also be made available in the event emails that go out prior to and following the event. Live event attendees and on-demand viewers will have access to the linked resource.

Knowledge Check + Lead Generation

\$700

Target resources to the specific needs and knowledge level of your attendees! The knowledge check deploys a brief, content-related quiz prior to the start of the event. After completing the quiz, respondents will be linked to a relevant resource (accessible through a lead generation form). There is also the opportunity to direct respondents to different resources based on their answers to the quiz questions. The quiz is available for both live event attendees and on-demand viewers.

Commercial

\$500

Highlight your organization’s products, services, or areas of thought leadership! The commercial runs at the beginning of the webinar and will be included in both the live event and the on-demand recording. The commercial must be no longer than one (1) minute and provided to DMEC in an mp4 format.

Company Branding

\$500

Increase attendee awareness of who you are and what you offer! The company branding option provides an “About Us” widget in the webinar console that is available to attendees throughout the event. The widget includes a short introduction to the sponsor and contact information. At the close of the event, a pop-up window will appear and link to a sponsor webpage.

CONTENT SPONSORSHIP OPPORTUNITIES

FAQ Friday Email Sponsorship

\$1,000 (one email); **\$2,500** (three emails)

FAQ Friday emails are released to DMEC members on Fridays and cover a wide variety of challenging industry questions and offer thoughtful, concise answers. This unique sponsorship positions your company as a thought leader — offering the opportunity to deliver industry expertise on a challenging topic to over 19,000 absence management professionals across the United States and Canada.

RECOGNITION BENEFITS

- Company name and company website included in the email
- Company representative name, title, and contact information include in the email

CONTENT BENEFITS

- Opportunity to provide a question and answer that fits within one of the following themes: the Americans with Disabilities Act, the Family and Medical Leave Act, technology and integration, return to work and stay at work, mental health, or state and local leave laws*
- Opportunity to provide two (2) company resources that are relevant to the topic

**Subject to DMEC policies & procedures; the question, answer, and associated resources must be approved by DMEC prior to distribution.*

Monthly Content Sponsorship

\$3,000

Position your company as a thought leader on the topic of your choice and gain exposure to your target audience for a full month. Enjoy extended exposure on the Sponsored Content Hub and Resources pages on the DMEC website. This content-rich sponsorship offers a variety of opportunities to interact with DMEC members and to provide unique insight and expertise on challenging issues within the industry.

RECOGNITION BENEFITS

- Logo, company name, company website link, and featured content and resources included on the Sponsored Content Hub webpage.

CONTENT BENEFITS

- Opportunity to provide a question and answer and two (2) resources for one (1) FAQ Friday email that fits within the chosen monthly theme*
- Opportunity to provide a timely resource (accessible through a lead generation form) on the chosen monthly theme that will be distributed in the *DMEC Bulletin*
- Opportunity to co-brand a sample form, template, or checklist related to the chosen monthly theme that will be available year-round on the DMEC website
- Opportunity to conduct a 30-minute, Q&A session in DMEC's online community platform, *DMECommunities*, related to the chosen monthly theme

**Subject to DMEC policies & procedures; the question, answer, and associated resources must be approved by DMEC prior to distribution.*

2024 DMEC FMLA/ADA Employer Compliance Conference

March 25-28, 2024 | Sheraton Dallas Hotel | Dallas, TX

Attendee Spotlight

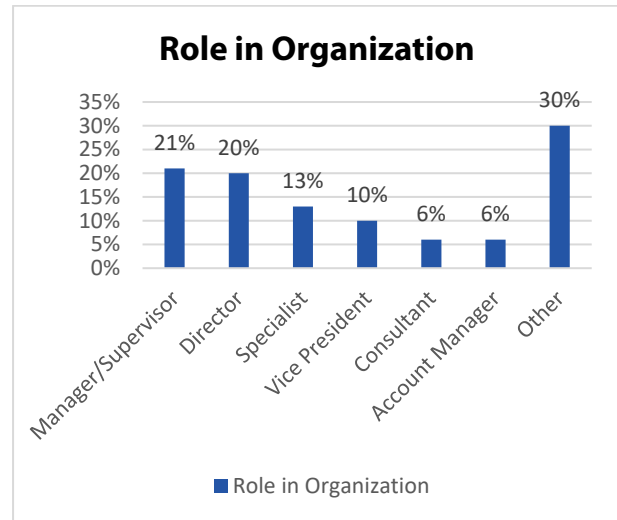
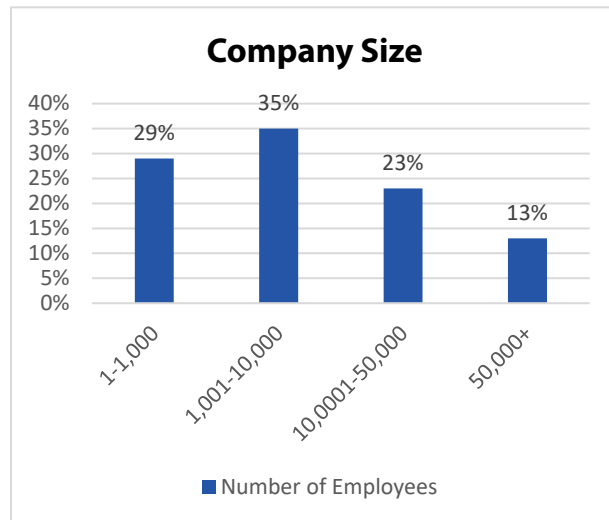
DMEC Compliance Conference

The in-person DMEC FMLA/ADA Employer Compliance Conference attracts hundreds of professionals, representing companies from both the private and public sector and almost every state.

400+ attendees
from **40+** states

160+ attendee
companies

25+ exhibiting
companies



DMEC Virtual Compliance Conference

The one-day DMEC Virtual Compliance Conference attracts a large employer audience from across the United States. 35% of attendees represent companies with 1,001-10,000 employees, and 30% represent companies with 10,000-50,000 employees.

240+
attendees

145+ attendee
companies

77%
employers

CONTENT OPPORTUNITIES

Partner Sponsorship *(closed)*

\$12,000

Build brand awareness before, during, and after the conference as a Partner sponsor. The Partner sponsorship offers the largest number of benefits and the highest levels of recognition.

PRECONFERENCE BENEFITS

- Logo recognition on conference promotional emails
- Opportunity to select preferred booth location
- Discounted registration rate for employer clients
- One-time email invitation list for sponsor-hosted event (restrictions apply)

ON-SITE BENEFITS

- Opportunity to develop content in partnership with DMEC for one educational session*
- Complimentary 10'x10' exhibit space
- Two (2) complimentary full conference registrations
- One (1) complimentary exhibit only* registration
- Recognition as co-sponsor of the opening welcome reception
- Recognition on on-site materials, including signage, entrance units, and walk-in slides

POST-CONFERENCE BENEFITS

- Post-conference mailing list (includes full name, title, company, and mailing address)
- Logo recognition in post-conference resource email to attendees

**Subject to DMEC deadlines and policies; content approval by the DMEC conference programming committee.*

Hosted "Lunch & Learn" Session *(two opportunities)*

\$6,000

Engage and network with attendees during a "Lunch & Learn" session. Sponsors will have a 30-minute slot during the lunch break to host a Q&A session with your organization's experts on a trending industry topic.

BENEFITS:

- Opportunity to host one (1) 30-minute "Lunch & Learn" session (subject to DMEC planning and policies)
- Opportunity to send one (1) targeted email invite to selected attendees (subject to DMEC policies)
- Logo recognition on event signage and general session slides

Virtual Conference Sponsorship

\$4,000

Provide thought leadership and build brand awareness as a sponsor of the one-day 2024 DMEC Virtual Compliance Conference.

BENEFITS

- Opportunity to provide a facilitator for a roundtable discussion (topic to be approved by DMEC)
- Logo recognition on conference promotional and post-conference emails
- Recognition on the virtual presentation console
- Two (2) complimentary virtual conference registrations
- Post-conference list of registrants (name, title, company)

DIGITAL SPONSORSHIPS

Conference Mobile App

\$11,000

Attendees will have the opportunity to view event information from their smart phones and tablets via the conference mobile app. This convenient tool will offer the practical information attendees need to find their way around the conference, including the session agenda, exhibitor and attendee information, conference logistics, and other event activities. Attendees will be able to access their saved agendas and up-to-date information on session changes as well as complete session evaluations for continuing education credit.

BENEFITS:

- Splash page ad on the mobile app utilized by 99% of conference attendees
- Sponsor recognition in conference attendee reminders about mobile app download
- Logo recognition on event signage and walk-in slides

Compliance Quest Scavenger Hunt

\$4,000

DMEC's mobile app scavenger hunt is an engaging opportunity for attendees to earn points by attending sessions & events, visiting exhibitors & sponsors, answering questions, and much more. Gain recognition as the official sponsor of the Compliance Quest Scavenger Hunt.

BENEFITS:

- Logo recognition on mobile app scavenger hunt module
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

EVENT ENGAGEMENT SPONSORSHIPS

Keynote Speaker

\$8,000

Kick off the conference experience as the opening keynote sponsor. You'll have an opportunity to introduce the keynote speaker during the session, as well as host a "speaker meet and greet" with attendees in your booth.

BENEFITS:

- Opportunity for a company representative to introduce the keynote speaker
- Opportunity to host a "speaker meet and greet" with attendees in your booth
- Logo recognition on event signage and walk-in slides

Happy Hour Sponsorship

\$8,000

Assist attendees in building relationships and making new connections over drinks and light appetizers as the Happy Hour sponsor.

BENEFITS:

- Verbal recognition at the event
- Opportunity to host a "special beverage" station at the event
- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on complimentary drink tickets handed out at door
- Logo recognition on event signage and walk-in slides

Networking Lunch (*Full Week*)

\$6,000 (*Compliance Conference Only*)

\$10,000 (*Compliance Conference & Annual Conference Package*)

Engage and network with attendees with this exclusive full-week lunch sponsorship.

BENEFITS:

- Opportunity to provide one (1) sponsored item in conference tote bags
- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on event signage and walk-in slides

Breakfast & Morning Coffee Break Package (*Full Week*)

\$6,000

Kick-start the day for attendees and build brand awareness with a full-week breakfast and morning coffee break sponsorship.

BENEFITS:

- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on beverage cups
- Logo recognition on event signage and walk-in slides

Afternoon Dessert & Networking Break Package (*Full Week*)

\$6,000

Give attendees an afternoon boost and build name recognition as the exclusive dessert & networking break sponsor.

BENEFITS:

- Logo recognition on dessert napkins placed on dessert buffets
- Logo recognition on beverage cups
- Logo recognition on event signage and walk-in slides

Grand Prize Giveaway

\$2,000

Sponsor attendees' favorite giveaway! Participants in the Compliance Quest Scavenger Hunt will be entered into a drawing for a cash grand prize of \$1,000 to be announced at the closing session.

BENEFITS:

- Opportunity to introduce your organization during the closing general session prior to announcing winner
- Logo recognition on a giant check presented to winner
- Logo recognition on event signage and walk-in slides

Build Your Own Sponsorship (*two opportunities*)

\$8,000

Do you have a creative or innovative sponsorship idea that's not listed here? Work with the DMEC team to "build your own" sponsorship package.

BENEFITS:

- Opportunity to create your own sponsorship opportunity in partnership with DMEC (subject to DMEC approval)
- Logo recognition on event signage and walk-in slides
- Two (2) complimentary full conference registrations for *employer clients* of your organization

EXHIBIT HALL ENGAGEMENT SPONSORSHIPS

Wellness Lounge

\$8,500

Offer attendees a chance to relax, reflect on what they've learned, and connect with peers in a cozy meeting place within the DMEC Solutions Marketplace.

BENEFITS:

- Opportunity to provide branded giveaways in the lounge (provided by sponsor)
- Opportunity to select one wellness activity, in partnership with DMEC, for the lounge (massage chairs, oxygen bar, mindfulness sessions, etc.)
- Logo recognition on lounge signage, lounge marketing, event signage, and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

BRANDING SPONSORSHIPS

Guest Room Key Cards

\$8,000

Make an impression from the moment attendees check in. Guest room key cards are used multiple times a day, so you'll be "in the pocket" of every attendee. Sponsorship cost includes two custom logo-designed key cards (replaces standard keys) for each attendee and distribution by hotel staff at check in. **Note: The sponsor will be responsible for design, based upon artwork specifications provided by DMEC.**

BENEFITS:

- Logo recognition on keycards
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

Conference Name Badges

\$7,500 (*Compliance Conference Only*)

\$14,000 (*Compliance Conference & Annual Conference Package*)

Gain consistent recognition throughout the conference with your company's logo on attendee badges. Attendees are required to wear badges during sessions and conference events.

BENEFITS:

- Logo recognition on name badge
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

Ribbon Wall

\$4,500

DMEC attendees love to customize their name badges with ribbons that highlight their achievements and personality. Become the official sponsor of the DMEC ribbon wall and showcase your company through this unique opportunity.

BENEFITS:

- Logo recognition on ribbon wall header
- Customized ribbon available on the ribbon wall and at the sponsor booth (subject to DMEC approval)
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

NEW! Corporate Social Responsibility Event

\$3,000

Support the local Dallas community as the sponsor of a corporate social responsibility event. The event will be developed and managed by DMEC staff.

BENEFITS:

- Opportunity to provide a video message to all attendees explaining the importance of the event and your organization's participation
- Logo recognition on event signage and walk-in slides

EXHIBIT SPACE

Single 10' Deep x 10' Wide Booth Package

- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- One (1) complimentary full conference registration
- Two (2) complimentary exhibit only* registrations
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Option to purchase up to four (4) additional exhibit only* badges

Double 10' Deep x 20' Wide Booth Package

- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- Two (2) complimentary full conference registration
- Four (4) complimentary exhibit only* registrations
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Option to purchase up to four (4) additional exhibit only* badges

**Exhibit only badges do not include session access, but they do include event and meal access.*

BOOTH FEES

Single 10'x10' booth	\$4,900
Double 10'x20' booth	\$6,900

First-Time Exhibitor Single 10' Deep x 10' Wide Booth Package

\$3,200

Get in front of your audience with a booth space in the DMEC Solutions Marketplace. This exclusive opportunity is available to organizations that have never exhibited at a DMEC conference.

BENEFITS:

- Single 10' deep x 10' wide booth
- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- One (1) complimentary full conference registration
- One (1) complimentary exhibit only registration
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)

EXCLUSIVE EXHIBITOR ADD-ONS

Tote Bag Insert *(three opportunities)*

\$1,000

Enhance your brand awareness and showcase your organization's creativity with the opportunity to include a promo item in DMEC's conference tote bags. Promo items must be a tangible giveaway item; flyers and brochures are not permitted. Promo items must be provided and shipped by the sponsor and follow DMEC's guidelines (deadlines apply).

Push Notification *(four opportunities)*

\$750

Invite attendees to visit your booth or attend your program presentation by sending a push notification through the DMEC Events mobile app utilized by 99% of conference attendees. Purchasers will receive one (1) 230-character text notification sent to all mobile app users.

Virtual Tote Bag Flyer

\$400

Go paperless! Get your information in front of attendees using our Virtual Tote Bag within the DMEC Events Mobile App. One (1) full-page flyer (provided by purchaser) will be uploaded to the Virtual Tote Bag in the mobile app (deadlines apply).

First right of refusal for the previous year's Partner sponsors expires on July 29, 2023. All other conference sponsorships are subject to first right of refusal by the previous year's participating sponsor through Sept. 8, 2023. Upon refusal, the sponsorship will be publicly available to everyone. Conference sponsorship, exhibit booth, and add-on payments are due in full within 30 days of signed contract and issue of invoice. All payments are subject to the payment due date & cancellation policy outlined in the DMEC exhibit & sponsor contract policy, rules, and regulations.

2024 DMEC Annual Conference

Aug. 5-8, 2024 | Gaylord Opryland Resort & Convention Center | Nashville, TN

Get your brand in front of decision-makers at the 2024 DMEC Annual Conference — the premier event for absence and disability management professionals.

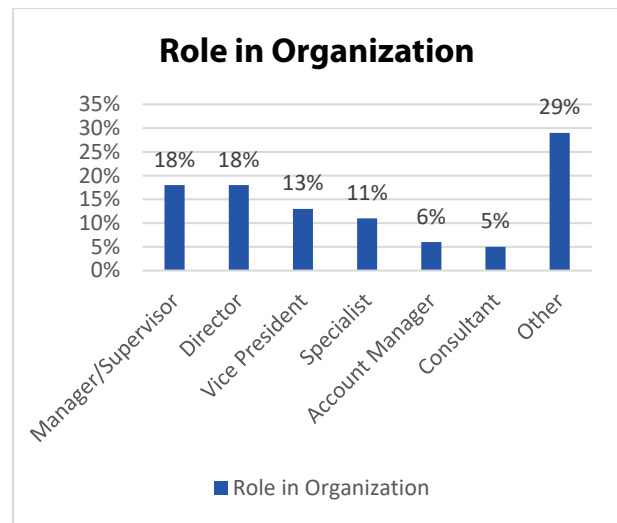
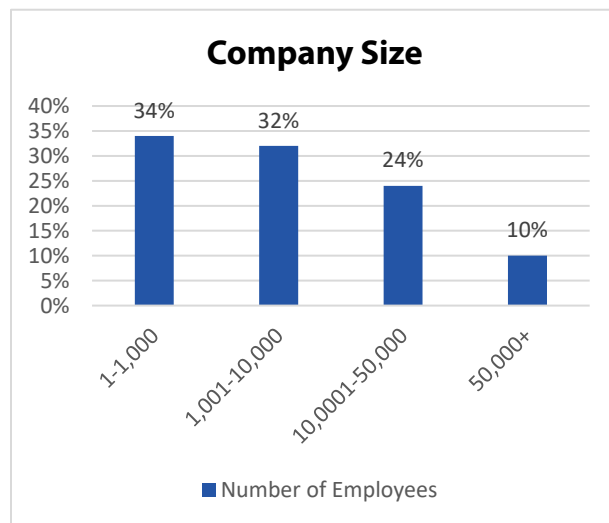
Attendee Spotlight DMEC Annual Conference

The DMEC Annual Conference attracts hundreds of professionals from across the United States and Canada, representing a range of industries and company sizes.

630+ attendees
from **40+** states

245+ attendee
companies

55+ exhibiting
companies



DMEC Virtual Annual Conference

The one-day DMEC Virtual Annual Conference attracts a large employer audience from across the United States and Canada. 32% of attendees represent companies with 1,001-10,000 employees, and 28% represent companies with 10,000-50,000 employees.

200+
attendees

108+ attendee
companies

72%
employers

CONTENT DEVELOPMENT OPPORTUNITIES

Hosted "Lunch & Learn" Session *(two opportunities)*

\$6,000

Engage and network with attendees during a "Lunch & Learn" session. Sponsors will have a 30-minute slot during the lunch break to host a Q&A session with your organization's experts on a trending industry topic.

BENEFITS:

- Opportunity to host one (1) 30-minute "Lunch & Learn" session (subject to DMEC planning and policies)
- Opportunity to send one (1) targeted email invite to selected attendees (subject to DMEC policies)
- Logo recognition on event signage and general session slides

Virtual Conference Sponsorship

\$4,000

Provide thought leadership and build brand awareness as a sponsor of the one-day 2024 DMEC Virtual Annual Conference.

BENEFITS

- Opportunity to provide a facilitator for a roundtable discussion (topic to be approved by DMEC)
- Logo recognition on conference promotional and post-conference emails
- Recognition on the virtual presentation console
- Two (2) complimentary virtual conference registrations
- Post-conference list of registrants (name, title, company)

DIGITAL SPONSORSHIPS

Conference Mobile App

\$11,000

Attendees will have the opportunity to view event information from their smart phones and tablets via the conference mobile app, a companion piece to the printed final program. This convenient tool will offer the practical information attendees need to find their way around the conference, including the session agenda, exhibitor and attendee information, conference logistics, and other event activities. Attendees will be able to access their saved agendas and up-to-date information on session changes as well as complete session evaluations for continuing education credit.

BENEFITS:

- Logo recognition on the mobile app utilized by 99% of conference attendees
- Sponsor recognition in preconference publications announcing mobile app download
- Sponsor recognition in conference attendee reminders
- Logo recognition on event signage and walk-in slides

DMEC Quest Scavenger Hunt

\$4,000

DMEC's mobile app scavenger hunt is an engaging opportunity for attendees to earn points by attending sessions & events, visiting exhibitors & sponsors, answering questions, and much more. Gain recognition as the official sponsor of the DMEC Quest Scavenger Hunt.

BENEFITS:

- Logo recognition on mobile app scavenger hunt module
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

EVENT ENGAGEMENT SPONSORSHIPS

Closing Night Event

\$10,000

Close out the conference in style. Sponsor the Wednesday night event and give attendees the chance to unwind and enjoy some networking and light refreshments.

BENEFITS:

- Logo recognition on complimentary drink tickets handed out at door
- Logo recognition on event signage at venue
- Logo recognition on conference event signage and walk-in slides

Keynote Speaker

\$8,000

Kick off the conference experience as the opening keynote sponsor. You'll have an opportunity to introduce the keynote speaker during the session, as well as host a "speaker meet and greet" with attendees in your booth.

BENEFITS:

- Opportunity for a company representative to introduce the keynote speaker
- Opportunity to host a "speaker meet and greet" with attendees in your booth
- Logo recognition on event signage and walk-in slides

Happy Hour Sponsorship

\$8,000

Assist attendees in building relationships and making new connections over drinks and light appetizers as the Happy Hour sponsor.

BENEFITS:

- Verbal recognition at the event
- Opportunity to host a "special beverage" station at the event
- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on complimentary drink tickets handed out at door, event signage, and walk-in slides

Networking Lunch (*Full Week*)

\$6,000 (*Annual Conference Only*)

\$10,000 (*Compliance Conference & Annual Conference Package*)

Engage and network with attendees with this exclusive full-week lunch sponsorship.

BENEFITS:

- Opportunity to provide one (1) sponsored item in conference tote bags
- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on event signage and walk-in slides

Breakfast & Morning Coffee Break Package (*Full Week*)

\$6,000

Kick-start the day for attendees and build brand awareness with a full-week breakfast and morning coffee break sponsorship.

BENEFITS:

- Logo recognition on beverage napkins placed on beverage buffets
- Logo recognition on beverage cups
- Logo recognition on event signage and walk-in slides

Afternoon Dessert & Networking Break Package (*Full Week*)

\$6,000

Give attendees an afternoon boost and build name recognition as the exclusive dessert & networking break sponsor.

BENEFITS:

- Logo recognition on dessert napkins placed on dessert buffets
- Logo recognition on beverage cups
- Logo recognition on event signage and walk-in slides

Grand Prize Giveaway

\$2,000

Sponsor attendees' favorite giveaway! Participants in the DMEC Quest Scavenger Hunt will be entered into a drawing for a cash grand prize of \$1,000 to be announced at the closing session.

BENEFITS:

- Opportunity to introduce your organization during the closing general session prior to announcing winner
- Logo recognition on a giant check presented to winner
- Logo recognition on event signage and walk-in slides

Build Your Own Sponsorship *(two opportunities)*

\$8,000

Do you have a creative or innovative sponsorship idea that's not listed here? Work with the DMEC team to "build your own" sponsorship package.

BENEFITS:

- Opportunity to create your own sponsorship opportunity in partnership with DMEC (subject to DMEC approval)
- Logo recognition on event signage and walk-in slides
- Two (2) complimentary full conference registrations for *employer clients* of your organization

EXHIBIT HALL ENGAGEMENT SPONSORSHIPS

Wellness Lounge

\$8,500

Offer attendees a chance to relax, reflect on what they've learned, and connect with peers in a cozy meeting place within the DMEC Solutions Marketplace.

BENEFITS:

- Opportunity to provide branded giveaways in the lounge (provided by sponsor)
- Opportunity to select one wellness activity, in partnership with DMEC, for the lounge (massage chairs, oxygen bar, mindfulness sessions, etc.)
- Logo recognition on lounge signage, lounge marketing, event signage, and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

BRANDING SPONSORSHIPS

Conference Name Badges

\$7,500 *(Compliance Conference Only)*

\$14,000 *(Compliance Conference & Annual Conference Package)*

Gain consistent recognition throughout the conference with your company's logo on attendee badges. Attendees are required to wear badges during sessions and conference events.

BENEFITS:

- Logo recognition on name badge
- Logo recognition on event signage and walk-in slides
- One (1) complimentary full conference registration for an *employer client* of your organization

Ribbon Wall

\$4,500

DMEC attendees love to customize their name badges with ribbons that highlight their achievements and personality. Become the official sponsor of the DMEC ribbon wall and showcase your company through this unique opportunity.

BENEFITS:

- Logo recognition on ribbon wall header
- Customized ribbon available on the ribbon wall and at the sponsor booth (subject to DMEC approval)
- Logo recognition on event signage and general session slides
- One (1) complimentary full conference registration for an *employer client* of your organization

NEW! Corporate Social Responsibility Event

\$3,000

Support the local Dallas community as the sponsor of a corporate social responsibility event. The event will be developed and managed by DMEC staff.

BENEFITS:

- Opportunity to provide a video message to all attendees explaining the importance of the event and your organization's participation
- Logo recognition on event signage and walk-in slides

EXHIBIT SPACE

Single 10' Deep x 10' Wide Booth Package

- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- One (1) complimentary full conference registration
- Two (2) complimentary exhibit only* badges
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Option to purchase up to four (4) additional exhibit only* badges

Double 10' Deep x 20' Wide Booth Package

- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- Two (2) complimentary full conference registration
- Four (4) complimentary exhibit only* badges
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)
- Option to purchase up to four (4) additional exhibit only* badges

**Exhibit only badges do not include sessions, but do include access to events and meals.*

BOOTH FEES

Single 10'x10' booth	\$4,900
Double 10'x20' booth	\$6,900

First-Time Exhibitor Single 10' Deep x 10' Wide Booth Package

\$3,200

Get in front of your audience with a booth space in the DMEC Solutions Marketplace. This exclusive opportunity is available to organizations that have never exhibited at a DMEC conference.

BENEFITS:

- Single 10' deep x 10' wide booth
- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- One (1) complimentary full conference registration
- One (1) complimentary exhibit only registration
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)

Start-Up Organization Single 10' Deep x 10' Wide Booth Package*

\$2,500

Get in front of your target audience and build brand awareness of your new company with a start-up exhibit space in the DMEC Solutions Marketplace. To be eligible for the start-up exhibit space rate, companies must:

- Be three years or less from when your product/service was started
- Employ 50 or less individuals

BENEFITS:

- Single 10' deep x 10' wide booth
- 6' skirted table, two (2) chairs, wastebasket, booth ID sign, and aisle cleaning
- Draped backwall and draped side rails
- One (1) complimentary full conference registration
- Complimentary exhibitor training webinar
- Post-conference mailing list (includes full name, title, company, and mailing address)

**Organizations are allowed to exhibit as a start-up organization for one (1) year only.*

EXCLUSIVE EXHIBITOR ADD-ONS

Tote Bag Insert *(three opportunities)*

\$1,000

Enhance your brand awareness and showcase your organization's creativity with the opportunity to include a promo item in DMEC's conference tote bags. Promo items must be a tangible giveaway item; flyers and brochures are not permitted. Promo items must be provided and shipped by the sponsor and follow DMEC's guidelines (deadlines apply).

Push Notification *(two opportunities)*

\$750

Invite attendees to visit your booth or attend your program presentation by sending a push notification through the DMEC Events mobile app utilized by 99% of conference attendees. Purchasers will receive one (1) 230-character text notification sent to all mobile app users. Total of four (4) opportunities available.

Virtual Tote Bag Flyer

\$400

Go paperless! Get your information in front of attendees using our Virtual Tote Bag within the DMEC Events Mobile App. One (1) full page flyer (provided by purchaser) will be uploaded to the Virtual Tote Bag in the mobile app (deadlines apply).

All conference sponsorships are subject to first right of refusal by the previous year's participating sponsor through Sept. 8, 2023. Upon refusal, the sponsorship will be publicly available to everyone. Conference sponsorship, exhibit booth, and add-on payments are due in full within 30 days of signed contract and issue of invoice. All payments are subject to the payment due date & cancellation policy outlined in the DMEC exhibit & sponsor contract policy, rules, and regulations.

2024 DMEC Virtual Mental Health Conference

Jan. 23 & 25, 2024

Based on member surveys, mental health and workplace well-being ranks as one of the top challenges for employers. To offer strategies and solutions on this important topic, DMEC is introducing a new virtual conference in 2024.

Get in front of absence and disability management professionals who are committed to addressing workplace mental health in their organizations.

NEW! Mental Health Vendor Demos *(four opportunities)*

\$2,500

Showcase your mental health technology and services in an engaging, interactive format. Vendor demos offer a 30-minute, live virtual session to highlight product features, answer questions, and discuss and gather ideas. All demos will be available for on-demand viewing by attendees for one (1) year following the event.

RECOGNITION BENEFITS

- Company name recognition in promotional emails and on the event page
- Logo recognition and website link on the virtual demo console

EVENT BENEFITS

- Opportunity to conduct a live 30-minute virtual demo with Q&A
- Opportunity to provide a one-minute commercial for viewing within the demo console
- Opportunity to provide additional resources (accessible through lead generation forms) in the demo console
- Opportunity to provide a "Contact Us" widget in the demo console that allows attendees to send a direct email to your company
- Link to the recording of the demo that can be shared externally
- List of event registrants (name, title, and company) as well as email addresses for opted-in attendees

NEW! Virtual Conference Sponsorship *(two opportunities)*

\$4,000

Provide thought leadership and build brand awareness as a sponsor of the two-day 2024 DMEC Virtual Mental Health Conference.

BENEFITS

- Opportunity to provide a facilitator for two roundtable discussions (topics to be approved by DMEC)
- Logo recognition on conference promotional and post-conference emails
- Recognition on the virtual presentation console
- Two (2) complimentary virtual conference registrations
- Post-conference list of registrants (name, title, company)

ADVERTISING OPPORTUNITIES

@Work Magazine

Published digitally throughout the year, @Work magazine features informative, engaging content that our members highly value, including best practices, case studies, legislative updates, and practical applications within the broad, evolving field of absence, disability, and return to work.

Each new issue features a content webpage with links to each article/column and is posted to the @Work magazine section of the DMEC website. DMEC members receive access to each issue via email, and each issue appears in the DMEC *Bulletin*, on the DMEC homepage, and on DMEC's social media accounts. An archive of past issues is also available to members, ensuring ongoing exposure.

33,000+ page
views per year

19,500+ email
distribution list

25,000+ social
media impressions
per year

EDITORIAL CALENDAR

ISSUE	THEME
January-March	Employer Compliance
April-May	Mental Health and Well-Being
June-August	Integrated Absence Management
September-October	Americans with Disabilities Act and Return to Work
November-December	Technology and Innovation

@Work Digital Banner Ads

Located on the content webpage for each new issue of the magazine, your banner ad will reach both member and nonmember visitors. You'll gain increased exposure for your products and services as you build heightened brand awareness among your target audience. **Space is reserved on a first-come, first-served basis. A limited number of banner positions are available.**

Ads must be delivered in a .jpg or .png format, along with a URL link for the ad, to Jennifer Nelson at jnelson@dmecc.org. Please note: DMEC does not provide clickthrough information for ads. If clickthrough information is desired, a tracking link (such as a Google Campaign URL or bitly link) should be provided and monitored by the purchasing company.

SIZE	LOCATION	RATE
728 x 90	Feature Articles Section	6 Months: \$3,500 12 Months \$7,000
728 x 90	Spotlight Articles Section	6 Months: \$3,500 12 Months: \$6,000
728 x 90	Expanded Perspectives: @Work to Share Section	6 Months: \$3,500 12 Months: \$6,000
728 x 90	Columns Section	6 Months: \$2,500 12 Months: \$5,000
300 x 250	Right Sidebar (first position)	6 Months: \$3,500 12 Months \$7,000
300 x 250	Right Sidebar (second position)	6 Months: \$3,000 12 Months: \$6,000

DMEC Website Ads

Increase your exposure to both DMEC member and nonmember visitors with an ad on DMEC’s website, which receives more than 500,000 total page views per year. You will have the opportunity to highlight your products and services and build heightened brand awareness among your target audience.

Space is reserved on a first-come, first-served basis. A limited number of ad positions are available.
Contact Jennifer Nelson at jnelson@dmecc.org to reserve your spot.

SIZE	LOCATION	YEARLY RATE
300x250	Conference & Events Sidebar <i>www.dmecc.org/conference-and-events</i>	6 Months: \$3,500 12 Months: \$7,000
300x250	Certification & Training Sidebar <i>www.dmecc.org/certification-training</i>	6 Months: \$3,500 12 Months: \$7,000
300x250	Resources Sidebar <i>www.dmecc.org/resources</i>	6 Months: \$2,500 12 Months: \$5,000
300x250	Membership Page Sidebar <i>www.dmecc.org/membership</i>	6 Months: \$2,500 12 Months: \$5,000

ARTWORK REQUIREMENTS & DEADLINES

DMEC website ads run for one month, and there are two spots available per page each month. Ads must be delivered **fifteen days prior to the start of the month** in a .jpg or .png format, along with a URL link for the ad, to Jennifer Nelson at jnelson@dmecc.org.

Please note: DMEC does not provide clickthrough information for ads. If clickthrough information is desired, a tracking link (such as a Google Campaign URL or bitly link) should be provided and monitored by the purchasing company.

Podcast Advertising

\$500 (one commercial); \$850 (two commercials)

Get in front of a growing and engaged audience of industry professionals with podcast advertising. *Absence Management Perspectives: A DMEC Podcast*, publicly 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.



You will have the opportunity to expand brand awareness and showcase your products and services with a 30-second commercial that runs at the beginning of the podcast episode. **Space is reserved on a first-come, first-served basis.** Only one commercial spot per episode is available, and there are a limited number of podcasts each year.

COMMERCIAL REQUIREMENTS & DEADLINES

Commercials must be delivered **twenty days prior to the podcast release date** to Heather Grimshaw at hgrimshaw@dmecc.org. All files must be in an mp3 format and feature crisp, clear audio. Commercials with poor audio quality will not be accepted.

Vendor Resource Directory Listing

Get your products and services out in front of potential buyers with a listing in the DMEC Vendor Resource Directory. Available as a member resource to 19,500+ industry professionals, the DMEC Vendor Resource Directory gives you exposure to your target audience. The directory is refreshed in January and July each year with new and updated listings and is distributed throughout the year through dedicated emails.

Listings include a company logo, 100-word company description, website URL, email address, phone number, company sizes served, and a primary and secondary product/service category.

Product	Yearly Price
New DMEC member listing	\$500
New nonmember listing	\$650

NEW! Vendor Directory Enhancement Opportunities

Take your vendor directory listing to the next level with these optional enhancement opportunities. Each of these offerings can be added a la carte, giving your organization greater visibility and enhanced interactivity.

Expanded Description – \$150

Showcase your products and services in greater detail with an expanded company description of 175 words.

Quarter-Page Ad – \$300

Heighten brand awareness and capture attention with a quarter-page (4.94" x 3.62"), color ad (pdf, jpg, or png).

MEMBERSHIP OPTIONS

Supplier Organization Memberships

Not yet a DMEC member? Join a community of over 19,000 absence and disability professionals. DMEC membership is open to any supplier organization that provides absence- and disability-related products and services. As a member organization, all interested employees at your company can register as DMEC members and receive access to our trusted tools, resources, and networking opportunities.

DMEC membership dues are based on the type of organization and the number of employees.

Associate Supplier Membership | \$470 per year

A national or international company with 50 or fewer employees

Corporate Supplier Membership | \$900 per year

A national or international company with 51 or more employees

“New to DMEC” Package*

\$3,000

Are you new to DMEC and looking to take advantage of member benefits and build your brand among the absence and disability management community. This package is for you!

BENEFITS:

- A one-year supplier organization membership (category dependent on size)
- A one-year vendor resource directory listing
- Six (6) months of DMEC website advertising (location dependent on availability)

**Organizations are allowed to purchase a “new to DMEC” package if they have never been a DMEC member. The number of packages available are limited based on DMEC website advertising availability.*