



Charting the Future of Disability and Absence Management



2024 DMEC ANNUAL IMPACT REPORT





OUR MISSION

DMEC's mission is to advance strategies, foster thought leadership, and provide employers, human resource (HR) professionals, absence management practitioners, and suppliers with trusted tools, education, and networking opportunities necessary to effectively manage absence, disability, and time-off in the workplace.



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Elevating the Industry and Empowering DMEC Members

DMEC continues to expand its influence in the disability and absence management space with innovative education and essential resources that support employers of all sizes and industries across the U.S. and Canada. Proof of our success: A growing, engaged membership base. The driving force for DMEC's expansion is a dedicated team committed to equipping members with the knowledge and tools needed to help employees stay at work when possible and return to work. In addition to providing educational resources and tools, DMEC serves as a trusted convener of employers, government officials, industry professionals, and suppliers to discuss complex issues that shape the future of leave management. Throughout 2024, DMEC capitalized on new ways to elevate the visibility

of disability and absence management and advance thought leadership through timely research, data-driven tools, and industry Think Tanks. These initiatives empower members to navigate challenges and stay ahead of the curve in an evolving landscape.

As we reflect on DMEC's 2024 successes, we are energized by the momentum we've built and continue to drive positive change!



Bryon E. Bass, CLMS,
Chief Executive Officer, DMEC



Building on a Strong Foundation

We're always looking for better ways to serve our members and customers now and in the future.

PASSION:

We are passionate about the work we do each day to support the mission and vision of DMEC. From daily tasks to strategic projects, we put our heart and soul into our work. And we believe that passion is catching. Our goal is that our members and customers see our passion and embrace and share the vision of DMEC.

REPUTATION MATTERS:

Integrity and honesty are what matter most in our interactions with members, customers, and each other. We strive to always do what we say we're going to do. And if we fall a bit short, we take ownership of our mistakes and do a better job next time.

FORWARD THINKING:

Today's effort and planning ensure tomorrow's success. Whether it's new tools or new systems, we're always looking for better ways to serve our members and customers now

and in the future. And we put our money where our mouth is by committing our time, effort, and resources to advancing the mission of DMEC for years to come.

COLLABORATIVE:

We know we're only as strong as our team, our members, and our customers. Everyone's voice and expertise matter. That's why we encourage our staff, volunteers, and national partners to play a crucial role in charting our course and building our future. It takes a village to get where we want to be, and we're committed to creating a connected community to help us get there.

We know we're only as strong as our team, our members, and our customers.

Our Core Values
DMEC strives to embody five core values in our day-to-day interactions with members, national partners, and each other.

MEMBER-FOCUSED:

There's a reason why members say they feel at home with DMEC. We're here for them ... to empower them to be better employers. And that shows up in every interaction we have. Whether they need help getting registered or need a resource to tackle a tough issue, we're focused on meeting their needs in any way we can. We're always looking for better ways to serve our members and customers now and in the future.

Our Members

DMEC serves as a trusted convener of employers, government officials, industry professionals, and suppliers to discuss complex issues that shape the future of leave management.

DMEC classifies its members in two main categories: employers and suppliers. In 2024, 80% of DMEC members represented employers.

DMEC has a variety of memberships based on the size and type of organization. Individual memberships represent the largest membership type at 39% and the second largest category is mid-sized employers (1,001-10,000) at 20%.

Individual membership is DMEC's fastest-growing category, which highlights high demand for specialized support in leave management. Many employers have small teams — or even a single professional — who is responsible for navigating complex leave policies while juggling additional HR responsibilities. DMEC provides trusted guidance and educational resources. The Association fosters a strong

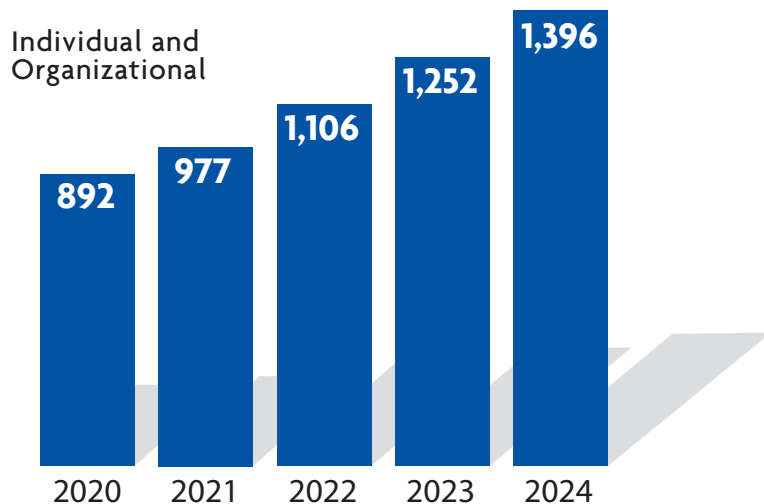
During the last five years, DMEC membership increased by **56%.**

professional community where members connect with peers facing similar challenges. This accessible membership option ensures

that disability and absence managers have the tools, insights, and support they need to succeed.

DMEC membership increased by 56% during the last five years. The number of professionals working at DMEC member organizations who use DMEC benefits has increased by 43% during the last five years. The average annual rate of new DMEC members has increased by more than 19%.

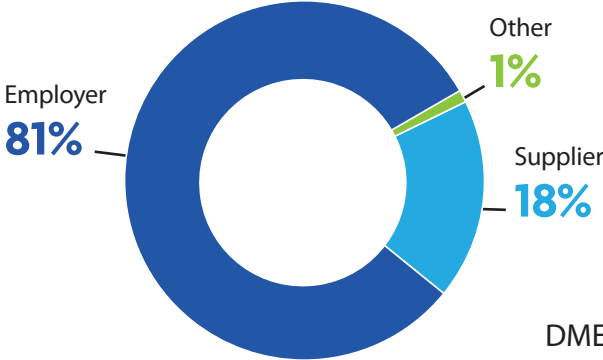
Total Membership





The average annual rate of new DMEC members has increased by more than **19%.**

Membership Categories



DMEC expanded its reach through individual and organizational memberships and saw a year-over-year increase in the number of members served. In 2024, the organization recorded a total membership of 1,396, which marked a 11.5% increase from 2023. This figure includes 166 sponsored memberships

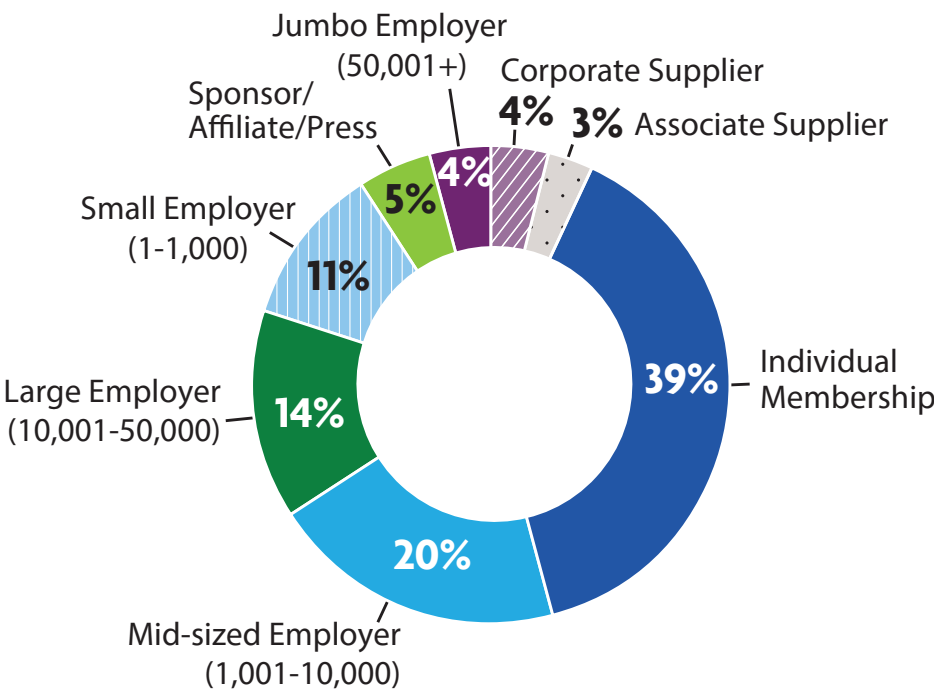
provided by national partners. In 2024, 595 organizations and individuals joined the Association. This marked a 14% increase in new memberships compared with 2023, which demonstrates the value DMEC delivers to members and its industry influence.

DMEC members represent a variety of industries. In 2024, the top three categories were Healthcare (17%), Machinery/Manufacturing (9%), and Insurance (7%).

REGIONS

DMEC member organizations are located throughout the

Organizational Size





During the last five years, the number of professionals working at DMEC member organizations who use DMEC benefits has increased by **46%.**

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U.S., Canada, Australia, Ireland, and Mexico.

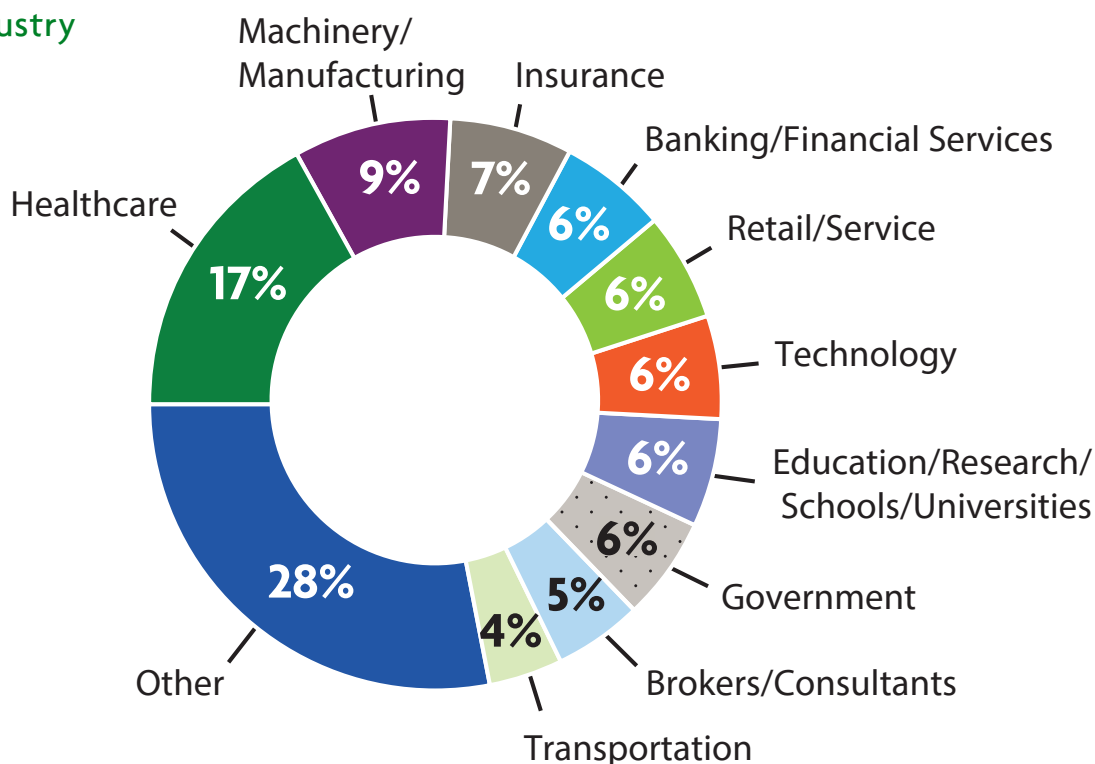
In 2024, the growth of organizational memberships enabled more employers to access DMEC's valuable resources. The total number of professionals working at DMEC member organizations who use DMEC benefits increased by 9%. This extends DMEC's reach and influence to

more than 21,000 individuals and broadens engagement with DMEC's education, training, and industry insights, equipping more professionals with the knowledge and support they need.

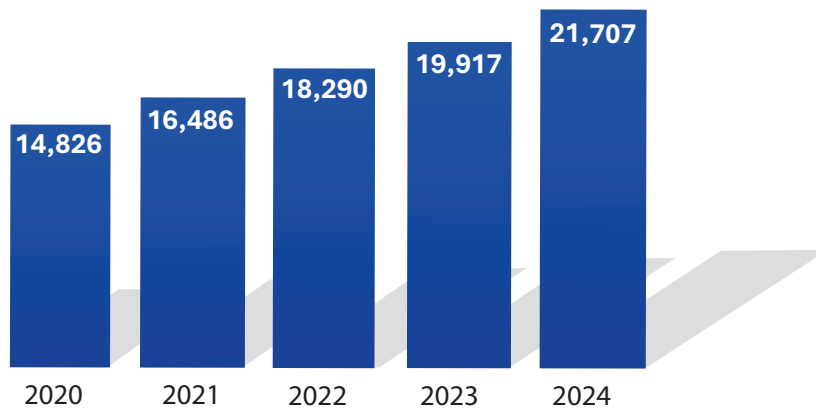
The breakout of DMEC members by region is shown on page 9.



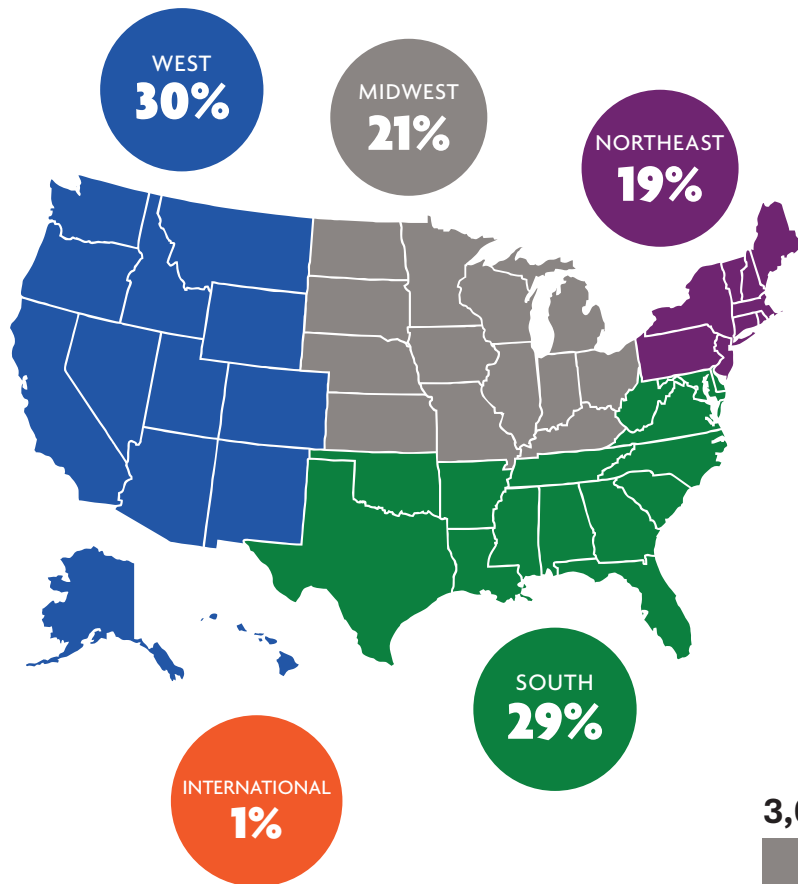
Member Industry



DMEC Membership Reach

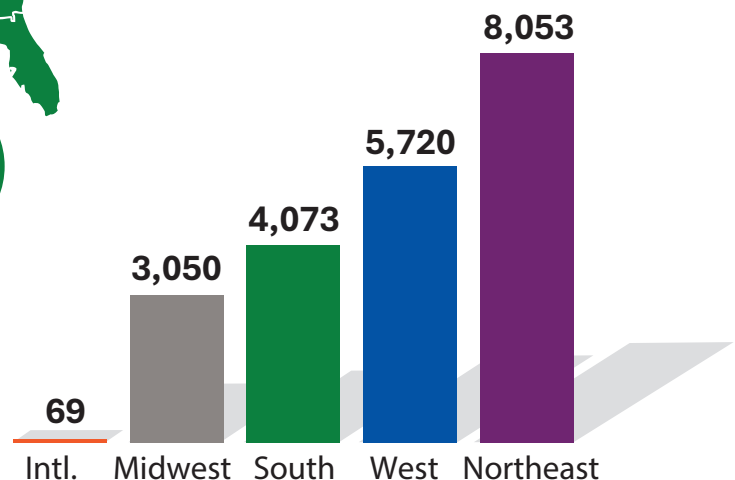


Members By Region



There's a reason why members say they feel at home with DMEC. We're here for them ... to empower them to be better employers.

Member Contacts By Region





A Commitment to Lifelong Learning

In 2024, DMEC provided critical guidance to help members navigate the uncertainties surrounding the Pregnant Workers Fairness Act (PWFA). The Education Program Team developed the PWFA Documentation Assessment of Reasonableness form to help employers determine whether they can request documentation for accommodations.

This form, which was reviewed by legal experts, includes a structured set of questions to help employers assess requests in alignment with the law. It complements DMEC's broader educational resources, which include webinars, conference sessions, *@Work* magazine articles, Legislative Updates, and *Absence Management Perspectives* podcast episodes. These resources are designed to support employer compliance.

DMEC maintains a comprehensive library, which includes more than 60 forms, templates, and

checklists to help members navigate industry challenges with confidence. These tools provide practical solutions for regulatory compliance, accommodation management, and workforce planning. By leveraging these resources, employers can effectively address evolving legal requirements and create more inclusive and compliant workplaces.

PUSHING BOUNDARIES

The team continues to drive innovation in disability and absence management. In 2024, we saw ongoing success with efforts to equip professionals with the skills and credentials they need to navigate an evolving industry. The team introduced a digital badging program to authenticate educational achievements and welcomed an Experiential Learning Manager in 2024 to enhance program development. Research into core competency models was completed in 2024. This

work included facilitation of discussions with subject matter experts about the skills as well as the behavioral and technical core competencies needed for success. A new offering focused on stay-at-work/return-to-work practitioners in disability and absence management is scheduled for release in 2025. It will be the first of several DMEC core competency models to be released over the next five years.

Competency training is a cornerstone of effective disability and absence management to equip professionals with the skills and knowledge needed to effectively manage cases.






Through the development of core competency models, DMEC is setting industry standards that promote consistency, expertise, and best practices in service delivery. Our commitment to competency training supports workforce development by ensuring practitioners have the tools and confidence to make informed decisions.

Establishing a strong foundation with training reinforces industry credibility and elevates the standards of care and support for employees.

DMEC's development of core competencies reflects a strategic commitment to building professional expertise and enhancing outcomes across the disability and absence management landscape. The scheduled release of this new offering in 2025 will strengthen professional capabilities and improve overall industry performance.

ONLINE LEARNING: WEBINARS

DMEC continues to enhance its online events and broaden its scope to support more disability and absence management professionals with these webinar types:

 **Tools & Tactics:** These webinars provide practical tools and techniques that deliver efficient, cost-effective, and innovative solutions to top industry challenges. Webinars feature concrete takeaways and tools including process outlines, forms, and checklists.

 **Regional Compliance Update:** Each session in this five-part series focuses on a different region of the U.S. with the latest developments in circuit court decisions, legislative updates, state workers' compensation changes, and other critical compliance news. Attendees receive key information to keep their disability and absence management programs compliant. This

series is sponsored by JacksonLewis.

 **Inside Track:** These webinars focus on what attendees need to elevate their organization's leave management approach. The four-webinar series enhances an attendee's understanding of core industry topics that affect strategy and execution of disability and absence management programs. It is sponsored by Alight.

 **Technology:** This four-session series illustrates how leave management professionals can embrace technology to streamline processes and support employers and employees. The series is sponsored by AbsenceSoft.

In 2024, DMEC hosted 33 live webinars. A total of 23,435 people registered for these events. Attendance numbers highlight the growing interest and high demand for online learning and networking opportunities in this field.



(CONTINUED FROM PAGE 11)

These were the top five webinars in 2024, which reflect the most pressing topics and industry trends:

- 1 Get Ready for Maine's Paid Family and Medical Leave Law!
1,781 REGISTRANTS
- 2 The Manager's Impact on FMLA/ADA Compliance
1,301 REGISTRANTS
- 3 Master the Circus of FMLA – State Law & Employer Policy
1,050 REGISTRANTS
- 4 PFML – Making Sense of the Madness
985 REGISTRANTS
- 5 Statutory Paid Leaves – What You Need to Know for 2025
887 REGISTRANTS

These attendance figures underscore industry demand for timely coverage of top industry topics and the value of high-quality online learning experiences for disability and absence management professionals.

CERTIFIED LEAVE MANAGEMENT SPECIALIST (CLMS)

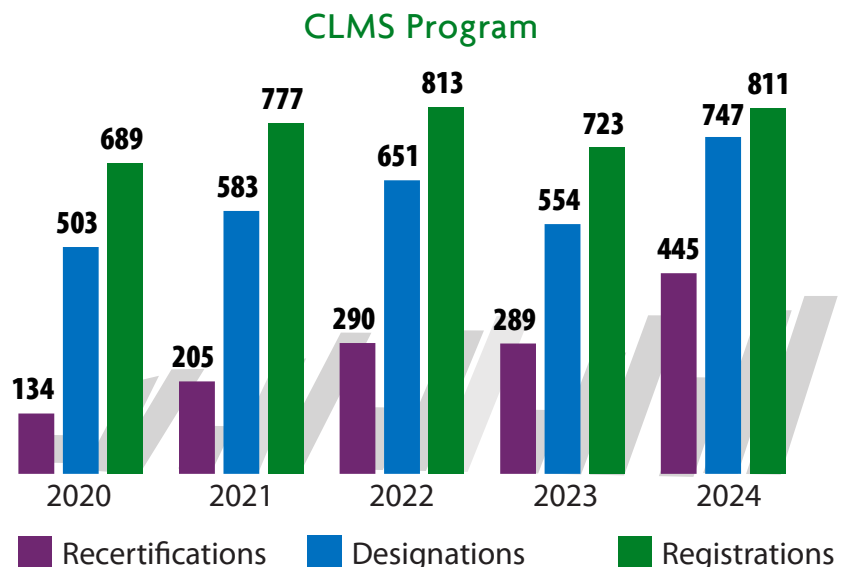
Since its inception in November 2016, the Certified Leave Management Specialist (CLMS) program has become a uniquely valuable, sought-after training program in the leave management industry. Professionals who register for the CLMS have a range of experience in the industry.

In 2024, a total of 747 professionals achieved their CLMS designation, which contributes to this vibrant community of more than

56%
of the people who enrolled in the Certified Leave Management Specialist program in 2024 represented professionals in the employer community.

2,000 professionals. The CLMS program continues to have strong support from employers and suppliers, which illustrates its value in the disability and absence management field.

In 2024, 56% of the people who enrolled in the CLMS program represented professionals in the employer community, which



highlights their commitment to lifelong learning and ensuring industry expertise. Employers and suppliers rely on the program to equip teams with the knowledge needed to navigate the intricate world of leave management.

CLMS designees live all over the U.S. and Canada and have a broad spectrum of leave management experience.

This underscores the value of DMEC's FMLA/ADA Training for Supervisors and Managers online training course.

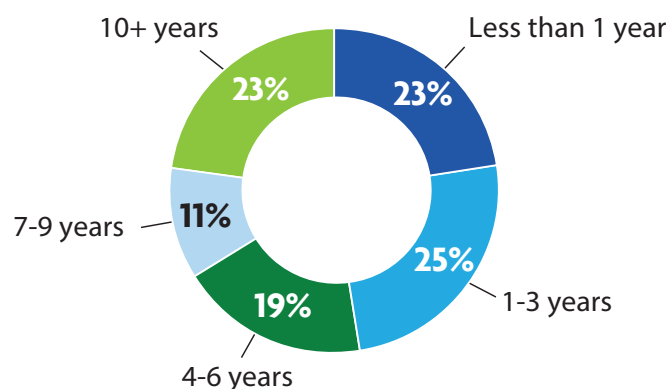
In fact, inadequate training is highlighted as a significant compliance issue by court opinions related to the federal FMLA as well as the ADA and guidance from the Department of Labor (DOL) and Equal Employment Opportunity Commission

FMLA and ADA requests and provides crucial insights into their responsibilities.

In 2024, 59 companies of various sizes purchased this training for supervisors and managers. This investment in education demonstrates a commitment to complying with federal regulations and underscores the value of proper training in effective leave management.

In addition to direct purchases, there was ongoing interest from suppliers that provided clients with access to this training through one- and three-year sponsorship purchases. In 2024, 121 employers gained access to this supervisor training through their vendor partner's three-year subscriptions.

CLMS Registrants: Number Of Years Managing Leave



FMLA/ADA TRAINING FOR SUPERVISORS AND MANAGERS

Industry members continue to cite the need for and importance of ongoing education and training for supervisors and managers.

(EEOC). This DMEC training, which is available as an annual subscription or a one-time purchase for integration into organizational learning management systems, equips frontline managers with essential knowledge. It helps them to recognize potential





“Each badge tells a story. It’s not just an icon; it’s a certified achievement tied to real-world competencies. For employers, it offers a way to assess candidates and their employees beyond traditional qualifications. For individuals, badges enhance resumes, boost professional credibility, and open pathways to career advancement.”

-Jess Dudley, CLMS, CPDM, DMEC Senior Education Manager

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MICROCREDENTIAL COURSES

DMEC is committed to providing inclusive, interactive learning experiences that accommodate diverse learning styles. Our training modules are designed to engage learners at their own pace while supporting different educational preferences.

In 2024, DMEC added to its microcredential program, which brought the tally to 12 courses. These interactive online training courses cover critical topics such as Building a Return-to-Work Program, as well as state leave laws, and claims management best practices. These DMEC courses help participants navigate real-world disability and absence management challenges.

Once completed, participants receive digital badges and certificates, which symbolize expertise as well as a commitment to continuous learning.

“Each badge tells a story,” Jess Dudley, CLMS, CPDM, DMEC Senior Education Manager, explained during a recent industry presentation. “It’s not just an icon; it’s a certified achievement tied to real-world competencies. For employers, it offers a way to assess candidates and their employees beyond traditional qualifications. For individuals, badges enhance resumes, boost professional credibility, and open pathways to career advancement.”



The digital badges introduce a gamification element to DMEC’s educational offerings that encourage engagement through achievement-based learning and skill recognition. In addition to ongoing demand (1,000 professionals have completed microcredential courses), engagement with these badges exceeds industry averages. For example, while industry engagement rates



Enhancing Access and Usability

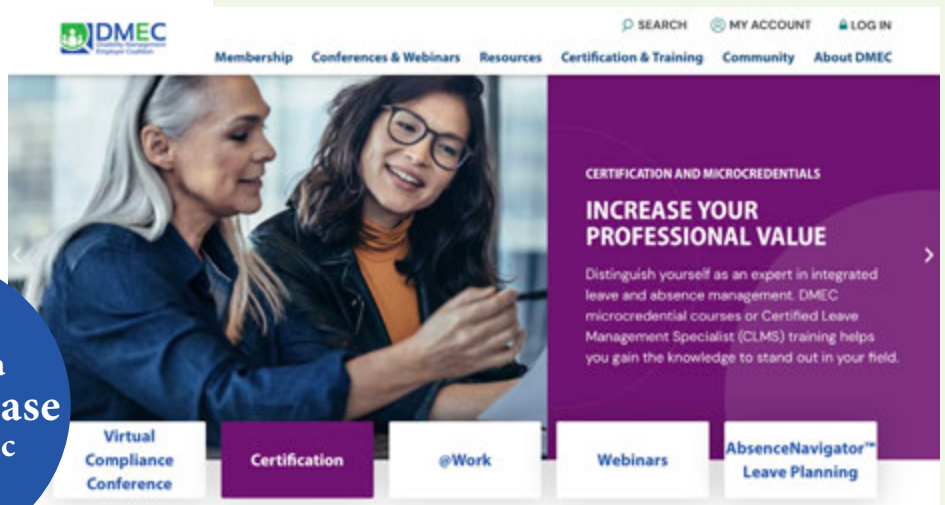
DMEC maintains a comprehensive library, which includes more than **60** forms, templates, and checklists to help members navigate industry challenges with confidence.

for online learning badge programs typically range from 20% to 40%, DMEC's program has a 54% engagement rate!

As of 2024, employer organizations account for 61% of microcredential course registrants and suppliers account for the remaining 31% of registrants. Additionally, an increasing number of individual members are enrolling, which highlights the program's broad appeal and industry relevance.

In 2024, DMEC completed the first phase of its website usability update to enhance navigation, design, and search functionality. These improvements make it easier for members to find and access key resources, including upcoming and archived webinars, conference sessions, Think Tank white papers, DMEC tools, @Work magazine articles, and more. This website update is part of a broader strategy to improve online user experiences and ensure members can efficiently engage with DMEC's educational content and tools. In 2024, DMEC registered a 40% increase in web traffic from 2023.

DMEC registered a **40%** increase in web traffic from 2023.



Industry Research & Surveys

Demand for the DMEC AbsenceExemplar® Benchmarking Dashboard continues to grow as professionals seek dynamic, self-service tools to benchmark and refine their absence plan design and practices. These dashboards showcase data from the DMEC Absence Plan Design and Practices Benchmarking Survey and include insights from more than 1,100 companies. These companies represent a comprehensive mix of organizational sizes, U.S. states, and industries. In June 2024, DMEC initiated a campaign to gather updated survey responses from current participants and new contributors.

In 2024, the Association continued to expand use of the AbsenceExemplar® Benchmarking Dashboard. A limited version of this innovative tool is available to members who participate in the *DMEC Absence Plan Design and Practices Benchmarking Survey*.

By offering real-time benchmarking capabilities, the dashboard transforms

the way employer and supplier organizations compare, analyze, and optimize absence programs. By leveraging the dashboard, organizations can align their benefit portfolios with industry benchmarks to ensure they remain competitive with talent acquisition and retention strategies. This data-driven approach supports operational efficiency, it enhances employee satisfaction, and it strengthens workforce planning strategies.

In 2024, DMEC conducted the *Plan Design and Policy Benchmarking Survey* for the third consecutive year. The team expanded its scope to include program outcomes such as claim volumes,

AbsenceExemplar®
Benchmarking
Dashboard pages
viewed:
3,326

benefits paid, and lost time across various leave types.

These insights help organizations gain a better understanding of the relationship between plan design and leave utilization. Updated data will be available in the AbsenceExemplar® Benchmarking Dashboard in the second quarter of 2025. During 2024, there were 3,326 total page views and 121 unique users.

The AbsenceExemplar® Benchmarking Dashboard empowers organizations with real-time industry insights, which enable them to refine benefit plan design, improve workforce planning, and enhance leave management strategies.

1,200+
Organizations
in database



DMEC Conferences

DMEC is committed to providing inclusive, interactive learning experiences that accommodate diverse learning styles.

In-person conferences provide invaluable opportunities for industry leaders to connect, share insights, and discuss emerging trends and challenges in disability and absence management. To expand access, DMEC also hosts virtual events to help members stay informed about timely topics.

For example, in January, the Association hosted the 2024 DMEC Virtual Mental Health Conference. Two days of educational sessions focused on ways employers can protect and support mental health in the workplace.



The event attracted 147 attendees who explored strategies for fostering a mentally healthy workplace and ensuring employee well-being. Mental health has been a cornerstone of DMEC's educational offerings since its inception more than 32 years ago. The Association continues to champion the role of employers in supporting employee mental health. In addition to dedicated presentations during conferences and virtual events, DMEC publishes an issue of *@Work* magazine focused on Mental Health & Well-Being and continues to expand its list of episodes in the Employers Are Investing in Employee Mental Health Podcast Playlist.

Later in the year, DMEC hosted the 2024 DMEC Compliance Conference in Dallas, Texas, from March 25-28, an event that included



Amberley Snyder, an award-winning rodeo rider, inspirational speaker, and 2024 DMEC Annual Conference keynote speaker.

37 educational sessions. Topics ranged from accommodation solutions to paid leave best practices and insights from the DOL and the EEOC. A one-day virtual event on May 8 featured six of the top-rated sessions from the in-person conference to enhance accessibility and learning opportunities.

With a combined attendance of 709 registrants, these events demonstrated strong engagement and ongoing demand for compliance-focused education.

Similarly, the 2024 DMEC Annual Conference in Nashville, Tennessee, from Aug. 5-8 offered 49 educational sessions including DMEC's first preconference workshop. Sessions and workshops addressed key topics, including employee mental health, claim management, artificial intelligence in



A 2024 DMEC Compliance Conference attendee shows a “bye-bye shelter bag,” assembled for children experiencing homelessness in Dallas.

(CONTINUED FROM PAGE 17)

disability and absence management, challenges associated with the federal Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and caregiving responsibilities. To extend content reach, DMEC hosted a one-day virtual event on Sept. 18 with top-rated sessions from the in-person conference. These two events attracted more than 900 registrants.

Face-to-face events along with their virtual event extensions increase engagement and professional networking opportunities. They also enable the Association to deliver expert content to a wider audience. By offering in-person and virtual events, DMEC expands access to high-quality content, fosters engagement across diverse audiences, and provides flexible learning opportunities for professionals at all career levels.

In 2024, the DMEC Conference team introduced corporate social

responsibility programs to the two in-person events, which align with DMEC’s mission and vision. These initiatives resonated with conference attendees, who appreciated the opportunity to support local communities. The team launched this initiative during the 2024 DMEC Compliance Conference with Vogel Alcove, an organization that supports families struggling with poverty and homelessness. The initiative, sponsored by New York Life Group Benefit Solutions, raised \$2,500 for Vogel Alcove programs and services.

Conference attendees also created 88 “Bye-Bye Bags” with after-school snacks for children and families and purchased 23 items of clothing on the organization’s Amazon wish list. These contributions helped Vogel Alcove build safe environments for homeless children, support educational programming and resources, and more.

The 2024 DMEC Annual Conference corporate social responsibility initiative, which was sponsored by The Standard, featured Strings for Hope, an organization that assists survivors of substance use disorders, interpersonal violence, and human trafficking. During the conference, Strings for Hope representatives sold 288 survivor-made items that resulted in \$14,400 in revenue for the nonprofit organization. The amount funded eight weeks of work development and kept 300 guitar strings out of landfills.



2024 DMEC Compliance Conference attendees had the opportunity to see Strings for Hope artists creating jewelry from guitar strings in Nashville.

Celebrating Industry Leaders

DMEC expanded its awards program in 2024 to recognize the meaningful work accomplished by disability and absence managers to support employees during times of need and help ensure employer compliance.

Tamisha Waters, IPMA-SCP, senior personnel analyst I for the City of Los Angeles Department of Recreation and Parks, won the 2025 DMEC Emerging Leader Award. The award acknowledges outstanding achievements from disability and absence management professionals with less than 10 years in the industry. In the DMEC podcast episode, *Helping Employees Reinvent Themselves at Work*, Waters shares innovative strategies for helping employees stay at work and return to work.

In 2024, DMEC introduced the Kaleta-Carruthers Innovation Award. The new award honors

DMEC cofounders Sharon Kaleta and Marcia Carruthers and recognizes trailblazers who develop best-in-class integrated disability and absence management (IDAM) programs. This biennial award recognizes IDAM leaders whose programs demonstrate measurable efficiencies, sustained improvement, and a strong return on investment.

Krystle Barnes-Iwediebo, SHRM-CP/SHRM-SCP, director of disability and absence management for New York-Presbyterian Hospital, won the inaugural award. She shares details about her innovative approach in the DMEC podcast episode, *Celebrating Innovation and Moxie in Integrated Disability and Absence Management*.

"This award honors the visionary leadership of Marcia Carruthers and



Tamisha Waters, 2024 DMEC emerging leader award winner



Krystle Barnes, 2024 DMEC Kaleta-Carruthers innovation award winner

Sharon Kaleta," said Bryon E. Bass, CLMS, CEO. "It really does underscore the importance of creativity and forward thinking needed to advance IDAM." Hear more about the award and the importance of IDAM in the DMEC podcast episode, *The True Payoff to Integrated Disability and Absence Management*.

Community Building and Thought Leadership

@WORK MAGAZINE

In 2024, DMEC continued to deliver best practices and industry strategies through five issues of *@Work* magazine. To expand its reach, DMEC added public-facing content in the Expanded Perspectives section, which increased interest from and engagement with industry thought leaders. During 2024, *@Work* magazine had 33,076 page views.

Magazine readership has increased by 35% in the last six years, which reflects increased demand for high-quality insights, case studies, and examples of practical success. In recent years, DMEC has

enhanced its content tracking capabilities, which allows the team to identify trending topics and refine content strategies to engage members and reach new audiences.

Top performing articles in 2024 reflected evolving workplace challenges, particularly with leave policies and well-being:



Parental leave policy:

779 page views, which reflects increased employer interest in balancing business needs with inclusive leave programs.



Intermittent bonding:

571 page views, which reflects the need to address the complexities related to FMLA for new parents.



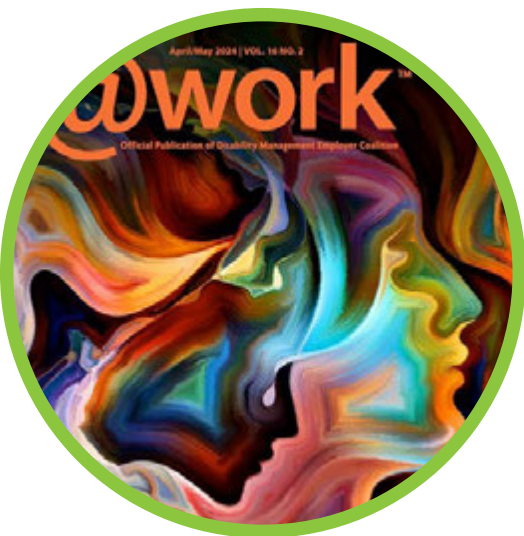
Mental health accommodations:

548 page views, which shows an increased focus on supporting employee mental health in compliance with the ADA and workplace best practices.

EXPANDING AWARENESS: @WORK MAGAZINE CONTENT TO SHARE

In 2024, DMEC enhanced the Expanded Perspectives section of *@Work* magazine to increase public awareness of the critical role of disability and absence managers, and to highlight DMEC-led industry initiatives. This section continues to grow in popularity with members integrating the content into staff meetings, engaging in online discussions, and sharing articles across social media channels. As an added bonus, the Expanded Perspectives section allows DMEC to publish timely articles throughout the year.

Top performing articles in 2024 reflected evolving workplace challenges, particularly with leave policies and well-being.





DMEC leaders and subject matter experts, who frequently share their input on industry trends during the DMEC podcast, are shown (l to r): **Kristin Jones**, CLMS, PHR, SHRM-CP, Director, DMEC Education Programs; **Bryon E. Bass**, CLMS, DMEC CEO; **Jess Dudley**, CLMS, CPDM, DMEC Senior Education Manager.

ABSENCE MANAGEMENT PERSPECTIVES: A DMEC PODCAST

In 2024, DMEC launched the third season of Absence Management Perspectives: A DMEC Podcast, which continues to attract new listeners from across the United States as well as internationally. The podcast ranks within the top 50% of podcasts based on unique listeners and download volume. As a public-facing resource, the podcast expands DMEC's reach and raises awareness of the uniquely valuable work disability and absence management professionals do.

DMEC released 19 new podcast episodes in 2024 and expanded its playlist options. Listeners accessed 64 different episodes across multiple seasons and downloaded episodes 4,167 times. Notably, DMEC's first podcast episode, The Secret to Success with ADA & COVID-19: Agility and Innovation, published in 2022, was downloaded 21 times

Listeners
downloaded 4,167
DMEC podcast
episodes in 2024.

during 2024. This continued engagement highlights the long-term relevance of DMEC's podcast content and its value for industry professionals.

Since the podcast launched in 2021, it has reached more than 7,600 unique listeners and episodes have been downloaded more than 11,000 times.

SOCIAL MEDIA ENGAGEMENT

DMEC continues to explore ways to increase awareness and engagement on social media channels. In 2024, the team posted content on LinkedIn, Facebook, and Twitter/X and started to shift

efforts to LinkedIn toward the end of the year. DMEC's social media following grew significantly in 2024 with a total of 9,197 followers, an 803% increase from 2023. Throughout the year, DMEC published 630 social media posts, which generated 222,673 impressions (an increase from 3,135 in 2023), 485 shares, and 5,436 reactions. This data reflects increased engagement compared with 2023.

During the last five years, DMEC has experienced significant growth on social media channels, particularly on LinkedIn. The DMEC LinkedIn Company Page has 8,317 followers — a 25% increase from 2023. The private DMEC LinkedIn Group has 4,061 members, which is a 12.4% increase. Engagement and follower data has increased across social media platforms, which reinforces DMEC's expanding digital influence.





A Commitment to Member Value

Throughout 2024, DMEC broadened its industry influence, enhanced the suite of resources, and strengthened our community.

During a year of significant growth and expansion, DMEC remained steadfast in its commitment to delivering unparalleled member value and prioritizing the member experience. Throughout 2024, DMEC broadened its industry influence, enhanced the suite of resources, and strengthened our community.

Notably, we welcomed eight new members to the Employer Advisory Council and secured two new national partners, which reinforces the continued trust in DMEC's mission. DMEC also invested in new staff members to reinforce team infrastructure and add in-house expertise in the realm of research, education, and membership.

What truly sets DMEC apart is our ability to anticipate member needs while fostering a collaborative, inclusive environment where professionals at all levels connect, learn, and grow together. As we look ahead, we are energized by ambitious growth goals and the unwavering support of our members — those who have recently joined and those who have been part of DMEC since the beginning.

This collective support, alongside our valued National Partners, enables DMEC to shape the future of disability and absence management for generations to come. We extend our deepest gratitude to our National Partners who continue to play an

important role in shaping discussions and guiding the work we do to support the industry. Together, we are building a stronger, more resilient future for the disability and absence management profession.



Dominica Vargo, CLMS, DMEC Customer and Accounting Support Specialist, is shown with a baby kangaroo shared by the Mutual of Omaha team during the 2024 DMEC Annual Conference.

2024 DMEC Board of Directors



Kevin Curry
Board Chairperson



Bryon Bass
Chief Executive Officer,
DMEC



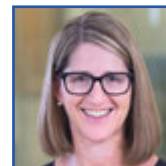
Terri Rhodes
Vice Chairperson



Phil Bruen
Board Member – Principal,
Maine Street Consulting LLC



Debbie Jacobs
Board Secretary,
US Disability & Leave
Compliance Principal,
Amazon



Karen English
Board Member – Senior
Vice President, Spring
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We know we're only as strong as our team, our members, and our customers. Everyone's voice and expertise matter. That's why we encourage our staff, volunteers, and national partners to play a crucial role in charting our course and building our future.

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