



2018 DMEC ANNUAL REPORT

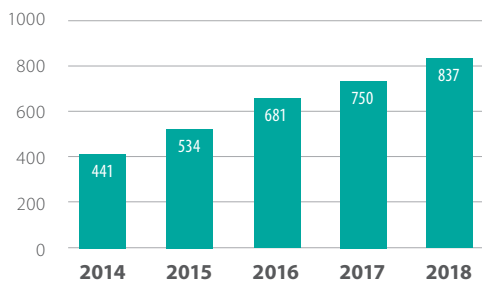
The 2018 Annual Report highlights each of DMEC's major programs and services, the growth we've experienced, and updates and enhancements we've made over the past year.

DMEC MEMBERSHIP

MEMBER COMPANIES & INDIVIDUAL MEMBERSHIPS

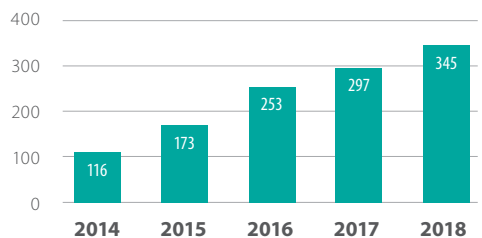
DMEC offers both individual and organizational memberships, and continues to see significant increases in membership year over year. In 2018, DMEC had 837 total organization and individual memberships, a 12% overall increase in membership from 2017.

TOTAL ORGANIZATION & INDIVIDUAL MEMBERSHIPS



We also had a total of 345 new organizations and individuals join DMEC in 2018, a 16% increase over 2017.

NEW MEMBER COMPANIES & INDIVIDUAL MEMBERSHIPS



FIVE YEAR HIGHLIGHTS

The number of new members per year has increased by nearly 200% since 2014.

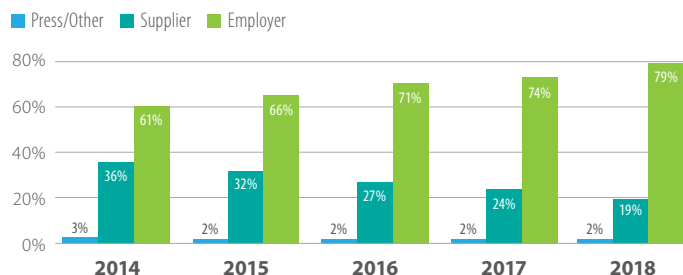
DMEC membership has increased by 90% over the last five years.



MEMBERSHIP CATEGORIES

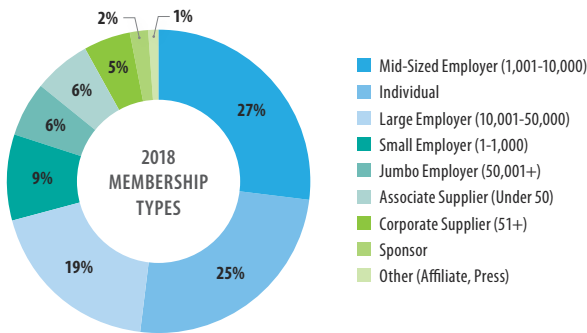
DMEC classifies its members into two main categories: employers and suppliers. In 2018, 79% of our members were employers. The percentage of employer members has steadily grown over the last five years.

MEMBERSHIP CATEGORIES



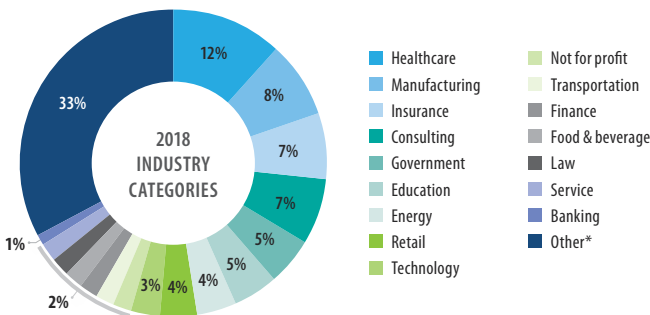
MEMBERSHIP TYPES

DMEC has a variety of memberships based on the size and type of organization. While mid-sized employers (1,001-10,000) remained the largest membership type, individual membership continued to increase in 2018, and now represents 25% of overall DMEC memberships.



INDUSTRY CATEGORIES

DMEC members represent a variety of industries. The two largest categories include healthcare (12%) and manufacturing (8%).

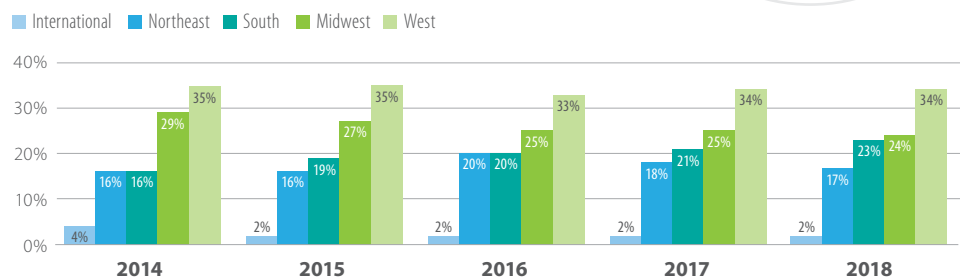


*Note: "Other" includes agriculture, apparel, biotechnology, chemicals, communications, construction, electronics, engineering, entertainment, environmental, hospitality, machinery, managed care, media, mining, shipping, telecommunications, and utilities.

REGIONS

DMEC members are located throughout the United States and Canada. Below is a breakout of member organizations by region.

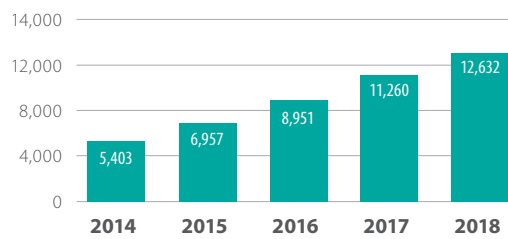
ORGANIZATIONS BY REGION



MEMBER CONTACTS

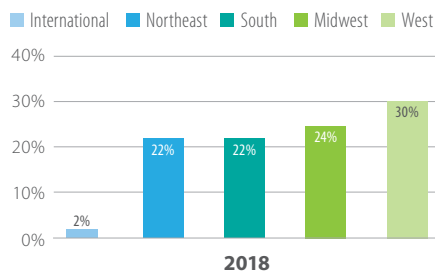
Expanded organizational membership resulted in additional member contacts who take advantage of DMEC resources. The total number of member contacts increased by 12% in 2018, expanding the reach and visibility of DMEC's education and services.

MEMBER CONTACTS



Just as DMEC member organizations are located throughout the United States and Canada, member contacts are dispersed throughout North America. Below is a breakout of member contacts by region for 2018.

2018 MEMBER CONTACTS BY REGION



FIVE YEAR HIGHLIGHT

The number of member contacts has increased by over 130% in the last five years.

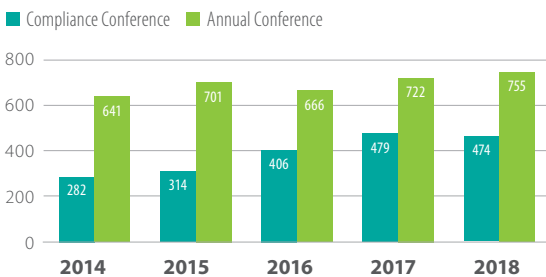
DMEC CONFERENCES & EVENTS

FACE-TO-FACE CONFERENCES

Face-to-face events continue to be one of the primary drivers of membership and an excellent opportunity to bring industry leaders together to discuss the latest topics in absence and disability management.

The 2018 DMEC FMLA/ADA Employer Compliance Conference, in its seventh year, had 474 attendees, 232 first-time attendees, and 161 separate employer groups represented. The 2018 DMEC Annual Conference, in its twenty-second year, saw its highest attendance level of 755 attendees, 365 first-time attendees, and 196 separate employer groups represented.

CONFERENCE ATTENDANCE



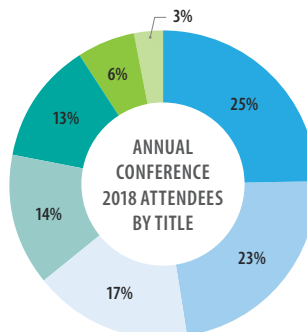
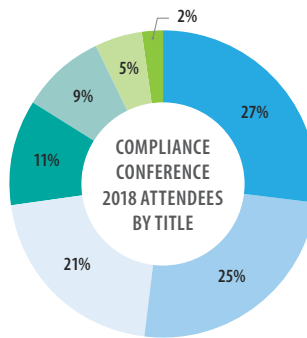
FIVE YEAR HIGHLIGHT

Attendance at the DMEC Compliance Conference has increased by over 65% in the last five years.

NEW IN 2018

DMEC introduced several new activities and educational opportunities at the 2018 conferences. At the 2018 DMEC Compliance Conference attendees had the opportunity to participate in an online scavenger hunt and pose questions during the general sessions through the conference app. First-time attendees participated in an orientation session to kick off their conference experience, and all attendees had an additional networking opportunity at the happy hour event on Wednesday evening. Continuing legal education (CLE) credits were offered during the conference for the first time, and an additional "Ask the Experts" session was added.

At the 2018 DMEC Annual Conference, conference attendees had the opportunity to participate in an online scavenger hunt and pose questions during the general sessions through the conference app. First-time attendees participated in an orientation session and networked in the First-Time Attendee Lounge. New leadership and professional development sessions, including a highly-popular Women in IDAM Leadership panel, were added as well as roundtable discussions. Several conference sessions were focused on innovative topics driving the industry such as artificial intelligence, neurodiversity, geosocial data, and more.



- Department/Section Manager
- Senior Management/Director
- Other Corporate Administrative Title
- Coordinator/Group Leader
- Vice President, Corporate VP, Executive VP, Senior VP
- Supervisor
- CEO, COO, Chairman, President, Owner

ONLINE EVENTS

DMEC continues to build its online education program, increasing the number of webinars each year, and expanding the reach of the organization to more absence and disability professionals.

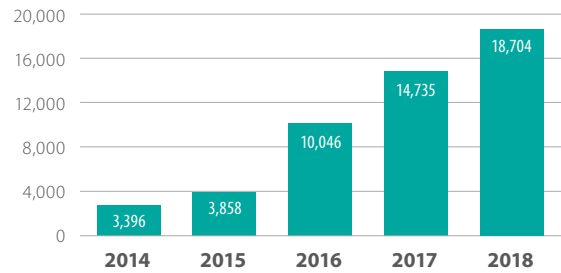
We saw average registration of 550 people per webinar in 2018, and total registration saw a 27% increase from 2017. Our three most popular webinars in 2018 were: *FMLA Communications: The Good, The Bad, and the Ugly* (1,321 registrants), *Exploring ADA Accommodations — Beyond the Basics* (1,019 registrants), and *The Baby Has Arrived — Now What? NY PFL 2.0* (932 registrants).

NEW IN 2018

In October 2018, DMEC debuted a new series of regional compliance webinars. Held each Wednesday of the month, the four webinars focused on legislative updates, circuit court rulings, and major changes to workers' compensation laws in the West (9th and 10th circuits), Midwest (6th, 7th, and 8th circuits), Northeast (1st, 2nd, and 3rd circuits), and South (4th, 5th, and 11th circuits).

DMEC also expanded continuing education offerings for webinars. In 2018, all DMEC webinars qualified for PHR and SHRM credit.

WEBINAR REGISTRATION



DMEC education, including webinars and conferences, is the top-rated member benefit.

FIVE YEAR HIGHLIGHT

Total webinar registration has grown by over 400% in the last five years, and the total number of webinars has grown from 20 to 34.



DMEC CERTIFICATIONS

CERTIFIED LEAVE MANAGEMENT SPECIALIST PROGRAM

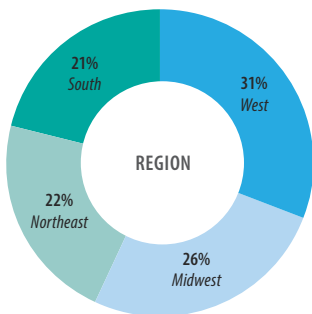
Launched in November 2016, the Certified Leave Management Specialist (CLMS) online course and designation is a unique leave management training program within the industry. 2018 saw an additional 282 individuals earn their designations, resulting in a total of 589 designees in just over two years.

Both employers and suppliers are utilizing the CLMS program to train their teams on the intricacies of leave management.

NEW IN 2018

DMEC added audio voiceover to each of the five modules, highlighting learning objectives and real-life leave and accommodation scenarios. DMEC also conducted its annual review of the online course and resource guide, updating and adding information about state leave programs throughout the United States.

DESIGNEE DEMOGRAPHIC SPOTLIGHT



DMEC SURVEYS & WHITE PAPERS

EMPLOYER LEAVE MANAGEMENT SURVEY

Findings from the 2017 DMEC Employer Leave Management Survey, conducted between August to October 2017, were discussed during the Results of the 7th Annual Leave Management Survey webinar on Feb. 8, 2018, and in the 2017 DMEC Employer Leave Management Survey White Paper, released on Feb. 26, 2018.

In August 2018, DMEC, in partnership with Spring Consulting Group, launched the 2018 Employer Leave Management Survey. The survey was completed by 820 employers who collectively represent all organizational sizes, U.S. states, and a broad range of industries. Findings for the survey were released in early 2019.

PULSE SURVEYS

DMEC conducted two pulse surveys in 2018 on benchmarking and the business impact of paid leave. Results from the 2018 DMEC Benchmarking Pulse Survey, conducted in partnership with The Standard, were discussed in the May 31 webinar, *Seeing the Big Picture – Making Benchmarking Data Actionable*. During the session, presenters discussed how to operationalize benchmarking data and dove into tips for managing data holistically.

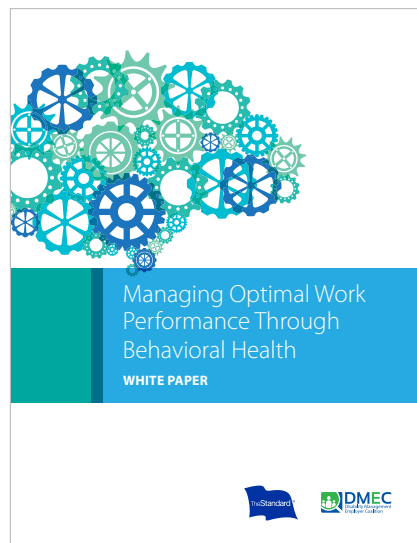
Results from the 2018 DMEC Business Impact of Paid Leave Pulse Survey, conducted in partnership with The Paid Leave Project, were featured in an interactive workshop at the 2018 DMEC Annual Conference. Workshop participants reviewed the survey findings, discussed trends, and took a deeper dive into the data of ROI.

WHITE PAPERS

DMEC, in partnership with The Standard, released a new white paper in October 2018: *Managing Optimal Work Performance Through Behavioral Health Conditions*. The white paper provides an overview of the predictable sequence of impacts and events that occur as symptoms emerge and provides a roadmap for supervisors whose employees may be experiencing behavioral health conditions.

NEW IN 2018

In addition to sharing results of pulse surveys in webinars and conferences, DMEC began publishing pulse survey results in 2018, giving DMEC members easy access to various data points gathered in each of the surveys.

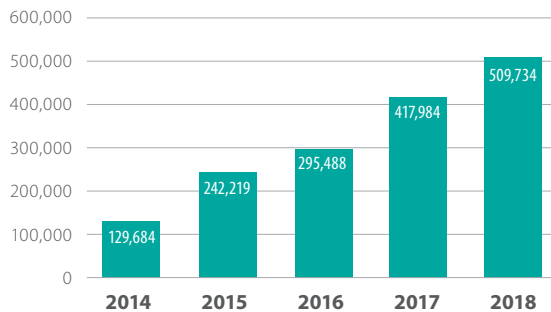


DMEC READERSHIP & VISIBILITY

WEBSITE

DMEC saw a 22% increase in the amount of traffic to our website in 2018. 81% of traffic came from new visitors, 55% of our web visitors are between the age range of 25 to 44, and 63% of visitors are female.

OVERALL PAGE VIEWS



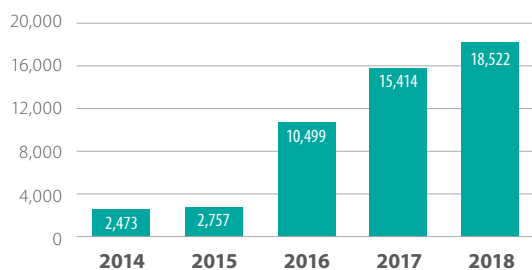
NEW IN 2018

DMEC introduced new resource pages to assist members in easily accessing resources on mental health and reasonable accommodations. Resources featured include webinars, articles, sample templates and policies, free programs and toolkits, and more.

@WORK MAGAZINE

DMEC continued to expand @Work magazine, including new offerings such as a state leave chart in the March 2018 issue. These enhancements resulted in a 20% increase in online readership.

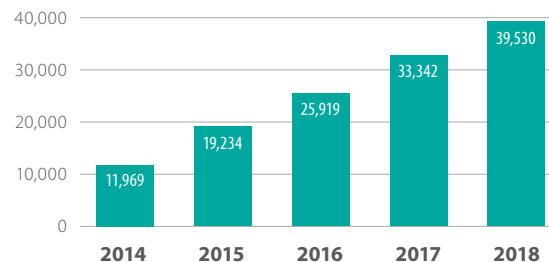
@WORK PAGE VIEWS



CONTACTS IN DATABASE

DMEC continues to build its database of contacts and members expanding the reach and visibility of our education and services. In 2018, the number of contacts increased by 19%.

CONTACTS IN DATABASE (includes both members & nonmembers)



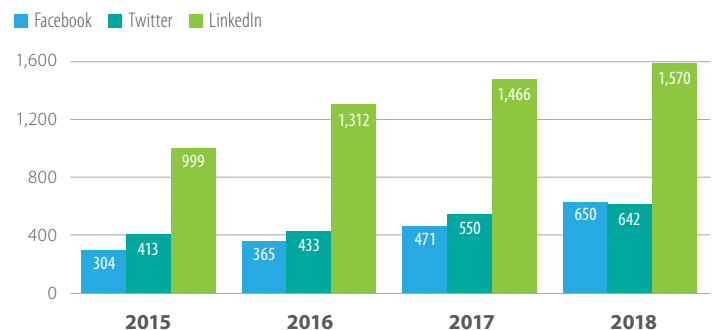
FIVE YEAR HIGHLIGHT

The number of DMEC contacts has increased by 230% over the last five years.

SOCIAL MEDIA

DMEC continued to see an increase in social media followers across all three platforms in 2018: Facebook (38% growth), Twitter (17% growth), and LinkedIn (7% growth).

SOCIAL MEDIA FOLLOWERS



FIVE YEAR HIGHLIGHTS

DMEC online readership has grown over 645% in the last five years.

DMEC website traffic has increased over 290% in the last five years.



IN THE NEWS

DMEC continues to build its reputation with external media outlets as a go-to source on absence and disability management. In 2018, Terri L. Rhodes, DMEC CEO, wrote four blogs for *Risk & Insurance*, and articles in *HRDive*, *BenefitsPro*, *HRDaily Advisor*, *Workforce*, and *WorkersCompensation.com*.

DMEC was quoted or written about in articles from a variety of magazines and online publications, including: *Talent Economy*, *Employee Benefit Advisor*, *AssociationsNow*, *HRDive*, *BenefitsPro*, *SHRM Online*, *WorkersCompensation.com*, *Bloomberg*, *Employee Benefit News*, *PropertyCasualty360*, and *Reuters*.

CONCLUSION

In addition to expanding the programs highlighted above, DMEC embarked on several strategic projects in 2018 as part of its long-term growth strategy. These projects included ongoing development of a new education model, initial development of the new FMLA/ADA Training for Supervisors and Managers, expansion of the Hospital System Industry Group, and much more. We look forward to continued growth and new programs and services that will better serve our members in 2019.