



DISABILITY MANAGEMENT EMPLOYER COALITION

DMEC National Board

DMEC is governed by a 3-member national board that consists of Chairman of the Board Sharon Kaleta, Chief Executive Officer Marcia Carruthers, and Chief Financial Officer / Vice President of Administration Joe Wozniak.

Sharon Kaleta, ARM, CPDM

Chairman of the Board



Sharon Kaleta is co-founder, former CEO and current Chairman of the California based Disability Management Employer Coalition (DMEC). She has developed and implemented integrated disability/absence management programs for prior employers and has many years experience in all aspects of return to work initiatives.

Ms. Kaleta co-authored the *Building a Return to Work Modified Duty Program* manual. She was instrumental in developing both the classroom and distance learning Certified Professional in Disability Management (CPDM) designation course of study offered through the Insurance Educational Association. Ms. Kaleta has been an instructor for the CPDM program and other IEA programs. She has also been an instructor for the University of California San Diego case

management program.

Ms. Kaleta is a frequent speaker at national conferences; has contributed numerous articles on the subject of disability management and has been featured in *Business Insurance* and *Risk & Insurance Magazine*. She was featured in the October 2006 issue of *Business Insurance* as a “Woman to Watch”.

Ms. Kaleta holds an Associate in Risk Management (ARM); Certified Professional in Disability Management (CPDM) and is past president (1990) of the San Diego Chapter of RIMS.

Marcia Carruthers, MBA, ARM, CPDM

Chief Executive Officer



One of the cofounders of DMEC, Marcia Carruthers has assisted in the development of 20 chapters in the US since 1992. Prior to her leadership roles in DMEC, she was Director of Product Development and Marketing for Integrated Insights; Disability Manager, Rohr Aerospace (a division of Goodrich); and Assistant Risk Manager, University of California, San Diego.

Ms. Carruthers holds an MBA (Finance) from the University of San Diego; a BA from the University of California, San Diego; a CPDM designation; and an Associate in Risk Management (ARM) from IEA. She is the author of a number of journal articles, including a recent 4-article, in-depth series on Behavioral Risk for the April-July 2007 issues of *Risk &*

Insurance Magazine. An enthusiastic proponent of benefits integration and behavioral risk management, Ms. Carruthers has spoken extensively at industry conferences both nationally and internationally.

Joe Wozniak, CPDM, WCCA

Chief Financial Officer / Vice President of Administration



Joe Wozniak joined DMEC's national board in 1996 and was one of the original members of the association. He has been an Insurance Education Instructor for CPDM since 1997 and has led the DMEC "Employer Only Best Practice Programs" Leadership Series since 2005.

Mr. Wozniak has 25 years of welfare plan experience in the administration of health claims, enrollment and eligibility. He is an expert in disability management, workers' compensation and employee safety and has designed and administered return-to-work programs, including integrating family and medical leaves with short and long term disability and workers' compensation. He has implemented a PPO, HCO and an MPN for workers' compensation.

Mr. Wozniak is the VP of Administration and CFO for DMEC, and past president of DMEC's Southern California chapter.