

NHCA ARCHIVE REPORT: February 24, 2008 - February 14, 2009

Elliott H. Berger (Historian) and Erin Erickson (Executive Director)

This document summarizes key activities for the period just subsequent to the 2008 Annual Conference (held in Portland, OR) and concluding just subsequent to the activities of the 2009 Annual Conference (held in Atlanta, GA). Hence, all activities at the 2009 Conference in Atlanta are included. Financial data through the end of the fiscal year concluding in June 2009 are also included. This report contains the following sections:

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A. Executive Council, Committee Chairs, and Liaisons

At the 2009 Annual Conference in Atlanta, GA the following individuals continued or were installed as officers and members of the NHCA Executive Council, Committee Chairs, and Liaisons.

Executive Council

President	Rick Neitzel	Member Delegates	D. Bruce Kirchner, Thomas Lloyd
President Elect	Susan Griest		
Immediate Past President	Deanna Meinke	PSO Member Delegate	Rick Stepkin
Secretary/Treasurer	Jerry Jensema	Commercial Delegate	David Mayou
Director of Communications	Laura Kauth	Associate Member Delegate	Karen Turner
Director of Education	Brian Fligor	Student Member Delegate	Cory Portnuff
Director of Membership	Carol Stephenson	Historian	Elliott Berger
Director of Marketing & PR	Renee Bessette		

Leadership Advisory Team

Chair	Deanna Meinke
Members	James Lankford, Ted Madison, Theresa Schulz
<i>Ex officio</i>	Elliott Berger

Editorial Staff

Editor	Lee Hager
Members	Alberto Behar, Elliott Berger, Rena Glaser Mary McDaniel, Rob Pluta, Laurie Wells

Task Forces/Liaisons

Children and Noise	Deanna Meinke
Legislation	Amanda Azman
Music-Induced Hearing Loss	Brian Fligor
Nominations	Susan Griest
OSHA 300 Recording	Alice Suter
OSHA/NHCA/NIOSH Alliance	John Allen
Program	Thais Morata
Shooting Sports	Michael Stewart
AAA	Mark Stephenson
AAOHN	Pegeen Smith
ACOEM	Bruce Kirchner
AIHA	Laurel Davis
ANSI S3	Theresa Schulz
ANSI S12	Joe Cissna
ASHA	Ted Madison
CAOHC	Madeleine Kerr
MAA	Vickie Tuten

NHCA Scholarship Foundation Board

President	Mary McDaniel
Secretary	Jim Jerome
Treasurer	Susan Megerson
Directors	Jim Banach, James Lankford, Theresa Schulz

B. Management Firm Activities

As a result of increasing dissatisfaction with GWAMI, their unwillingness to adapt new practices, lack of financial transparency and accountability, and disinterest in improving performance in certain areas, the Council decided after extensive review to terminate the contract with GWAMI on August 27, 2008. A contract with a new firm, IMI was initiated on September 1, 2008 and formally signed on September 8.

A financial audit took place in April 2009 year by Michael S. Nelson, CPA, PFS, Wenner, Silvestain & Company, LLC. Their report found, "the financial statements present fairly, in all materials respects, the financial position of the National Hearing Conservation Association as of June 30, 2008 and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America."

C. Membership and Directory

Total paid members through June 30, 2009 were 408. For prior years see the table below. This included 14 emeritus members and a decrease of student members from 196 to 145. All approved member applications after September 30 are placed in the following membership year. Beginning in 2004 the membership directory no longer existed in paper and became available online through the web site as a PDF to be updated annually. Beginning November 26, 2007 the membership directory was also migrated to MemberClicks online service.

Year	Membership	Year	Membership
1997	652	2003	427
1998	459	2004	399
1999	479	2005	467
2000	447	2006	542

2001	422	2007	574
2002	418	2008	427

D. Member Dues, and Affiliate and Exhibition Fees

Dues invoices for the 2009 membership year were mailed December 2008. Dues amounts were increased 6% this year for all categories except students. The dues history for the various membership categories are tabled below.

Year	Member	Associate	Student	CM	PSO
1996	75	45	25	550	210
1997	95	65	25	635	225
1998	95	65	25	635	225
1999	95	65	25	635	225
2000	95	65	25	635	225
2001	130	130	25	800	305
2002	137	137	27	840	321
2003	142	142	30	882	335
2004	145	145	No charge	890	340
2005	152	152	No charge	890	357
2006	152	152	No charge	890	357
2007	155	155	No charge	890	360
2008	170	170	No charge	900	400
2009	180	180	No charge	950	425

Sponsor fees for the 2009 Conference were:

Gold Sponsor: \$8,000 NHCA Members, \$10,000 Non-Member Companies including three six-foot skirted tables with three chairs; four complimentary full conference registrations; additional registrants at \$200/person, one full page ad in *Spectrum* Supplement; 100-word descriptor in the *Spectrum* Supplement, recognition plaque, one year membership, opportunity to add two pieces of literature or samples in the attendee bags; two submissions of a new product showcase, premium signage by using your own banner at the entrance to the exhibit hall, recognition from the podium

Silver Sponsor: \$3,000 NHCA Members, \$5,000 Non-Member Companies including two six-foot skirted tables with two chairs, two complimentary full conference registrations, additional registrants \$200/person; one ½ page ad in the *Spectrum* Supplement, 75-word descriptor in the *Spectrum* Supplement, opportunity to add one piece of literature or samples in the attendee bags, one submission of a new product showcase, recognition through signage and from the podium.

Bronze Sponsor: including \$1,500 NHCA Members, \$3,000 Non-Member Companies, one six-foot skirted table with chair, one complimentary full conference registration, additional registrants at \$200/person, one ¼ page ad in the *Spectrum* Supplement, 50-word descriptor in the *Spectrum* Supplement, opportunity to add one piece of literature or samples in the attendee bags, recognition through signage and from the podium.

E. Communications (Web Site and Publications)

NHCA electronically published four regular issues of the *Spectrum* and one supplement (a Conference program) during this time period under editors Kevin Michael and David Byrne. Papers copies are only mailed to 32 members who have requested them in that format.

Sales on NHCA's various publications including the seven Professional Guides, the *Crank it Down* brochure, the *Noise Destroys* poster, the *Cochlear Landscape* poster, and our 35-mm slide sets are shown below. Sales are for calendar years, except 2006 which is for ½ year from January through June.

	PG1	PG2	PG3	PG4	PG5	PG6	PG7	Crank It Down	ND poster	CL poster	Slide Set
2004	364	214	12	48	410	326	972	880	319	14	6
2005	182 8	160 3	309	538	771	581	186 7	1202	688	21	2
2006	102	152	27	52	1	21	371	2010	76	3	0
2007	54	104	2	3	2	105	655	277	174	6	2
2008	220	226	131	200	680	386	6	3113	420	3	2
2009	216	203	102	308	116	157	288	1279	221	4	8

F. Executive Council Spring Conference Call (May 6, 2008)

- Brian Myers reported a \$90,000 profit to date, following conference, and that financials looked in good shape.
- The LAT recommended that a full audit be done at the end of this fiscal year since NHCA has exceeded 5 years since the last full audit.
- The association with *Noise & Health* was reviewed. About 100 members chose to pay the \$15 for the quarterly electronic subscription.
- It was decided that a letter would be drafted to send to Apple regarding their “pump up the volume” campaign.
- Don Wolfe was accepted as an emeritus member.

G. Executive Council Summer Meeting (June 10-11, 2008, Dillon, CO)

- Work continued to enhance the website including an online membership application and dues renewal process.
- Extending outreach to other organizations including AAOHN and ASSE was considered.
- The Membership Services Council was tasked with developing a proposal for international members.
- It was reported that *Noise & Health* was planning on devoting one issue to the 2008 NHCA conference.
- The NHCA's Month Long Expert Seminar was amongst the best attended Audiology Online programs.
- The status of the NHCA Strategic Plan with respect to its goals in the areas of knowledge/information, marketing/public relations, networking, advocacy, research, and resources, was reviewed to determine how it might dictate future activities.
- The Policy & Procedure manual was to be updated to change PSO and Secretary/Treasurer to one-year positions.
- NHCA nominated Jay Hans as a candidate for the Maritime Advisory Committee for Occupational Safety and Health (MACOSH).
- NHCA and OSHA approved a document on fit testing HPDs for publication by the Alliance.
- Discussion took place on creating a Director level position for public relations.
- There was suggestion for a change of NHCA's name to be more globally directed, perhaps the Noise and Hearing Conservation Association, which would allow continuance with the current abbreviation.

H. Executive Council Special Conference Call (August 22, 2008)

- This was a single-topic meeting to follow up on the LAT recommendation relative to NHCA management and that a change in management firms was required. An extended discussion took place and a motion was offered to sever the relationship with GWAMI and retain a new management firm, Interactive Management Association (IMI). In a subsequent electronic ballot the motion passed.

I. Executive Council Fall Conference Call (November 5, 2008)

- The new ED, Wendy Grillo from IMI was introduced and welcomed to NHCA.
- The transition team leader to move from GWAMI to IMI was Theresa Schulz. Much hard work was required due to tight timing and a less-than-optimum transition of existing records from the old firm to the new. Due to the transition NHCA had to double pay management fees for the month of September (\$6,000).
- NHCA’s Student Member delegate is actively recruiting via Facebook.
- The 2010 conference will have a green theme.
- Merlyn Lubiens was accepted as an emeritus member.

J. Executive Council Meetings at Annual Conference (February 11-14, 2008)

- Since GWAMI used Peach Tree and IMI uses Quick Books, efforts were underway to correctly align line items between prior and current budgeting practices.
- NHCA acquired a credit/debit card.
- Current NHCA emeritus membership represents 5% of total membership. It was decided that the policy should be reexamined and more formal guidelines established for eligibility.
- It was noted that NHCA should identify the break-even number of attendees required for the annual conference to be able to better target our attendance solicitation goals.
- NHCA Scholarship Foundation Auction should not take place during exhibit time as it takes time away from exhibitors.
- Renee Bessette was appointed to the new Director of Marketing and Public Relations position.
- IMI was tasked with producing a proposal regarding what components of the annual conference and educational seminars can be run through the NHCA Foundation.
- The policies for reporting requirements for NHCA’s ANSI liaisons with respect to voting on ANSI documents was unclear and are to be reviewed by Susan Griest.

K. Annual Conference

The 34th Annual Hearing Conservation Conference was held February 12 - 14, 2009 at the Sheraton Atlanta Hotel, Atlanta, GA. Paid registrants, total participants, early full member registration fees, and total exhibitors, appear in the table below.

Year	Location	Paid Registration	Total Participants	Early Member Registration Fee	Exhibits
1996	San Francisco	160	225	325	26
1997	Orlando	179	231	395	29
1998	Albuquerque	158	227	395	27
1999	Atlanta	192	250	395	25
2000	Denver	144	215	395	29
2001	Raleigh	181	249	395	22
2002	Dallas	187	260	415	20
2003	Dallas	178	251	435	23
2004	Seattle	205	280	457	22
2005	Tucson	165	243	457	22
2006	Tampa	210	286	457	25

2007	Savannah*	176	218	460	18
2008	Portland	295	307	475	25
2009	Atlanta	193	219	495	14

* Because of weather issues affecting attendance at this year's conference, the Council voted that all no shows would receive a one-time 25% discount off of the conference rate for 2008 or 2009. The 218 does not include the 26 no shows.

Sponsors and categories were:

- Gold (1): Quest Technologies
- Silver (6): AAA, James D. Banach, E•A•RCALSM Laboratories, Howard Leight, James and Vera Lankford, Sensaphonics Hearing Conservation.
- Bronze (6): ASI Health Services, Inc., John Casali and Shirley Casali, Enviromed, Deanna Meinke, Pacific Hearing Conservation, Inc., Workplace Integra.

Sponsors were solicited for various events and elements of the conference in addition to the normal solicitation for luncheon and break support. These included:

- Tote bags: E•A•R
- Cocktail Reception (gold): Howard Leight
- Friday Evening Cocktails (silver): Howard Leight
- Friday Luncheon (gold): Etymotic Research, Inc.
- Saturday Awards Luncheon (gold): Etymotic Research, Inc.
- Conference Breaks (gold): Etymotic Research, Inc.
- Student travel award (gold): Etymotic Research, Inc., Quest Technologies
- Student travel award (silver): AAA, James Banach, E•A•RCALSM Laboratories, James and Vera Lankford, Howard Leight, Sensaphonics Hearing Conservation
- Student travel award (bronze): ASI Health Services, Dr. John Casali and Mrs. Shirley Casali, Deanna Meinke, Enviromed Corp., Pacific Hearing Conservation, Inc., Workplace Integra

The meeting resulted in a profit for NHCA of \$14,015. For events and income related to the Scholarship Foundations see Section R.

The faculty and program participants listed in the program consisted of 32 names. The six workshops were:

- Recreational Firearm Noise Exposure (Greg Flamme, James Lankford, Deanna Meinke, Per Rasmussen, Michael Stewart)
- Tools for a Better Hearing Loss Prevention Program (Robert Randolph, James Jerome)
- Standards and Regulations on Hearing Protection, with Emphasis on EPA Labeling Requirements (Elliott Berger, Ted Madison, Lee Hager)
- PSO Member Session (Richard Stepkin)
- Hearing Loss Prevention: The Basics (Rick Neitzel, Lynnette Bardolf, Laurie Wells, Brad Witt, Dick Danielson)
- All Day Seminar – Acoustics and Audiology in Forensics and Legal Practice (John Casali, Dennis Driscoll, Robert Dobie)

The Conference included 18 platform lectures, the Don Gasaway Lecture by Billy Martin, 11 posters, Saturday morning roundtable discussions (23 rounds in the dining area), a 45-min. concurrent session in which attendees had 3 options from which to choose, and a luncheon lecture by Gordon Hempton, "The Sound Tracker: Conservation of Quiet."

The following awards were presented at the Conference:

Outstanding Hearing Conservationist	John Casali
Michael Beall Threadgill Award	Theresa Schulz
Outstanding Lecture Award (2009)	Jillyen Curry-Mathis
Outstanding Poster Award (2009)	Chantal Laroche, Christian Giguere, Les Blomberg, Joelle Seguin, Valerie Lizee
Golden Lobe Award	John Allen, Sharon Beamer, Elliott Berger, Renee Bessette, John Casali, Dick Danielson, Robert Folmer, Jack Foreman, Nancy Gallihugh, Marjorie Grantham, Pam Graydon, Lee Hager, Jerry Jensema, Jim Jerome, Laura Kauth, Tom Lloyd, Sandy MacLean Uberuaga, Billy Martin, Mary McDaniel, Susan Megerson, Kevin Michael, Thais Morata, Kathy Schmidt-Miller, Theresa Schulz, Theresa Small, Carol Stephenson, Rick Stepkin, Michael Stewart, Karen Turner, Emily Wakefield, Laurie Wells
Media Award	Reed Pence of Radio Health Journal by MediaTracks

The Friday-evening Gala was held at the Georgia Aquarium.

L. Annual Business Meeting

A brief Business Meeting was held at the conference reviewing the year's accomplishments.

M. Excellence Seminars and other 1-2 Day Events

No Excellence Seminars or other events took place during the year.

N. Position Statements/Regulatory Involvement

NHCA continued to work with the OSHA/NIOSH Alliance. A document describing the benefits of fit testing HPDs and general methods to accomplish such measurements was approved and circulated.

O. Changes to Bylaws and Policy and Procedure Manual

A Director of Marketing and Public Relations was added to the officers of NHCA, and the responsibilities of the Director Communication modified accordingly (to remove public relations responsibility).

P. Slate of Candidates for 2008-2009 Ballot mailed in December, 2008.

President Elect	Susan Griest
Secretary / Treasurer	Jerry Jensema
Director of Communication	Laura Kauth, Robert Pluta
Commercial Delegate	Jeffrey Goldberg, David Mayou
Member Delegate	Thomas Lloyd, Patricia Niquette
PSO Delegate	Richard Stepkin

Ninety-two (92) ballots were returned this year.

Q. Year-End Financial Statement

The financial statements for the 7/1/08 - 6/30/09 fiscal year reflects a net income loss of -\$28,175 versus budgeted (-\$14,189).

R. NHCA Scholarship Foundation

The foundation had another successful year. Three Student Research Awards of \$1500 each were granted. Two were donated by Etymotic Research and one by the American Academy of Audiology Foundation. Recipients were Cory Portnuff – University of Colorado at Boulder, Christopher Spankovich – Vanderbilt University, and Emily Wakefield – University of Northern Colorado.

Five Student Travel Awards of \$500 each were granted. There were 13 sponsors:

- ASI Health Services
- John Casali & Shirley Casali
- Pacific Hearing Conservation, Inc.
- Enviromed Corp.
- Deanna Meinke
- Workplace Integra
- James Banach
- E.A.RCAL Laboratories/Aero Technologies
- Howard Leight
- James & Vera Lankford
- Sensaphonics Hearing Conservation
- American Academy of Audiology Foundation
- Quest Technologies

The recipients were Melissa Alexander – Rush University, McLorn Carpenter – Rush University, Amanda Knapp – Western Michigan University, Tony Philip – Salus University (formerly PCO), and Jennifer Thomas – A.T. Still University (AZ Health Sciences)

Fund Raising at the Conference yielded \$840 from the 50/50 Split (aka Raffle), \$5728 from the Auction, and \$1840 from the Gold Tournament. The Bike Ride was cancelled but still netted a \$100 donation.

At the end of the fiscal year the assets of the Foundation were \$89,000.