

NHCA ARCHIVE REPORT: February 25, 2009 - February 27, 2010

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

This document summarizes key activities for the period just subsequent to the 2009 Annual Conference (held in Atlanta, GA) and concluding just subsequent to the activities of the 2010 Annual Conference (held in Orlando, FL). All activities at the 2010 Conference in Orlando are included. Financial data through the end of the fiscal year concluding in June 2010 are also included. This report contains the following sections:

- A. Executive Council, Committee Chairs, and Liaisons
- B. Management Firm Activities
- C. Membership and Directory
- D. Member Dues, and Affiliate and Exhibition Fees
- E. Communications (Web Site and Publications)
- F. Executive Council Spring Conference Call (May 9, 2009)
- G. Executive Council Summer Meeting (June 18-19, 2009)
- H. Executive Council Fall Conference Call (November 11, 2009)
- I. Executive Council Meetings at Annual Conference (February 24 - 27, 2009)
- J. Annual Conference
- K. Annual Business Meeting
- L. Excellence Seminar and other 1-Day Events
- M. Position Statements/Regulatory Involvement
- N. Changes to Bylaws and Policy and Procedure Manual
- O. Slate of Candidates for November 2009 Ballot for 2010 Offices
- P. Year-End Financial Statement
- Q. NHCA Scholarship Foundation

A. Executive Council, Committee Chairs, and Liaisons

At the 2010 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 | Susan Griest | Member Delegates | Thomas Lloyd, Patty Niquette |
| President Elect | Tim Rink | PSP Member Delegate | Rick Stepkin |
| Immediate Past President | Rick Neitzel | Commercial Delegate | David Mayou |
| Secretary/Treasurer | Orland Purcell | Associate Member Delegate | David Stern |
| Director of Communications | Laura Kauth | Student Member Delegate | Cory Portnuff |
| Director of Education | Kristy Casto | Historian | Elliott Berger |
| Director of Membership | Lynnette Bardolf | Executive Director | Erin Erickson |
| Director of Marketing & PR | Renee Bessette | | |

Leadership Advisory Team

| | |
|-------------------|--|
| Chair | Rick Neitzel |
| Members | Deanna Meinke, Mark Stephenson, Joe Cissna |
| <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/Committees

| | |
|---------------------------------|-----------------|
| Children and Noise | Deanna Meinke |
| Confidentiality | Cindy Boyer |
| Legislation | Amanda Azman |
| Music-Induced Hearing Loss | Brian Fligor |
| Nominations | Tim Rink |
| OSHA 300 Recording | Alice Suter |
| OSHA/NHCA/NIOSH Alliance | John Allen |
| Program | Colleen LePrell |
| Publications (Practical Guides) | Laurie Wells |
| 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 of this writing a new management firm, IMI, has been with NHCA for almost two years, since September 8, 2008. Thus far all signs look good and we appreciate the large improvements, over the prior management firm.

A financial audit was completed in June 2009 by Michael Nelson, CPA, PFS of Wenner, Silverstein & Company, LLC at a cost of \$3900. The auditor determined that NHCA is in compliance and in good standing.

C. Membership and Directory

Total paid members through June 30, 2010 were 304. For prior years see the table below. This included 14 emeritus members and a decrease of student members from 196 to 66. The large drop in student membership was due to reviewing the database that uncovered the fact that students who had passed their graduation dates were still listed as active. This was cleaned up after the conference.

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. In August 2009 a website update was performed, changing the website from a MemberClicks operated database to Affiniscape, which hosts the website as well as member database. See Section E for additional information on the updated website.

| Year | Membership | Year | Membership |
|------|------------|------|------------|
| 1997 | 652 | 2004 | 399 |
| 1998 | 459 | 2005 | 467 |
| 1999 | 479 | 2006 | 542 |
| 2000 | 447 | 2007 | 574 |
| 2001 | 422 | 2008 | 427 |
| 2002 | 418 | 2009 | 370 |
| 2003 | 427 | 2010 | n/a |

D. Member Dues, and Affiliate and Exhibition Fees

Dues invoices for the 2010 membership year were emailed this year for the first time, and sent in late October, 2009. Dues amounts were increased 5% 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 | 170 | 170 | No charge | 900 | 400 |
| 2010 | 180 | 180 | No charge | 950 | 425 |

NOTE: Last year's archive report indicated a dues increase in 2009. Though discussed, this did not actually happen until 2010.

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)

The NHCA website was completely redesigned and went live on October 2, 2009. Web hosting and management was moved to Affiniscape, a company specializing in web design and services for professional associations. IMI staff are trained in this system, allowing updates to be completed quickly. Additional improvements include a more functional provider search and capability for online registration and billing for conference. Edits are continuing as members identify errors or missing features from the original site.

Laurie Wells agreed to accept the position of Publications czar in early November 2009. The purpose of this position is to assess and update as needed NHCA's brochures, including the Membership brochure and the Professional Guides.

Kathy Schmidt-Miller agreed to accept the position of Public Inquiry Respondent, responding to online requests for information on hearing conservation.

NHCA electronically published four regular issues of the *Spectrum* and one supplement (a Conference program) during this time period under editor Lee Hager. Papers copies are not mailed to members but are available electronically on the members only section of the website.

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 |
| 2010 | 81 | 0 | 3 | 2 | 308 | 8 | 259 | 255 | 228 | 4 | 3 |

F. Executive Council Spring Conference Call (May 9, 2009)

- Rick Neitzel reported that dues income was down substantially, perhaps due to members dropping due to the economic climate or issues with the dues renewal process. Conference registration income for 2009 was also down. Overall income was \$42k below budget.
- Concerns continue to be voiced over MemberClicks.
- Brian Fligor, Director of Education announced he would resign July 1, 2009 because he was elected to another board.
- Interest was expressed in a special 2010 conference issue of the International Journal of Audiology. This matter will be explored.

G. Executive Council Summer Meeting (June 18-19, 2009, Denver)

- The meeting began with a review of the 2006 Long Range Plan. Most of the strategies under the goals of Knowledge/Information, Marketing/Public Relations, and Networking have been met or in process. Little progress has been made towards the strategies under the Advocacy, Resources, and Research goals.
- The treasurer reported a high rate of non-renewal among members is creating a major loss of revenue and that investment income is also coming in well under budget.
- The Henderson/Hamernik symposium will not go forward.
- A dues increase by 5%, with no increase in conference fees was approved.
- The 2010 special issue of IJA (see F above) was tabled until next year due to costs.
- The decision was made to change our website database to Affiniscape.
- Kristy Casto agreed to take the Director of Education position to replace Brian Fligor.
- Rick Stepkin has led ongoing work on improving the PSO category and benefits. It was proposed that the name of the category be changed to Professional Service Providers (PSPs).
- Shure has stepped up to provide \$10,000 to fund audiometric testing at the AES conference later this year.
- Jerry Jensema resigned as the Secretary/Treasurer in July due to health reasons and Orland Purcell agreed to take his place.

H. Executive Council Fall Conference Call (November 11, 2009)

- The Scholarship Foundation will begin paying IMI directly for administrative services and related costs, rather than paying NHCA as an intermediary.
- As a result of a settlement in a hearing-loss related lawsuit against Motorola, Inc., Nass & Roper Attorneys at Law informed NHCA and the NHCA Scholarship Foundation that a donation of \$31,666.67 will be made upon approval by the court. It was agreed by the Council that the settlement would be split 2/3 to NHCA and the remainder to the Foundation.
- A letter was sent to OSHA regarding the PEL on August 28, 2009.
- A letter was set to EPA regarding the proposed new NRR labeling rule on November 4, 2009.
- Cindy Bloyer agreed to become chair of the new Confidentiality Task Force to come up with recommendations for how to treat data collected during the course of an audiometric exam, and what (if any) data should specifically be included or excluded.
- Laurie Wells agreed to become the chair of a new Publications Task Force to update existing and create new Practical Guides.
- Deanna Meinke agreed to be point person for NHCA on the new Healthy People 2020 to ensure hearing loss is on the federal agenda.

I. Executive Council Meetings at Annual Conference (February 24-27, 2009)

- NHCA is much more financially sound than in the prior year.
- NHCA now has a debit card in Gary Leeper's name (IMI President) and the prior card in the name of the President of NHCA has been cancelled.
- Thais Morata reported that NIOSH will fund Safe-in-Sound for another three years.
- NHCA is now on Facebook (140 members), LinkedIn, and Twitter (80 followers)
- NHCA is now paying a PR firm to send out Press Releases at a cost of \$500/release.
- Ross Roeser attended the meeting to discuss the details of the special NHCA supplement for the International Journal of Audiology. The Council decided to move ahead with the project with a cost of up to \$20,000, but to aggressively pursue sponsors to defray those costs.

- The name change from PSO to PSP passed by vote of the membership and there was much discussion at the meeting on changes in the benefits to this category to attract more PSP members. One benefit that was approved include a special no-cost PSP workshop at conference. Further discussion was tabled till the summer Council meeting.
- Strategic planning was not budgeted and will be put off until summer 2011.

J. Annual Conference

The 35th Annual Hearing Conservation Conference was held February 25 - 27, 2010 at the Rosen Plaza Hotel, Orlando, FL. 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 |
| 2010 | Orlando | 265 | 289 | 495 | 16 |

* Because of weather issues affecting attendance at Savannah in 2007, 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 @ \$1000): American Academy of Audiology Foundation
- Silver (4 @ \$500): 3M / E•A•RCAL Laboratory, Custom Protect Ear, Inc., James and Vera Lankford, Workplace Integra.
- Bronze (6 @ \$250): Benson Medical, Deanna and Gary Meinke, Enviromed Corp., Howard Leight/Sperian Hearing Protection, Pacific Hearing Conservation, Inc., Sensaphonics, Inc..

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 Receptions, Thursday and Friday (bronze): Howard Leight
- Student travel award (gold): American Academy of Audiology Foundation
- Student travel award (silver): 3M / E•A•RCAL Laboratory, Custom Protect Ear, James and Vera Lankford, Workplace Integra
- Student travel award (bronze): Howard Leight/Sperian Hearing Protection, Benson Medical, Deanna and Gary Meinke, Enviromed Corp., Pacific Hearing Conservation, Inc., Sensaphonics, Inc.

The meeting resulted in a profit for NHCA of \$68,306. For events and income related to the Scholarship

Foundations see Section Q.

The faculty and program participants listed in the program consisted of 75 names. The six workshops were:

- Recreational Firearm Noise Exposure (coordinator - Greg Flamme)
- Forensics & Expert Witnessing Emphasis for the Acoustician/ Audiologist (coordinator - John Casali)
- Hands-on Fit-Testing (coordinator – Bill Murphy)
- Hearing Loss Prevention: The Basics (James Jerome, Tom Lloyd, Lynnette Bardolf, Cindy Bloyer, Theresa Schulz, Laura Kauth, Nancy Gallihugh)
- PSO Member Session (coordinator - Richard Stepkin)
- A New Approach to Teaching Physiology and Conservation (coordinator – Benj Kanters)
- Hearing Conservation Amendment, Challenges Persist (coordinator – Russ Hannula)
- Effective Presentations, Structure and Delivery (Jean-Luc Doumont)

The Conference presented 24 platform lectures, including the Keynote Lecture by Hugh Davies, the Don Gasaway Lecture by Christine Harrison, 21 posters, Saturday morning roundtable discussions, a 1 hr. 40 min. concurrent session in which attendees had 3 options from which to choose, the Safe-in-Sound Awards session, and a luncheon lecture by Jean-Luc Doumont, “Effective Slides: Design, Construction, and Use.”

The following awards were presented at the Conference:

| | |
|-------------------------------------|--|
| Outstanding Hearing Conservationist | Mark Stephenson |
| Michael Beall Threadgill Award | Deanna Meinke |
| Outstanding Lecture Award (2010) | Christine Harrison |
| Outstanding Poster Award (2010) | Jennifer Tufts |
| Golden Lobe Award | 27 were presented |
| Media Award | The National Institute on Deafness and Other Communication Disorders for “It’s a Noisy Planet Protect Their Hearing” |

The Friday-evening Gala was held at Sea World.

K. Annual Business Meeting

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

L. Excellence Seminars and other 1-2 Day Events

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

M. Position Statements/Regulatory Involvement

NHCA provided comments to OSHA regarding the Hearing Conservation Amendment and to EPA regarding the proposed hearing protector labeling regulation.

N. Changes to Bylaws and Policy and Procedure Manual

A change in the name from Professional Service Organization to Professional Service Provider was approved. This was suggested since it was felt that “Organization” is non-descriptive and potentially confusing, and that the name change should help NHCA attract members that offer different kinds of hearing conservation services.

O. Slate of Candidates for 2009-2010

| | |
|-----------------|----------|
| President Elect | Tim Rink |
|-----------------|----------|

| | |
|----------------------------|-------------------|
| Director of Education | Kristy Casto |
| Director of Membership | Lynnette Bardolf |
| Director of Marketing & PR | Renee Bessette |
| Member Delegate | Patricia Niquette |

Ballots were electronically distributed in December, 2009. Ninety-two (92) ballots were returned this year.

P. Year-End Financial Statement

The financial statements for the 7/1/09 - 6/30/10 fiscal year reflects a net income of \$28,235, vs. a budgeted amount of \$800.00. Exceeding budgeted income by such a large amount was due to several reasons. The first is that NHCA made \$16,230 more than projected on membership dues in 2009-2010 that offset conference income falling short of budget by approximately \$17,633. Beyond that many expenses were under budget, including the Program Task Force that came in well under budget by \$10,547, as well as the CAOHC Webinar, Teaching Tools Printing, Teaching Tools Production, Children and Noise Task Force, MIHL-Mobile Testing at AES, Member Promo/Retention & Campaign, which together came in at nearly \$18,000 under their total projected expense budget.

Q. NHCA Scholarship Foundation

The foundation had another successful year. Three Student Research Awards (SRA) of \$1500 each were granted. Etymotic Research donated \$3,000 and the American Academy of Audiology Foundation donated \$1,500 toward the SRA. Recipients were Quintin Hecht, Illinois State University; Sneha Hinduja, State University of New York at Buffalo; Kichol Lee, Virginia Polytech Institute and State University.

Five Student Travel Awards of \$500 each were granted. There were 11 sponsors:

- American Academy of Audiology – Gold
- 3M Company/E•A•RCAL Laboratory – Silver
- Custom Protect Ear Inc. – Silver
- James & Vera Lankford – Silver
- Workplace Integra – Silver
- Benson Medical – Bronze
- Deanna & Gary Meinke – Bronze
- Enviromed Corp – Bronze
- Howard Leight/Sperian – Bronze
- Pacific Hearing Conservation, Inc. – Bronze
- Sensaphonics, Inc. – Bronze

The recipients were Alexander Claussen, Southern Illinois University School of Medicine; Hannah Kepler, Ghent University, Belgium; James Rubas, University of Connecticut; Amanda Ucci, University of Connecticut; Emily Wakefield, University of Northern Colorado.

Fund Raising at the Conference yielded \$820 from the 50/50 Split (aka Raffle), \$3,913 from the Silent Auction, and \$2,160 from the Golf Tournament. The Bike Ride was cancelled.

At the end of the fiscal year the assets of the Foundation were \$91,047.

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