



NATIONAL HEARING CONSERVATION ASSOCIATION

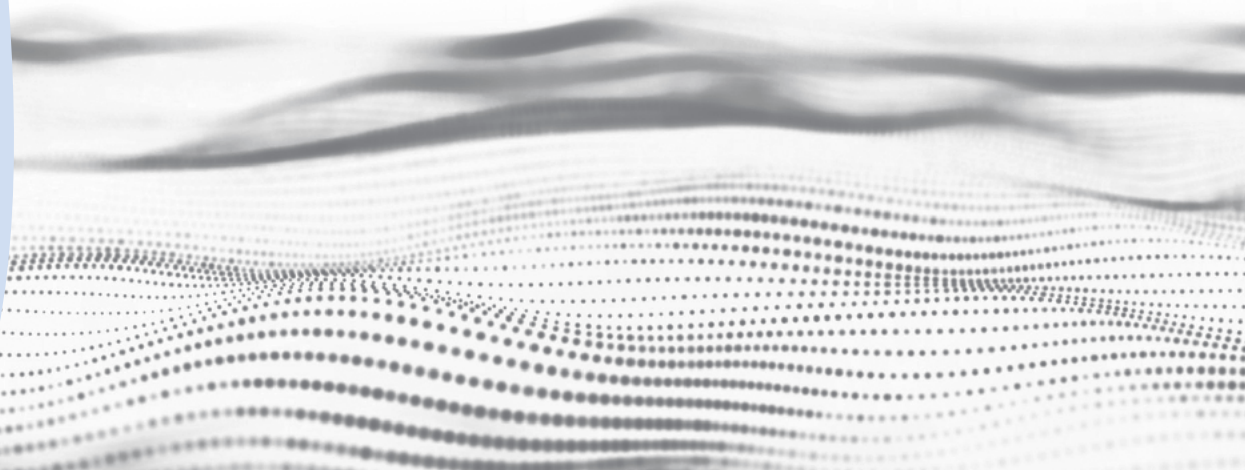
HEAR FOR A LIFETIME

[www.hearingconservation.org](http://www.hearingconservation.org)

**2024–2025**

ANNUAL REPORT

*Dated January 31, 2025*



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## NHCA Vision

To prevent hearing loss and other auditory disorders due to noise and secondary environmental factors in all sectors of society.

## NHCA Mission

NHCA provides leadership, expertise, and education on hearing loss prevention strategies and services to the broader professional community and empowers and supports members through networking and advocacy.

# Message From the President



**Elizabeth Masterson**  
NHCA President

Dear NHCA Family,

We are excited to publish our 5th annual report. Thanks to our hardworking NHCA volunteers, it has been a year packed with strategic planning, education, scientific excellence and impact on the field of hearing. There is so much to be proud of and we greatly thank our volunteers, sponsors and members for their time, expertise and support. We also thank our Civica staff members, who have performed an excellent job supporting NHCA.

I encourage you to read the entire annual report. Below are just a few highlights from last year, in which NHCA:

- Developed a new strategic plan to take us through 2027. Financial Security, Membership Growth and Value, and Shaping the Future of Hearing Loss Prevention were the top goals identified for our organization.
- Developed and implemented a plan to restructure financial accounts for both growth and security.
- Instituted our first annual NHCA Fall Virtual Educational Summit. Thought leaders from around the world participated. This paired with a rockstar webinar series took the learning opportunities at NHCA to new heights.
- Outlined and began implementing adjustments to our conference to ensure future financial success, while preserving what is important—excellent scientific content and CEUs, networking with the best, and good times with our friends and colleagues.
- Task forces were either instituted or continued on important position statements related to fit-testing, and the measurement of the 8k frequency and the use of equivalent rectangular bands of noise.

If you would like to be a part of next year's report—adding your own great contributions—please send an email to [nhcaoffice@hearingconservation.org](mailto:nhcaoffice@hearingconservation.org) and we will get you involved. Every minute you donate helps NHCA ensure others Hear for a Lifetime, and the friendships and professional relationships to be had are difficult to find elsewhere.

Thank you all for another great year!

# Strategic Plan Update

NHCA has a new strategic plan. The 2024-2027 Strategic Plan lays out a comprehensive vision to advance the organization's mission of preventing hearing loss and other auditory disorders across all sectors of society. The strategic plan is informed by surveys, interviews, and a two-day retreat that brought together board members, staff, and key leaders to define the organization's priorities.

This roadmap emphasizes leadership, expertise, and education as tools to support members and influence the broader professional community. The plan focuses on three primary strategic goals:

1. **Enhance Financial Security:** NHCA aims to strengthen its financial position by establishing a comprehensive financial management plan that includes a balanced budget, developing a reserve funds policy, identifying sustainable income streams, and enhancing sponsorship opportunities. These steps are designed to ensure long-term stability and enable the organization to invest in impactful initiatives.
2. **Membership Growth and Value:** The organization is committed to fostering a diverse, multidisciplinary membership base while increasing member value. This includes gathering feedback on member benefits, offering tailored opportunities, and launching programs like mentorship initiatives for students and early-career professionals. NHCA also seeks to expand awareness among other professional organizations, industry, and academia, forming partnerships that further the organization's reach and impact.
3. **Shape the Future of Hearing Loss Prevention:** NHCA will drive innovation by promoting best practices, influencing standards and regulations, and collaborating with like-minded organizations. A key focus will be creating accessible resources for professionals, educators, and the public, along with developing position statements that establish NHCA as a thought leader in the field.

[Click here](#) to read the Strategic Plan.

# Financials

Fiscal Year: July 1 to June 30

## Summary Statement of Activities

INCOME			
	2023–2024	2022–2023	2021–2022
Dues	\$53,740.93	\$59,390.94	\$53,401.79
Conference	\$154,428.00	\$124,723.00	\$53,422.00
Education	\$85,319.00		
Other/Fundraising	\$6,457.13	\$8,911.96	\$4,592.00
<b>Total</b>	<b>\$299,945.06</b>	<b>\$193,025.90</b>	<b>\$111,415.79</b>
EXPENSES			
	2023–2024	2022–2023	2021–2022
Administrative	\$106,963.04	\$104,957.55	\$93,160.99
Conference	\$138,872.33	\$104,584.36	\$10,052.61
Education	\$43,100.82		
Other	\$14,486.95	\$15,385.00	\$4,847.78
<b>Total</b>	<b>\$303,423.14</b>	<b>\$224,926.91</b>	<b>\$108,061.38</b>
INCOME LESS EXPENSES			
	2023–2024	2022–2023	2021–2022
Net Operating Income	<b>-\$3,478.08</b>	-\$31,901.01	\$3,354.11
Investments	10,053.68	\$15,218.54	-\$29,545.03
<b>Net Income</b>	<b>\$6,575.60</b>	<b>-\$16,682.47</b>	<b>-\$29,545.03</b>

## Financial Position: End of Fiscal Year

		JUNE 30	
		2024	2023
<b>ASSETS</b>	Checking	\$21,121.19	\$72,664.40
	Invested Resources (Vanguard VBIAX)	\$149,907.76	\$130,561.07
	Invested Reserves (Vanguard VASIX)	\$107,849.78	\$101,715.04
	Other & Accounts Receivable	\$1,000	\$0.00
	<b>TOTAL ASSETS</b>	<b>\$303,208.03</b>	<b>\$337,111.18</b>
<b>LIABILITIES</b>	Accounts Payable / Other	\$6,840.00	\$9,334.50
	<b>TOTAL LIABILITIES</b>	<b>\$6,840.00</b>	<b>\$62,746.50</b>
<b>EQUITY</b>	Safe-In-Sound Restricted Fund	\$25,920.03	\$28,849.77
	Retained Earnings	\$238,911.54	\$262,197.38
	Net Income	\$6,575.60	-\$26,215.58
	<b>TOTAL EQUITY</b>	<b>\$296,368.03</b>	<b>\$274,364.68</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>		<b>\$303,208.03</b>	<b>\$337,111.18</b>

# National Hearing Conservation Association

## Statement of Activity

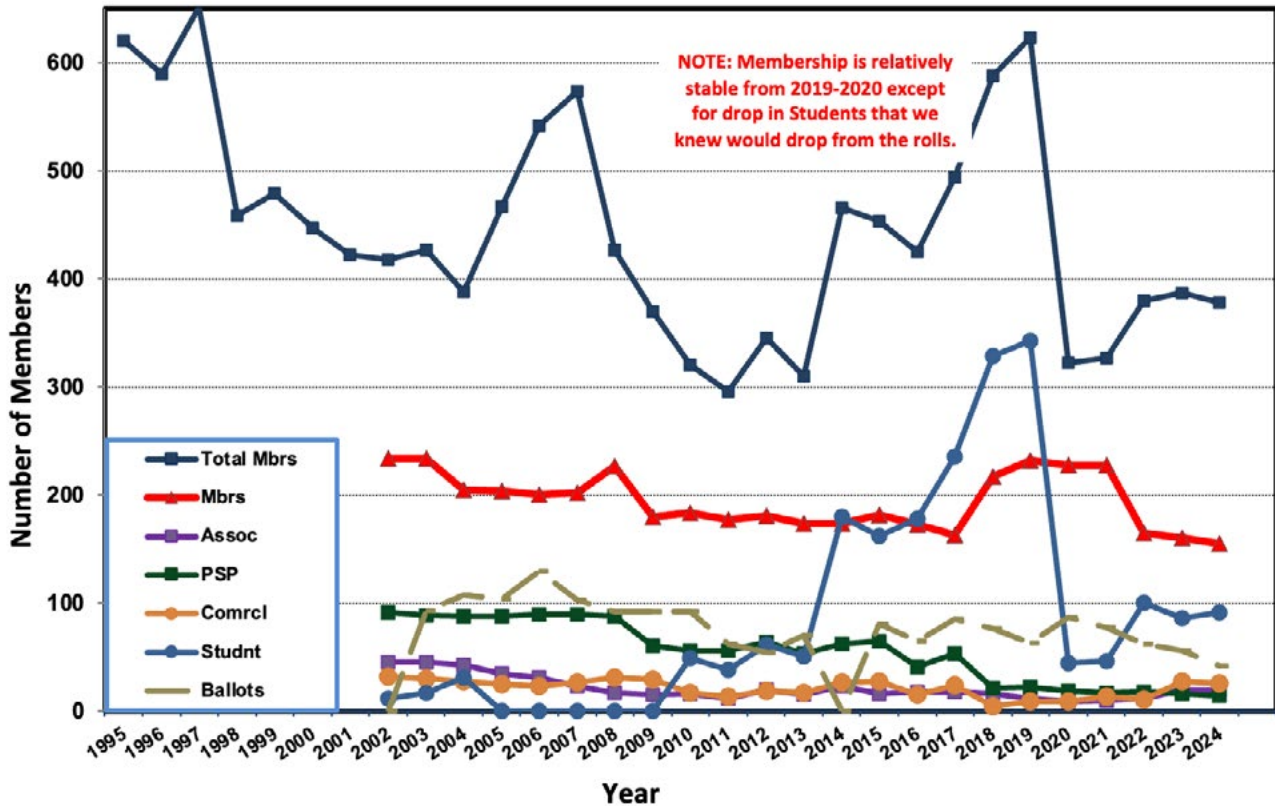
July–December, 2024

	<b>Total Actual</b>
<b>Income</b>	
40100 Membership Dues Income	\$35,282.70
40200 Conference Income	\$77,450.00
40280 International Fit-Test Fall Online Symposium	\$12,225.00
40300 Fundraising/Other Income	<u>\$2,070.00</u>
<b>Total Income</b>	<b><u>\$127,027.70</u></b>
<b>Gross Profit</b>	<b><u>\$127,027.70</u></b>
<b>Expenses</b>	
50100 Administration Expense	\$53,323.92
50200 Conference Expense	\$28,776.18
50300 International Fit-Testing Online Fall Symposium Expense	\$4,000.00
50400 Board & Membership Expenses	\$3,153.04
50500 Fundraising and Publications	<u>\$1,800.00</u>
<b>Total Expenses</b>	<b><u>\$91,053.14</u></b>
<b>Net Operating Income</b>	<b>\$35,974.56</b>
Other Income	
40400 Investment Income	<u>\$10,316.60</u>
<b>Total Other Income</b>	<b><u>\$10,316.60</u></b>
<b>Net Other Income</b>	<b><u>\$10,316.60</u></b>
<b>Net Income</b>	<b>\$46,291.16</b>

# Membership Report

	2024 Totals
Individual	155
Early Career Member	7
Professional Service Provider	14
Professional Service Provider Additional Representatives	37
Commercial Member	26
Commercial Member Additional Representatives	7
Associate	20
Emeritus	16
Retired ( <i>NEW membership level in 2023</i> )	5
Students (Student membership dues are \$20)	91
<b>Total NHCA Membership</b>	<b>378</b>

## Membership



# Director of Membership Highlights

The Membership Committee met over the course of the year. We had rich conversations about promoting the benefits of membership of NHCA, with a few tangible products resulting in 2024.

1. We exhibited at the American Academy of Audiology in Atlanta, Georgia. Exhibit space was less than ideal but we were able to engage a number of students in conversation and promote the organization.
2. We exhibited at the American Speech-Language-Hearing Association in Seattle, Washington in December. We worked with Blue Tree Publishing to create a banner for the back wall of the booth and borrowed a few items from Blue Tree Publishing's inventory to enhance the booth. We also offered a discount for membership if signed up during the convention week. Again, the booth location was not optimal. The Exhibit Hall was divided across 2 separate levels with our booth being located with all the nonprofits. Overall, traffic through our floor was very limited (other exhibitors expressed their frustration). Yet, we were still able to engage with about 20 students from various academic programs and a number of speech language pathologists and audiologists who engage in hearing loss prevention.
3. A student survey was conducted and shared with the Executive Council (EC) during the June meeting. Low response rates continue to compromise the results and interpretation.
4. Solenn Olivier, student representative, created a PowerPoint presentation to be delivered to various academic programs in 2025. She will be sharing this during the 2025 conference.

## Continued areas that we hope to explore:

1. Supporting the plan for NHCA to update the membership portion of the NHCA website to incorporate CommUnity software. This will allow NHCA to address many of the issues that were identified by the Student Committee (and the Membership Committee as a whole) to provide greater return on investment and reduce obstacles identified by students related to our current website. These updates could include:
  - a. A student section on the website - specifically a dedicated student directory, Chat Rooms for students, a Mentorship program (student-to-student and professional-to-student), and to name the priorities.
  - b. Creating educational opportunities for students and Early Career Professional on basics of Hearing Loss Prevention (HLP) that is not typically covered in their academic programs. Along this line, having a Chat with the Experts opportunities.
2. Increasing partnerships with other disciplines by exhibiting and presenting at related organizations' annual conferences.
3. Creating a group consisting of the Directors of Education, Communication, and Corporate Sponsors to meet regularly to discuss ways to promote membership through educational opportunities and increasing our social media presence.





# Director of Commercial Partnerships and Annual Sponsors Highlights

NHCA’s mission is to prevent hearing loss caused by noise and other environmental factors across all sectors of society. Achieving this mission involves education and training, research and development, and innovative products and services. These efforts aim to address the sources of hearing hazards, protect individuals from harm, and leverage the latest advancements in science and technology.

Our commercial partners play a crucial role in driving innovation in hearing conservation. We are grateful to welcome SHOEBOX as our title sponsor. SHOEBOX continues to revolutionize boothless audiometry. 3M, a long-term NHCA partner, returns as a supporting sponsor for 2025. Their comprehensive work in hearing conservation has been instrumental in advancing regulatory and best-practice standards. Another valued supporting sponsor, HearX, is pioneering the use of digital technologies to expand access to hearing healthcare worldwide.

This year’s contributing sponsors include ASHA, Benson, CAOHC, WAHTS, Minuendo, Paxoraus, Tremetrics, Westone, and Examinetics.

Thanks to the support of our sponsors, NHCA is able to offer resources on our website, host dynamic events, and provide enhanced educational and training opportunities. Our leadership is deeply committed to fostering our commercial partnerships, which enable us to connect cutting-edge research with practical applications and provide valuable networking and knowledge-sharing opportunities.

We invite you to explore all our sponsors here: <https://www.hearingconservation.org/sponsors>

## To our Annual Sponsors:

*Thank you for delivering products and services that align with NHCA’s mission.*

*Thank you for your knowledgeable and personable representatives.*

*Thank you for your commitment of time and financial support in combating hearing loss.*

	Title	Supporting
		 
Contributing		 
		 
	  	

# Director of Communication Highlights

2024 marked a year of significant progress for NHCA communications. In February, Devon Kulinski filled the vacancy for Director of Communication (DOC), working closely with Acting Director Elizabeth Masterson to transition into the role. A key focus for the year was aligning communication efforts with the newly adopted [NHCA Strategic Plan](#), which outlines the following goals for the DOC:

- Promote implementation of best practices in hearing loss prevention
- Create and curate a hearing loss prevention resource repository to improve accessibility of information and tools

These goals are being advanced through multiple channels, including the NHCA website, publications, and partnerships with external organizations.

Looking ahead to 2025, we will highlight ongoing Task Force efforts and plan to publish NHCA Position Statements on critical topics: “Hearing Protector Fit Testing” and “Use of Equivalent Rectangular Noise Bands in Audiometric Testing.” Additionally, we will continue our collaboration with *Industrial Hygiene in the Workplace* (IHW) magazine to expand the reach of our subject matter experts to a wider audience. We remain committed to providing valuable resources to our members, including our quarterly *Spectrum* publication and monthly E-Newsletter.

## NHCA Website

The Website Task Force, led by Don Finan and Elizabeth Masterson, worked to ensure consistent functionality and content distribution on the NHCA website. In 2024, we were able to publish the [Hearing in Quality of Life \(Part 2\)](#) thanks to our collaboration with the National Occupational Research Agenda Hearing Loss Prevention

Cross-Sector Council. This video, part of a series featuring conversations with noise-exposed workers, provides valuable insights to the impact of hearing loss and tinnitus. A third video is currently in production and will be hosted on the NHCA website upon completion.

## Spectrum



The [Spectrum Newsletter](#) continues to operate as the flagship publication of NHCA, delivering exceptional and tailored content to our members. Notable contributions to the Signals in Noise section this year included:

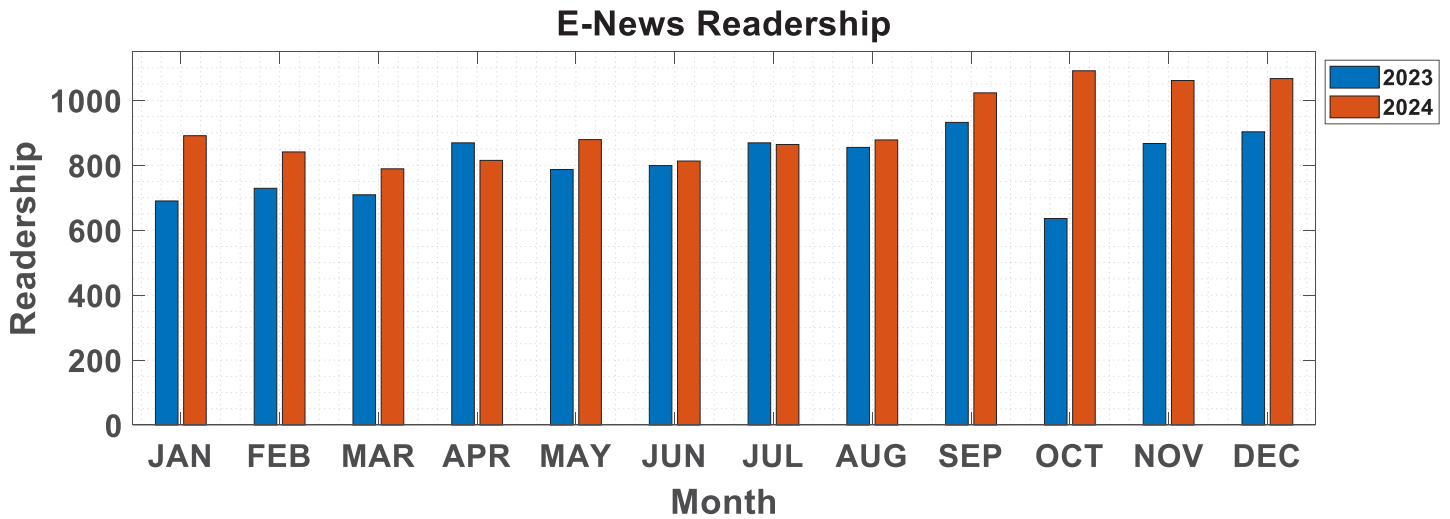
- “Taking the Bang out of Firearm Noise” by William J. Murphy, Stephen M. Tasko, and Gregory A. Flamme
- “Fit Testing in Austere Environments” by Nancy L. Vause
- “Assessing Noise Exposure and Selection Target Personal Attenuation Rating” by William J. Murphy

In the Tone Burst section, articles included:

- “Hearing Loss Among Noise-exposed Utilities Workers” by Elizabeth A. Masterson
- “The Effect of Shooting Glasses on Earmuff Attenuation Measured with Acoustic Test Fixtures and Firearm Impulses” by Donald S. Finan, Deanna K. Meinke, William J. Murphy, et al.
- “The Era of eSports: Time to Revisit Video Game Noise Exposure” by Sarah K. Grinn

Readership remained steady throughout the year, with an average of 168 readers in 2023 and 169 in 2024. We extend our sincere gratitude to Marjorie Grantham (Spectrum Editor), Kristy Casto (Associate Editor), Bill Murphy (Signals in Noise Editor) and Susan Cooper, Mary McDaniel, and Laurie Wells (Reviewers) for their commitment over the course of the year.

The E-Newsletter, our primary communication channel reaching both members and non-members, was led by Editor Angela Anderson throughout 2024. The publication promoted ongoing organizational initiatives, advertised educational opportunities and relevant announcements, shared recent hearing research, and featured the popular “Sound Postcard” segment. An [archive of past E-Newsletters](#) can be found on the NHCA Website. With some fluctuations, we observed a roughly 14% increase in monthly readership year-over-year. Angela will be moving on from the position in 2025. We thank her for her commitment over the last year.



The “Listen Up! From the NHCA Experts...” column in the IHW magazine continued to provide a platform for our members to share their expertise with a wider audience. This year we featured articles on concert noise risk, hearing protector considerations for individuals with hearing loss, hearing protector fit testing, using time-weighted averaging, age adjustments for audiometric

monitoring, and the 2024 Safe-in-Sound winner. We would like to thank Kristy Deiters, Thais Morata, Marjorie Grantham, Amy Blank, Jackie DiFrancesco, and Frank Wartinger for their contributions. [Past IHW magazine issues](#) can be viewed in their digital edition archive. Thank you to our experts!

The grid contains 18 article thumbnails, each with a title, author, and a small image or chart. The articles cover various topics related to hearing conservation and industrial hygiene, including:

- Listen Up! From the NHCA Experts... Which Hearing Protection is Suitable for Those with Hearing Loss?** by Frank Wartinger, Audiologist and NHCA Expert.
- Listen Up! From the NHCA Experts... A Good dBA TWA Makes Your Day!** by Kristy Deiters, LEASAC, Audiologist and NHCA Expert.
- Age Adjustments in Audiometric Monitoring** by Amy Blank, U.S. Army retired, Audiologist and NHCA Expert.
- Safe-in-Sound Award: Real-World Successes in Hearing Loss Prevention** by Thais C. Morata, NIOSH Senior Research Audiologist and NHCA Expert.
- Hearing Protection: Do We Over Rock Concerts an Apology?** by Frank Wartinger, Audiologist and NHCA Expert.
- Hearing Protection: Which Hearing Protection is Suitable for Those with Hearing Loss?** by Jackie DiFrancesco, Audiologist.
- Hearing Protection: Beyond the NRR** by Kristy Deiters, U.S. Army retired, Audiologist and NHCA Expert.
- Listen Up! From the NHCA Experts... A Good dBA TWA Makes Your Day!** by Kristy Deiters, LEASAC, Audiologist and NHCA Expert.
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- Safe-in-Sound Award: Real-World Successes in Hearing Loss Prevention** by Thais C. Morata, NIOSH Senior Research Audiologist and NHCA Expert.

# NHCA Marketing & Public Relations Highlights

The Marketing and Public Relations team made significant strides leveraging social media platforms such as Facebook, LinkedIn, and Instagram to promote hearing health and hearing conservation efforts across NHCA. Our marketing plan provided a pivotal role promoting the NHCA 2024 Annual Conference in Albuquerque, New Mexico, highlighting key speakers, various workshops, NHCA Sponsors, poster sessions, the Scholarship Foundation, and student membership. The public relations team was also essential to the highly successful and inaugural Fall Virtual Educational Summit, offering 0.8 CEUs from live and on-demand sessions. Additional engagements throughout the year included webinars, pre-conference IGNITE sessions, and Virtual Round Tables that offered numerous opportunities for members to engage.

Volunteers are welcome and needed to lend their Social Media expertise and voices in support of NHCA outreach! Please contact Mike Murphy at [michael.j.murphy450.mil@health.mil](mailto:michael.j.murphy450.mil@health.mil).

## Follow Us!



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[@hearingconservation](https://www.instagram.com/hearingconservation)

# Director of Education Highlights

2024 was a banner year for education thanks to the NHCA members who coordinated our annual conference, inaugural Fall Virtual Educational Summit, town hall meetings, and webinars.

We started the year with an outstanding in-person conference held in lovely Albuquerque, New Mexico. Attendance was strong and the educational content unmatched. Conference chair, Dr. William “Bill” Murphy set the bar high with multiple exciting workshops and an outstanding selection of educational content encompassing all areas of hearing conservation. Later in October, the inaugural Fall Virtual Educational Summit helped address the needs of members and other hearing conservation professionals unable to attend the annual conference or

looking for continuing education in areas not routinely addressed in the conference. The Summit highlighted excellent hearing health work conducted on both the national and international stage with speakers from around the globe.

The 2026 conference committee is busily working on our 50th anniversary conference planned for Ft. Worth, TX in February 2026. This will be a conference to remember, and we look forward to celebrating 50 years of excellence in hearing conservation. Leading up to the conference will be the 2025 Fall Virtual Educational Summit. We look forward to making this an annual and beneficial product for NHCA members and hearing health professionals worldwide.

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## 2023–24 Ignite Sessions

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2024 began with a virtual round table to preview topics featured at the 2024 NHCA conference in Albuquerque, NM. The 2023 Education report highlighted the details of this meeting.

In April, 2024 the Spring Ignite Session drew a crowd of 73 registrants and included opportunities for our NHCA Sponsors to highlight their work including exciting updates from Shoebox Audiometry, hearX group, the American Speech-Language Hearing Association (ASHA), the Council for Accreditation in Occupational Hearing Conservation (CAOHC), Creare, Magna Lens, Minuendo, Paxauris, and WAHTS Hearing.

On 11 June 2024 NHCA hosted a Town Hall meeting discussing topics including who are NHCA members and why are we here, the NHCA leadership, the NHCA Policy and Procedures (P&P) manual and by-laws, and a vote on recent recommended changes to the by-laws including a “Retired Member” category and changes to the “Emeritus Status” category. Dr. Elizabeth Masterson, the NHCA President, also shared upcoming opportunities for NHCA members including the 2025 annual conference.

Webinars are a fantastic way of providing ongoing continuing education throughout the year and addressing specific needs of the hearing conservation community. CAOHC and NHCA continue to collaborate on a series of Webinars to address specific areas of interest to NHCA members and the broader hearing conservation community.

### Topics for 2024 included:

#### **April 17, 2024: Shifts in Hearing Thresholds: Work Related or Not**

Drs Carol Snyderwine and Marjorie Grantham covered the complexities of making work-related determinations of hearing injuries and illness. This webinar received 141 registrations and offered an hour of continuing education credit from both the American Speech-Language Hearing Association and the American Academy of Audiology

**Presenters: Carol Snyderwine & Marjorie Grantham**  
**Moderator: Ashley Montoya**

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#### **May 1, 2024: Award-Winning Ideas for Preventing Noise-Induced Hearing Loss**

Dr. Thais Morata and Mr. Ted Madison of the Safe-In-Sound committee presented on the various categories and process for recognizing excellence in hearing conservation through the Safe-In-Sound award. They highlighted past recipients and shared details on the criteria the Safe-In-Sound committee assess when making award determinations. This webinar was free to the public and received 306 registrations.

**Presenters: Thais Morata & Ted Madison**  
**Moderator: Kelly Torres**

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The CAOHC/NHCA Webinar series will continue in 2025 with exciting topics including noise abatement, hearing readiness vs. exposure, worker's compensation, and more. In addition to the CAOHC/NHCA Webinar series, NHCA held an additional webinar in June 2024.

#### **25 June 2024: How Computerized/Digital Audiometers Are Calibrated in Accordance with ANSI Standards**

This webinar addressed the calibration process for computer or tablet-based audiometers. Ms. Renae Lefrancois of Shoebox ltd. discussed common

#### **July 24, 2024: Hearing Protection Fit-Testing and Ambient Noise**

Drs Jeremy Federman, Stephanie Karch, and James (Jesse) Norris provided an overview of the challenges faced when conducting hearing protector fit-testing in backgrounds of noise and considerations to address when conducting fit-testing in a field or work environment outside a noise-controlled space. This webinar received 81 registrations and offered one hour of continuing education from the American Speech-Language Hearing Association and the American Academy of Audiology.

**Presenters: Jeremy Federman, Stephanie Karch, and James (Jesse) Norris**  
**Moderator: Andy Merkley**

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#### **November 21, 2024: Understanding OSHA's Approach to Noise and Hearing Conservation Enforcement**

Mr. Brian Liddell and Mr. Juan Nevarez from the Occupational Safety and Health Administration covered interesting common inspection findings related to hearing that OSHA's Compliance Officers encounter and the basic training OSHA's Compliance Officers receive prior to going into the field to conduct inspections. This webinar was free to the public and over 80 participated in the webinar.

**Presenters: Brian Liddell & Juan Nevarez**  
**Moderators: Andy Merkley & Laura Kauth**

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misunderstanding regarding the calibration process for new and emerging audiometry technology. This free webinar received over 40 registrations.

**Presenter: Renae Lefrancois**  
**Moderator: Kelly Torres**

# NHCA Awards

Each year, NHCA presents various awards, in different categories, at its annual conference to recognize member achievements and contributions to the industry and the association. While not all awards are given out every year, awards categories include:

**Lifetime Achievement Award** to recognize a lifetime of extraordinary accomplishments in the hearing loss prevention profession as well as service to NHCA.

**Outstanding Hearing Conservationist Award** to recognize outstanding contributions to or achievement within the field of hearing conservation.

**Michael Beall Threadgill Leadership & Service Award** was established to recognize outstanding leadership and service to NHCA over a sustained period of time.

## Conference Awards

### ***Outstanding Lecture Award***

Bestowed annually for the best presentation at the annual conference of NHCA.

### ***Outstanding Poster Award***

Established in 1997, this award is given for the best poster presentation at the annual conference of NHCA.

**Media Award** to recognize the efforts of writers and/or producers of news features that serve to heighten public awareness of the hazards of noise.

**The Golden Lobe Award** recognizes task force members for their outstanding contributions to the health and welfare of the association.

In 2024, the awards below were presented to very deserving individuals to honor their time, energy, and service.



## The Golden Lobe Award was presented to:

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**Sharon Beamer** for being an excellent liaison

**Marjorie Grantham** for her work on the NHCA Spectrum

**Amy Blank, Pam Graydon, Colleen LePrell, William Murphy, Theresa Schulz, and Laurie Wells** for organizing the inaugural International Hearing Protector Fit-Testing Symposium



# NHCA Executive Council

*Thank You*

To our outgoing officers, new officers, and our continuing Executive Council members for their efforts.

## Outgoing Executive Council Members



**Rachel  
Bouserhal**  
Immediate Past-  
President

**Solenn Ollivier**  
Student Member  
Representative

**James (Jim)  
Schultz**  
Secretary/Treasurer

*Congratulations*

To our newly elected NHCA Executive Council members starting their terms after the 2025 NHCA Conference!

## New Officers for the 2025–2026 Executive Council



**Jillyen  
Curry-Mathis**  
President-Elect

**Valerie  
Pavlovich Ruff**  
Secretary/Treasurer

**Kristy Deiters**  
Member  
At-Large

**Hannah Miller**  
Student Member  
Representative

# 2025–2026 NHCA Executive Council

## Continuing Service Executive Council Members



**Sridhar  
Krishnamurti**  
President



**Elizabeth  
Masterson**  
Immediate  
Past-President



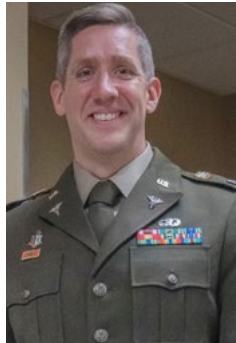
**Jesse Norris**  
Director of  
Commercial  
Partnerships



**Andy Merkley**  
Director of  
Education



**Sharon  
Sandridge**  
Director of  
Membership

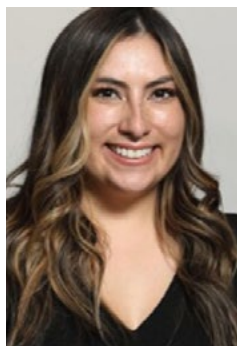


**Michael Murphy**  
Director of  
Marketing & Public  
Relations



**Frank Wartinger**  
Member-At-Large

## Ex Officio Executive Council Members



**Ashley Montoya**  
Executive Director,  
2022–Present



**Elliott Berger**  
Historian