

NHCA ARCHIVE REPORT: February 18, 2007 - February 23, 2008

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This document summarizes key activities for the period just subsequent to the 2007 Annual Conference (held in Savannah, GA) and concluding just subsequent to the activities of the 2008 Annual Conference (held in Portland, OR). Hence, all activities at the 2008 Conference in Portland are included. Financial data through the end of the fiscal year concluding in June 2008 are also included. This report contains the following sections:

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A. Executive Council, Committee Chairs, and Liaisons

At the 2008 Annual Conference in Portland, OR the following individuals continued or were installed as officers and members of the NHCA Executive Council, Committee Chairs, and Liaisons.

Executive Council

President	Deanna Meinke	Member Delegates	D. Bruce Kirchner,
President Elect	Rick Neitzel		Jennifer Tufts
Immediate Past President	Theresa Schulz	PSO Member Delegate	Tim Rink
Secretary/Treasurer	Brian Myers	Commercial Delegate	Renee Bessette
Director of Communications	Beth Cooper	Associate Member Delegate	pending
Director of Education	Brian Fligor	Student Member Delegate	Erin Keller
Director of Membership	Carol Stephenson	Historian	Elliott Berger

Task Forces/Liaisons

Leadership Advisory Team, Chair	Theresa Schulz
Legislation	Laura Kauth
Nominations	Rick Neitzel
Program	Karen Turner
Public Relations	David Mayou
Publications	Lee Hager
AAA Liaison	Mark Stephenson
ANSI S3 Liaison	Theresa Schulz
ANSI S12 Liaison	Kevin Michael
ASHA Liaison	Ted Madison
OSHA Liaison	Carol Stephenson
Website Liaison	Beth Cooper

Task Force on Children and Noise	Deanna Meinke
Task Force on Music-Induced Hearing Loss	Brian Fligor
Task Force on Prevention of NIHL from Firearm Noise	Michael Stewart

NHCA Scholarship Foundation Board

President	James Lankford
Secretary	Jim Jerome
Treasurer	Mary McDaniel
Directors	John Casali, Vernon Larson, Susan Megerson
Student Member	Erin Keller

B. Management Firm Activities

No financial audit took place this year, but one is planned to begin at the end of June 2008 and finalize by the end of the calendar year.

Past President Theresa Schulz conducted the management evaluation. NHCA and GWAMI agreed on several specific goals for improved performance in the management of NHCA. GWAMI proposed a renewed one-year contract that included a 3% cost of operations adjustment. Modifications in the contract were made to reflect current and projected activities.

C. Membership and Directory

Total paid members through June 30, 2008 were 574. For priors years see the table below. This included 13 emeritus members and an increase in student members from 188 to 196. 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		

D. Member Dues, and Affiliate and Exhibition Fees

Dues invoices for the 2008 membership year were mailed January 2008. Dues amounts were increased 9.5% this year for Members and Associates. 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

Sponsor fees for the 2008 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)

Work on the website was concentrated on the Members-only area. The online membership database underwent an extensive overhaul, including the addition of several fields to member profiles that were designed to enable members and (in the case of commercial and PSO members) the public to mine the database for information about members with specific skills and interests. Search capabilities were improved and expanded. The online database and the management office's database were harmonized, and members were encouraged to update and complete their expanded profiles.

The office staff began using the online database as the primary and only source of membership data and began using a related feature, the contact center, as a communication vehicle. The legacy list-serv was abolished with the migration of the website from pair.com to godaddy.com hosting services, and a new e-list capability was established using the functions inherent in the members-only area. A bulletin board area was also established, with Laura Kauth serving as moderator. On the public area of the website, mechanisms for contacting NHCA were condensed and simplified into a single path, and the role of website inquiry response coordinator was established to address the need for a fair, unbiased, and standardized process for responding to the increasing flow of inquiries and for establishing an archive (for later documentation and publication) of FAQs. Rick Neitzel served in this capacity during the current reporting period.

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	1828	1603	309	538	771	581	1867	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

F. Executive Council Conference Call (May 2007)

- A letter was sent to OSHA in support of the International Safety Equipment Association (ISEA) position statement on recommendations for an 85-dB PEL and 3-dB exchange rate.
- Efforts continue to upgrade the website and the NHCA database will be migrated to MemberClicks.
- Discussions continued with Deepak Prasher, editor of *Noise & Health* to explore collaborative efforts with them.
- A decision was made to provide \$5000 to support a second *NIHL in Children* conference for October 2008.
- Work has begun on a Commercialism Policy for papers/workshops presented at the annual conference.

G. Executive Council Summer Meeting (June 21-22, 2007, Denver, CO)

- LAT reported on continuing efforts to deal with the complainant from the Savannah conference regarding comments made in a presentation. The council was asked to make specific changes to the Policy Manual.
- A severe budget shortfall of approximately \$64,000 was projected. This was due to lower attendance in Savannah and because of weather-related issues preventing attendees from traveling, and as a result belt-tightening measures were implemented such as not exhibiting at AES and no unnecessary spending. It was decided that starting in 2008 conference presentations would no longer be provided on a conference CD, but would instead be posted on the website.
- In recognition of the importance of PR for the Conference it was agreed to allocate \$1,500 of the promotion budget for a press release.
- Negotiations continued with Deepak Prasher of *Noise & Health*, but his proposal as stated was rejected.
- The effort spearheaded by Theresa Schulz to scan in the Conference binders, from all prior years, has almost been completed.

H. Executive Council Conference Call (November 9, 2007)

- The Treasurer received an action item to finalize an on-line banking account that would earn better interest for our unused cash.
- A Lifetime Achievement Award was established and wording to that effect added to the Policy Manual. The first awardee was selected as Alice Suter.
- An action item was noted to create a press release for the signing of the OSHA/NIOSH/NHCA Alliance.
- To address budget shortfalls, discussion was held regarding the fundraising of the Scholarship Foundation and whether some of that money should come back to NHCA. The decision was made

to let the Foundation continue as is, and for NHCA to look for other fund-raising ideas.

I. Executive Council Meetings at Annual Conference (February 20-23, 2008)

- A Disparaging Comments policy was finalized and announced at the annual business meeting.
- A decision was made to create a financial disclosure policy for conference speakers.
- A proposal was accepted to waive registration and comp hotel room costs for the Program Chair.
- No audit will be conducted this year, but it was agreed to budget for a review at the end of June 2008 with the intent to finalize by end of the calendar year.
- LAT reported on continuing examination of the budget issues. Decided that students still should not have to pay dues since this is an investment for the future.
- Brad Witt completed an on-site visit to GWAMI and as a result LAT will write a bullet-point letter with recommendations for the President.
- Treasurer reported that an ING account has now been established.
- The conference on Children and NIHL will now be postponed till 2009.
- The website updates are now completed re MemberClicks (see section E).
- David Byrne and Kevin Michael will step down as editors of the *Spectrum*, after 5 years of service, and Lee Hager agreed to replace them.
- The Noise & Health collaboration now looks like it will be a discount subscription for members; efforts are ongoing.
- Michael Santucci reported great success in that 84 first timers were registered for the Conference.
- It was agreed that for future brochures and other products the selling price should be 30% over costs.
- Planning is beginning for a Survey Monkey to ask members for specific interests regarding the NHCA conferences.
- Rick Neitzel was tasked with considering how liaisons should be reorganized under the President Elect for a more efficient operation. A related discussion arose on the importance of strong ties with the Military Audiology Association (MAA), and a possible military member delegate.

J. Annual Conference

The 33rd Annual Hearing Conservation Conference was held February 21 - 23, 2008 at the Marriott Portland Downtown Waterfront, Portland, OR. Paid registrants, early full member registration fees, total participants 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	271	25

* 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.

Sponsorship this year changed to different categories than previously utilized. Sponsors and categories were:

- Gold (3): Aearo Technologies, Howard Leight by Sperian, Quest Technologies
- Silver (3): 3M OH&ESD, Benson Medical Inst. Co., Phonak Communications, Earcare Div.
- Bronze (19): AAA, AIHA, ASHA, CAOHC, Casella USA, CAVCOM, Inc., Eckel Noise Control Tech., Elvex Corp. G.R.A.S. Sound & Vib, HearTrac, ISHN, Larson Davis, Moldex-Metric, Inc., NACRE-US, Inc., NIOSH/CDC, Natl. Ctr. for Rehabilitative Auditory Res., Sensaphonics Hearing Con., and Tremetrics, Westone.

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: Aearo Technologies
- Cocktail reception (gold): Howard Leight by Sperian
- Friday Night Event (gold): Howard Leight by Sperian
- Room Drop: Howard Leight by Sperian
- Student travel award (gold): 3M OH&ESD
- Student travel award (silver): Aearo Technologies, Howard Leight by Sperian, James and Vera Lankford
- Student travel award (bronze): Quest Technologies, AIHA, Enviromed Corp., Custom Protect Ear, Inc., Workplace Hearing, Dr. John Casali and Mrs. Shirley Casali

The meeting resulted in a profit for NHCA of \$90,620. For events and income related to the Scholarship Foundations see Section Q.

The faculty and program participants listed in the program consisted of 70 names (vs. 60 last year). The six workshops were:

- NIHL in Kids and Young Adults: Exposures, Concerns, Consequences and Dangerous Decibels® Resources (Billy Martin and Deanna Meinke)
- Beyond the Basics – Hearing Loss Prevention Hearing Conservation Software (Jim Jerome)
- PSO Professional Issues (Jerry Jensema, Merlyn Lubiens, Tim Rink, Laurie Wells)
- Tinnitus – Prevent It if You Can – Manage It If You Can't (James Henry, Tara Zaugg, Mary Meikle)
- The Noise Stops Here; An Experiential Hearing Protection Fitting Workshop (Elliott Berger, Laurie Wells, Lee Hager, Brian Myers)
- All Day Seminar – Hearing Loss Prevention: The Basics (Brad Witt, Rick Neitzel, Lynnette Bardolf, Susan Megerson, Laura Kauth, Nancy Vause)

The Conference included 18 platform lectures, the Don Gasaway Lecture by Doug Ohlin, 20 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 Ioan Allen, "Audio in the Movie Theater – Spectacular, Impactful, or Just Too Loud."

The following awards were presented at the Conference:

Lifetime Achievement Award	Alice Suter
Outstanding Hearing Conservationist	Thais Morata
Michael Beall Threadgill Award	Ted Madison
Outstanding Lecture Award (2008)	John Casali
Outstanding Poster Award (2008)	Sarah Borer
Golden Lobe Award	Dennis Driscoll, Nancy Gallihugh, Linda Howarth, Laura Kauth, Merlyn Lubiens, Billy Martin, David Mayou, Brian Myers, Michael Santucci, Theresa Schulz, Theresa Small, Mark Stephenson, Jennifer Tufts, Karen Turner, Laurie Wells
Media Award	Ben Jackson

The Friday-evening Gala was held at Oregon Museum of Science and Industry.

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

A successful Excellence in Hearing Conservation conference was held in Winnipeg, Manitoba, Canada October 4 & 5, 2007. This was a joint effort with NHCA and AIHA – Manitoba Section. AIHA – Manitoba, Widex Canada and Protec Hearing Inc. contributed as Sponsors to this event. Karen Turner was the point person/organizer. Fifteen invited speakers presented 7 platform presentations, 7 concurrent sessions (3 on one day and 4 on the next) and an Audiometric Technician Refresher Course (by Ted D. Redekop, MD, Chief Occupational Medical Officer, Workplace Division of Manitoba Department of Labour and Immigration) offered for a ½ day after the close of the conference. Approximately 110 attendees were present, about 30 of whom also attended the Audiometric Refresher course. Registration fee for this workshop was \$265 for members of NHCA or AIHA, non-members \$285 and students \$225. Funds were in Canadian or U.S. dollars. Profit to NHCA was approximately \$1,000.

Presenters at the event included: Dennis Nikkel, Beth Cooper, Lee D. Hager, Michael Stewart, Laurie Wells, Deborah Ranson, Gerry Fleisher, John Elias, Linda C. Howarth, Deanna K. Meinke, Rick Neitzel, Theresa Y. Schultz, and Ken Langton.

M. Position Statements/Regulatory Involvement

NHCA continued to work with the OSHA/NIOSH Alliance.

N. Changes to Bylaws

There were no changes to the bylaws, however, two substantial changes to the Policy and Procedures Manual were:

- A lifetime achievement award was established.
- A disparaging comments and non-commercialism policies were established.

O. Slate of Candidates for 2007-2008 Ballot mailed in December, 2007.

President Elect	Rick Neitzel
Secretary / Treasurer	Brian Myers
Director of Education	Brian Fligor
Director of Membership	Carol Stephenson
Member Delegate	D. Bruce Kirchner

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

P. Year-End Financial Statement

The financial statements for the 7/1/07 - 6/30/08 fiscal year reflects a net income over expense of \$57,868 versus budgeted (\$12,167). The net is primarily from a very successful Portland Conference and continuation of careful control of expenses.

Q. NHCA Scholarship Foundation

The Foundation had another successful year with two Student Research Awards (SRAs) for the academic year 2007-08 going to Elizabeth Baum from Washington University and Kristen Casto from Virginia Tech. Each SRA recipient was awarded \$1500 for research projects involving noise-induced hearing loss prevention. These awards were covered by a donation from Etymotic Research (Elk Grove Village, IL).

Five Student Travel Awards (STAs) were given to the following students: Marla Bruce (University of North Texas), Scott Lanford (University of North Texas), Kevin Liebe (Western Michigan University), Rick Neitzel (University of Washington) and Gayla Poling (Ohio State University). They each received \$500 toward travel expenses plus conference registration. There were 10 sponsors contributing \$4,050 toward these awards and luncheon. Susan Megerson, Foundation Board member, organizes and administers the STAs.

The Foundation luncheon was held during the Conference for all SRA and STA recipients. Sponsors, students, Foundation Board members, several officers of the NHCA and NHCA staff were in attendance. Sponsors for this event included 3M, E•A•R / Aearo Technologies, Howard Leight/Bilsom, James and Vera Lankford, American Industrial Hygiene Association Noise Committee, John Casali, Custom Protect Ear, Enviromed, Qwest Technologies, and Workplace Hearing.

The Raffle at the Conference generated \$1000 for the Foundation. The Bowling event raised over \$1,074 and the live Auction produced \$3,550. As of June, 2008, the total assets of the NHCA Scholarship Foundation are \$82,360.97. These funds are split between a checking account, savings account and a 24 month CD. All donations to the NHCA Scholarship Foundation are tax deductible.