Voluntary Protection Programs Participants’ Association (VPPPA)

Annual Report FY15

July 1, 2014 - June 30, 2015

Educate. Collaborate. Advocate.
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Membership Growth


2,846 Total 2014 and 2015 Membership processed in FY15

1,513 Sites that paid dues in FY14 and renewed in FY 15

84.5% Retention Rate for FY14

Membership Breakdown by Category

Full Member: 1,562
Affiliates: 484
Associate: 651
Corporate: 91

Government/Agency: 31
Non-Profit: 15
International: 3
Union: 9

TOTAL: 2,846*

*Based on the VPPPA National Board of Director’s approval, past members of the association who had not renewed since 2011 were granted a complimentary online-only membership to garner future interest.

Per information from previous annual reports, the totals for the respective fiscal years are below:

FY12 Membership 2,072
FY13 Membership 1,947
FY14 Membership 1,791
Member Benefits

Members continued to receive their valuable benefits over the course of the year including discounted registration rates to the national conference and regional conferences as well as access to a wealth of information contained in the VPPPA website. Additional benefits that members took advantage of are listed below:

The Leader

VPPPA’s trade publication, The Leader, continued to be a major success in FY15 with its new design and articles geared towards the safety & health industry. The following topics were covered:

Volume 1, Issue 2, Summer 2014
- Airline maintenance facility safety programs
- Railroad industry safety
- Distracted driving
- Evolution of bike safety

Volume 1, Issue 3, Autumn 2014
- Leadership
- Leading in the prevention of reducing slips, trips and falls
- Creating a quicker, more accurate intelligent continuous “man down” monitoring system
- Cultivating a successful safety culture

Volume 2, Issue 1, Winter 2015
- Responding to the needs of an aging workforce
- Ergonomics for the aging workforce
- Trends in resource management
- Age discrimination and bias
- Physical considerations for aging workers

Volume 2, Issue 2, Spring 2015
- Non-English-speaking workforce and safety training
- Considerations for pregnant workers
- Employing people with disabilities in the workplace
- Increasing employee engagement
- Legal ramifications and avoiding discrimination of non-English speaking employees

Regular features and topics occurring in multiple issues:
- Washington updates, global health and safety topics, legislative changes, congressional outreach
- Mentoring benefits and local outreach
- Chapter and association news, conference news, and member spotlights
Electronic Newsletters
The newly launched “On the Level” monthly newsletter continued to be well received by the constituency. Members were able to receive valuable insight into trends and popular topics in the industry through various forums such as upcoming association contests and prizes, member spotlights, congressional updates, conference deadlines and much more.

Webinars
• PSM Alert – OSHA Chemical Facility NEP is Issued Nationwide
• Indoor Air Quality & Particulate Monitoring
• A Workplace Safe for Pregnant Workers
• OSHA Recordkeeping – Presented twice
• Noise Dosimetry & Hearing Conservation
• Annual Self-Evaluations
• Back to the Basics
• Understanding Arc Flash and Important Updates

Mentoring
VPPPA’s mentoring program is a free member benefit that encourages, assists and develops companies that are striving to achieve safety and health excellence. The program pairs sites that have achieved Star status with sites that are just beginning their VPP journey, need additional program guidance or are looking to improve best practices at their facilities. The association’s vast network of Star sites, spanning dozens of industries, utilizes safety and health officials at the federal and state levels, VPPPA regional board members, regional coordinators and the passionate membership base of safety and health leaders. Companies interested in working with a mentor can complete a mentoring form and will then be matched with an appropriate VPP Star site. The mentoring committee coordinators consider similar experiences, industries, geographic location and union representation when choosing prospective mentors.

Once a match has been made, the sites form a unique relationship of collaboration and best practices sharing. The VPPPA mentoring program is a free resource provided by the association to sites regardless of membership status.
Sponsorship

The 30th Annual National VPPPA Conference had a total of 41 sponsors and contributors. Cash contributions totaled $144,900.

<table>
<thead>
<tr>
<th>Conference</th>
<th>Amount</th>
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<tbody>
<tr>
<td>2012 VPPPA National Conference</td>
<td>$221,462.00</td>
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<tr>
<td>2013 VPPPA National Conference</td>
<td>$193,442.50</td>
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<tr>
<td>2014 VPPPA National Conference</td>
<td>$188,920.00</td>
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</table>
Thank You to our 30th Annual National VPPPA SPONSORS and CONTRIBUTORS For Your OUTSTANDING SUPPORT!

PREMIERE LEVEL SPONSORS
($20,000 AND ABOVE)
• JLG Industries

DIAMOND LEVEL SPONSORS
($10,000 AND ABOVE)
• Always In Mind, Inc. (A.I.M.)
• Delta Air Lines, Inc.
• ExxonMobil Beaumont Complex
• Marathon Petroleum Corporation
• Motiva Enterprises – Port Arthur, TX
• NuStar Energy, LP
• SafeStart, A Division of Electrolab, Ltd.
• Valero Energy Corporation

PLATINUM LEVEL SPONSORS
($7,500 - $9,999)
• Chevron Phillips Chemical Company LP
• Monsanto Company

GOLD LEVEL SPONSORS
($5000 - $7,499)
• Hunter Douglas, Inc.
• McWane, Inc.
• Phillips 66
• VPPPA Region I

SILVER LEVEL SPONSORS
($2,500 - $4,999)
• BP America, Inc. Decatur Works
• Morton Salt
• Phillips 66
• PICS Auditing, LLC
• Red Wing Brands of America, Inc.
• Southwire
• URS

BRONZE LEVEL SPONSORS
($1,000 - $2,499)
• Accuform Signs
• American Heart Association
• Brandenburg Industrial Service Company
• COSS
• CH2M Hill – WG Idaho, LLC
• Covanta
• Fite Fire & Safety
• Gateway Safety
• Glove Guard
• Hunter Buildings
• Magid Glove & Safety
• PPL Corporation
• Richard N. Knowles & Associates, Inc.
• Roco Rescue
• Sam Carbis Solutions Group
• Shermco Industries, Inc.
• United Safety

CONTRIBUTORS
• General Electric
• Wiley X Eyewear
Thank You to our FY15 Donors to the VPPPA Scholarship Fund!

In an ongoing effort to advance the field of occupational safety and health, VPPPA established a scholarship program for VPPPA members and their families. Scholarship donations are used as seed money to accrue interest that will finance the scholarships annually. In FY15, VPPPA received a total of $11,424 in scholarship donations.

Listed in Alphabetical Order

- Altugas International, Arkema group
- Boise Cascade, LLC
- Cascades Sonoco, Tacoma
- Covanta Energy
- Eii Incorporated
- Entergy Rhode Island State Energy, LP
- Front Range Steel, Inc
- GE, United Way
- Logan Generating
- Northeast Energy Associates
- Nucor Fastener
- U.S. Department of Labor, OSHA
- Valspar
- VPPPA Region X

VPPPA would also like to thank all the individuals who made contributions towards the scholarship program by purchasing a raffle ticket during the 30th Annual National VPPPA Safety & Health Conference. A total of $8,359 worth of raffle sales were accrued during the conference.
The VPPPA Annual Awards consist of three categories: VPP Outreach, VPP Innovation and Safety and Health Outreach.

VPPPA Outreach Award
The purpose of the VPP Outreach Award is to provide recognition for “VPP Ambassadors.” This award recognizes those who achieve an outstanding level of outreach activity and encourage others to share their knowledge. Reaching out to communicate and persuade others of the benefits of pursuing OSHA or DOE VPP approval is an important part of the mission of the VPPPA. Another part of the mission is to persuade other government regulatory agencies to adopt similar programs. The VPP Outreach Award is for an individual, company or worksite that has done an extraordinary amount of work in these areas. The 2014 VPP Outreach Award recipient was Chevron Phillips Chemical Company - Cedar Bayou Plant, which consists of both contractors and regulators that work together in a collaborative effort with all employees in the facility to pursue safety excellence across the Cedar Bayou site through a variety of forums, workshops and plant-wide events. As a result of the outreach and mentoring, 90 percent of the workforce work for VPP Star recognized companies. The site is dedicated to instilling a strong safety culture and core values to all employees and contractors in an effort to raise awareness and reduce incidents. The supporting VPP core team and onsite SGE’s are consistently striving to enhance safe work practices and behaviors.

VPP Innovation Award
The purpose of the VPP Innovation Award is to provide recognition for an individual, company or worksite that has developed and successfully implemented an innovation, encouraged others to try new approaches and emphasized the value of creativity and flexibility in the resolution of worker safety and health problems. The innovation may be program-related or of a technical nature.

The first 2014 VPP Innovation Award recipient was the Illinois Refining Division of Marathon Petroleum Company in Robinson, IL, for developing and implementing, in collaboration with Accenture, Industrial Scientific, Cisco and AeroScout, the first ever continuous “man-down” monitoring system in a refinery setting. A personal three gas monitoring system known as the “Life Safety Solution” was established for all operations personnel at the IRD over a two-year period. The refinery’s continuous “man-down” monitoring system was developed to improve responses to dangerous levels of gasses that personnel may be exposed to as well as health and physical adversities an employee may encounter. This cutting edge technology developed at the Illinois Refining Division has provided a safety system of protection that far surpasses the typical personal multi-gas detectors.
The second 2014 VPP Innovation Award recipient was Savannah River Remediation LLC in Aiken, SC, for its mobile slip simulator. SRR’s mobile slip simulator, a mobile classroom that teaches individuals how to safely navigate slippery surfaces, was developed and launched by SRR employees. The simulator is a learning laboratory equipped with a slippery tile surface, unique shoe covers, a trolley system, training materials, a large mirror and a flat screen monitor for instant feedback. This portable unit provides a large number of workers with exposure to slip and fall prevention techniques in a cost effective manner. Since the introduction of the simulator the number of slip, trip and fall injuries within SRR have dropped to zero. Over 400 SRR employees have been trained utilizing the simulator and feedback has been outstanding.

Safety & Health Outreach Award
The purpose of the Safety and Health Outreach Award is to provide recognition to “VPP Models,” who reach out to share the safety, health, technical and management expertise developed at their sites. The award is for an individual, company or worksite that has achieved an outstanding level of outreach in the safety and health arena, not directly encompassing the VPP. The 2014 VPPPA Safety and Health Outreach Award was awarded to Washington River Protection Solutions (WRPS), LLC in Richland, Washington. WRPS successfully combined safety with technology and provided this to colleges across the nation using iPad technology that incorporated electronic safety media. Additionally, WRPS provided free safety and health training and education to small businesses while also giving back to the community through a donation to the American Red Cross. WRPS employees elected to donate their safety bonus award provided by URS, the corporate parent of WRPS, to an organization that would assist and improve the health and safety in the community. Their efforts provided safety information, training, and improvements to students, companies, communities and employees across the nation.
2014 VPPPA Safety & Health Achievement Program
Whether it is at the worksite or in the community, the VPPPA Safety & Health Achievement Program provides special acknowledgment to non-managerial employees at VPPPA member sites who have taken the initiative to learn and apply safety and health best practices. Candidates are expected to fulfill the program criteria and complete a workbook containing questions on the major elements of workplace safety and health.

The program is geared toward hourly, non-safety and health workers at VPPPA member sites. Those certified in safety and health professional fields are not eligible to apply (i.e. - Certified Industrial Hygienists (CIH), Professional Engineers (PE) and Certified Safety Professionals (CSP).

In 2014, one individual was honored with the VPPPA Safety & Health Achievement Award at the 30th Annual National VPPPA Conference in National Harbor, Maryland: Arlene Williams of Savannah River Remediation LLC, Aiken, South Carolina.

Scholarships
In an ongoing effort to advance the field of occupational safety and health, VPPPA has established a scholarship program for VPPPA members and their families. Three students were recognized at the 30th Annual National VPPPA Conference in National Harbor, Maryland.

VPPPA June Brothers Scholarship
The VPPPA June Brothers Scholarship was established in 2005 and is intended for students pursuing either an undergraduate or graduate degree in the safety/health/environmental field. This scholarship is open to students enrolled in or enrolling in a college or university. This annual scholarship is granted to one student who is either employed at a VPPPA Full member site or to the child/grandchild of a member.

The first winner of the 2014 June Brothers Scholarship was Alexandra Ross Pryor who is the daughter of Christina Ross, an employee of the Grantsville Morton Salt facility in Midvale, Utah. Alexandra was a high school senior with a 4.0 GPA. She planned to use the scholarship to obtain a Ph.D. in Bioengineering and become a medical doctor. Alexandra wants to help others by improving and innovating new safety and health techniques and programs.

The second winner of the 2014 June Brothers Scholarship was Katelyn Girouard. Katelyn Girourard is the daughter of Donald Girouard, an employee at the Raytheon Company in Andover, Massachusetts. Katelyn was a senior at Worcester State University and was pursuing a BA in Occupational Studies. She was accepted into the Masters of Science Occupational Studies program. Katelyn chose occupational therapy because she wants to be able to give patients back abilities that they have lost through injury or illness.
The Stephen Brown Scholarship
The VPPPA Stephen Brown Scholarship was established in 2005 and is intended for students pursuing a degree in the trades. This scholarship is open to students enrolled in or enrolling in a vocational school, college or university. This annual scholarship is granted to one student who is either employed at a VPPPA Full member site or to the child/grandchild of a member. The committee reviewed the applicants for the 2014 Stephen Brown Scholarship and determined that none of the applicants met the criteria for this scholarship as it is specifically designed for students pursuing an education in the trades’ profession.

William “Sully” Sullivan Scholarship
During the February 2007 VPPPA National Board of Directors meeting, the board established the VPPPA William “Sully” Sullivan Scholarship. This scholarship is intended to recognize an employee at a VPPPA Full member site who has made significant contributions to VPP at his/her site. This scholarship is open to employees enrolled in or enrolling in a vocational school, college or university. The 2014 William “Sully” Sullivan Scholarship was awarded to William “Billy” Turner. Billy is an employee at Washington River Protection Solutions, LLC, in Richland, Washington, working as an Industrial Hygiene Technician. Billy currently holds an associate degree in Applied Science in Occupational Safety and Health Technology graduating Magna Cum Laude. He is pursuing a Bachelor’s Degree to further his education and is the first in his family to earn a college degree. His plans are to become certified in the field of IH and/or Safety.
2015 Regional Mentors of the Year

The Regional Mentor of the Year award was established by the VPPPA Mentoring Committee on behalf of the VPPPA Chapter Board of Directors. This award is designed to recognize an individual or site from each region that epitomizes mentoring and exhibits support, time, effort and action in VPP, setting him/herself apart from other mentors.

**Region I:** Jack Popp, Hasbro, Inc., East Longmeadow, MA

**Region II:** Leon Baukh, Torcon, Red Bank, NJ

**Region III:** Ron Buck, BASF, The Chemical Company, Suffolk, VA

**Region IV:** Bob Edwards, GE/Roper Corporation, Chattanooga, TN

**Region V:** Eaton Corporation, South Bend, IN

**Region VI:** Tina Weeks, Zachry Industrial, Inc., Houston, TX

**Region VII:** Mike Murphy, Ply Gem, Kearney, MO

**Region VIII:** GE Healthcare Surgery, Salt Lake City, UT
VPPPA celebrated its 30th anniversary this year in National Harbor, MD, at the Gaylord National Convention Center from Aug. 24–28, 2014. More than 2,500 attendees gathered to participate in educational workshops, visit the packed exhibit hall, hear motivational keynote speakers and network with other health and safety professionals from around the globe.

Over a hundred attendees came out early to participate in preconference workshops and OSHA’s SGE training. The official kickoff of the conference began Monday with the Annual Meeting of the Membership, with reports on the status of the association, including the treasurer’s and membership reports. Some design changes to the association’s membership materials were introduced, including the new membership brochure and the new look of The Leader. Two new competitions were announced: a contest to illustrate members’ growth in VPP through pictures, as well as “VPPPA’s Got Talent,” a contest designed to explore the vocal gifts of our members and to find our National Anthem singer for the 2015 national conference.

The Opening General Session featured a range of speakers including J. Ronald DeJuliis, commissioner of the Division of Labor and Industry for the State of Maryland; Dr. David Michaels, assistant secretary of labor for OSHA; Ann Klee, vice president of Corporate Environmental Programs for GE and keynote speaker, Keni Thomas.

The Grand Opening of the Exhibit Hall occurred Monday night with over 220 exhibiting companies. Attendees visited with exhibitors to learn about their products and services designed to improve employee health and safety. Exhibitors showcased their products in the new product theater through demonstrations. Exhibitors’ services ranged widely from personal protective equipment, to promotional products to training and consulting services.

There were more than 120 workshops that attendees participated in throughout the conference. These workshops included presentations focusing on best practices, to personal stories, all designed to inspire and motivate attendees and bring what they’ve learned back to their sites.”

Attendees relaxed and networked on the last night of the conference while partaking in delicious food and desserts. Thursday morning concluded the conference with the Closing General Session breakfast and presentation by keynote speaker, Jeff “Odie” Espenship, who encouraged culture leadership safety systems in the workplace.
**Educational Events**

**Webinars**
There were 9 webinars in FY15 covering a range of topics including:

- PSM Alert – OSHA Chemical Facility NEP is Issued Nationwide
- Indoor Air Quality & Particulate Monitoring
- A Workplace Safe for Pregnant Workers
- OSHA Recordkeeping – Presented twice
- Noise Dosimetry & Hearing Conservation
- Annual Self Evaluations
- Back to the Basics
- Understanding Arc Flash and Important Updates
• 3M Personal Safety Division
• Accelerated Development Systems, Inc.
• Accuform Signs, Inc.
• Air Systems Intl., Inc
• Airfeet Insoles
• ALERT Safety Products
• Alliance Safety Council
• Always In Mind, Inc
• American Heart Association
• AMPCO Safety Tools
• Ansell
• Apollo Marketing, LLC
• Argus-Hazco
• Arizona Instrument LLC
• Armourx Safety
• ART Corporate Solutions
• ATI Worksite Solutions
• AVO Training Institute, Inc.
• Banom, Inc.
• Batavia Services, Inc.
• Bayco Products, Inc.
• BeAed Corporation
• Beagle 1, Inc.
• Benko Products, Inc./Green Access & Fall Protection
• Benson Medical Instruments Co.
• BlueWater Mfg.
• Board of Certified Safety Professionals
• Bradley Eyewashes
• Brandenburg Industrial Service Company
• BROWZ LLC
• BST (Behavioral Science Technology)
• Bullard
• BullEx
• Bulwark Protective Apparel
• Burlington Safety Lab, Inc.
• C3 Softworks
• Capital Safety (DBI-SALA & Proteca)
• CARBER
• CareOnSite
• CBS Arc Safe
• Cementex Products, Inc.
• CertifiedSafety, Inc.
• Chesapeake Acoustic Solutions Inc.
• Chesapeake Region Safety Council
• Cintas Corporation
• Colden Corporation
• Columbia Southern University
• Concept Seating, a Division of Laacke & Joys
• Cool Shirt Systems
• COSS
• Cotterman Company
• Creative Safety Supply
• DAP Safety
• Deb USA, Inc.
• DEVTRA Inc - The “Checker”
• Draeger Safety, Inc.
• DragonWear by True North
• Dupont Personal Protection
• DXP Safety Services, Inc.
• Edge Eyewear
• EHS Excellence Consulting LLC
• EHS Today
• Elvex Corporation
• Emerson Process Management/TopWox
• Encon Safety Products, Inc.
• Enviroguard, Inc.
• Equalizer USA
• ERB Safety
• Ergodyne
• ESC Services, Inc.
• Essilor Prescription Safety Eyewear
• FabEnCo
• Fall Protection Systems
• FallTech
• Fauske & Associates, LLC
• Gas Clip Technologies
• Gateway Safety
• Genie AWP
• Gensuite LLC
• Georgia-Pacific LLC
• GfG Instrumentation, Inc.
• Global Glove & Safety MFG
• Glove Guard, LP
• Grace Industries Inc
• Grainger
• Grits Gang at the Embroidery House
• Guardair Corporation
• HalenHardy LLC
• HAMMER Federal Training Center
• Hammerhead Industries, Inc.
• Hansen-Rice, Inc.
• Haws Corporation
• HearSafe Group
• Hemco Industries, Inc.
• HexArmor
• Honeywell Analytics/BW Technologies
• Honeywell Safety Products
• Hunter Buildings, LLC
• Hy-Safe Technology
• IEA regAction
• ILLUMAGEAR
• Impacto Protective Products, Inc.
• Implus Corporation
• Industrial Hygiene News/Rimbach Publishing Inc.
• Industrial Psychologists, Inc.
• Industrial Safety & Hygiene News
• Industrial Scientific
• inoLECT
• Insta-Mold Products, Inc.
• Institute of Industrial Engineers
• Interactive Safety Products, Inc.
• Intrepid Industries, Inc.
• JCL Safety Services
• JLG Industries
VPPPA EXPO 2014 EXHIBITORS (CONT.)

- JR Resources
- KeepSafe, Inc.
- Keytroller LLC
- Kinetics Noise Control
- Klever Innovations
- Koolin’ Klothz Etc.
- Liberty Glove & Safety
- Little Giant Ladder Systems
- Louis M Gerson Company
- Lovegreen Machine Safety
- LP Management Services
- Magic Promotions Inc.
- Magid Glove & Safety Mfg
- Majestic Glove
- MAPA Professional
- Master Lock Company
- McCord Communications
- MCR Safety
- McRae Safety Shoes
- MEGAComfort
- Meltric Corporation
- Moldex-Metric, Inc.
- Motion Industries
- MSA
- MSDSonline
- NASCO Industries
- National Fire Protection Association
- National Marker Company
- National Safety Council
- Oberon Company div Paramount Corp
- Occupational Safety Councils of America
- OHD, Inc.
- One Beat CPR & AED
- ORR Safety Corporation
- Phonak LLC
- PICS Auditing, LLC
- Plasteco, Inc.
- Polartec, LLC
- Portagas
- Predictive Solutions
- ProcessMAP Corporation
- Professional Health Services, Inc.
- ProtectEar USA
- Protective Industrial Products
- PS Doors
- Python Safety
- R&R Lotion
- Radians Inc.
- Rasco FR
- RCI Safety
- Red Wing Brands of America
- RedGuard
- Rite-Hite Corporation
- Roco Rescue
- SafeRack, LLC
- SafeStart
- Safety Solutions, Inc.
- Safetycyl, Inc.
- Safeway Group
- Sam Carbis Solutions Group, LLC
- SAVE A BACK, Inc.
- Sensidyne
- Shermco Industries, Inc
- Showa Best Glove
- Simply SMART! Safety
- SKEDCO
- SLICE, Inc.
- SlipNOT® Metal Safety Flooring
- Snap-on Industrial
- Spenco Medical
- STAHL’ s Hotronix
- Steel Grip, Inc.
- Streamlight, Inc.
- Superior Glove Works
- Tecgen
- TEEX OSHA Training Institute Education Center
- TenCate Protective Fabrics
- The Andersen Company
- The Blast Bag Company
- The Sqwincher
- TK Design Group
- Topps Safety Apparel, Inc.
- Total Safety
- Tyndale Company, Inc.
- U.S. Bureau of Labor Statistics
- U.S. Department of Energy - VPP
- U.S. Department of Labor/OSHA
- United Shutdown Safety
- University of Alabama at Birmingham
- University of Texas at Arlington - OSHA Education Center
- Valeo/EB Brands
- Veolia North America
- Visual Workplace, LLC
- VPPStore.com Powered by CompleteSource
- Wells Lamont Industrial
- Westex by Milliken
- Westone Laboratories
- Winter Walking
- Working Concepts, Inc.
- Working Persons Store
- Workrite Uniform Company
- WristWand
- ZING® Green Safety Products
- ZOLL Medical Corporation
Throughout FY15, the association participated in the following trade show and outreach events:

The association exhibited at:

- National Safety Council Congress & Expo – San Diego, CA, September 14-18, 2014
- Virginia Occupational Safety & Health Conference - Hampton, VA, October 7-9, 2014
- Safety Congress – Ohio Bureau of Worker’s Compensation – Columbus, OH, March 31-April 2, 2015
In order to educate the newly elected Congress about VPP, the department organized a congressional outreach event in February 2015 where attendees met with 105 House and Senate offices. Additionally, members met with 108 congressional offices in June 2015. With the reintroduction of the VPP Act this Congress (House Bill 2500), additional visits have been made with key offices to answer questions about the programs. The Legislative and Regulatory Committee organized a local outreach in early April using lists of congressional representatives prepared by the association.

At the state level, a day of outreach in support of VPP was held in Virginia and the department helped represent the association at the subsequent signing ceremony for that state’s codification of VPP. Virginia’s efforts were reported on in *The Leader*. State-plan VPP managers met at the 2nd Annual State-Plan Symposium held at the 30th national conference and a state-plan call was set up to allow for best-practice sharing to occur at other times of the year.
Chapter Reports

Region I - CT, MA, ME, NH, RI, VT
The 2016 Region 1 Conference was held at Radisson Hotel/Conference Center in Manchester, NH. There were two guest speakers and over 20 workshops including five OSHA workshops. There are currently 70 VPP Star sites in the region and 50 VPPPA members. There are also 108 active SGEs.

Region I participated in several outreach activities this year: 2015 New Hampshire Small Business Development Center, University of New Hampshire/Public Masters Health Program and UMass Lowell Work Environment Program.

Region II - NJ, NY, PR, VI
The Region II VPPPA 23rd Annual Conference was held at the Tropicana Casino in Atlantic City, NJ, June 1-3, 2015. There were five education tracks for conference attendees to expand their knowledge of VPP. These Tracks include: VPP/OSHA, General Industry, Construction, Hourly and Health/IH. There were three post-conference workshops: VPP Application Workshop, Strengthening Star Workshop, and a Permit Required Confined Space Refresher Training Workshop.

In FY15 there were at total of 121 VPP sites, 39 VPPPA full member sites and two VPPPA affiliate member sites. There are also seven affiliate members, four government members, and one corporate member. Additionally, the Department of Energy has 12 recognized sites in the Region..

Region III - DC, DE, MD, PA, VA, WV
The annual Region III conference was held in March at the Homestead Resort in Hot Springs, VA. Keynotes were Dave Dravecky, Brandon Schaffer and Don Wilson from SafeStart. Attendance was up by about 10 percent and there were 47 vendors present. Attendees chose between more than 30 breakout sessions.

At the end of FY15 there were at total of 219 VPP sites, 93 VPPPA full member sites and 25 VPPPA affiliate member sites. Board members attended the PA Governors Conference, VOSH Conference and various best practice sessions in the region to promote the region.

Region IV - AL, FL, GA, KY, MS, NC, SC, TN
The 2015 regional conference took place in Orlando, FL at the Caribe Royale Resort. Attendees participated in dozens of workshops and enjoyed 8 preconference workshops, four of which were free.
Chapter Reports

Region V - IL, IN, MI, MN, OH, WI
The Region V conference was held at the Columbus Convention Center in Columbus, OH. Total conference attendance was 450 people and 52 exhibiting companies. The VPP Application Workshop was well attended with 34 people. One of Region V’s member sites, Nucor Steel, was also generous enough to take attendees on a tour of the facility. The SGE of the Year and Safety Champion Award winners were announced at the conference.

Region V also had a meeting with OSHA in Des Plaines, IL on April 30, 2015. Nick Walters (RV Administrator), Nancy Hauter (RV Deputy Administrator) and Nancy Mugavero (RV VPP Manager) were all in attendance.

Region VI - AR, LA, NM, OK, TX
The Region VI VPPPA Conference in Corpus Christi, TX was well attended. Sponsorship this year reached more than $100K. There were 1,412 attendees, 252 exhibitors representing 115 companies and 68 unique workshops were presented. Joe Theismann opened the conference in a dynamic way encouraging people to “show up” and commit to doing the best you can and not take short cuts. Col. Mark Tillman ended the conference sharing, in a most humble, yet captivating way, his experience while flying Air Force One and the responsibility of keeping our President safe during 9/11.

Region VII - IA, KS, MO, NE
The Region VII VPPPA held its 22nd annual conference in St. Louis, MO, on May 18-20, 2015. The VPP Application Workshop had 19 attendees interested in joining VPP or in taking the next steps in their evaluation processes. New board members were elected for the upcoming term with four members retaining their current positions. The $5,000 scholarship recipient was announced, Alejandra Marin, who was chosen from more than 32 applicants. The Dale Randal Award and Mentor of the Year winners were also announced.

Region VIII - CO, MT, ND, SD, UT, WY
The 2015 “Make it Safe, Make it Home” conference experienced increased attendance for the first time in four years to 200 attendees. Chevron Carter Creek Facility, Frito-Lay, Inc., Morton Salt, Inc., GE Healthcare, 3M Healthcare – Brookings, Ball Metal Beverage Container Group, PPL Montana – Corette SES were recognized by OSHA Region VIII with a Decades of Excellence Award. In addition, 31 out of 74 site received a Zeros Hero’s Award. At the end of the fiscal year, 23 sites received re-approval and nine new VPP sites were welcomed to the region. The region also raised $3,000 for the Ronald McDonald House at the conference during their Cinco d’ Bingo charity fundraiser.
Region IX - AS, AZ, CA, GU, HI, NV
The Region IX Conference, held at the Grand Sierra Resort in Reno/Tahoe took place April 14-16, 2015. New board members were elected at the annual conference.

Region IX participated in some notable outreach events this year: STM Best Practices Workshops in May and July for California, and the ADOSH Safety in April 29, 2015. There are a total of 18 sites being mentored in the region.

Region X - AK, ID OR, WA
Three SGE training workshops were hosted in the region in FY 15 bringing in 36 new SGEs who will be available to assist OSHA or the DOE with the VPP audit process. There are a total of 84 VPP sites in the regions, 58 VPPPA full member sites, 6 VPPPA associate sites, and two union member sites. There are also 11 affiliate members, four government members, one NPRF and two corporate members.

The Region X VPPPA 21st Annual Northwest Safety and Health Summit was held at the Red Lion on the River-Jantzen Beach Portland, Oregon May 12-14, 2015 with 258 attendees. Elections were held for new board members and award were presented.

The 2015 Voluntary Protection Program Seminar took place at the Labor & Industries Auditorium in Tumwater WA March 19, 2015 and had 210 attendees. Continuous improvement in your workplace safety culture was the theme.
VPPPA National Board of Directors’ Committees

Achievement and Awards Committee
The committee examined all entries for the 2014 awards and scholarship submissions and recognized the winners during a special reception at the 30th Annual National VPPPA Conference.

Promotional materials were sent out promoting the awards, achievement, and scholarships for 2015 via email blasts and promotion on the VPPPA website including adding a banner on the home page. In addition, the submission deadline was pushed back to June 26, 2015 in order for each region to publicize the opportunity to VPPPA members during their regional conferences. As a result, the awards committee received the highest submission rate in recent years.

The committee contacted the Department of Energy to coordinate the award ceremony and recognition of both the DOE and VPPPA award winners. Awardees will be announced and recognized during this special reception at the 31 Annual National VPPPA Safety & Health Conference.

Conference Planning Committee
The Conference Planning Committee gathered in National Harbor, MD to run the 30th Annual VPPPA Conference with over 2500 attendees. After a successful conference, the committee shifted their focus to the 31st Annual Conference, being held August 24-27, 2015 in Grapevine, TX. The committee selected keynote speakers, over 100 workshop speakers and entertainment for events and networking activities at the conference. The committee also worked with the national office to finalize all conference details, including the mobile app, five preconference workshops and a new event, Poker Night. They are looking forward to another successful conference.

Construction Committee
The committee would like to host a more detailed, advanced four-hour workshop on construction. With the new construction guidelines, topics including confined spaces, excavation, crane and rigging, scaffolding and fall protection are being considered. We may have the construction committee at the workshop as potential moderators. Presenters must be knowledgeable about construction and not self-pitch.

The committee discussed ideas to get more involvement within VPPPA and the construction committee. Outreach with other organizations such as a roofing association or a construction association was noted as a way to get our name out. Continuing with the regional outreach program is imperative. It was suggested that we become more available at regional conferences, and pass out promotional information to build interest.

Education Committee
The Education Committee worked together with office staff to coordinate and host nine webinars throughout the year. These tasks included coming up with the webinars, finding speakers and advertising to new markets.
Labor and Management Committee
At the 30th Annual National VPPPA Conference in Washington, D.C., the committee held another successful Open Forum. Members took part in a vibrant discussion on the issues faced by employees and management at sites across the country and had the opportunity to ask Director of Cooperative and State Programs Doug Kalinowski questions to get OSHA’s perspective. Additionally, the committee’s workshop “Before Pulling the Plug on VPP,” was very well-attended.

Legislative and Regulatory Committee
The committee organized a week of local outreach in early April, encouraging members to reach out to their elected officials’ offices to share their personal and worksite successes with VPP. Additionally, it supported national congressional outreach events in Washington, D.C., in February 2015 and June 2015.

Member Services Committee
The primary focus for FY15 was to increase engagement throughout the VPPPA membership base. Social media outlets such as Facebook, Twitter and YouTube were targeted to create enthusiasm as well as awareness of the association as a whole. Therefore, several new contests were unveiled to showcase those individual members and their talents. The following contests were introduced:

VPPPA’s Got Talent
An opportunity for an individual member to sing the National Anthem at the 31st Annual National VPPPA Safety & Health Conference. Nearly 6,000 views to the VPPPA’s YouTube page were recorded and approximately 600 votes were received. The winner will have an all-expense paid trip to The Gaylord Texan to perform at the opening general session.

Twitter Contest
Individuals who tweeted the most before, during and after the National Conference were awarded a gift card for their efforts in collaborating, sharing and promoting the conference. Trending topics included networking opportunities, educational workshops and the engaging speakers. Onlookers were afforded the opportunity to see their colleagues’ tweets with a live feed located within the membership booth in the expo hall.

VPP Illustrated Journey
In an overwhelming response, several member sites participated and submitted their entries of photos or original artwork for an opportunity to be published in the quarterly VPPPA trade magazine, The Leader. This unique and creative design was to illustrate the trials and successes they had while going through the VPP approval process. The winner, NIBCO, Inc. received a 600 word article along with their artwork publication in the Summer 2015 edition of the magazine.
Mentoring Committee

Over the course of the year, 26 companies that are just starting on their VPP journey and require additional program guidance or looking to improve best practices at their facilities, were paired with sites that have already achieved Star status. A massive campaign was designed to promote this invaluable member benefit through various platforms resulted in an increase in both mentors and mentees.

Nominating Committee

In FY15, there were six positions up for election with terms concluding at the end of the 32nd Annual National VPPPA Safety & Health conference in Kissimmee, FL. These positions were Chairman, Treasurer, Director from a Site without a Collective Bargaining Agent, Director from a VPP Contractor/Construction Site and two Director-at-Large positions. During the 31st Annual National VPPPA Safety & Health Conference, the 2014 Nominating Committee Chairperson, Terry Schulte, opened the floor for nominations. The following individuals were elected by a vote of acclamation:

- **Mike Maddox** - Chairperson, NuStar Energy, LP, San Antonio, TX
- **Chris Adolfson** - Treasurer, Idaho National Laboratory, Idaho Falls, ID
- **Rob Henson** - Director from a Site without a Collective Bargaining Agent, Lyondellbasell, Channelview, TX
- **Richard McConnell** - Director from a VPP Contractor/Construction Site, Austin Industrial at LyondellBasell, Houston, TX

The Director-at-Large positions were contested and elections were held during the conference. The following individuals were elected by the VPPPA membership to fill these positions:

- **Kristyn Grow** - Cintas Corporation, Richmond, VA
- **Don Johnson** - Phillips 66, Roxana, IL

A third individual ran for Director-at-Large as well, Kimberly Watson from Southwire Company in Carrollton, GA.

Lastly, the board’s secretary, Antony Stoner, took a new job at a non-VPP site in late January 2015 and had to step down from his position the board. The board appointed Terry Schulte in February 2015 to fill the position of secretary for the remainder of the two-year term.
Chairperson
Mike Maddox
NuStar Energy, LP
San Antonio, TX

Vice Chairperson
Mike Guillory
The Brock Group
Houston, TX

Secretary
Integrity Windows and Doors
Fargo, ND

Terry Schulte - Feb. 2016 - present
NuStar Energy, LP
Elk Grove, CA

Treasurer
Chris Adolfson
Idaho National Laboratory
Idaho Falls, ID

Director from a DOE-VPP Site
Stacy A. Thursby
URS Professional Solutions
Richland, WA

Director from a VPP Constructor/Construction Site
Richard McConnell
Austin Industrial at LyondellBasell
Houston, TX

Director-at-Large
Bill Harkins
Chevron Phillips Chemical Company
Baytown, TX

Director-at-Large
J. A. Rodriguez, Jr.
Raytheon Technical Services Company LLC
Dulles, VA

Director-at-Large
Don Johnson
Phillips 66
Roxana, IL

Director-at-Large
Kristyn Grow
Cintas Corporation
Richmond, VA

Director-at-Large
NuStar Energy, LP
Elk Grove, CA
INDEPENDENT AUDITOR’S REPORT
ON THE FINANCIAL STATEMENTS

To the Board of Directors
Voluntary Protection Programs
Participants’ Association, Inc.

We have audited the accompanying financial statements of Voluntary Protection Programs
Participants’ Association, Inc. (a nonprofit organization), which comprise the statements of
financial position as of June 30, 2015 and 2014, the related statements of activities and cash
flows for the years then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial
statements in accordance with accounting principles generally accepted in the United States
of America; this includes the design, implementation, and maintenance of internal control
relevant to the preparation and fair presentation of financial statements that are free from
material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits.
We conducted our audits in accordance with auditing standards generally accepted in the
United States of America. Those standards require that we plan and perform the audit to
obtain reasonable assurance about whether the financial statements are free from material
misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and
disclosures in the financial statements. The procedures selected depend on the auditor’s
judgment, including the assessment of the risks of material misstatement of the financial
statements, whether due to fraud or error. In making those risk assessments, the auditor
considers internal control relevant to the entity’s preparation and fair presentation of the
financial statements in order to design audit procedures that are appropriate in the
circumstances, but not for the purpose of expressing an opinion on the effectiveness of the
entity’s internal control. Accordingly, we express no such opinion. An audit also includes
evaluating the appropriateness of accounting policies used and the reasonableness of
significant accounting estimates made by management, as well as evaluating the overall
presentation of the financial statements.
a basis for our audit opinion.

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Voluntary Protection Programs Participants’ Association, Inc. as of June 30, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Fairfax, Virginia
October 28, 2015
FINANCIAL REPORT

VOLUNTARY PROTECTION PROGRAMS
PARTICIPANTS’ ASSOCIATION, INC.
STATEMENTS OF FINANCIAL POSITION
JUNE 30, 2015 AND 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$545,194</td>
<td>$515,655</td>
</tr>
<tr>
<td>Investments, at fair value</td>
<td>3,842,702</td>
<td>3,625,888</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>3,746</td>
<td>19,750</td>
</tr>
<tr>
<td>Certificate of deposit, at cost</td>
<td>13,272</td>
<td>13,272</td>
</tr>
<tr>
<td>Prepaid expenses and deposits</td>
<td>270,253</td>
<td>233,644</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>162,851</td>
<td>154,935</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$4,838,018</strong></td>
<td><strong>$4,563,144</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
</tr>
<tr>
<td>Deferred revenue</td>
</tr>
<tr>
<td>Deferred rent</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
</tr>
<tr>
<td>Undesignated</td>
</tr>
<tr>
<td>Board-designated endowment</td>
</tr>
<tr>
<td><strong>Total Unrestricted</strong></td>
</tr>
<tr>
<td>Temporarily restricted</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
</tr>
</tbody>
</table>

| **TOTAL LIABILITIES AND NET ASSETS** | **$4,838,018** | **$4,563,144** |
### VOLUNTARY PROTECTION PROGRAMS
### PARTICIPANTS’ ASSOCIATION, INC.
### STATEMENTS OF ACTIVITIES
### YEARS ENDED JUNE 30, 2015 AND 2014

<table>
<thead>
<tr>
<th>Revenue and Support</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees</td>
<td>$ 1,097,015</td>
<td>$ 1,148,255</td>
</tr>
<tr>
<td>Membership dues</td>
<td>$ 678,496</td>
<td>$ 749,594</td>
</tr>
<tr>
<td>Exhibitor registration fees</td>
<td>$ 550,008</td>
<td>$ 524,968</td>
</tr>
<tr>
<td>Sponsorship revenue</td>
<td>$ 183,920</td>
<td>$ 144,900</td>
</tr>
<tr>
<td>Advertising revenue</td>
<td>$ 66,607</td>
<td>$ 22,774</td>
</tr>
<tr>
<td>Investment income</td>
<td>$ 16,814</td>
<td>$ 53,371</td>
</tr>
<tr>
<td>Other</td>
<td>$ 3,013</td>
<td>$ 14,364</td>
</tr>
<tr>
<td>Net assets released from restrictions satisfaction of program restrictions</td>
<td>$ 7,500</td>
<td>$ 7,500</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td><strong>$ 2,603,373</strong></td>
<td><strong>$ 2,675,666</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference</td>
<td>$ 1,446,170</td>
<td>$ 1,626,612</td>
</tr>
<tr>
<td>Membership</td>
<td>$ 324,070</td>
<td>$ 358,657</td>
</tr>
<tr>
<td>Newsletter</td>
<td>$ 193,404</td>
<td>$ 213,303</td>
</tr>
<tr>
<td>Chapters</td>
<td>$ 139,920</td>
<td>$ 149,612</td>
</tr>
<tr>
<td>Government affairs</td>
<td>$ 135,706</td>
<td>$ 143,386</td>
</tr>
<tr>
<td>Safety and health</td>
<td>$ 63,671</td>
<td>$ 69,042</td>
</tr>
<tr>
<td>Outreach</td>
<td>$ 63,279</td>
<td>$ 69,881</td>
</tr>
<tr>
<td>Other programs</td>
<td>$ 8,766</td>
<td>$ 1,381</td>
</tr>
<tr>
<td>Courses</td>
<td>$ 7,483</td>
<td>$ 8,177</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$ 2,382,469</strong></td>
<td><strong>$ 2,640,053</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting Services</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and general</td>
<td>$ 50,289</td>
<td>$ 186,472</td>
</tr>
<tr>
<td>Unallocated payments to chapters</td>
<td>$ 30,742</td>
<td>$ 77,221</td>
</tr>
<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>$ 81,031</strong></td>
<td><strong>$ 263,693</strong></td>
</tr>
</tbody>
</table>

| **Total Expenses** | **$ 2,463,580** | **$ 2,903,746** |

<table>
<thead>
<tr>
<th>Change in Unrestricted Net Assets</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$ 11,424</td>
<td>$ 9,341</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>(7,500)</td>
<td>(7,500)</td>
</tr>
<tr>
<td><strong>Change in Temporarily Restricted Net Assets</strong></td>
<td><strong>$ 3,924</strong></td>
<td><strong>$ 1,841</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Change in Net Assets</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>$ 2,722,994</td>
<td>$ 2,969,233</td>
</tr>
<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td><strong>$ 2,866,791</strong></td>
<td><strong>$ 2,722,994</strong></td>
</tr>
</tbody>
</table>
VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION, INC.
STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2015 AND 2014

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Flow from Operating Activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$ 143,797</td>
<td>$ (226,239)</td>
</tr>
<tr>
<td>Adjustments to Reconcile Change in Net Assets to Net Cash Provided by (Used in) Operating Activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>44,532</td>
<td>72,962</td>
</tr>
<tr>
<td>Net loss (gain) on investments</td>
<td>25,726</td>
<td>(4,690)</td>
</tr>
<tr>
<td>Amortization of discount on investments</td>
<td>11,757</td>
<td>-</td>
</tr>
<tr>
<td>(Increase) Decrease in Operating Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued interest on investments</td>
<td>(583)</td>
<td>2,308</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>16,004</td>
<td>2,432</td>
</tr>
<tr>
<td>Prepaid expense and other assets</td>
<td>(36,609)</td>
<td>(14,284)</td>
</tr>
<tr>
<td>Increase (Decrease) in Operating Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>(106,105)</td>
<td>147,478</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>150,041</td>
<td>16,917</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>34,693</td>
<td>(21,060)</td>
</tr>
<tr>
<td>Net Cash Provided by (Used in) Operating Activities</td>
<td>283,253</td>
<td>(24,176)</td>
</tr>
</tbody>
</table>

Cash Flows from Investing Activities:

<table>
<thead>
<tr>
<th>Description</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net sales of money market accounts</td>
<td>(140,645)</td>
<td>23,559</td>
</tr>
<tr>
<td>Sales and maturities of investments at fair value</td>
<td>1,621,274</td>
<td>1,375,110</td>
</tr>
<tr>
<td>Purchase of investments at fair value</td>
<td>(1,734,343)</td>
<td>(1,249,182)</td>
</tr>
<tr>
<td>Purchase of certificate of deposit, at cost</td>
<td>-</td>
<td>(40)</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>-</td>
<td>(12,593)</td>
</tr>
</tbody>
</table>

Net Cash (Used in) Provided by Investing Activities                        | (253,714) | 136,854 |

Increase in Cash and Cash Equivalents                                       | 29,539  | 112,678 |

Cash and Cash Equivalents, Beginning of Year                                | 515,655 | 402,977 |

Cash and Cash Equivalents, End of year                                      | $ 545,194 | $ 515,655 |

Supplementary Schedule of Noncash Investing Activities                      |        |        |
| Rollover of certificate of deposit, at cost                                | $ 13,272 | $ 13,232 |
| Property and equipment acquired with improvement allowance                | $ 52,448 | $ -    |
NOTE A – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Organization and Nature of Operations

Voluntary Protection Programs Participants' Association, Inc. (the Association) is incorporated in the Commonwealth of Virginia. The Association is an occupational safety and health organization dedicated to cooperative safety and health management systems. The Association’s programs are focused on compliance with the Department of Occupational Safety and Health Administration (OSHA) directives and encourage excellence in occupational safety and health programs. The Association provides networking, educational offerings, publications, legislative information, mentoring, professional development, and volunteer opportunities to its members.

2. Basis of Accounting

The Association’s financial statements have been prepared on the accrual basis of accounting. Accordingly, revenue is recognized when earned or, in the case of contributions, unconditionally promised, and expenses are recognized when incurred.

3. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

4. Cash and Cash Equivalents

The Association considers all highly liquid debt instruments not included in the investment portfolio purchased with original maturities of 3 months or less to be cash equivalents. Some of these balances may not be federally insured. However, the Association does not believe it is subject to any significant credit risk because of these deposits.

5. Accounts Receivable

Accounts receivable include amounts due from attendees of the Association's prior annual conference, regional chapter conferences, and vendor newsletter advertisements. Management reviews accounts receivable on an annual basis to determine if any receivables will potentially be uncollectible. An allowance for uncollectible accounts receivable reduces accounts receivable in the statement of financial position and is reported as a decrease in net assets. There was no provision for uncollectible accounts for each of the years ended June 30, 2015 and 2014.
NOTE A - ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

6. Property and Equipment

Purchased property and equipment over $500 are capitalized at cost, and donated property is recorded at fair value at the date of donation. Depreciation and amortization of property and equipment are calculated using the straight-line method over the estimated useful lives (generally 3 to 7 years). Expenditures for major renewals and improvements that extend the useful lives of property and equipment are capitalized. Repairs and maintenance are expensed when incurred.

7. Net Assets

The Association classifies and reports its net assets and activities based on the existence or absence of donor-imposed restrictions as follows:

Unrestricted net assets – Unrestricted net assets include those net assets whose use is not restricted by donors, even though its use may be designated by the Board of Directors.

Temporarily restricted net assets – Temporarily restricted net assets include those net assets whose use by the Association has been donor-restricted by specified time or purpose limitations. Temporarily restricted net assets consisted of unspent donations to the scholarship fund.

8. Membership Dues

Membership dues are recognized ratably over the membership year. Dues received prior to the membership period are presented as deferred revenue in the accompanying statements of financial position.

9. Conference Revenue

Revenue received prior to the Association's annual conference is recorded as deferred revenue in the accompanying statements of financial position and recognized when the annual conference is held.
NOTE A – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

10. Contributions

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions. All donor-restricted support is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction expires or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported on the statements of activities as net assets released from restriction.

11. Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

12. Advertising

Advertising costs are expensed as incurred and were $6,125 and $3,643 during the years ended June 30, 2015 and 2014, respectively.

13. Income Taxes

The Association is exempt from federal and state income taxes under Section 501(c)(3) of the Internal Revenue Code and is classified as an other than private foundation as described in Section 509(a)(2) of the Internal Revenue Code. The Association is liable for income taxes on any income from activities unrelated to it exempt purpose, which primarily consists of advertising.

The Association evaluates uncertainty in income tax positions based on a more-likely-than-not recognition standard. If that threshold is met, the income tax position is then measured at the largest amount that is greater than 50 percent likely of being realized upon ultimate settlement and current and deferred income taxes would be recognized.

As of June 30, 2015 and 2014, there were no accruals for uncertain income tax positions. If applicable, the Association records interest and penalties as a component of income tax expense. At a minimum, tax years from June 30, 2012, through the current year remain open for examination by federal and state tax authorities.
14. **Subsequent Events**

The Association has evaluated events and transactions for potential recognition or disclosure through October 28, 2015, which is the date the financial statements were available to be issued.

**NOTE B – FAIR VALUE MEASUREMENTS AND INVESTMENT INCOME**

**Fair Value Measurements**

Accounting standards use the following prioritized input levels to measure fair value. The input levels used for valuing investments are not necessarily an indication of risk.

- **Level 1:** Observable inputs that reflect quoted prices for identical assets or liabilities in active markets, such as stock quotes.

- **Level 2:** Includes inputs other than level 1 that are directly or indirectly observable in the marketplace, such as yield curves or other market data.

- **Level 3:** Unobservable inputs in which there is little or no market data and require the reporting entity to develop its own assumptions.

Investments measured at fair value on a recurring basis were as follows at June 30, 2015:

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money market funds</td>
<td>$515,765</td>
<td>$515,765</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Accrued interest</td>
<td>10,226</td>
<td>10,226</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Certificates of deposit</td>
<td>2,625,995</td>
<td>-</td>
<td>2,625,995</td>
<td>-</td>
</tr>
<tr>
<td>Fixed income funds</td>
<td>100,964</td>
<td>100,964</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Government and agency bonds</td>
<td>589,752</td>
<td>-</td>
<td>589,752</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,842,702</strong></td>
<td><strong>$626,955</strong></td>
<td><strong>$3,215,747</strong></td>
<td><strong>$ -</strong></td>
</tr>
</tbody>
</table>
NOTE B – FAIR VALUE MEASUREMENTS AND INVESTMENT INCOME (CONTINUED)

Investments measured at fair value on a recurring basis were as follows at June 30, 2014:

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money market funds</td>
<td>$375,120</td>
<td>$375,120</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Accrued interest</td>
<td>9,643</td>
<td>9,643</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Certificates of deposit</td>
<td>2,841,522</td>
<td>-</td>
<td>2,841,522</td>
<td>-</td>
</tr>
<tr>
<td>Fixed income funds</td>
<td>101,379</td>
<td>101,379</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Government and agency bonds</td>
<td>298,224</td>
<td>-</td>
<td>298,224</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,625,888</strong></td>
<td><strong>$486,142</strong></td>
<td><strong>$3,139,746</strong></td>
<td><strong>$-</strong></td>
</tr>
</tbody>
</table>

Investments using Level 2 inputs consisted of certificates of deposit and government and agency bonds. The fair values of the certificates of deposit and government and agency bonds are priced using an outside data and pricing company (the Company), which uses a market approach and spreads based on the credit risk of the issuer, maturity, current yield, and other terms and conditions of each security. Management believes the Company’s estimates to be reasonable approximations of the fair value of the investments.

Investment Income

Investment income consisted of the following for the years ended June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest and dividends</td>
<td>$42,840</td>
<td>$48,681</td>
</tr>
<tr>
<td>Net (loss) gain on investments</td>
<td>(25,726)</td>
<td>4,690</td>
</tr>
<tr>
<td>Investment fees</td>
<td>(300)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$16,814</strong></td>
<td><strong>$53,371</strong></td>
</tr>
</tbody>
</table>
VOLUNTARY PROTECTION PROGRAMS
PARTICIPANTS' ASSOCIATION, INC.
NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2015 AND 2014

NOTE C – PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software</td>
<td>$120,875</td>
<td>$120,875</td>
</tr>
<tr>
<td>Office furniture and equipment</td>
<td>177,607</td>
<td>155,039</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>265,292</td>
<td>235,412</td>
</tr>
<tr>
<td></td>
<td>563,774</td>
<td>511,326</td>
</tr>
<tr>
<td>Less: accumulated depreciation and amortization</td>
<td>(400,923)</td>
<td>(356,391)</td>
</tr>
<tr>
<td></td>
<td>$162,851</td>
<td>$154,935</td>
</tr>
</tbody>
</table>

NOTE D – ACCOUNTS PAYABLE AND ACCRUED EXPENSES

Accounts payable and accrued expenses consisted of the following at June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade accounts payable</td>
<td>$17,022</td>
<td>$21,492</td>
</tr>
<tr>
<td>Payroll liabilities</td>
<td>25,814</td>
<td>19,506</td>
</tr>
<tr>
<td>Payable to chapters</td>
<td>38,676</td>
<td>146,619</td>
</tr>
<tr>
<td></td>
<td>$81,512</td>
<td>$187,617</td>
</tr>
</tbody>
</table>
NOTE E – DEFERRED REVENUE

Deferred revenue consisted of the following at June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exhibitor registration</td>
<td>$560,425</td>
<td>$531,478</td>
</tr>
<tr>
<td>Registration</td>
<td>512,780</td>
<td>463,790</td>
</tr>
<tr>
<td>Membership dues</td>
<td>398,477</td>
<td>345,903</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>152,500</td>
<td>137,420</td>
</tr>
<tr>
<td>Advertising</td>
<td>9,650</td>
<td>5,200</td>
</tr>
<tr>
<td></td>
<td>$1,633,832</td>
<td>$1,483,791</td>
</tr>
</tbody>
</table>

NOTE F – SCHOLARSHIP FUND AND ENDOWMENT

Scholarship Fund

The Association established the scholarship program for its members and families in an ongoing effort to advance the field of occupational safety and health. The scholarship fund is comprised of donor-restricted funds and a board-designated endowment fund. The donor-restricted funds consisted of donations restricted by donors for scholarships and are included in temporarily restricted net assets in the accompanying statements of financial position. The board-designated endowment fund consisted of accumulated investment income, gains, and losses generated on the total scholarship fund balance and any funds designated by the board to be used for scholarships. The Association’s intent is for the total scholarship fund to become self-sustaining, so that the contributions and investment income generated by the scholarship fund are at least equal to the scholarships distributed.

Return Objectives and Risk Parameters

The Association has adopted investment and spending policies for endowment and other scholarship fund assets that attempt to provide a predictable stream of funding to programs supported by its endowment and other scholarship fund while seeking to maintain the purchasing power of the endowment and other scholarship fund assets. Endowment assets include those assets of the scholarship fund that are board-designated. Under this policy, as approved by the Board of Directors, the endowment and other scholarship fund assets are invested in a manner that is intended to produce results that exceed the price and yield results of a composite market index which best represents the style and asset allocation of the endowment and other scholarship fund’s overall investment structure while assuming a moderate level of investment risk. The Association expects its endowment and other scholarship funds, over time, to provide an average rate of return of approximately 5 percent annually. Actual returns in any given year may vary from this amount.
NOTE F – SCHOLARSHIP FUND AND ENDOWMENT (CONTINUED)

Strategies Employed for Achieving Results

To satisfy its long-term rate-of-return objectives, the Association relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Association targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy and How the Investment Objectives Relate to Spending Policy

The Association has a policy of appropriating for distribution each year amounts from the endowment when expenses are available to meet the board’s intended use of the funds (i.e., scholarships) and if there are no temporarily restricted funds available for the same use. In establishing this policy, the Association considered the long-term expected return on the total scholarship fund. Accordingly, over the long term, the Association expects the current spending policy to allow its total scholarship fund to grow at the rate of inflation, net of fees. This is consistent with the Association’s objective to maintain the purchasing power of the endowment and other scholarship fund assets as well as to provide additional real growth through new gifts and investment return.

Scholarship Fund Composition

The entire scholarship fund is held in investments. The net asset composition of the scholarship fund is as follows at June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted net assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Board-designated endowment</td>
<td>$17,381</td>
<td>$16,616</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>138,566</td>
<td>134,642</td>
</tr>
<tr>
<td>Total Scholarship Fund</td>
<td>$155,947</td>
<td>$151,258</td>
</tr>
</tbody>
</table>
NOTE F – SCHOLARSHIP FUND AND ENDOWMENT (CONTINUED)

Scholarship Fund Activity

Changes in the scholarship fund were as follows for the years ended June 30, 2015 and 2014:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted - Board-Designated Endowment</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance, July 1, 2013</td>
<td>$ 14,828</td>
<td>$ 132,801</td>
<td>$ 147,629</td>
</tr>
<tr>
<td>Investment Return</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>709</td>
<td></td>
<td>709</td>
</tr>
<tr>
<td>Net gain on investments</td>
<td>1,079</td>
<td>1,079</td>
<td></td>
</tr>
<tr>
<td>Net investment return</td>
<td>1,788</td>
<td></td>
<td>1,788</td>
</tr>
<tr>
<td>Contributions</td>
<td></td>
<td>9,341</td>
<td>9,341</td>
</tr>
<tr>
<td>Restriction releases - satisfaction of program restrictions</td>
<td></td>
<td>(7,500)</td>
<td>(7,500)</td>
</tr>
<tr>
<td>Balance, June 30, 2014</td>
<td>$ 16,616</td>
<td>$ 134,642</td>
<td>$ 151,258</td>
</tr>
<tr>
<td>Investment Return</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>1,132</td>
<td></td>
<td>1,132</td>
</tr>
<tr>
<td>Net loss on investments</td>
<td>(217)</td>
<td>(217)</td>
<td></td>
</tr>
<tr>
<td>Investment fees</td>
<td>(150)</td>
<td>(150)</td>
<td></td>
</tr>
<tr>
<td>Net investment return</td>
<td>765</td>
<td></td>
<td>765</td>
</tr>
<tr>
<td>Contributions</td>
<td></td>
<td>11,424</td>
<td>11,424</td>
</tr>
<tr>
<td>Restriction releases - satisfaction of program restrictions</td>
<td></td>
<td>(7,500)</td>
<td>(7,500)</td>
</tr>
<tr>
<td>Balance, June 30, 2015</td>
<td>$ 17,381</td>
<td>$ 138,566</td>
<td>$ 155,947</td>
</tr>
</tbody>
</table>
NOTE G – RETIREMENT PLAN

The Association offers a pension plan to all eligible employees under Section 401(k) of the Internal Revenue Code. Employees may elect to defer a portion of their compensation as permitted under the Internal Revenue Code. The Association may make discretionary matching contributions each plan year (calendar year). All participants who are employed on December 31 during the plan year receive an allocation of Association contributions made for that plan year. Pension expenses for the years ended June 30, 2015 and 2014, totaled $10,700 and $10,426, respectively.

NOTE H – CHAPTERS

The Association has chapters that represent an established association presence in all of the ten OSHA regions. Each chapter elects and is headed by an elected Chapter Board of Directors that consists of safety and health leaders who are both hourly and salary employees from union and non-union sites. Accordingly, the Association does not have control of the chapters. Each chapter is governed by a set of bylaws that are modeled after the national Association bylaws, but is tailored to the needs and environments of the region. The chapter boards, committees, and volunteers are committed to providing local networking opportunities, educational sessions, voluntary protection programs outreach, establishing mentoring relationships, and hosting annual conferences within each of the regions. The Association pays each chapter 5 percent of the membership dues received from members within each chapter, which is shown as “unallocated payments to chapters” on the accompanying statements of activities.

NOTE I – RISK, COMMITMENTS, AND CONTINGENCIES

Investment Risk

Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statements of financial position.
NOTE I – RISK, COMMITMENTS, AND CONTINGENCIES (CONTINUED)

Operating Leases

Office lease: The Association has a non-cancelable operating lease for office space in Falls Church, Virginia, that commenced in May 2008 and expires on July 31, 2018. Effective June 6, 2015, the Association extended its lease in Falls Church, Virginia, commencing January 1, 2015 and expiring on July 31, 2025.

The Association recognizes the minimum non-contingent rents under operating lease as rent expense on a straight-line basis over the life of the lease, with differences between amounts recognized as expense and the amounts actually as deferred rent on the accompanying statements of financial position.

The Association purchased a certificate of deposit in the amount of $12,517 as collateral to a letter of credit that was provided as the security deposit under the office lease. The balance of this certificate of deposit as June 30, 2015 and 2014, was $13,272 and $13,272, respectively, and $12,517 of this amount is restricted in use.

Office Equipment: The Association leases a color copier and postage machine under operating lease agreements that expire in May 2016.

Future minimum lease payments under the above leases as of June 30, 2015, were as follows:

Year Ending June 30,

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>168,017</td>
</tr>
<tr>
<td>2017</td>
<td>155,667</td>
</tr>
<tr>
<td>2018</td>
<td>150,205</td>
</tr>
<tr>
<td>2019</td>
<td>149,686</td>
</tr>
<tr>
<td>2020</td>
<td>154,165</td>
</tr>
<tr>
<td>Thereafter</td>
<td>858,202</td>
</tr>
<tr>
<td></td>
<td>$1,635,942</td>
</tr>
</tbody>
</table>

Rent expense (including leased equipment) under the various leases totaled $160,774 and $173,598 for the years ended June 30, 2015 and 2014, respectively.
NOTE I – RISK, COMMITMENTS, AND CONTINGENCIES (CONTINUED)

Commitments

The Association has entered into numerous contractual commitments with various hotels for room rentals and the purchase of food and beverages for future annual conferences. The Association may incur significant cancelation fees if a contract is canceled. Management believes that the probability of canceling a contract is remote.
SUPPLEMENTARY INFORMATION
INDEPENDENT AUDITOR’S REPORT
ON THE SUPPLEMENTARY INFORMATION

To the Board of Directors
Voluntary Protection Programs Participants’ Association, Inc.

We have audited the financial statements of Voluntary Protection Programs Participants’ Association, Inc. as of and for the years ended June 30, 2015 and 2014, and have issued our report thereon dated October 28, 2015, which contained an unmodified opinion on those financial statements. Our audits were performed for the purpose of forming an opinion on the financial statements as a whole.

The schedule of functional expenses is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the 2015 financial statements as a whole, and the summarized comparative information presented herein for the year ended June 30, 2014, is consistent, in all material respects, in relation to the 2014 audited financial statements from which it has been derived.

Fairfax, Virginia
October 28, 2015
## VOLUNTARY PROTECTION PROGRAMS
### PARTICIPANTS’ ASSOCIATION, INC.
### SCHEDULE OF FUNCTIONAL EXPENSES
### YEAR ENDED JUNE 30, 2015, WITH COMPARATIVE TOTALS FOR 2014

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Supporting Services</th>
<th>Unallocated Payments to Chapters</th>
<th>2015 Total</th>
<th>2014 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confidence</td>
<td>Membership</td>
<td>Newsletter</td>
<td>Chapters</td>
<td>Government</td>
</tr>
<tr>
<td>Advertising</td>
<td>$5,020</td>
<td>$1,095</td>
<td>1,024</td>
<td>2015 Annual Report</td>
</tr>
<tr>
<td>Audio visual</td>
<td>50,007</td>
<td>90,007</td>
<td>78,267</td>
<td></td>
</tr>
<tr>
<td>Awards and gifts</td>
<td>32,004</td>
<td>46,120</td>
<td>29,404</td>
<td></td>
</tr>
<tr>
<td>Bank charges</td>
<td>6,906</td>
<td>6,906</td>
<td>11,691</td>
<td></td>
</tr>
<tr>
<td>Board and committee meetings</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Credit card charge</td>
<td>103,239</td>
<td>183,239</td>
<td>97,957</td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>44,532</td>
<td>44,532</td>
<td>72,362</td>
<td></td>
</tr>
<tr>
<td>Employee benefits</td>
<td>68,669</td>
<td>68,669</td>
<td>98,115</td>
<td></td>
</tr>
<tr>
<td>Fees and taxes</td>
<td>3,680</td>
<td>3,680</td>
<td>2,673</td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>5,431</td>
<td>2,314</td>
<td>3,348</td>
<td></td>
</tr>
<tr>
<td>Leased equipment</td>
<td>12,548</td>
<td>12,548</td>
<td>9,429</td>
<td></td>
</tr>
<tr>
<td>Meals and entertainment</td>
<td>209,857</td>
<td>209,857</td>
<td>825,003</td>
<td></td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>14,618</td>
<td>40</td>
<td>3,077</td>
<td>858</td>
</tr>
<tr>
<td>Office supplies</td>
<td>2,036</td>
<td>2,036</td>
<td>3,348</td>
<td></td>
</tr>
<tr>
<td>Payments to affiliates</td>
<td>12,848</td>
<td>12,848</td>
<td>9,429</td>
<td></td>
</tr>
<tr>
<td>Postage and mailing</td>
<td>2,705</td>
<td>6,063</td>
<td>16,608</td>
<td>6</td>
</tr>
<tr>
<td>Printing and artwork</td>
<td>25,505</td>
<td>1,802</td>
<td>46,005</td>
<td></td>
</tr>
<tr>
<td>Professional services</td>
<td>167,551</td>
<td>-</td>
<td>352,264</td>
<td>315,623</td>
</tr>
<tr>
<td>Rent</td>
<td>141,426</td>
<td>147,926</td>
<td>164,169</td>
<td></td>
</tr>
<tr>
<td>Repair and maintenance</td>
<td>15,454</td>
<td>15,454</td>
<td>17,396</td>
<td></td>
</tr>
<tr>
<td>Salaries and payroll taxes</td>
<td>197,185</td>
<td>150,107</td>
<td>65,267</td>
<td>68,455</td>
</tr>
<tr>
<td>Scholarships</td>
<td>19,456</td>
<td>363,545</td>
<td>816,030</td>
<td></td>
</tr>
<tr>
<td>Small equipment purchase</td>
<td>7,500</td>
<td>7,500</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Staff education</td>
<td>2,832</td>
<td>2,832</td>
<td>3,135</td>
<td></td>
</tr>
<tr>
<td>Staff travel</td>
<td>7,316</td>
<td>7,316</td>
<td>17,245</td>
<td></td>
</tr>
<tr>
<td>Telephone</td>
<td>3,900</td>
<td>18,839</td>
<td>24,612</td>
<td></td>
</tr>
<tr>
<td>Temporary services</td>
<td>15,240</td>
<td>17,530</td>
<td>21,431</td>
<td></td>
</tr>
<tr>
<td>Total direct costs</td>
<td>1,248,814</td>
<td>167,827</td>
<td>127,980</td>
<td>71,406</td>
</tr>
<tr>
<td>Overhead allocation</td>
<td>197,356</td>
<td>156,243</td>
<td>65,424</td>
<td>68,534</td>
</tr>
<tr>
<td>Total</td>
<td>$1,446,170</td>
<td>$324,070</td>
<td>$193,406</td>
<td>$139,929</td>
</tr>
</tbody>
</table>

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