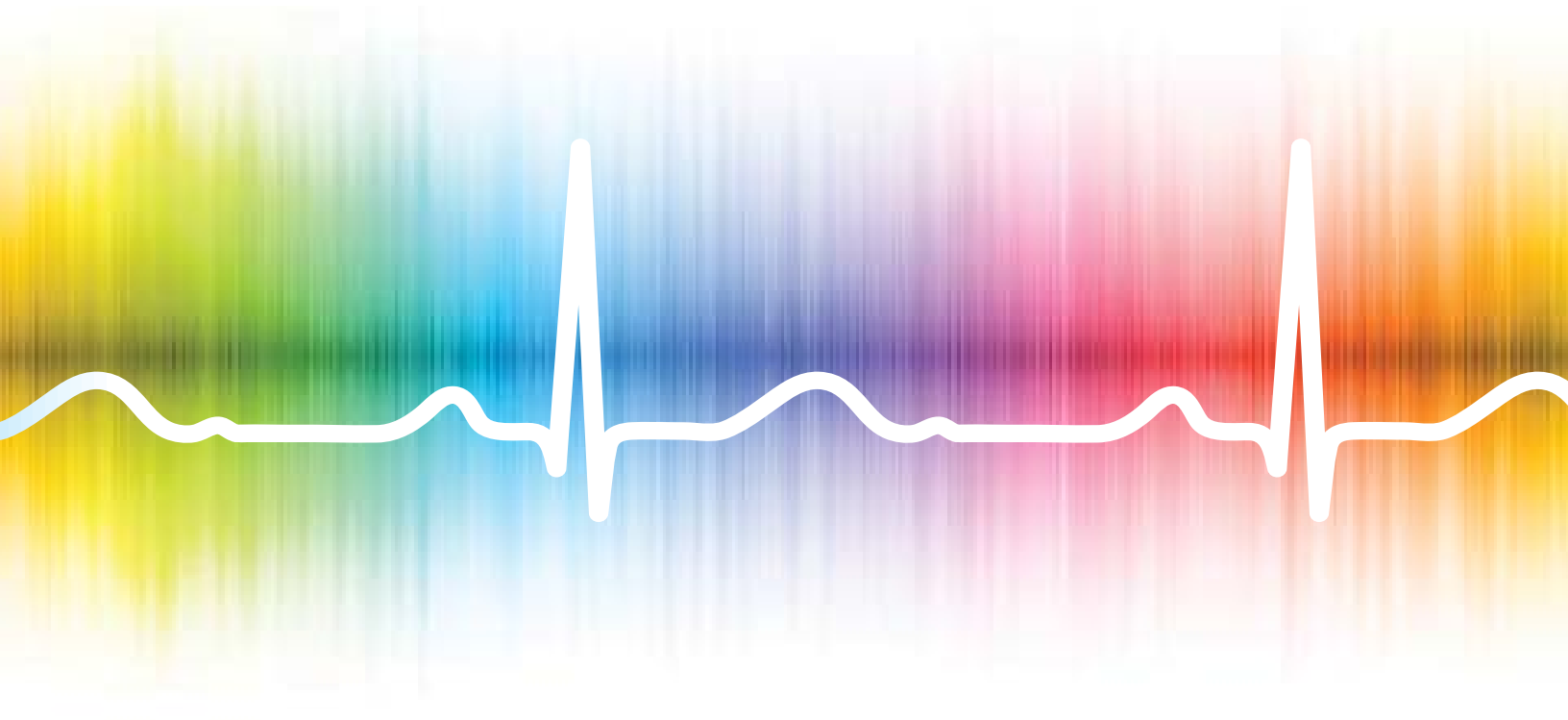


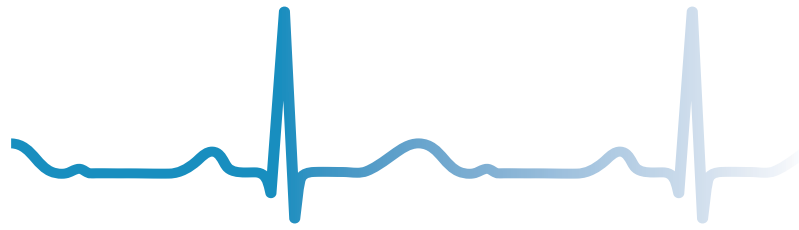
# **Voluntary Protection Programs Participants' Association (VPPPA)**

**Annual Report FY19**

**July 1, 2018 - June 30, 2019**

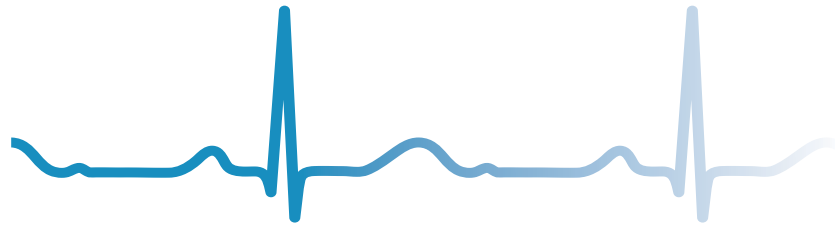


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# MEMBERSHIP REPORT



## Membership Growth

<b><u>259</u></b>	New Member sites* processed in FY19 (July 1, 2018 – June 30, 2019)
<b><u>1,456</u></b>	Member sites in FY18 that renewed in FY19
<b><u>1,715</u></b>	Total Member sites processed in FY19
<b><u>82.1%</u></b>	Retention Rate for FY19**

\*New Member sites are defined as sites that did not have a membership in FY18, but have a membership in FY19.

\*\*Retention is based on FY18 total membership processed of 1,773.

## Membership Breakdown by Category

<b>Full Member: 1,019</b>	<b>Affiliates: 253</b>
<b>Associate: 338</b>	<b>Non-Profit: 5</b>
<b>Corporate: 84</b>	<b>Union: 9</b>
<b>International: 7</b>	

\*Government/Agency Membership not processed in FY19 since in FY18, various locations received extended memberships.

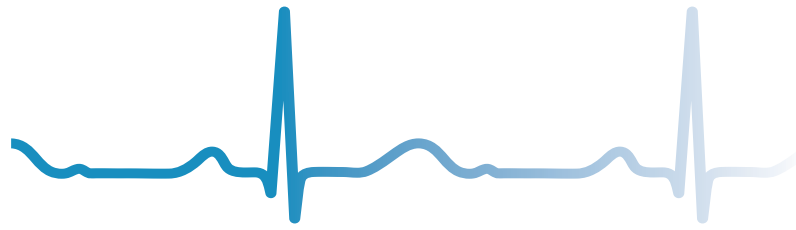
**TOTAL: 1,715**

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

<b>FY16 Membership</b>	<b>1,551</b>
<b>FY17 Membership</b>	<b>1,618</b>
<b>FY18 Membership</b>	<b>1,773</b>
<b>FY16 Retention Rate</b>	<b>47.2%**</b>
<b>FY17 Retention Rate</b>	<b>83.9%</b>
<b>FY18 Retention Rate</b>	<b>86.2%</b>

\*\*FY16 retention was low due to due non-renewals of the temporary, free membership from FY15.

# MEMBERSHIP REPORT



## Member Benefits

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

### Website

- **Webinar Library** – Webinars are now free for VPPPA members. In addition, all previous webinars are housed on our website for members to access for free.
- **Job Board** – Companies send us job openings, and we post them on our website and social media.
- **Discussion Board** – Safety and health professionals can have an open online discussion on a wide variety of topics in the field as they pertain to themselves and their sites.
- **Member Search** – Members can search for colleagues by last name or company to obtain limited contact information in order to pursue networking opportunities.
- **Presentation Sharing** – Presentations from both regional conferences and the national conference can be available via a search function for members to access as a valuable resource.
- **Best Practices Directory** – Members will have the ability to upload and/or search for submitted best practices in the safety and health field to share successful industrial accomplishments and expertise.

### Discounts

Members receive discounts on various educational opportunities throughout the year such as:

- **Safety+ Symposium**
- **VPPPA Regional Conferences**
- **Columbia Southern University** - VPPPA members receive a **10 percent discount** on tuition. In addition, members do not have to pay the application fee, and also receive textbooks at no cost.

### Publications

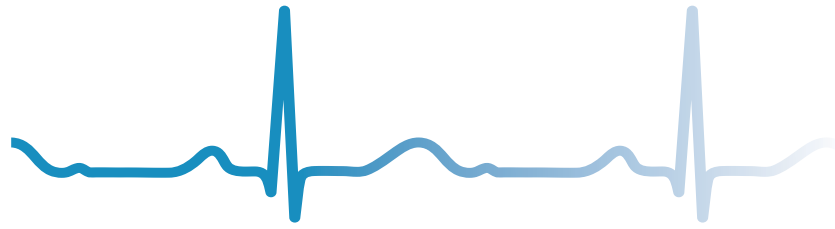
Members continue to enjoy the benefits of VPPPA's quarterly magazine, *The Leader*, the monthly newsletter, "On the Level," and the blog published on [vpppa.org](http://vpppa.org). In addition, starting with the Spring 2019 issue of the Leader, we started offering the feature articles of the magazine in Spanish online. Finally, the Spring 2019 issue of the Leader was also the first redesigned issue of the magazine, featuring a new cleaner look.

#### The Leader

VPPPA's trade publication, the *Leader*, continued to be a success in FY18. In March, the Leader was honored as a Bronze winner at the Association Trends All Media Awards. The award was for the Autumn 2018 issue of the magazine: "Substance Abuse & the Workplace" in the Annual or Quarterly Magazine category.

In addition to the magazine's standard columns, the following topics covered were:

# MEMBERSHIP REPORT



## Summer 2018 – Multilingual Workplaces

- Global Safety & Health Watch: Safety Doesn't Have to Get Lost in Translation
- Multilingual/Multicultural Workers, Their Safety and English as a Second Language
- Managing Cultural Differences at U.S. Construction Sites: The Hofstede Theory
- An Interview with Dan Ramir, Executive Director of the Latino Worker Safety Center
- Multilingual Challenges in the Workplace
- Crossing the Language Barrier

## Autumn 2018 – Substance Abuse & the Workplace

- Global Safety & Health Watch: Timeline of Drugs
- The Opioid Crisis: Alternatives to Chronic Pain
- State Medical Marijuana Laws and Workplace Drug Testing...Does Your Drug Testing Policy Have to Go Up in Smoke?
- Me, Jack and Jim
- Fentanyl Epidemic Increasing Risks for Workers
- Preventing Substance Abuse Issues in the Workplace

## Winter 2019 – The Age Issue

- Global Safety & Health Watch: Building Safety Communities Through Social Media
- Coaching the Next Generation
- The Career Arc of the Safety Professional
- Using Exercise to Facilitate Productive Aging in the Workplace
- Conscious Communication - Understanding the Generations
- Passing the Baton: Knowledge Transfer Through the Generations
- Cutting Tool Safety for All Ages
- Preparing the Workplace for Older American Workers
- First Responder Considerations for the Aging Workforce

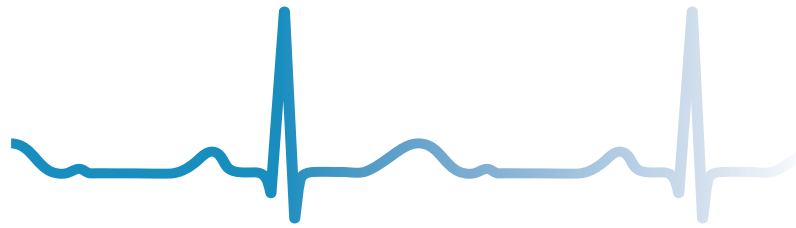
## Spring 2019 – Profiles in Safety (Annual Safety+ Symposium issue, placed in all attendee bags)

- Global Safety & Health Watch: Safety Standards Around the World
- Big Trouble
- Triumph Over Tragedy
- Safety Lives in the Heart
- Just A Second Ago
- Tyler and I Were Great Friends...
- Persuing the Passion for Safety
- Lessons
- Company Profile - VPP All Stars: Cintas Corporation

## On the Level

The monthly newsletter (sent the third Thursday of each month) is available to download online. All issues

# MEMBERSHIP REPORT



of the newsletter are up on the website allowing members to check back issues of the publication.

## **Blog**

A safety and health blog is available every other Thursday. This is open to both members and nonmembers. There is a discussion forum under each article that will allow debate and comment about each blog entry. The blog also provides a good opportunity for members to share their ideas, write articles and receive analysis and regulation updates more quickly from our industry partners and experts.

## **Member Engagement**

There were several new member contests introduced in FY19. A very popular contest was the 2018 Halloween Contest. We had over 30 entries from members, or their pets, in costumes. The winning photo had 103 “likes.” Another popular campaign was the #HowISafety Contest via Facebook. Members submitted photos of how they promote safety at home or at work. The winning photo had 196 “likes.”

Starting in January 2019, we hosted VPPPA Trivia Contests. Members entered to win prizes each month. Social media has continued to be a great and cost-effective way to get members engaged and spread awareness of VPPPA.

## **Mentoring**

Over the course of the year, more mentoring matches were made throughout the country and we saw mentoring interest from new companies at regional conferences. An ongoing campaign was designed to promote this invaluable member benefit through various platforms resulting in an increase in both mentors and mentees.

## **Webinars**

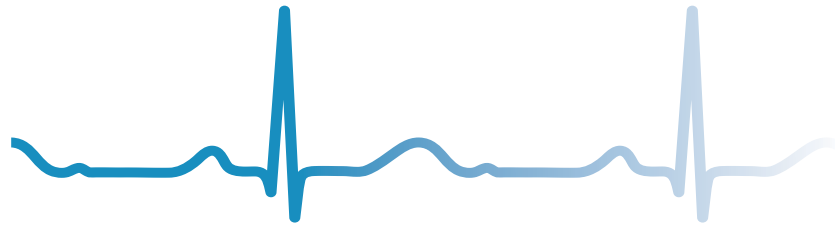
There were 11 webinars in FY19 covering the following topics:

- OSHA Liability for Multi-Employer Worksites
- Using Exercise to Achieve Best Practices in Injury Prevention
- VPP Annual Self Evaluation
- OSHA Recordkeeping
- How to Be a Safety Ninja: Safety Training
- The Evolution of Safety: Using Science and Technology to Control Exposure
- The Acheonomics of Musculoskeletal Discomfort and Industrial Sports Medicine Cures
- OSHA 30/30
- Applying Construction Fall Protection Concepts to General Industry
- Fit For Work
- Beyond Zero

## **Scholarships and Awards**

The association continues to offer scholarships for future safety and health leaders. Scholarships are for

# MEMBERSHIP REPORT & SPONSORSHIPS



employees, or the children and grandchildren of employees, at VPPPA companies who are pursuing a career in the safety and health field. The scholarships are geared toward enrolled, or enrolling, college/university students, and enrolled or enrolling vocational or trade school students. There were approximately 50 applications for scholarships in 2018. Winners were recognized at the Safety+ Symposium in Nashville, TN.

VPPPA continues to recognize outstanding individuals and companies through the association's awards program. Multiple applications were received for the awards programs and winners will be recognized at the Safety+ Symposium.

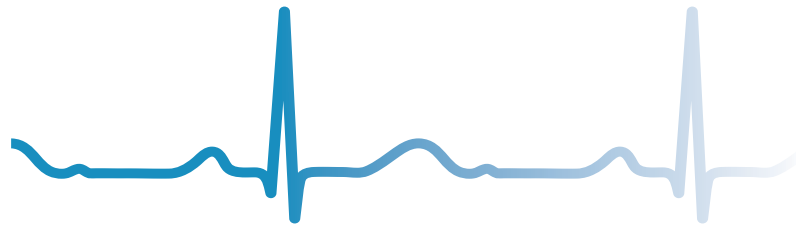
## Sponsorships

The 2018 Safety+ Symposium, held in Nashville, TN, had a total of 42 sponsors and contributors. Cash contributions totaled \$204,298.34

The 2017 Safety+ Symposium (formerly the 33rd Annual National VPPPA Conference), held in New Orleans, LA, had a total of 41 sponsors and contributors. Cash contributions totaled \$193,510.

<b>2015 VPPPA National Conference</b>	\$240,652.25
<b>2016 VPPPA National Conference</b>	\$225,010.00
<b>2017 Safety+ Symposium</b>	\$193,510.00
<b>2018 Safety+ Symposium</b>	\$204,298.34

# 2018 SAFETY+ SYMPOSIUM SPONSORS & CONTRIBUTORS



## **Thank You** to our 2018 Safety+ Symposium **SPONSORS and CONTRIBUTORS For Your OUTSTANDING SUPPORT!**

### **PREMIERE LEVEL SPONSORS**

**(\$20,000 AND ABOVE)**

- Always in Mind (A.I.M.)
- Emergency Response Services, Inc.
- Nucor Corporation
- SafeStart
- Brown-Forman
- Faztek, LLC
- Fortier Loss Control Consultants, Inc.
- La-Z-Boy
- Magid Glove & Safety Manufacturing Company, LLC
- S & B Engineers and Constructors, Ltd.
- United Airlines

### **DIAMOND LEVEL SPONSORS**

**(\$10,000 - \$19,999)**

- ExxonMobil Beaumont
- Marathon Petroleum Company LP
- Monsanto
- NuStar Energy
- Valero

### **PLATINUM LEVEL SPONSORS**

**(\$7,500 - \$9,999)**

- Cintas Corporation
- JLG Industries

### **GOLD LEVEL SPONSORS**

**(\$5000 - \$7,499)**

- Honeywell International
- McWane, Inc.
- Oldcastle Infrastructure
- Prairie State Generating Company
- Raytheon
- Valero Memphis Refinery
- Vallen Distribution
- Volkswagen Group of America – Chattanooga

### **SILVER LEVEL SPONSORS**

**(\$2,500 - \$4,999)**

- Austin Industrial, Inc.

### **BRONZE LEVEL SPONSORS**

**(\$1,000 - \$2,499)**

- CH2M
- Clearwater Paper Corporation
- Covanta
- Frito-Lay, Inc.
- McKee Foods Corp.
- Morton Salt
- Phillips 66
- R&R Lotion
- Roco Rescue
- Shermco Industries
- Sherwin Williams

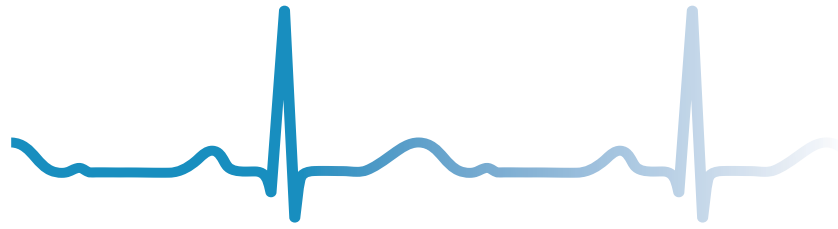
### **CONTRIBUTOR LEVEL SPONSORS**

**(Under \$1,000)**

- City Tap Nashville
- Koolin' Klothz, Etc. Inc.
- VPPStore Powered By CompleteSourceSafety
- CelebrateSafety



# SCHOLARSHIP FUND DONORS



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## Thank You to the VPPPA Scholarship Fund Donors!

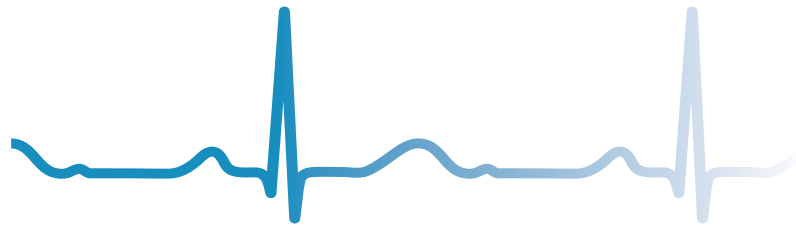
In an ongoing effort to advance the field of occupational safety and health, VPPPA established a scholarship program for VPPPA members and their families. Scholarship donations are used as seed money to accrue interest that will finance the scholarships annually. In FY19, VPPPA received a total of \$7,790 in scholarship donations.

Of this total, the following entities donated a cumulative total of \$2,325 to the scholarship fund:

- Eli Incorporated
- Front Range Steel, Inc.
- Merrill Dickinson (Individual)
- Jack Griffith (Individual)
- US Department of Labor, OSHA
- VPPPA Region X
- Whitman Technical Consulting LLC

Of the total donated in FY19, VPPPA would also like to thank all the individuals who made contributions toward the scholarship program by purchasing a raffle ticket during the 2018 Safety+ Symposium. A total of \$5,465 worth of raffle sales were accrued during the symposium.

# SCHOLARSHIP FUND WINNERS



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## Scholarship Winners

Four students were recognized at the 2018 Safety+ Symposium in Nashville, Tennessee.

### 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 winner of the 2017 June Brothers Scholarship was **Cameron Cothran, Andale, KS.**

### 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 winner of the 2017 Stephen Brown Scholarship was **Rylan Jayde Grimes, Gilliam, MO.**

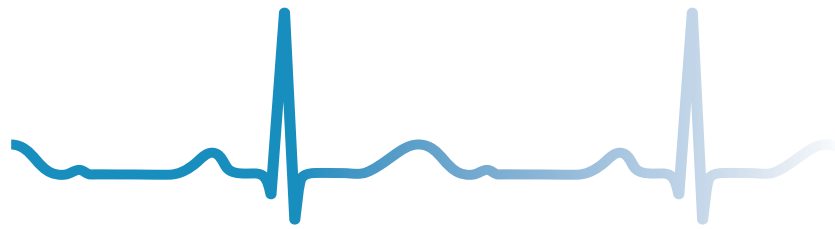
### William “Sully” Sullivan Scholarship

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 2017 William “Sully” Sullivan Scholarship was awarded to **Meaghan Morris, Nashua, NH.**

### Sergeant Safety Scholarship

The Sergeant Safety Scholarship (aka DoD Scholarship) is intended for students pursuing either an undergraduate or graduate degree in the safety/health/environmental field and associated with the Department of Defense or contractor sites. This scholarship is open to students enrolled in or enrolling in a college or university. The 2017 Sergeant Safety Scholarship was awarded to **Jenna Marie Schroeder, West Richland, WA.**

# VPPPA ANNUAL AWARDS



## 2018 VPPPA Annual Awards

The VPPPA Annual Awards consist of three categories: VPP Outreach, VPP Innovation and Safety and Health Outreach.

### VPP 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 2018 VPP Outreach Award recipient was **John Dyer, Veolia Environmental Services, Philadelphia, PA; SRNS Team, Savannah River Nuclear Solutions, LLC, Aiken, SC.**

### VPP Innovation Award

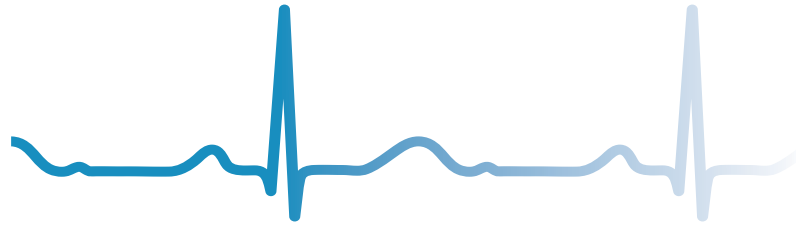
The purpose of the VPP Innovation Award is to provide recognition for an individual, company or worksite that has developed and successfully implemented an innovation, encouraged others to try new approaches and emphasized the value of creativity and flexibility in the resolution of worker safety and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

**The 2018 VPP Innovation Award recipients were CHPRC Purex Tunnel, CH2M Hill Plateau Remediation Company, Richland, WA; Washington River Protection Solutions, Richland, WA.**

### 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 2018 VPPPA Safety and Health Outreach Award recipient was **Terry Gray, Huntington Ingalls Industries Inc. Newport News Shipbuilding, Newport News, VA**

# VPPPA SAFETY AND HEALTH ACHIEVEMENT AWARD



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## 2018 VPPPA Safety & Health Achievement Program

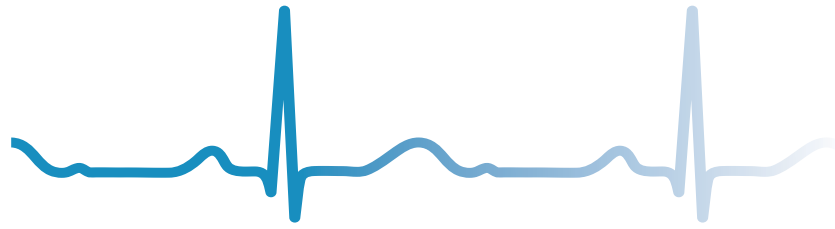
Whether it is at the worksite or in the community, the VPPPA Safety & Health Achievement Program provides special acknowledgment to non-managerial employees at VPPPA member sites who have taken the initiative to learn and apply safety and health best practices. Candidates are expected to fulfill the 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 2018, eight individuals were honored with the VPPPA Safety & Health Achievement Award at Safety+2018 in Nashville, Tennessee:**

- **Adam Hammelman, General Electric Medical Systems, Milwaukee, WI**
- **Alan Ziolkowski, General Electric Medical Systems, Milwaukee, WI**
- **Brandon Heath, Savannah River Nuclear Solutions, Aiken, SC**
- **Guy Shaulis, Huntington Ingalls Industries Inc. Newport News Shipbuilding, Newport News, VA**
- **Jodie Saverance, Savannah River Nuclear Solutions, Aiken, SC**
- **Sam Elder, Huntington Ingalls Industries Inc. Newport News Shipbuilding, Newport News, VA**
- **Stephanie Hargrave, Huntington Ingalls Industries Inc. Newport News Shipbuilding, Newport News, VA**
- **Willie Clark, Huntington Ingalls Industries Inc. Newport News Shipbuilding, Newport News, VA**

# VPPPA REGIONAL MENTORS OF THE YEAR



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## 2018 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:** Alice Tatro, Acushnet Company – Ball Plant II Facility, North Dartmouth, MA

**Region III:** John Dyer, Veolia, York, PA

**Region IV:** Michael Perry, Daikin Americas Inc, Decatur, AL

**Region V:** Myron Harper, Cintas Corporation, Indianapolis, IN

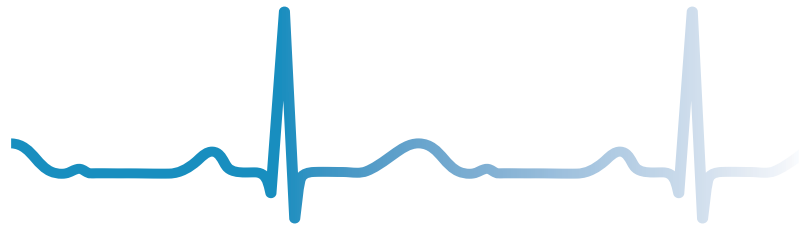
**Region VI:** Bill Oliphant, TechCorr, Pasadena, TX

**Region VII:** Bill Turner, NuStar, Wichita, KS

**Region IX:** Ryan Hubele, Johns Manville, Tucson, AZ

**Region X:** Cliff Butler, Sherwin-Williams Purdy, Portland, OR

# EDUCATIONAL EVENTS



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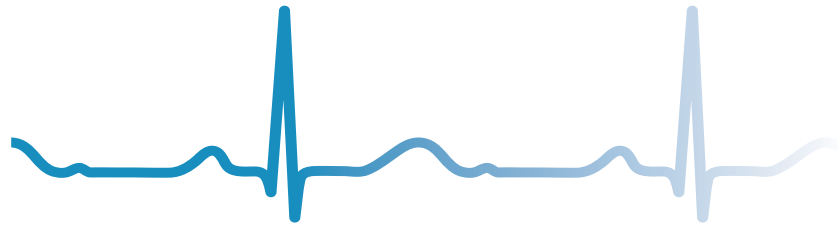
## 2018 Safety+ Symposium

The 2018 Safety+ Symposium held in Nashville, TN, brought together more than 3,500 of the industry's top safety and health professionals from all over the nation as well as the world. The VPPPA and Tennessee Occupational Health and Safety Administration partnered together while at the Gaylord Opryland to bring about the most successful national conference in the association's history.

Approximately 200 attendees took part in the pre-conference workshops we offered before the symposium began. The following day another 3,000 attendees joined us for the Annual Meeting of the Membership to listen to reports and status updates on the association. This is also where all eight candidates for the National Board of Director positions were able to give their election speeches. Following the Annual Meeting, the Opening General Session began, and we were pleased to introduce our guest of honor, the Secretary of Labor, Alexander Acosta.

Throughout the week, more than 100 workshops were presented and all were full of attendees. Workshops focused on a variety of topics from how to use fire protective gear to preventing active shooters in the work place. Attendees ventured to the exhibit hall for coffee breaks and lunch while also learning about new products with over 250 exhibitors. No one was bored with such a huge exhibit hall to explore. The Thursday Night Closing Reception offered a jam-packed casino night with tons of prizes to win, games to play and food to eat. The following morning, Jim Morris the famous baseball player, spoke to our attendees about always believing in yourself no matter how impossible it may be. Jim exited the stage and the VPPPA closed out the symposium with the election results. The new National Board of Directors was introduced.

# EDUCATIONAL EVENTS



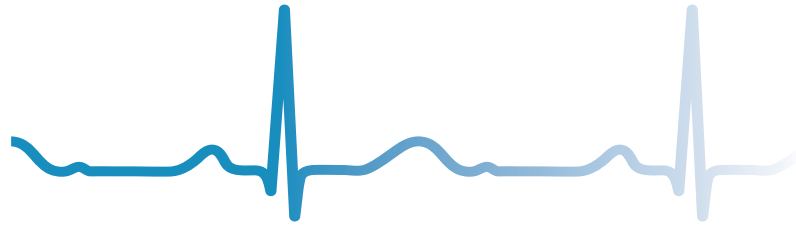
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- OSHA Liability for Multi-Employer Worksites
- Using Exercise to Achieve Best Practices in Injury Prevention
- VPP Annual Self Evaluation
- OSHA Recordkeeping
- How to Be a Safety Ninja: Safety Training
- The Evolution of Safety: Using Science and Technology to Control Exposure
- The Acheonomics of Musculoskeletal Discomfort and Industrial Sports Medicine Cures
- OSHA 30/30
- Applying Construction Fall Protection Concepts to General Industry
- Fit For Work
- Beyond Zero

# VPPPA EXPO 2018

## EXHIBITORS



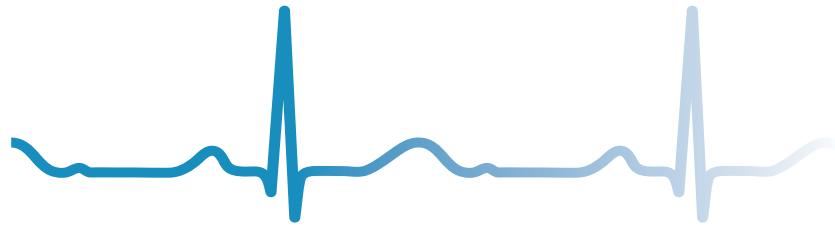
- 5 Star Sales
- ABUS USA
- Accelerated Development Systems Inc. (ADSI)
- Accuform Signs
- Adrians Safety Solutions
- AED Brands
- AHI Corporate Housing
- Air Systems International, Inc.
- Airgas On-site Safety Services, Inc.
- Allcomm Wireless, Inc.
- Alliance Safety Council
- AllStarRewards, Inc.
- Always In Mind, Inc.
- American Heart Association, National Center
- Ampco Safety Tools
- AngioScreen
- Armor Guys
- Armourx Inc.
- ART Corporate Solutions, Inc.
- A-Safe Inc
- ASAP Drug Solutions
- ATI Worksite Solutions
- Avetta
- AVO Training Institute, Inc.
- Axiom Medical
- Barefoot Ergonomic Flooring by Beagle 1, Inc.
- Batavia Services, Inc.
- BeAed LP
- BIC Alliance
- BIOKINETIX
- BIS Training Solutions
- Blackline Safety
- Board of Certified Safety Professionals
- Bollé Safety
- Boot Barn
- Boplan USA Inc
- Brandenburg Industrial Services Company
- BROWZ, LLC
- Bulwark Protective Apparel
- C&R Compliance LLC
- C.L. Smith Industrial Company/ Belt Conveyor Guarding
- CBS ArcSafe, Inc.
- Cementex Products, Inc.
- Certags, LLC
- CertifiedSafety, Inc.
- Checkers Safety Group
- Cintas Corporation
- Cisco Eagle Inc.
- Columbia Southern University
- CompleteSource
- Concept Seating
- CORE Safety Group
- Council for Accreditation in Occupational Hearing Conservation (CAOHC)
- Crane & Rigging Consultants
- Crane U
- CRC Industries
- Crown Matting Technologies
- CTEH, LLC.
- D&L Safety Services, LLC
- D. C. Taylor Co.
- Dalmec
- DEKRA
- DISA Global Solutions
- DiVal Safety Equipment
- DragonWear
- Dupont Personal Protection
- Eagle Safety Eyewear
- EHS Excellence Consulting LLC.
- Electrical Safety Specialists, LLC
- Elliotts Boots
- Elvex Corporation
- Emergency Response Services, Inc.
- Engenuity Global, LLC
- Ensafe
- Ergo Advantage
- Ericson Manufacturing
- Essilor Prescription Safety Eyewear
- ETracker
- Eureka Safety, Inc.
- Examinetics, Inc.
- Eyeconic TV
- FallTech
- Fastenal Company
- Faztek, LLC
- FDRsafety, LLC
- Fire Industrial Response Safety Training
- First Aid Only
- Fortier Loss Control Consultants & Substance Abuse Testing
- FrenchCreek Productions
- Gas Clip Technologies
- Gateway Safety, Inc.
- Gensuite LLC
- Gentex/ Pureflo
- Geroline Inc.
- GlenGuard
- Global Glove
- Glove Guard, LP
- Grainger
- Gravic - Remark Software
- Guardian Fall Protection
- Guard-Safe Guarding
- Hammerhead Industries, Inc.
- HauteWork
- Hayes Shoes
- Health Conservation, Inc. (HCI)
- Hellman & Associates, Inc.
- HEMCO Industries
- Hepaco, LLC
- HexArmor®
- Honeywell Safety Products



# VPPPA EXPO 2018

## EXHIBITORS

### (CONT.)

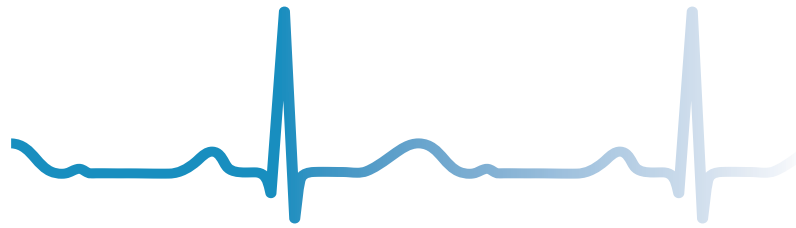


- HOYA Safety Division
- Hunter Buildings
- HySafe
- Hytorc Div. UNEX Corporation
- Impacto Protective Products, Inc.
- Indiana Safety + Supply
- Industrial Psychologists, Inc.
- Industrial Rescue Instruction Systems, Inc.
- Industrial Safety & Hygiene News
- Industrial Scientific
- Industrial Sunscreen
- inFRONT
- Innolytics, LLC
- inoLECT, LLC
- Inplant Enviro Systems 2000
- InSite Health
- Instamation Systems, Inc.
- Intrepid Industries, Inc.
- Ironclad Performance Wear
- iStrike by Anythingweather
- JCL Safety Services
- JLG Industries, Inc.
- Johnston & Associates
- JUSTIN FR WORK APPAREL
- Kee Safety
- KeepSafe, Inc.
- Kermel
- KEYROLLER, LLC
- Kirk Key Interlock
- Klever Innovations
- Koolin' Kloths, Etc. Inc.
- KSA Occupational Services
- LAPCO Manufacturing Co
- Lehigh CutsomFit
- Liberty Glove & Safety
- LION
- Lion Technology Inc.
- LSU Fire & Emergency Training Institute
- Macurco Gas Detection
- Magid Glove & Safety Manufacturing Company, LLC
- Mahaffey Fabric Structures
- Majestic Glove
- Martin Safety Solutions
- Martin Technical, Inc
- Martor USA
- MCR Safety
- Meltric Corporation
- MineARC Systems
- Mobile Communications America
- Mobilize Rescue Systems
- Modjou Inc
- Moldex-Metric, Inc.
- Mount Vernon FR
- MSA
- MSDSONline/ VelocityEHS
- Munro's Safety Apparel
- NASCO Industries, Inc.
- National Marker Company (NMC)
- National Workwear
- Newson Gale, Inc.
- NEXTTEQ, LLC
- Nightstick
- OccuNomix International, LLC
- OEL Worldwide Industries
- OG Wellness
- OHD, LLLP
- One Beat CPR & AED
- ORR Safety
- OSHA Training Institute Ed Center at Volunteer State Community College
- Otto Trading Inc.
- Pelsue Company
- Petzl America
- Phonak LLC
- Physicans Quality Care
- Piranha Safety
- Portwest LLC
- Precision Communications, Inc.
- Premier Safety
- ProtectEar USA
- Protective Industrial Products, Inc.
- PSRG
- Pyramex Safety Products
- Questionmark
- RAD Torque Systems Inc.
- Radians, Inc. - Memphis
- Rasco FR, Inc.
- RedGuard
- Remote Medical International
- ResponsAble Safety Staffing
- Ringers Gloves
- Rite-Hite Corporation
- RNR Rescue
- Roco Rescue
- Rowland Safety - enviRowclean Recycling Technology
- S&W Technologies, Inc.
- SafeRack, LLC
- SafeStart
- Safety Design, Inc.
- Safety Management Systems, Inc. (SMS360)
- Safety Products Inc.
- Safety Rail Company LLC
- Safetycal, Inc.
- SafeVision, LLC
- Saf-Tech, Inc.
- Safway Services, LLC (Region IX)
- Sam Carbis Solutions Group, LLC
- Satellite Shelters, Inc.
- SawStop, LLC.
- Schmalz, Inc.
- Scientific Sales, Inc
- Select International
- Select Physical Therapy
- Shermco Industries, Inc.
- SHOWA
- Sid Boedeker Safety Shoe Service

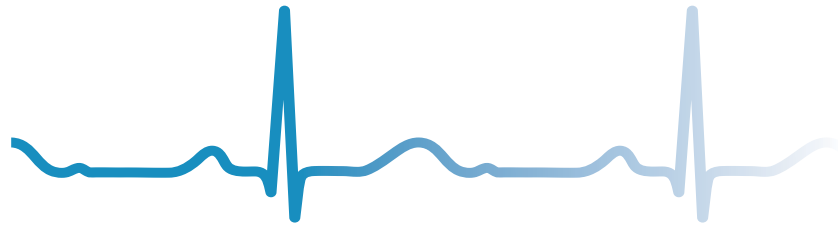
# VPPPA EXPO 2018

## EXHIBITORS

### (CONT.)



- SiteHawk
- Site-Safe, LLC
- Skedco Inc
- SLICE, INC.
- SlipNOT Metal Safety Flooring
- Snap-On Industrial
- Solid Ground Cords
- SPAN International Training LLC
- Spanset, Inc
- SpillTech
- STANTEC
- Steel Grip, Inc.
- Stop-Painting.com
- Streamlight, Inc.
- Superior Glove Works
- Sure Foot Corporation
- Survive-a-Storm Shelters
- SW Safety Solutions Inc
- Synergy Sales Solutions/ Lift Safety/ Little Giant
- Systran, Inc.
- Tec Laboratories Inc.
- TenCate Protective Fabrics
- Tennessee Chapters of the ASSP
- Tennessee Department of Labor and Workforce Development - TOSHA
- Tennessee Valley Training Center, Inc.
- The Back Saver System
- The Bill Sims Company
- The Blast Bag Company, Inc.
- The Ergonomics Center
- The HearSafe Group
- The Marlin Company
- The Master Lock Company
- The Safety Knife Company, LLC
- The Sqwincher Corp.
- ThermoFisher Scientific
- Tick Key Products, LLC
- TK Group
- Total Safety
- Tractel (Formerly Known as Safety Products Group (BlueWater Manufacturing & FabEnCo)
- Training Solutions, Inc
- Tyndale Enterprise, Inc
- U.S. Department of Energy - VPP
- UAB Advance Safety Engineering & Management
- UL EHS Sustainability
- Ultra-Safe
- Unify Health Services
- Uniguard Machine Guards
- United Rentals Trench Safety
- United Safety
- Vallen Distribution
- Visual Workplace, Inc
- VitalID
- VPP Participants' Association (VPPPA)
- Walman Optical Company
- Warwick Mills, Inc.
- Wells Lamont Industrial
- WESCO Safety, Powered by Conney
- West Tags
- Westex By Milliken
- Westone Laboratories
- Wiley X Eyewear
- Wonder Grip
- Working Concepts, Inc.
- Workplace Integra, Inc.
- XTIRPA / PSP INNOVA
- Zanafel Laboratories, Inc
- ZOLL Medical Corporation



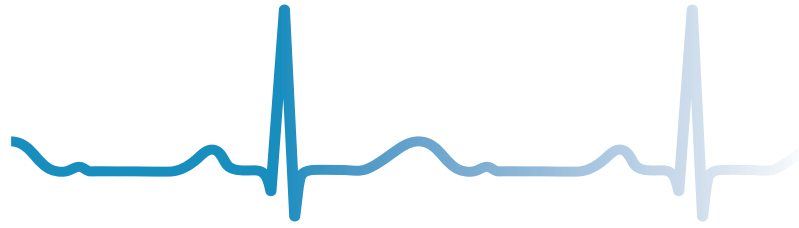
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## Throughout FY19, the association participated in the following trade shows and outreach events:

The association exhibited or attended:

- Pennsylvania Governor's Occupational Safety & Health Conference
- Indiana Safety & Health Conference
- Iowa/Illinois Safety Conference
- Virginia Occupational Safety & Health Conference
- Kentucky Safety Conference
- American Industrial Hygiene Association Conference
- National Safety Council Congress & Expo
- Ohio Safety Congress & Expo



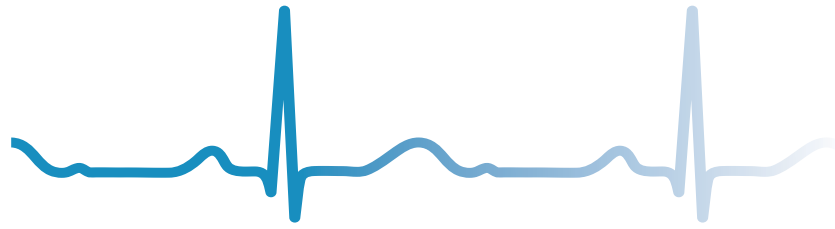
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## VPP Legislation

The VPP Act is a bipartisan bill that supports labor-management safety initiatives. The VPP Act was introduced in the House of Representatives (H.R. 1956) and the Senate (S.904) in March 2019. The bill enjoys bipartisan support from 18 co-sponsors.

(Former) U.S. Labor Secretary, Alexander Acosta, spoke during the Opening General Session of the 2018 Safety+ Symposium.

# REGIONAL REPORTS



## Region I - CT, MA, ME, NH, RI, VT

Region I held its 23rd Annual Safety & Health Excellence Conference & Expo from May 20–22, 2019 at the Holiday Inn by the Bay in Portland, ME. There were approximately 213 attendees and 32 exhibitors. There were 20 different breakout sessions spanning a day and a half with a break on Tuesday afternoon allowing attendees the opportunity to get outdoors and enjoy the city of Portland. The opening keynote speaker was J.A. Rodriguez, Jr., Chairperson of the VPPPA National Board of Directors. The closing keynote speaker was Scott Lesnick, an author, consultant and a Certified Speaking Professional.

Region I held a VPP Application Workshop as a pre-conference session on May 20, 2019, where approximately six attendees learned about the content required and how to go about completing the application. The Region I Board of Directors is continuing to encourage those VPP sites not currently in the association to join and become more active.

We held SGE training from September 18–20, 2018 at Hypertherm in Lebanon, NH. There were approximately 10 individuals participating in the training. With these new SGEs, Region I now has close 100 SGEs with the largest pool being from Raytheon.

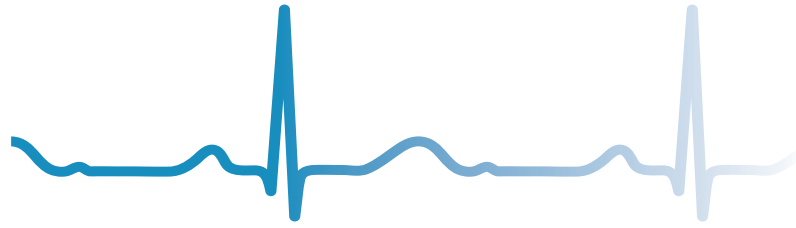
Region I exhibited at the Maine Safety & Health Conference in Augusta, ME in September 2018 and had two Region I VPP sites (Cartamundi and Raytheon) present breakout sessions.

Region I VPP Star worksite, Hypertherm, Inc. in Lebanon, NH, hosted a four-hour training session for 12 OSHA representatives on January 23, 2019 on robotics (traditional and collaborative) which consisted of classroom presentation and plant tour.

Region I VPP Star worksite, Schick (Edgewell) in Milford, CT, hosted a VPP meet and greet on January 17, 2019 to share best practices, network and provide plant tour (arranged by OSHA Compliance Assistant, Leona May from the Bridgeport, CT, OSHA office). Approximately 12 were in attendance including the VPP Manager, several representatives from several local VPP worksites, regional EHS representatives, and employees from the following companies: Wheelabrator in Bridgeport, CT; Masspower/Milford Power in Milford, CT; and Lake Road Power in Dayville, CT.

Jack Popp, Region I Director-at-Large, gave a VPP overview and VPPPA Region I introduction to an OSHA Training Institute class in December 2019. The overview and introduction sparked interest in VPP from at least one company.

# REGIONAL REPORTS



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## Region II - NY, NJ, Puerto Rico and Virgin Islands

The VPPPA Region II Safety & Health Forum was held at the Tropicana Hotel and Conference Center, Atlantic City, NJ, from June 24 – 26, 2019.

**Keynote Speakers:** Gary Norland and New Regional Administrator, Richard Mendelson.

There were approximately 117 attendees and 20 exhibitors. There was one post-conference workshop: Strengthening Star Quality.

Elections took place during the annual conference. There were no nominations for the Vice Chairperson role and the position remains open. Kevin Mihalenko was re-elected as Secretary. William Depuy was re-elected as Director-at-Large for a Union Site. Mike Bell and Brian Bennet were both re-elected as Director at Large. The region will be hosting a SGE class at Bartell Machinery from March 31–April 2, 2020.

## Region III - MD, VA, DE, WV, PA

2019 Annual Conference – “What We Do Today Can SAVE a Life Tomorrow”

Dover Downs Hotel and Casino, Dover, Delaware

April 30th – May 2nd, 2019

Attendees: 352

Vendors: 44

### **Keynote Speakers:**

**Doreen Welsh:** Flight Attendant on US Airways 1549 that crashed in the Hudson River and how her many years of training saved the lives of many as well as herself on that fateful day.

**Jim Hosfelt:** Head of Security for Dover Raceway who talked about the complexities of safety and security planning and execution for events with hundreds of thousands of attendees.

**Terry Gray:** The Safety Man Movement Which is a dynamic talk about personal responsibility for Safety in the Workplace and at Home.

**Story Musgrave:** Who told the story of how he went from a farm boy to a Marine, to an Astronaut, to a renowned Surgeon through determination and where with all.

### **Pre-Conference Workshops:**

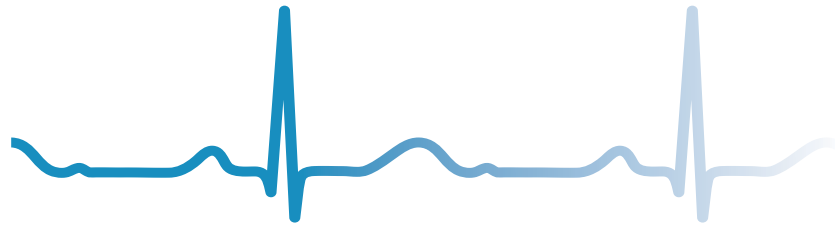
Active Shooter Building and Implementing your Plan using Risk Assessment: Sentinel Security

National Safety Council Incident Investigation: Chesapeake Bay Regional Safety Council

Walking and Working Surfaces: Chesapeake Bay Regional Safety Council

VPP Application Workshop: Region III Board, OSHA, VOSH, and MOSH

# REGIONAL REPORTS



## Scholarships:

There were five Larry Shaffer Memorial Scholarships awarded at the 2019 annual conference. These were in the amount of \$500:

- Brynne Baruch, wife of Aviv Baruch of Cintas
- Logan Dyer, son of John Dyer of Veolia
- Laura Palmer, daughter of Timothy Palmer of Alban CAT
- Noah Smith, son of Shari Smith of Westlake Corp.
- Dylan Shaffer, son of Luanne Shaffer MI Windows and Doors

During the conference there were 28 breakout sessions with many topics covering Regulation, Best Practices, Leadership, Engagement, and Innovative Safety Program Improvement ideas. There were five vendor hall openings allowing attendees the opportunity to meet with vendors and look at the new items on the market today, one of which was a networking reception. We also held an evening event which included dinner, arcade games and an amazing silent disco, which was well attended by the attendees.

## Region IV - AL, FL, GA, KY, MS, NC, SC, TN

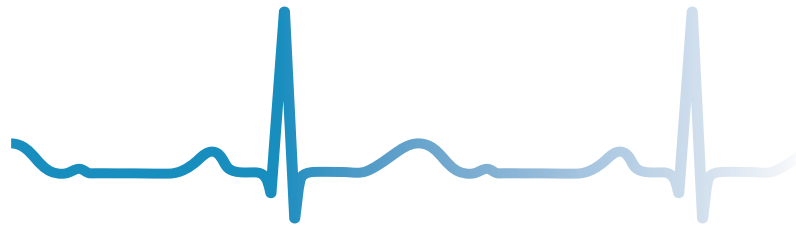
The 29th Annual Region IV VPPPA Safety and Health Excellence Conference was held from June 18–20 in historic Chattanooga, TN. Keynote speakers included Steven Hawkins and David Sarkus. There were 440 in attendance, with 56 exhibitors presenting a wide array of products and services.

The conference began with 25 VPP site employees completing training and being sworn in as Special Government Employees (SGEs). SGEs are valuable assets to OSHA and VPP as a whole. We congratulate these individuals and thank them for their service to the program. The conference offered a number of pre-conference workshops which were well attended by a number of conference participants. The opening session included an inspirational and motivation message from Steven Hawkins (Tennessee Department of Labor and Workforce Development - Deputy Commissioner of Employment Safety and Security). Mr. Hawkins has long been an avid supporter of VPP and of Region IV VPPPA. It was an enlightening experience to hear Mr. Hawkins' perspective on workplace safety and the humorous real life experiences he shared during the session. The conference offered 48 individual breakout sessions, three paid workshops and five free pre-conference workshops on a variety of health and safety topics.

Every year the Region IV Board of Directors hosts a networking event during our conference. We get a great deal of feedback that those who choose to attend greatly enjoy the opportunity to network as well as have a little fun. This year's event took the group to an aquatic adventure at the Tennessee Aquarium where heavy hors d'oeuvres and incredible views of the creatures in the aquarium were enjoyed.

Concluding the conference this year was closing keynote speaker David Sarkus, MS, CSP. Mr. Sarkus'

# REGIONAL REPORTS



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message of the importance of being “Your brothers’ keeper” combined with his enlightened coaching methodology, prepared the group to return to their respective workplaces refreshed and renewed to push their health and safety programs to an even higher level of safety excellence.

## Region V - IL, IN, MI, MN, OH, WI

2019 OSHA, Labor, and Management Safety and Health Conference  
Amway Grand Plaza, Grand Rapids, MI  
May 14-16, 2019

Keynote Speakers: Jim Davidson and Eric Giguere.

Region V hosted 361 attendees and 30 exhibitors. Four pre-conference events/workshops were held. A VPP Star site tour of Eaton Aerospace in Grand Rapids, MI, an IH 101 course, a VPP Application Workshop, and an SGE training course were a part of the pre-conference events. There were 40 breakout sessions held on a wide range of safety and health topics during the conference. A welcome reception and the Exhibitor Reception were both well attended. Region V board members, Region V SGEs, and the Region V OSHA office continued to work together through Pre-On site visits with companies seeking VPP Star status. This has been a good resource for those companies to show they are ready for their initial site audit. Region V had representation during the outreach activities on Capitol Hill.

## Region VI - AR, LA, NM, OK, TX

2019 Annual VPP Safety & Health Conference  
Oklahoma City Convention Center  
May 6-9, 2019

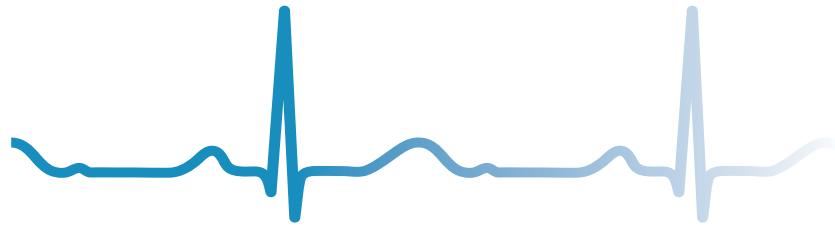
### Keynote Speakers:

John O’Leary – he received a standing ovation!

As a child, John experienced firsthand, the devastating nature of fire which left him burned over 100 percent of his body. He was given less than one percent chance of surviving the first night. His unlikely recovery meant a journey of pain and loss that could have easily been insurmountable. Yet, John chose not only to rise above adversity, but to thrive. As a college graduate, business owner, philanthropist, husband and father, he serves as an amazing beacon of hope, positive change and bold action. Challenges - like fire - can be destructive and uncontrollable. They can also spark passion, galvanize teams, inspire change, and forge a truly significant life. We’ve all been burned. Choose to see yourself and your business through the lens of possibility, a new perspective and the certainty that the best is yet to come.



# REGIONAL REPORTS



Keni Thomas – powerful speaker!

Keni sums it up like this, “Leadership has never been about the rank or the position you hold. It’s about the example you set. In the summer of 1993 Staff Sergeant Keni Thomas was deployed to Mogadishu Somalia with the 3rd Ranger Battalion as part of an elite special operations package called Task Force Ranger. Their mission was to find and capture a criminal warlord named Mohammed Farrah Aidid. On the 3rd of October, Keni and his fellow rangers distinguished themselves in an eighteen hour fire-fight that would later be re-counted in the highly successful book and movie “Black Hawk Down.” Nineteen Americans gave their lives and 78 were wounded in the worst urban combat seen by U.S. troops since WWII.

We offered five pre-conference workshops that were all free to attendees again this year.

There were two new board members elected during our conference, Mike Guillory and Jamie Robey. Our current Board Members are:

- Chairperson – Bubba Johnson
- Vice Chairperson – Pam Barnes
- Secretary – Rae Badeaux
- Treasurer – Haney Robertson
- Director at Large – Kirk Crandall
- Director at Large – Jonathan Dyer
- Director at Large – Brad Gibson
- Director at Large – Mike Guillory
- Employee Representative from a Non-Represented Site – Jamie Robey

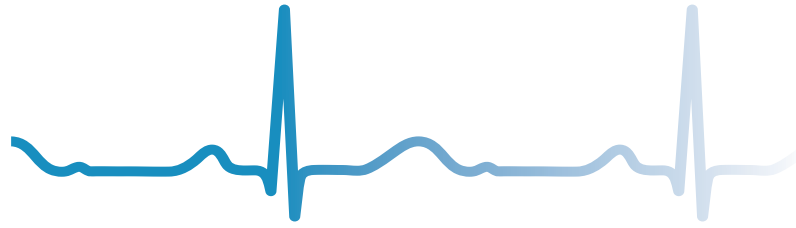
We held a SGE class prior to our conference which was well attended. In addition, there was a class held in Harrison, AR, one at NASA Johnson Space Center and one at John Zink Company, LLC in Tulsa, OK.

We had another very successful golf tournament that took place outside of our annual conference. The proceeds, which are approximately \$16,000, will go toward scholarships.

Region VI VPPPA was represented throughout the year by setting up our outreach booth at the Texas Chemical Council, American Society of Safety Professionals, Houston Area Safety Council Tailgate Event and the NASA Johnson Space Center for the 2019 Safety & Health Day.

Region VI members of the association support the National VPPPA Board by participating on the Labor Management, Member Services, Legislative & Regulatory, Conference Planning, Awards & Achievements and Construction Committees. We also have representation on the National VPPPA Board of Directors.

# REGIONAL REPORTS



## Region VII - IA, KS, MO, NE

The 2019 Region VII Midwest Safety and Health Conference & Expo was held May 20-22, 2019 in Wichita, KS, at the Hyatt Regency. Once again we had record turnout for the VPP Application Workshop and SSQ Workshop respectively. These workshops assist those interested in joining VPP, reviewing their self-evaluation process and sustaining and improving their overall safety programs. Region VII also sponsored Free CPR/AED/First Aid Training Certification for all attendees. The conference Opening General Session Keynote Speaker was the very powerful message from Eric Giguere, “The Buried Truth Uncovered.” Thirty-two workshops were presented with keynote sessions covering human trafficking, active shooter mitigation, fire safety and fire investigations. Special thanks to the Wichita Fire Department and the Kansas Highway Patrol for presenting these powerful messages.

The annual \$5,000 scholarship was presented to Cameron Klug from Norfolk, NE. Cameron’s father, Brandon, is employed at Vulcraft, which is a division of Nucor.

The 2020 Region VII Board is excited to announce that Major Brian Shul will be our keynote speaker at the Midwest Safety and Health Conference & Expo which is scheduled to be held April 27-29 in Des Moines, IA, at the Marriott Des Moines Downtown. This has always been a great conference for us and with the signing of Major Shul we expect this conference to set records.

## Region VIII - CO, MT, ND, SD, UT, WY

2019 Region VIII VPPPA Safety Summit

Salt Lake City, UT

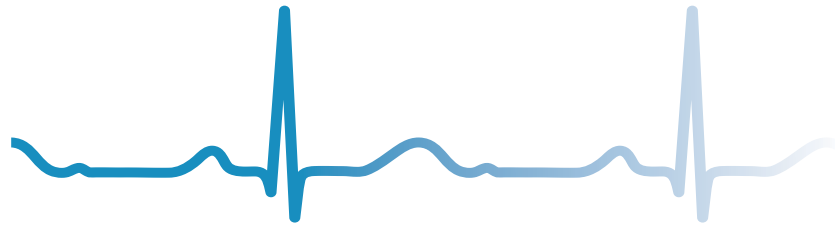
April 22-25, 2019

This was our first appearance in Salt Lake City. We had record attendance, topping 320 this year. In addition, the conference had many new presenters as well as a new pre-conference workshop, “You’re an SGE – NOW WHAT.” Along with the workshop, the attendees visited Morton Salt. The new workshop will be continued next year in Denver, 2020.

Another addition to the conference was a Leadership Certification for new leaders. We had record attendance in the three day event, so much so, we had to move the series to the largest room. We are finding that our attendees desire a tangible output from the conference and we are seeking additional ways to meet this need.

One of our key offerings at the Region 8 conference is our networking opportunities. In Salt Lake City, attendees enjoyed a Trolley Ride and Historical Tour of Salt Lake City, A Bee’s Triple A baseball game, friendly competition at Top Golf (with a fancy pants contest) as well as a tour of the Federal OSHA Technical Center in Sandy, UT.

# REGIONAL REPORTS



## **Pre-Conference Workshops:**

VPP Application Workshop-

SGE Now What?

Strengthening Star Workshop:-complete with a Leadership Component for the Leadership Certificate.

Overall, this year's conference was a huge success for our first time in Utah. This year we supported the University of Utah Safety Summit with a booth, as well as the Utah Safety Council and South Dakota Safety Council. We are looking forward to our 2020 conference to be held at the Curtis Hotel in Downtown Denver.

## **Region IX - CA, NV, AZ, HI**

2019 Region IX VPPPA Safety Summit

JW Marriott Star Pass Hotel & Spa, Tucson AZ

April 16-18, 2019

Keynote Speakers: Bob Veazie and Mark Norton

Another great summit delivered to our membership, including SGE Training, VPP Application & Recertification workshops as well as informative breakouts, inspiring keynote speakers an interactive game of Safety Feud with our attendees, a sold-out exhibit hall and 5k fun run!

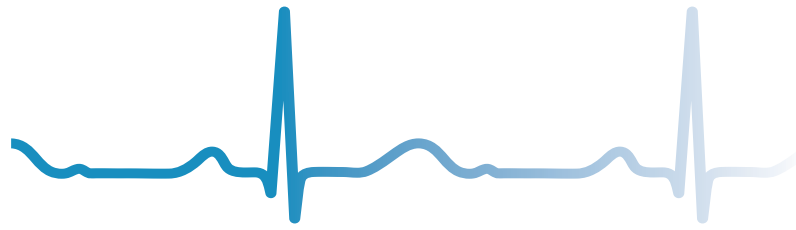
There were several changes made to the Board of Directors during the annual meeting of the membership. The 2019 Board of Directors include: Carlos Cardoso, Sherwin Williams – Chairperson, Paul Modjesky, Valero – Vice Chairperson, Jennifer Sanchez, Honeywell – Treasurer, Don Bracken, Raytheon – Secretary, Guillermo Damasco, P66 – Representative from a Site with Collective Bargaining, Terry Schulte, NuStar Energy – Representative from a Site without Collective Bargaining, and Directors at Large – Haxhi Shala, Sherwin Williams and Jackie DaSalla, NuStar Energy.

Region IX Participated in numerous state plan outreach events this year continuing to foster and developing mentorships throughout the region. The region also continued to support National BOD meetings, National Committees and VPP Outreach efforts. The Board is currently hard at work planning our 2020 Region IX VPPPA Safety Summit at the M Resort Spa & Casino in Henderson, NV from April 21-23. We will be offering an SGE class & VPP Application as part of our preconference activities as well as & a post-conference Recertification workshop.

## **Region X - AK, WA, OR, ID**

Region X Board of Directors and conference planning team worked hard preparing for the 2019 Northwest Health & Safety Summit that was held at the Red Lion on the River, Jantzen Beach, Portland, Oregon May 14-16, 2019. The theme was “Protecting People through Safety Excellence”. The conference planning team selected Brad Livingston as the Keynote speaker. Brad Livingston was involved in back

# REGIONAL REPORTS



to back explosions that were 100 percent preventable. Closing keynote was Brad's daughter Kayla who spoke on "The Ripple Effect" and how it forever effects family, friends and co-workers. In addition, the team identified speakers for workshop sessions along with hosting a Special Government Employee (SGE) class prior to the start of the Safety Summit. Jack Rector, Occupational Safety and Health Administration deputy regional administrator for Region 10, administered the SGE oath of office for the SGE Class in front of the Safety Summit attendees.

Region X Outreach: Board of Directors and agency members supported a number of outreach activities in Washington, Oregon and Idaho.

The state of Washington (DOSH) conducted certifications, re-certifications, and onsite reviews along with celebrations to include a re-certification conducted at the Jacobs Walla Walla, Washington. A VPP celebration took place recognizing Champion & Associates in Auburn Washington as a new Star facility. A Certification at the Cintas laundry facility in Everett Washington, A re-certification celebration at NuStar Energy in Tacoma, WA.

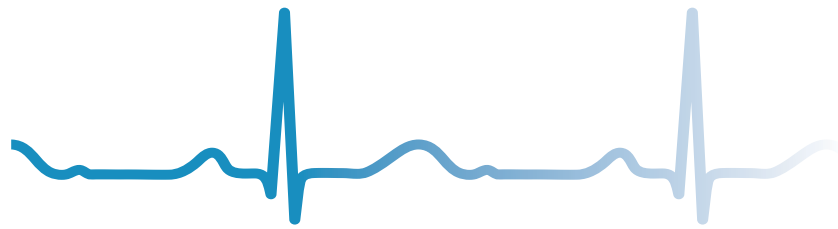
Washington DOSH hosted a one-day VPP seminar: Melvin E. James Honorary Lectures on Safety at the Labor and Industries Auditorium in Tumwater, WA. March 19, 2019. The welcome and opening remarks were given by Jeffrey Killip and Anne Soiza of DOSH. Keynote address-Michael Wood, Oregon OSHA. Workshop speakers included the following: Joel Sachs, John Geppert, Darren James, Jeff Spann and Erich Smith of DOSH with Region X BOD members Cliff Butler and Saprena Lyons and Mark Hurliman of Oregon OSHA.

Honeywell Aerospace in Redmond, WA, hosted a networking meeting with more than 30 attendees. The meeting included a tour of the facility. Presentations about the Honeywell WellBeing Initiative and NuStar Energy's Employee Participation were given.

Applications have been received from Veolia Environmental Services in Kent Washington and Cintas Puyallup Washington, these are in review. Oregon held a VPP recognition ceremony at Cintas Location #172 in Eugene, OR. Cintas was presented with the Oregon VPP Star plaque and flag, as well as Cintas' internal Brass Ring award, the highest safety award within Cintas. In addition, Oregon completed another audit and approved Owens Corning's Foam Insulation plant in SE Portland as a Merit site, the newest VPP site in Oregon.

Mark Hurliman recognized the Oregon VPP companies for their leadership and assistance helping the Oregon SHARP Alliance to provide multiple mentoring and networking opportunities for Oregon employers. The Oregon SHARP Alliance now provides Oregon employers with eight training and networking opportunities each year. The VPP companies are using the SHARP Alliance meetings as an opportunity to train and network with other Oregon companies as well as providing multiple mentoring opportunities for those companies who are interested. The SHARP Alliance model has been so successful that the VPPPA is starting to work with the Alliance to benefit both groups, now Washington companies and

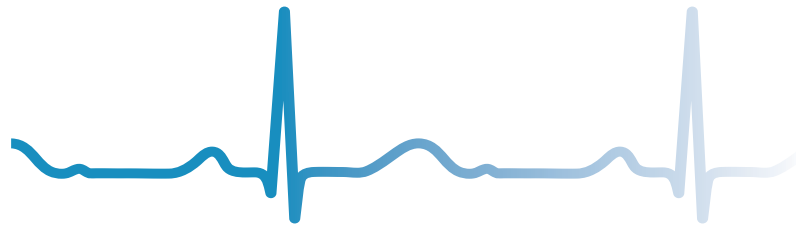
# REGIONAL REPORTS



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consultants are joining and looking at that model as well. The Oregon SHARP Alliance has recent training topics on their web site, and future training topics are posted on the SHARP Alliance calendar at [www.sharpalliance.org](http://www.sharpalliance.org). Fifty percent of the 2019 SHARP Alliance Board work at VPP sites. Since the Oregon VPP companies joined the Oregon SHARP Alliance, the group has made continuous improvements in providing mentoring, networking and training opportunities to interested employers.

The Region X Board of Directors and conference planning team are preparing for the 2020 Region X Northwest Safety and Health Summit to be held at The Grove Hotel and Boise Centre in Boise, ID, from May 12-14.



## **Achievement and Awards Committee**

In FY19, the award winners for 2018 were announced during the 2018 Safety+ Symposium. A special ceremony and reception took place on Monday before the official start of the national symposium and winners were recognized again during the Opening General Session. The awards, scholarship and achievement winners are listed on pages 10-11 of this annual report.

The second half of the FY19 year was spent focusing on the application process and evaluations for the 2019 submissions. The committee review the achievement award process and decided to post-pone applications of the Safety & Health Achievement Program for the 2019 submission year to reevaluate the process further for the 2020 submission year. Also, the committee worked with VPPPA's Communications Team to produce an awards brochure to be used to promote the Awards, Scholarship, and Achievement programs further.

The applications for 2019 were reviewed and evaluated at the end of the Fiscal Year 2019 (June 2019). Award winners from 2019 will be announced at the 2019 Safety+ Symposium.

## **Body of Knowledge Committee**

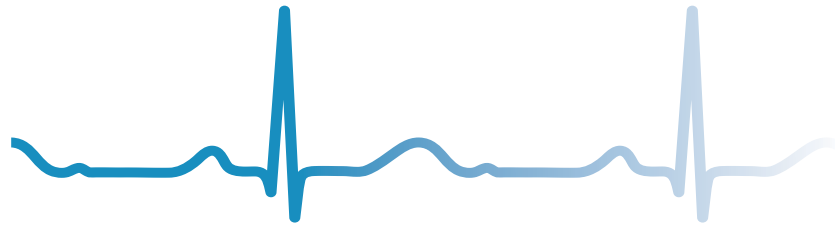
The Body of Knowledge Committee was formed in conjunction with the 2022 Strategic plan, to create a body of knowledge portal on the website to be used as a reference and archive of collected wisdom, experience, processes and facts to provide a solid foundation for continuous improvements and innovative changes. Since its inception, the committee has worked to define the Association's body of knowledge, assemble and organize existing content, and has also explored the creation of a mobile app to make the body of knowledge more accessible.

## **Labor and Management Committee**

The Labor Management Committee has seen some growth in 2019. Special thanks to the Chapter Chairs for assisting in filling vacancies. The committee will continue to seek additional members throughout 2019-2020. The committee recognizes the outstanding efforts by Katlyn Pagliuca who has been very instrumental in assisting those interested in joining the labor Management committee.

A Mediation training class was going to take place at the 35th annual Safety + Symposium in New Orleans. Notifications were sent to National Board of Directors and Chapter Chairs seeking candidates, unfortunately the class was cancelled due to low commitments. I will continue to interface with the Federal Mediation Services Organization to prepare a class for 2020 in Orlando Florida. Normally we would host a class with low numbers; however the Louisiana Commissioner retired in April and the position has not been filled. The Texas Commissioner was going to teach the class but low numbers made it unfeasible with travel costs, lodging etc.

# VPPPA NATIONAL BOARD OF DIRECTORS' COMMITTEES



The Labor Management Committee will host the Labor Management Forum, including Before Pulling the Plug along with moderating a session with Matt Pomerinke who lost a limb while on the job. During the National Safety + Symposium, the Labor Management Committee will have a lunch meeting to discuss new goals for 2020.

## Member Services Committee

The year started off with the member services committee combining with Education and Mentoring committees. The committee reviewed the current member benefits offering and determined a survey would be beneficial to obtain data for committee focus on improvements. The survey was distributed to membership and the committee worked to prioritize results. The committee also worked to offer webinar educational sessions with no fee for members (non-members would have a fee). The committee obtained board approval to offer these sessions for zero cost to members. The committee also took the lead role planning and presenting the First timers workshop at Safety+2019. The committee members will present the content to first timers at the event.

## Mentoring Committee

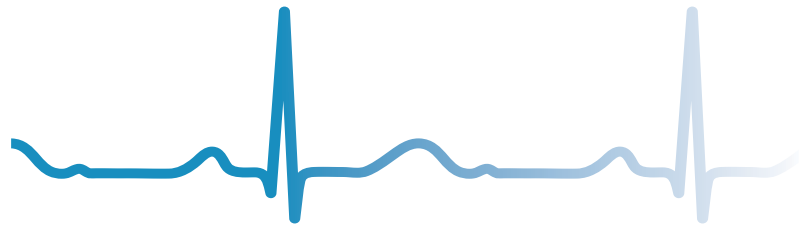
VPPPA's mentoring program is a member benefit that encourages, assists and develops companies that are striving to achieve safety and health excellence. The program pairs sites that have achieved Star status with sites that are just starting their VPP journey, need additional program guidance or are looking to improve best practices at their facilities. The association's vast network of Star sites, spanning dozens of industries, utilizes Federal and State Safety and Health Officials, VPPPA Regional Board Members, Regional Coordinators and our passionate membership base of safety and health leaders.

Companies interested in working with a mentor should complete the 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.

Representatives at regional conference have done an excellent job of explaining the benefits of the VPPPA and highlighting the mentorship as a primary focus. Companies have seemed eager to find mentors to assist them with their journey to VPP approval. There have been 15 requests for mentors this past year:

- 2 requests from Region I
- 2 requests from Region II
- 1 request from Region III
- 1 request from Region IV
- 1 request from Region V
- 3 requests from Region VI
- 1 request from Region VII
- 4 requests from Region IX

# VPPPA NATIONAL BOARD OF DIRECTORS' COMMITTEES



## Nominating Committee

The Nominating Committee oversaw the election process and voting procedures at the 2018 Safety+ Symposium in Nashville, Tennessee. The open positions and candidates were:

### Chairperson

- Mike Guillory, The Brock Group
- J.A. Rodriguez Jr., Raytheon Company

### Treasurer

- Chris Adolfson, Battle Energy Alliance

### Director from a Site without a Collective Bargaining Agent

- Richard McConnell, Austin Industrial

### Director from a VPP Contractor/Construction Site

- Jamie Robey, The Brock Group

### Director-at-Large (3 Positions)

- Kelli Heflin, Southwest Generation
- Jonathan Dyer, Shermco Industries
- Alice Tatro, Acushnet Company – Ball Plant II
- Kristyn Grow, Cintas
- Sean Horne, Valero

During the Safety+ Symposium Annual Meeting of the Membership, one person decided to run from the floor for a Director-at-Large position:

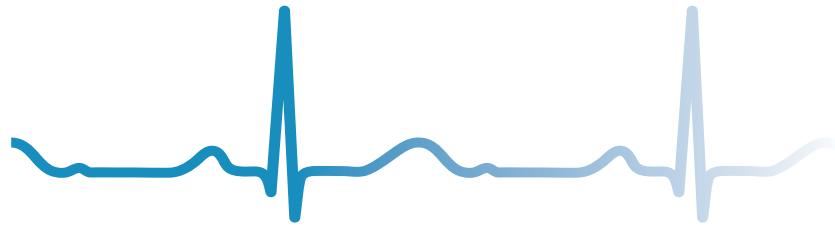
- Dian Mead, Austin Industrial

The candidates voted into the National Board of Directors positions were:

- Chairperson: J.A. Rodriguez Jr., Raytheon Company
- Treasurer: Chris Adolfson, Battle Energy Alliance
- Director from a Site without a Collective Bargaining Agent: Richard McConnell, Austin Industrial
- Director from a VPP Contractor/Construction Site: Jamie Robey, The Brock Group
- Director-at-Large (3 Positions):
- Kristyn Grow, Cintas
- Sean Horne, Valero



# VPPPA NATIONAL BOARD OF DIRECTORS' COMMITTEES



- Alice Tatro, Acushnet Company – Ball Plant II

JD Dyer was voted into J.A. Rodriguez's vacant Director-at-Large seat.

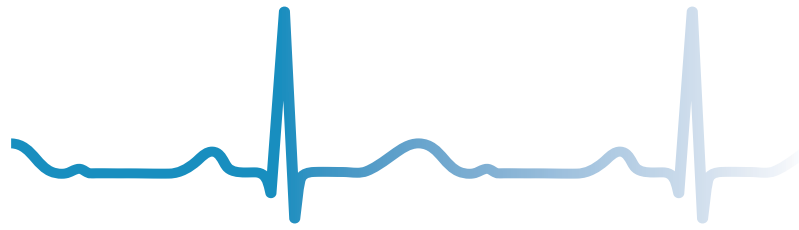
The following people resigned from the Board during FY19:

- Rob Henson as Vice Chairperson
- Jamie Robey as Director from a VPP Contractor/Construction Site
- Richard McConnell as Director from a Site without a Collective Bargaining Agent

Other National Board Updates:

- Terry Schulte was nominated and appointed by the Board as the Vice-Chair.
- A special election was held in the Spring of 2019 and Brad Gibson was voted in as the Director from a VPP Contractor/Construction Site.
- A special election was held in the Spring of 2019 and JD Dyer was voted in as the Director from a Site without a Collective Bargaining Agent.

# 2018-2019 NATIONAL BOARD OF DIRECTORS



## Chairperson

**J. A. Rodriguez, Jr.**  
Raytheon Company  
Dulles, VA

## Vice Chairperson

**Rob Henson**  
LyondellBasell  
Channelview, TX

## Secretary

**Terry Schulte**  
NuStar Energy, LP  
Elk Grove, CA

## Treasurer

**Chris Adolfsen**  
Idaho National Laboratory, Battelle Energy Alliance  
Idaho Falls, ID

## Director from a Site with a Collective Bargaining Agent

**Jack Griffith**  
CH2M Hill Plateau Remediation Company  
Richland, WA

## Director from a Site without a Collective Bargaining Agent

**Richard McConnell**  
Austin Industrial at LyondellBasell  
La Porte, TX

## Director from a DOE-VPP Site

**Stacy A. Thursby**  
AECOM, Washington River Protection Solutions  
Richland, WA

## Director from a VPP Constructor/ Construction Site

**Jamie Robey**  
The Brock Group  
Deer Park, TX

## Director-at-Large

**Kristyn Grow**  
Cintas Corporation  
Chester, VA

## Director-at-Large

**Kimberly L. Watson**  
Southwire Company  
Carrollton, GA

## Director-at-Large

**Alice Tatro**  
Acushnet Company - Ball Plant II  
N. Dartmouth, MA

## Director-at-Large

**Sean Horne**  
Valero  
San Antonio, TX

## Director-at-Large

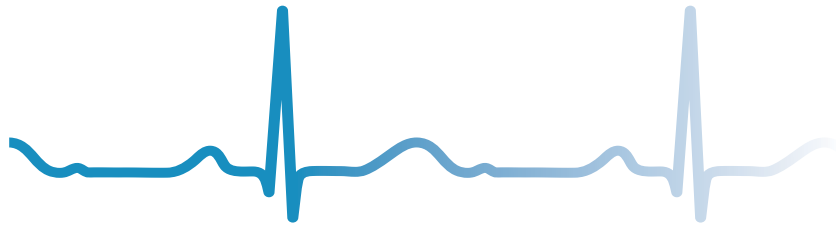
**Dan Lazorcak**  
Honeywell International  
Tempe, AZ

**\*These are the National Board of Directors Members as of the 2018 Safety+ Symposium elections.**

# FINANCIAL REPORT

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## INDEPENDENT AUDITORS' REPORT AND FINANCIAL STATEMENTS

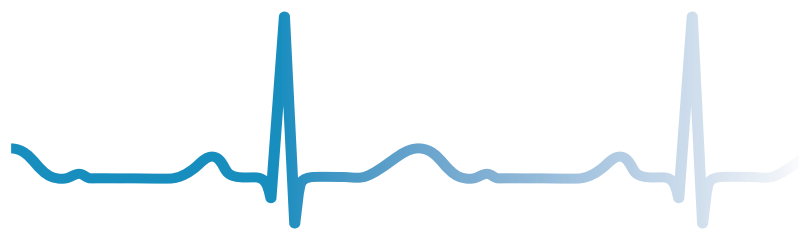
JUNE 30, 2019 AND 2018

BURDETTE SMITH & BISH LLC  
CPAS AND MANAGEMENT CONSULTANTS  
4035 RIDGE TOP ROAD SUITE 550  
FAIRFAX, VA 22030

# FINANCIAL REPORT

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## **VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION**

### **INDEPENDENT AUDITORS' REPORT AND FINANCIAL STATEMENTS**

**JUNE 30, 2019 AND 2018**

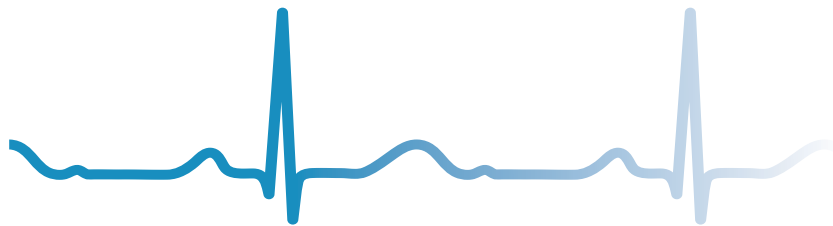
#### **CONTENTS**

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# FINANCIAL REPORT

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## INDEPENDENT AUDITORS' REPORT

To the Board of Directors of  
Voluntary Protection Programs Participants' Association  
Falls Church, Virginia

We have audited the accompanying financial statements of Voluntary Protection Programs Participants' Association (a not-for-profit organization), which comprise the statements of financial position as of June 30, 2019 and 2018, and the related statements of activities, functional expenses, 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.

### Auditors' 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.

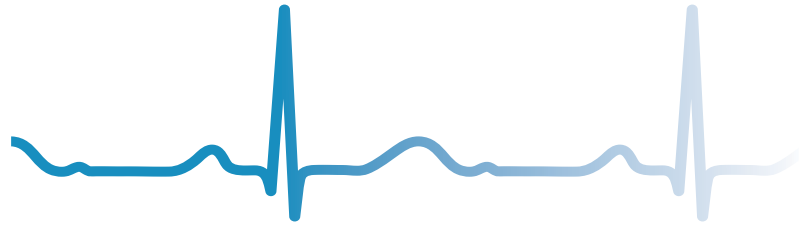
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or 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.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

# FINANCIAL REPORT

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To the Board of Directors of  
Voluntary Protection Programs Participants' Association  
Page 2

## 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 as of June 30, 2019 and 2018, 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.

*Burdette Smith & Bish LLC*

Fairfax, Virginia  
October 11, 2019

# FINANCIAL REPORT

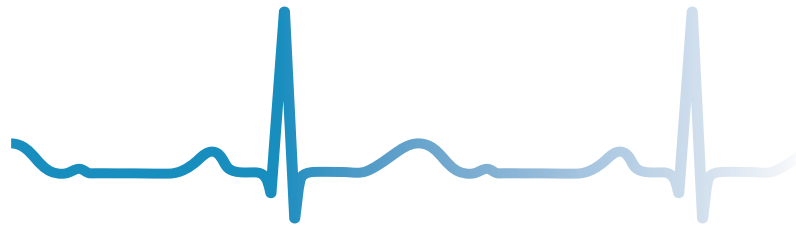


## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

### STATEMENTS OF FINANCIAL POSITION JUNE 30, 2019 AND 2018

	2019	2018
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents .....	\$ 443,079	\$ 669,713
Accounts receivable, net .....	9,283	20,485
Prepaid expenses .....	227,298	164,386
Total Current Assets .....	<u>679,660</u>	<u>854,584</u>
INVESTMENTS .....	<u>5,308,688</u>	<u>4,760,224</u>
PROPERTY AND EQUIPMENT, AT COST .....	580,048	547,867
Less: accumulated depreciation and amortization .....	<u>(364,557)</u>	<u>(347,055)</u>
	215,491	200,812
<b>OTHER ASSETS</b>		
Deposits .....	4,966	4,966
Certificate of deposit, restricted .....	13,272	13,272
Total Other Assets .....	<u>18,238</u>	<u>18,238</u>
	<u>\$ 6,222,077</u>	<u>\$ 5,833,858</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable .....	\$ 74,482	\$ 26,103
Due to chapters .....	95,104	71,498
Deferred revenue .....	1,810,207	2,256,293
Total Current Liabilities .....	<u>1,979,793</u>	<u>2,353,894</u>
<b>LONG-TERM LIABILITIES</b>		
Deferred rent .....	183,925	197,429
Total Non-Current Liabilities .....	<u>183,925</u>	<u>197,429</u>
<b>NET ASSETS</b>		
Without donor restrictions.....	3,932,949	3,150,012
With donor restrictions .....	125,410	132,523
	<u>4,058,359</u>	<u>3,282,535</u>
	<u>\$ 6,222,077</u>	<u>\$ 5,833,858</u>

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

### STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2019

	<u>Without Donor</u> <u>Restrictions</u>	<u>With Donor</u> <u>Restrictions</u>	<u>Total</u>
<b>REVENUE AND SUPPORT</b>			
Registration fees .....	\$ 1,865,210	\$ -	\$ 1,865,210
Membership dues .....	676,644	-	676,644
Exhibitor registration fees .....	808,100	-	808,100
Sponsorship revenue .....	234,998	-	234,998
Advertising revenue .....	127,034	-	127,034
Contributions .....	-	7,790	7,790
Investment income, net of expenses .....	155,679	-	155,679
Other .....	168	-	168
	<u>3,867,833</u>	<u>7,790</u>	<u>3,875,623</u>
Net assets released from restrictions .....	14,903	(14,903)	-
	<u>3,882,736</u>	<u>(7,113)</u>	<u>3,875,623</u>
<b>EXPENSES</b>			
Program services .....	2,810,090	-	2,810,090
Support services:			
Management and general .....	262,152	-	262,152
Unallocated payments to chapters .....	27,557	-	27,557
	<u>3,099,799</u>	<u>-</u>	<u>3,099,799</u>
Change in Net Assets .....	782,937	(7,113)	775,824
NET ASSETS, BEGINNING OF YEAR .....	<u>3,150,012</u>	<u>132,523</u>	<u>3,282,535</u>
NET ASSETS, END OF YEAR .....	<u>\$ 3,932,949</u>	<u>\$ 125,410</u>	<u>\$ 4,058,359</u>



# FINANCIAL REPORT

## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

### STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
<b>REVENUE AND SUPPORT</b>			
Registration fees .....	\$ 1,246,115	\$ -	\$ 1,246,115
Membership dues .....	655,191	-	655,191
Exhibitor registration fees .....	651,765	-	651,765
Sponsorship revenue .....	203,510	-	203,510
Advertising revenue .....	103,526	-	103,526
Contributions .....	-	3,909	3,909
Investment income, net of expenses .....	3,337	-	3,337
Other .....	793	-	793
	<u>2,864,237</u>	<u>3,909</u>	<u>2,868,146</u>
Net assets released from restrictions .....	11,296	(11,296)	-
	<u>2,875,533</u>	<u>(7,387)</u>	<u>2,868,146</u>
<b>EXPENSES</b>			
Program services .....	2,459,733	-	2,459,733
Support services:			
Management and general .....	269,910	-	269,910
Unallocated payments to chapters .....	27,891	-	27,891
	<u>2,757,534</u>	<u>-</u>	<u>2,757,534</u>
Change in Net Assets .....	117,999	(7,387)	110,612
NET ASSETS, BEGINNING OF YEAR .....	3,032,013	139,910	3,171,923
NET ASSETS, END OF YEAR .....	\$ <u>3,150,012</u>	\$ <u>132,523</u>	\$ <u>3,282,535</u>

# FINANCIAL REPORT



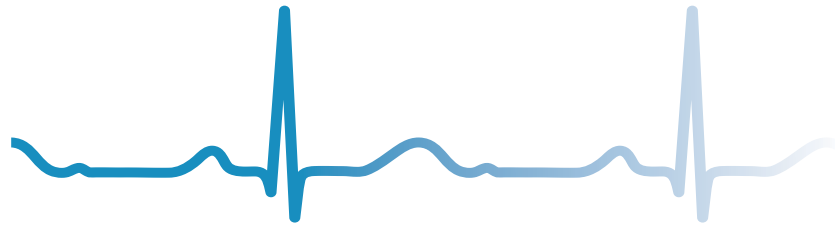
## VOLUNTARY PROTECTIVE PARTICIPANTS' ASSOCIATION

### STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED JUNE 30, 2019

	PROGRAM SERVICES					
	Conference	Membership	Newsletter	Chapters	Outreach	Safety and Health
Advertising .....	\$ 89,701	\$ 282	\$ 115	\$ 56	\$ 48	\$ -
Audio visual .....	167,819	-	-	-	-	-
Awards and gifts .....	63,638	3,012	-	-	-	-
Bank charges .....	524	599	245	120	103	-
Credit card charge .....	16,936	19,386	7,928	3,872	3,319	-
Depreciation and amortization .....	6,458	7,392	3,023	1,476	1,265	-
Employee benefits .....	22,145	25,348	10,367	5,063	4,339	-
Fees and taxes .....	-	-	-	-	-	-
Insurance .....	6,112	1,563	639	312	268	-
Leased equipment .....	4,250	4,865	1,989	972	833	-
Meals and entertainment .....	849,882	-	-	-	-	-
Miscellaneous .....	163,769	-	-	-	9,537	-
Office supplies .....	4,838	2,149	879	429	3,398	-
Payments to affiliates .....	-	-	-	-	-	-
Postage and mailing .....	4,697	5,082	14,742	472	2,605	-
Printing and artwork .....	38,414	18,676	48,246	-	-	-
Professional services .....	242,451	69,023	28,228	13,786	11,816	-
Rent .....	34,873	39,916	16,325	7,972	6,834	-
Repair and maintenance .....	11,052	12,650	5,173	2,527	2,166	-
Salaries and payroll taxes .....	134,764	134,764	67,382	67,382	33,691	33,691
Scholarships .....	-	-	-	-	-	-
Staff education .....	2,993	3,426	1,401	684	587	-
Staff travel .....	20,178	-	-	-	8,517	-
Telephone .....	15,652	7,257	2,968	1,449	1,242	-
	<u>\$ 1,901,146</u>	<u>\$ 355,390</u>	<u>\$ 209,650</u>	<u>\$ 106,572</u>	<u>\$ 90,568</u>	<u>\$ 33,691</u>

The accompanying notes are an integral part of these financial statements.

# FINANCIAL REPORT

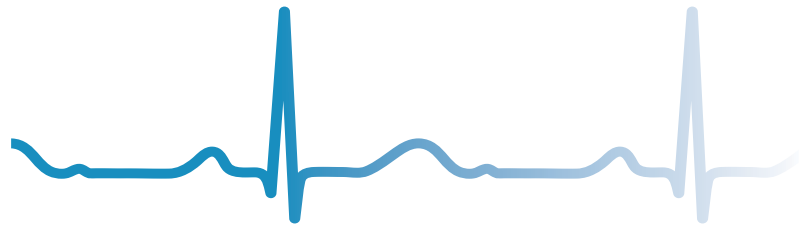


## ON PROGRAMS SOCIATION

ANAL EXPENSES  
JUNE 30, 2019

Courses				SUPPORT SERVICES			Total
	Government Affairs	Scholarships	Total Programs	Management and General	Unallocated Payments to Chapters		
23	\$ 20	\$ -	\$ 90,245	\$ 171	\$ -	\$ -	\$ 90,416
-	-	-	167,819	-	-	-	167,819
-	-	-	66,650	13	-	-	66,663
50	42	-	1,683	363	-	-	2,046
1,607	1,356	-	54,404	11,734	-	-	66,138
613	517	-	20,744	4,474	-	-	25,218
2,101	1,774	-	71,137	15,343	-	-	86,480
-	-	-	-	4,114	-	-	4,114
130	109	-	9,133	946	-	-	10,079
403	340	-	13,652	2,945	-	-	16,597
-	-	-	849,882	-	-	-	849,882
-	-	-	173,306	-	-	-	173,306
178	150	-	12,021	818	-	-	12,839
-	-	-	-	-	27,557	-	27,557
-	3	-	27,601	536	-	-	28,137
-	-	-	105,336	1,552	-	-	106,888
5,721	4,830	-	375,855	41,780	-	-	417,635
3,308	2,793	-	112,021	24,161	-	-	136,182
1,048	885	-	35,501	7,657	-	-	43,158
33,691	33,691	-	539,056	134,764	-	-	673,820
-	-	14,903	14,903	-	-	-	14,903
284	240	-	9,615	2,074	-	-	11,689
-	1,154	-	29,849	4,315	-	-	34,164
601	508	-	29,677	4,392	-	-	34,069
<b>49,758</b>	<b>\$ 48,412</b>	<b>\$ 14,903</b>	<b>\$ 2,810,090</b>	<b>\$ 262,152</b>	<b>\$ 27,557</b>	<b>\$ -</b>	<b>\$ 3,099,799</b>

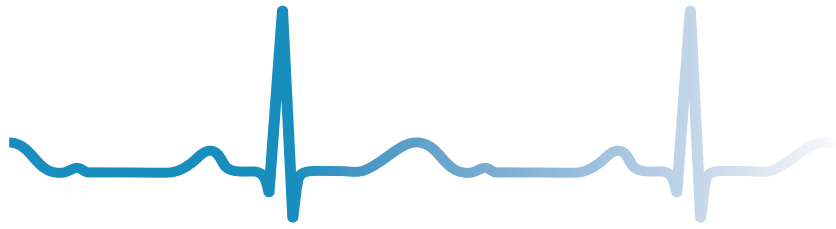
t of these financial statements.



# VOLUNTARY PROTECTION PARTICIPANTS'

## STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED

	PROGRAM SERVICES					
	Conference	Membership	Newsletter	Chapters	Outreach	Safety and Health
Advertising .....	\$ 105,638	\$ -	\$ -	\$ -	\$ -	\$ -
Audio visual .....	147,549	-	-	-	-	-
Awards and gifts .....	42,232	3,471	-	-	-	-
Bank charges .....	441	441	229	229	106	106
Credit card charge .....	12,022	12,023	6,252	6,252	2,885	2,885
Depreciation and amortization .....	4,875	4,875	2,535	2,535	1,170	1,170
Employee benefits .....	17,857	17,857	9,286	9,286	4,286	4,286
Fees and taxes .....	-	-	-	-	-	-
Insurance .....	8,817	1,035	538	538	248	248
Leased equipment .....	3,540	3,540	1,841	1,841	850	850
Meals and entertainment .....	660,023	-	-	-	-	-
Miscellaneous .....	96,324	-	-	-	2,197	-
Office supplies .....	3,059	756	393	393	2,174	18
Payments to affiliates .....	-	-	-	-	-	-
Postage and mailing .....	9,307	8,334	17,182	-	1,039	-
Printing and artwork .....	27,087	15,376	40,754	-	-	-
Professional services .....	205,126	46,638	24,252	24,252	11,193	11,193
Rent .....	39,736	27,236	14,163	14,163	6,537	6,537
Repair and maintenance .....	9,178	9,178	4,773	4,773	2,203	2,203
Salaries and payroll taxes .....	127,001	128,257	64,128	64,128	32,064	32,064
Scholarships .....	-	-	-	-	-	-
Small equipment purchase .....	899	899	467	467	216	216
Staff education .....	2,408	2,408	1,252	1,252	578	578
Staff travel .....	19,508	-	-	3,651	6,827	-
Telephone .....	8,797	4,967	2,583	2,583	1,192	1,192
Temporary services .....	758	758	394	394	182	182
	<u>\$ 1,552,182</u>	<u>\$ 288,049</u>	<u>\$ 191,022</u>	<u>\$ 136,737</u>	<u>\$ 75,947</u>	<u>\$ 63,899</u>

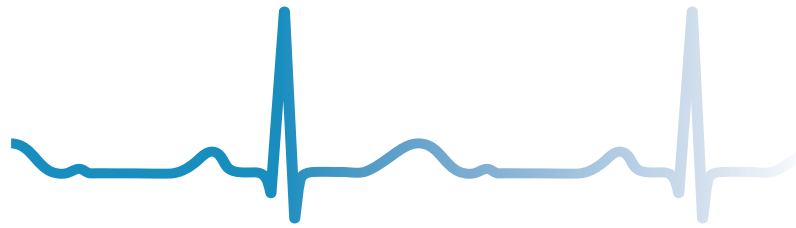


# EDUCATION PROGRAMS ASSOCIATION

## ADDITIONAL EXPENSES THRU JUNE 30, 2018

Account	EDUCATION PROGRAMS				SUPPORT SERVICES		
	Courses	Government Affairs	Scholarships	Total Programs	Management and General	Unallocated Payments to Chapters	Total
105,638	-	-	-	105,638	250	-	105,888
147,549	-	-	-	147,549	-	-	147,549
45,703	-	-	-	45,703	74	-	45,777
1,764	106	106	-	1,764	590	-	2,354
48,089	2,885	2,885	-	48,089	12,023	-	60,112
19,500	1,170	1,170	-	19,500	4,877	-	24,377
71,430	4,286	4,286	-	71,430	17,857	-	89,287
-	-	-	-	-	2,542	-	2,542
11,920	248	248	-	11,920	1,035	-	12,955
14,162	850	850	-	14,162	3,540	-	17,702
660,023	-	-	-	660,023	-	-	660,023
100,834	-	2,313	-	100,834	2,089	-	102,923
7,318	181	181	-	7,318	754	-	8,072
-	-	-	-	-	-	27,891	27,891
35,889	-	27	-	35,889	671	-	36,560
83,217	-	-	-	83,217	2,534	-	85,751
345,040	11,193	11,193	-	345,040	46,638	-	391,678
121,446	6,537	6,537	-	121,446	27,236	-	148,682
36,714	2,203	2,203	-	36,714	9,178	-	45,892
513,026	32,064	33,320	-	513,026	128,257	-	641,283
11,296	-	-	11,296	11,296	-	-	11,296
3,596	216	216	-	3,596	899	-	4,495
9,632	578	578	-	9,632	2,408	-	12,040
39,217	-	9,231	-	39,217	733	-	39,950
23,698	1,192	1,192	-	23,698	4,967	-	28,665
3,032	182	182	-	3,032	758	-	3,790
<u>2,459,733</u>	<u>63,891</u>	<u>76,718</u>	<u>11,296</u>	<u>2,459,733</u>	<u>269,910</u>	<u>27,891</u>	<u>2,757,534</u>

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

### STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets .....	\$ 775,824	\$ 110,612
Adjustments to reconcile net assets to net cash provided by (used in) operating activities:		
Depreciation and amortization .....	25,218	24,377
Amortization of discount on investments .....	12,344	24,983
Unrealized (gain) loss on investments .....	(60,250)	51,446
(Increase) decrease in:		
Accrued interest on investments .....	(3,975)	(323)
Prepaid expenses .....	(62,912)	12,491
Accounts receivable .....	11,202	(1,412)
Increase (decrease) in:		
Accounts payable .....	48,379	14,398
Accrued payroll .....	-	(25,153)
Due to chapters .....	23,606	27,288
Deferred revenue .....	(446,086)	579,903
Deferred rent .....	(13,504)	(14,023)
	<u>(465,978)</u>	<u>693,975</u>
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES .....	<u>309,846</u>	<u>804,587</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Cash used to purchase fixed assets .....	(39,897)	-
Cash used to purchase investments .....	(4,501,098)	(1,540,081)
Cash used in purchases of money market accounts .....	(504,753)	(239,735)
Cash proceeds from sale of investments .....	4,509,268	1,560,373
NET CASH PROVIDED BY (USED IN) INVESTING ACTIVITIES .....	<u>(536,480)</u>	<u>(219,443)</u>
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS ....	(226,634)	585,144
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR .....	669,713	84,569
CASH AND CASH EQUIVALENTS, END OF YEAR .....	\$ <u>443,079</u>	\$ <u>669,713</u>
<b>SUPPLEMENTAL NON-CASH ACTIVITIES</b>		
Rollover of certificate of deposit, at cost .....	\$ 13,272	\$ 13,272
Donated conference materials .....	24,700	-
	<u>\$ 37,972</u>	<u>\$ 13,272</u>

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 1 - Summary of Significant Accounting Policies

Voluntary Protection Programs Participants' Association (the Association) is a not-for-profit organization incorporated under the laws of 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.

#### Basis of Accounting

The accompanying financial statements are presented in accordance with the accrual basis of accounting, whereby revenue is recognized when earned and expenses are recognized when incurred.

#### Adoption of New Accounting Pronouncement

The Association has adopted Financial Accounting Standards Board Accounting Standards Update 2016-14 *Presentation of Financial Statements of Not-for-Profit Entities*, as of July 1, 2018. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The Association has adjusted the presentation of these statements accordingly and it has been applied retrospectively to all periods presented.

#### Revenue Recognition

Revenue from 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.

Conference-related revenue includes registration fees and sponsorships. Conference-related revenue received prior to the Association's annual conference is recorded as deferred revenue in the accompanying statement of financial position and then recognized once the conference has occurred.

Contributions received and unconditional promises to give are measured at their fair values and are reported as an increase in net assets. The Association reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets, or if they are designated as support for future periods. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restriction.

#### In-Kind Support

Contributions of donated materials that enhance a non-financial asset and contributed services that are considered specialized and can be estimated, and would have been purchased if not donated, are reflected in the accompanying financial statements. In-kind support is recorded as contribution at the estimated fair market value as of the date of the donation.

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 1 – Summary of Significant Accounting Policies, Continued

#### Cash Equivalents

For purposes of the statement of cash flows, the Association considers cash held in the checking account and cash on hand, held outside of the investment portfolio, to be cash and cash equivalents.

#### Accounts Receivable

Accounts receivable include amounts due from attendees of the Association's current year annual conference, regional chapter conferences, and vendor newsletter advertisements. Management reviews accounts receivable on an annual basis to determine the collectability of all receivables. When applicable, an allowance for uncollectible accounts is recorded against accounts receivable in the statement of financial position and is reported as a decrease in net assets. The allowance for uncollectible accounts was \$-0- for each of the years ended June 30, 2019 and 2018.

#### Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates. Significant estimates in the financial statements include the estimated useful lives of property and equipment.


#### Fair Value of Financial Statements

Accounting principles generally accepted in the United States established a framework for measuring fair value, clarifying the definition of fair value within that framework and expanding disclosure about fair value measurements. U.S. GAAP has established a three-tiered fair value hierarchy with Level 1 representing quoted prices for identical assets or liabilities in an active market, Level 2 representing quoted prices for identical assets or liabilities in a market that is non-active or with other than directly or indirectly observable inputs, and Level 3 representing estimate values based on unobservable inputs. Related disclosures are segregated for assets and liabilities measured at fair value based on the level used within the hierarchy to determine their fair values.

The carrying amounts for cash and cash equivalents, accounts receivable, prepaid expenses, deposits, accounts payable, due to chapters, and deferred revenue approximate fair market value because of the short maturity of these instruments.

#### Investments

Investments in money market funds and fixed income funds with readily determinable market values are reported in the statement of financial position at fair value using level 1 valuation methodology. Investments using Level 2 inputs consisted of certificates of deposit and government and agency bonds. The fair values are priced using an outside data and pricing 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. Interest, dividends, and realized gains or losses are recorded when earned or sustained. Fluctuations in the market value of the portfolio are recorded as unrealized gains or losses in the accompanying statements of activities. Donated securities are recorded at quoted market values as of the close of business on the date the security is received and are sold upon receipt or immediately thereafter to establish fair market value.





# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 1 – Summary of Significant Accounting Policies, Continued

#### Property and Equipment

Property and equipment (including major renewals, replacements and betterments), with a cost of \$500 or more, are capitalized and stated at cost. Donated property is recorded at fair value at the date of donation. Expenditures for ordinary maintenance and repair items are charged to operations as incurred. Upon the sale or other disposition of property, the cost and related accumulated depreciation are eliminated from the accounts and any resulting gain or loss is reflected in the changes in net assets. Depreciation and amortization are provided for principally under the straight-line method. Asset useful lives range from three to fifteen years. Leasehold improvements are amortized under the straight-line method over the term of the lease.

#### Advertising Costs

Advertising costs are expensed as incurred. Total advertising costs were \$90,416 and \$105,888 for the years ended June 30, 2019 and 2018, respectively.

#### Tax Exempt Status

The Association has been granted exemption from income taxes under Section 501 (c)(3) of the Internal Revenue Code and is classified as other than a private foundation as described in Section 509(a)(2) of the Internal Revenue Code. However, income from certain activities not directly related to the Association's tax-exempt purpose, primarily advertising, may be subject to taxation as unrelated business income.

Management has evaluated the Association's tax positions and concluded that the Association had taken no uncertain tax positions that require adjustment to or disclosure in the financial statements. With few exceptions, the Association is no longer subject to income tax examinations by the U.S. federal, state, or local tax authorities for years prior to 2016.

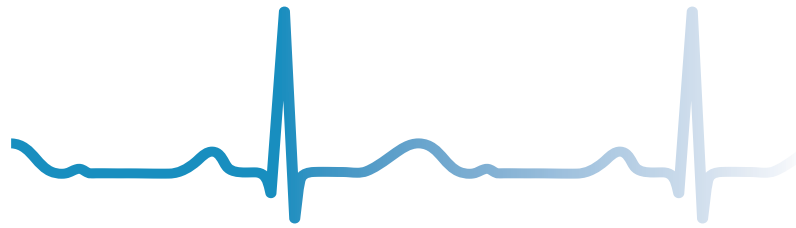
#### Net Assets

To ensure the observance of limitations and restrictions placed on the use of resources available to the Association, resources for various purposes are classified for accounting purposes into classes established according to their nature and purpose as follows:

Net assets without donor restrictions – net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of the Association's management and includes Board designated funds, i.e.: funds that have been segregated by the Board to be spent only on specific purposes.

Net assets with donor restrictions result from contributions whose use is limited by donor-imposed stipulations that either expire by passage of time or can be fulfilled and removed by actions of the Association pursuant to these stipulations. Donor restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities. Net assets may be restricted for various purposes, such as for use in future periods or for specific purposes. The Association has no permanently restricted net assets.

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 2 – Concentration of Credit Risk

The Association maintains a bank account with a credit-worthy, high quality financial institution. The Federal Insurance Corporation (FDIC) has limitations on the amount it will insure, and the Association's account balance may periodically exceed that amount. The Association has not experienced any losses in this account and believes it is not exposed to any significant credit risk related to cash.

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 statement of financial position.

### NOTE 3 – Accounts Receivable

Accounts receivable, net of allowance for doubtful collections, is comprised of the following at June 30:

	<u>2019</u>	<u>2018</u>
Accounts receivable .....	\$ 9,283	\$ 20,485
Less: allowance for doubtful collections .....	-	-
	<u>\$ 9,283</u>	<u>\$ 20,485</u>

### NOTE 4 - Investments

The following table sets forth the Association's investment assets at fair value at June 30, 2019:

	<u>Fair Value</u>	<u>Cost</u>
Money market .....	\$ 1,001,854	\$ 1,001,854
Fixed income funds .....	199,554	197,168
Accrued interest .....	18,523	-
Government agency securities .....	1,134,725	1,139,382
Certificate of deposit .....	2,954,032	2,964,403
	<u>\$ 5,308,688</u>	<u>\$ 5,302,807</u>

Fair value measurements, by level, are as follows as of June 30:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>2019 Total</u>
Money market .....	\$ 1,001,854	\$ -	\$ -	\$ 1,001,854
Fixed income funds .....	199,554	-	-	199,554
Accrued interest .....	18,523	-	-	18,523
Government and agency bonds .....	-	1,134,725	-	1,134,725
Certificate of deposit .....	-	2,954,032	-	2,954,032
	<u>\$ 1,219,931</u>	<u>\$ 4,088,757</u>	<u>\$ -</u>	<u>\$ 5,308,688</u>

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 4 – Investments, Continued

	Level 1	Level 2	Level 3	2018 Total
Money market .....	\$ 497,101	\$ -	\$ -	\$ 497,101
Fixed income funds .....	95,379	-	-	95,379
Accrued interest .....	14,548	-	-	14,548
Government and agency bonds .....	-	621,117	-	621,117
Certificate of deposit .....	-	3,532,079	-	3,532,079
	<u>\$ 607,028</u>	<u>\$ 4,153,196</u>	<u>\$ -</u>	<u>\$ 4,760,224</u>

The following schedule summarizes the investment return and related classification in the statement of activities.

	2019	2018
Interest and dividends .....	\$ 95,729	\$ 55,083
Net unrealized gains (losses) .....	60,250	(51,446)
Investment expenses .....	(300)	(300)
	<u>\$ 155,679</u>	<u>\$ 3,337</u>

### NOTE 5 - Property and Equipment

Property and equipment, at cost, and the related accumulated depreciation and amortization as of June 30 are summarized as follows:

	2019	2018
Office furniture and equipment .....	\$ 152,113	\$ 159,829
Leasehold improvements .....	265,292	265,293
Software .....	162,643	122,745
	<u>580,048</u>	<u>547,867</u>
Less: accumulated depreciation and amortization .....	(364,557)	(347,055)
	<u>\$ 215,491</u>	<u>\$ 200,812</u>

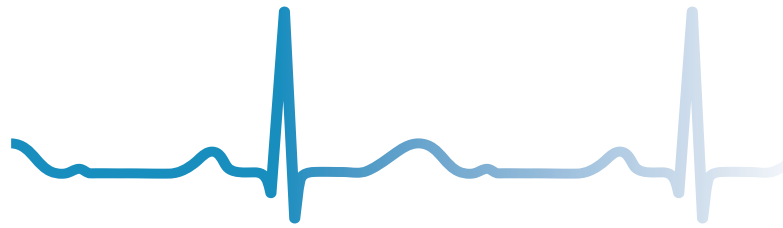
Depreciation expense totaled \$25,218 and \$24,377 for the years ended June 30, 2019 and 2018, respectively.

### NOTE 6 – Deferred Revenue

Deferred revenue consisted of the following at June 30:

	2019	2018
Registration .....	\$ 512,635	\$ 979,365
Exhibitor registration .....	704,925	743,700
Membership dues .....	384,502	396,950
Sponsorship .....	202,515	129,515
Advertising .....	5,630	6,763
	<u>\$ 1,810,207</u>	<u>\$ 2,256,293</u>

# FINANCIAL REPORT



## VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

### NOTE 7 – Chapters

The Association has chapters that represent an established association presence in each 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 five percent of the membership dues received from members within each chapter, which is shown as “payments to affiliates” on the accompanying statements of functional expenses. At June 30, 2019 and 2018, the amount due to chapters totaled \$95,104 and \$71,498, respectively.

### NOTE 8 – Net Assets

Net assets with donor restrictions consist of funds to support the Association’s scholarships.

Net assets consist of the following at June 30:

	<u>2019</u>	<u>2018</u>
<u>With Donor Restrictions</u>		
Purpose restricted .....	\$ 125,410	\$ 132,523
	<u>125,410</u>	<u>132,523</u>
<u>Without Donor Restrictions</u>		
Undesignated .....	3,869,450	3,130,423
Board designated .....	63,499	19,589
	<u>3,932,949</u>	<u>3,150,012</u>
Net assets .....	\$ <u>4,058,359</u>	\$ <u>3,282,535</u>

### NOTE 9 – Scholarship Endowment 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 a board-designated endowment fund established with donor-restricted funds. The donor-restricted funds consist of donations restricted by donors for scholarships and are included in net assets with donor restriction in the accompanying statements of financial position. The portion of the board-designated endowment included in net assets without donor restriction consists of accumulated investment income, gains, and losses generated on the total scholarship fund balance and any unrestricted 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 endowment fund are at least equal to the scholarships distributed.

# VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

## NOTE 9 – Scholarship Endowment Fund, Continued

### Endowment Fund Activity

Changes in the board-designated endowment fund were as follows for the years ended June 30, 2019 and 2018:

	Without donor restriction	With donor restriction	Total
Balance, June 30, 2017 .....	\$ 18,801	\$ 139,910	\$ 158,711
Interest and dividends .....	1,579	-	1,579
Net unrealized gain (loss) .....	(491)	-	(491)
Investment fees .....	(300)	-	(300)
Net investment return .....	788	-	788
Contributions .....	-	3,909	3,909
Release of restrictions .....	-	(11,296)	(11,296)
Balance, June 30, 2018 .....	\$ 19,589	\$ 132,523	\$ 152,112
Interest and dividends .....	2,840	-	2,840
Net unrealized gain (loss) .....	913	-	913
Investment fees .....	(150)	-	(150)
Net investment return .....	3,603	-	3,603
Contributions .....	-	7,790	7,790
Release of restrictions .....	-	(14,903)	(14,903)
Transfers .....	40,307	-	40,307
Balance, June 30, 2019 .....	\$ 63,499	\$ 125,410	\$ 188,909

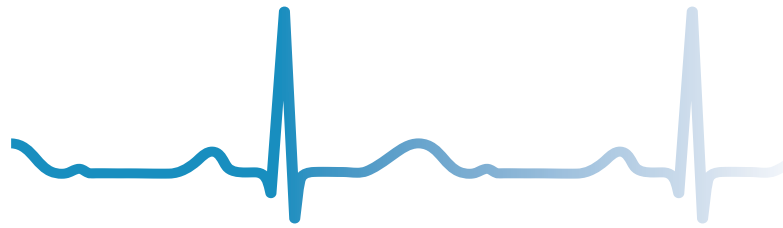
## NOTE 10 – Retirement Plan

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 Internal Revenue Code. The Association may make discretionary matching contributions each plan year (calendar year) up to 3% of the participation's annual compensation. All participants who are employed on December 31 during the plan year received an allocation of the Association's contributions made for the plan year. Pension expense for the years ended June 30, 2019 and 2018 totaled \$15,868 and \$14,605, respectively.

## NOTE 11 – Commitments

### 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, 2025. The Association purchased a certificate of deposit in the original amount of \$12,517 as collateral to a letter of credit that was provided as the security deposit for the office lease. The balance of this certificate of deposit as of June 30, 2019 and 2018 was \$13,272, where \$12,517 of this amount is restricted in use.



# VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

## NOTES TO FINANCIAL STATEMENTS JUNE 30, 2019 AND 2018

### NOTE 11 – Commitments, Continued

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

Rent expense for the years ended June 30 is summarized as follows:

	<u>2019</u>	<u>2018</u>
Rent paid .....	\$ 147,474	\$ 152,936
Straight line adjustment .....	<u>(11,292)</u>	<u>(16,754)</u>
	<u>\$ 136,182</u>	<u>\$ 136,182</u>

#### Office Equipment

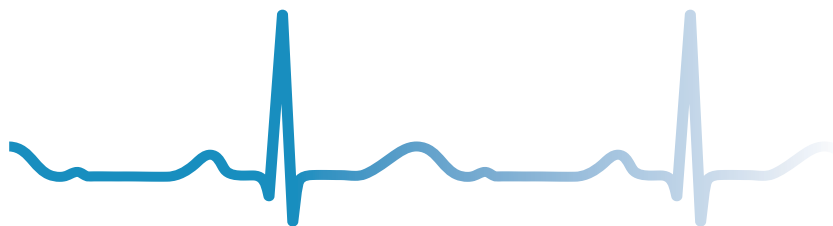
The Association leases a copier and a postage machine under operating leases that expire in September 2019 and November 2022, respectively. Monthly and quarterly payments on these leases are \$1,084 and \$953, respectively. In April 2019, the Association entered into a new copier lease to replace an existing one. The monthly lease payment on the new copier is \$927 and this lease expires in June 2024.

The following is a schedule of future minimum rental payments under the above leases as of June 30:

2020 .....	\$ 172,350
2021 .....	173,716
2022 .....	178,495
2023 .....	181,029
2024 .....	184,652
Thereafter.....	193,860
	<u>\$ 1,084,102</u>

#### Conferences

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.



# VOLUNTARY PROTECTION PROGRAMS PARTICIPANTS' ASSOCIATION

NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2019 AND 2018

## NOTE 12 – Availability and Liquidity of Resources

The Association's financial assets available for general expenditure, that is, without donor restrictions limiting their use, within one year of the statement of financial position, are as follows:

Cash .....	\$	443,079
Accounts receivable .....		9,283
Investments .....		5,119,779
	\$	<u>5,572,141</u>

As part of liquidity management, the Association has a policy to structure its financial assets to be available as general expenditures, liabilities, and other obligations that come due. In addition, the Association invests cash in short-term investments, including money market accounts, treasury bonds, and mutual funds. The Association's financial assets available at June 30, 2019 are sufficient to cover all of its obligations.

## NOTE 13 – Expense Allocation

The financial statements report certain categories of expenses that are attributable to one or more programs and supporting functions of the Association. Those expenses include bank and credit card charges, depreciation, employee benefits, insurance, leased equipment, office supplies, professional services, rent, repairs and maintenance, scholarships, staff education, and telephone where the costs are allocated based on estimates of costs utilized and time and level of effort. Such allocations are determined by management on an equitable basis. The remaining expenses are directly allocated to the program or supporting service to which they relate.

## NOTE 14 – Subsequent Events

In preparing the accompanying financial statements, the Association has evaluated events and transactions for potential recognition or disclosure through October 11, 2019, the date the financial statements were available for issuance.