

A MESSAGE FROM THE 2018-19 PRESIDENT



Rixio Medina
2018-19
ASSP President

It was an honor to serve as our Society's president for the majority of the ASSP fiscal year that ended March 31. I proudly share with you this annual report that summarizes our organization's many accomplishments during those 12 months. It was a period of growth and success as we aligned our initiatives with our four strategic pillars of education, advocacy, standards development and member communities.

We also took a major step by transitioning to a new brand that included a new name, refreshed logo, redesigned website and rebranded social media channels. We debuted all of this at our record-breaking Safety 2018 conference in San Antonio, TX, where we proudly declared, "We are safety professionals!" ASSP represents the many diverse disciplines that make up the dynamic OSH community, and this is just one example of how we continue to evolve our organization to stay at the forefront of workplace safety. Our revised brand better reflects current membership and creates a more inclusive environment that positions the Society for growth.

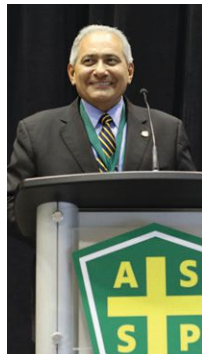
This fiscal year saw our Board of Directors add Jennifer McNelly to the ASSP team as

CEO. She is sharpening our focus on process and business operations to improve your experience and engagement with ASSP. She is helping to optimize our resources, better invest in and improve staff talent, and energize interactions between our volunteer leaders and OSH stakeholders.

In June 2018, we created the Council on Academic Affairs and Research, our first new council in 20 years. This signifies our dedication to advancing our profession, which will ultimately help better protect workers. This council is focused on developing and sustaining a research agenda that supports our profession and helps translate research to practice. The group is also focused on building our profession's pipeline, and is engaging the academic community to improve standards, pursue program accreditation and promote the inclusion of OSH coursework in business and engineering curricula.

In October 2018, we hosted a summit that addressed the safety of women in the workplace. We focused on solutions that can prevent violence against women at work and encouraged employers to acquire personal protective equipment de-

Many opportunities lie ahead for our organization as technology continues to evolve and the world of work continues to change.



Through our advocacy efforts, ASSP communicates the value of OSH to key stakeholders. Our consensus standards reflect recognized best practices in the U.S. and internationally.



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



As members of our Society, OSH professionals find a vibrant community that helps them grow professionally through education and networking. Through our educational offerings, we provide valuable training, knowledge, skills and professional development.

signed specifically for women. Workplace violence has a disproportionate impact on women and is the leading cause of workplace fatalities for women. More than 50 safety experts at the summit also analyzed obstacles that keep women from advancing into leadership positions in their organizations. This event is just the start of many opportunities for safety experts to collaborate on initiatives that will drive change and help solve long-standing issues for many in today's diverse workforce.

During October, we also launched our biweekly *Safety Standards and Tech Pubs* podcast to share more insight about the industry consensus standards and books we publish. The podcast covers many helpful safety topics and each episode generates significant downloads, amplifying our leading voice in advancing the OSH profession.

In January, the ASSP Foundation released a research report that showed the value of wearable technology in measuring fatigue in the workplace to better understand and mitigate its role in causing injuries and diminishing productivity. Fatigue costs U.S. employers more than \$130 billion a year in health-related lost productivity, and this 3-year study can help us create a comprehensive framework to protect workers from injuries caused by being tired on the job.

In February, we published an active shooter technical report to help mitigate the threat of workplace violence, which has become far too prevalent across all work environments. The report received national attention and is an important tool for safety professionals to help manage this risk and better ensure a coordinated response should a hostile event occur.

Throughout the year, our Government Affairs Committee and Council on Professional Affairs drove public position statements on many legislative and regulatory issues coming out of Washington, DC. It is important that ASSP maintains a strong voice and stays active as a global leader for workplace safety.

We also continued to make significant progress developing industry-leading standards that establish

best practices. We know that compliance with federal and state safety regulations simply is not enough. We developed, reaffirmed or revised more than 12 voluntary consensus standards, engaging more than 1,200 volunteers who represent 900 organizations. That's a major commitment to advancing occupational safety and health.

The debut of our online ASSP Community was impressive as well. Members are using the interactive forum to engage in conversations with other members globally across practice specialties, common interest groups and chapters. Through this platform, members are sharing valuable content, discussing challenges and suggesting solutions to common concerns.

With an eye on the future, we formed a task force that is exploring opportunities around Total Worker Health, the next-generation approach to worker safety and health. It will bring opportunities to holistically address an employee's well-being, moving beyond traditional wellness initiatives.

Our achievements are truly a reflection of the hard work of our dedicated volunteer leaders and talented staff. Thank you to all who have invested time and energy in our Society. Your contributions are appreciated and valued. Occupational safety and health across the country and around the world is better off today as a result of your input and insight.

It was another great year for ASSP and I thank you for allowing me to be part of it. Many opportunities lie ahead for our organization as technology continues to evolve and the world of work continues to change. Let's keep the momentum going.

Rixio E. Medina

A MESSAGE FROM THE VICE PRESIDENT, FINANCE



Christine Sullivan
2018-19
Vice President, Finance

ASSP's volunteer leaders and staff are committed to improving our products and services and advocating for our profession. With the dedication of more than 39,000 members around the world, the future of our Society and our profession is bright.



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Fiscal Year (FY) 2019 proved to be an exceptional year for ASSP. With a new strategic plan, ASSP confirmed its focus on membership, education, standards and advocacy as the four pillars that are critical to advancing our mission. A record-setting Professional Development Conference and Exposition in San Antonio, TX, set the tone for the year, and the Board of Directors welcomed Jennifer McNelly as our new chief executive officer to lead the organization. Throughout the year, ASSP members continued their strong support for the Society.

For the year, ASSP revenue reached \$19 million, about \$400,000 better than last year. Income from budgetary operations totaled approximately \$985,000, our second-best year ever. Nonbudgetary items, notably board-designated expenditures, offset this income by about \$790,000, resulting in a net increase in ASSP assets of \$195,000. Net assets for the ASSP Foundation (ASSPF) decreased about \$45,000. Consolidated net assets for ASSP and ASSPF grew from \$11.8 million last year to \$11.9 million as of March 31, 2019.

ASSP's professional development and education offerings contribute the largest portion of revenue. Safety 2018 established records for both attendance and exhibition space, bringing together nearly 5,800 attendees, including more than 2,200 newcomers. More than 2,900 exhibitors from 636 companies showcased their products and services on more than 117,000 sq ft of exhibit space. In January, Seminarfest offered 93 courses to 1,050 attendees. Among other highlights, ASSP:

- delivered 148 training events to more than 15,000 safety professionals, advancing their knowledge, skills and abilities;
- awarded more than 13,000 continuing education units;
- issued 236 certificates via our programs covering safety management, executive-level management, managed fall protection, global safety management, ISO 45001 and risk assessment;
- published 36 peer-reviewed articles, 82 best practices and other bylined articles, and 12 interviews with OSH thought leaders in *Professional Safety*.

Contributing more than \$5.4 million, membership and communities also provide a critical source of revenue for ASSP. As of April 1, 2019, membership reached more than 39,000, our highest total ever, reflecting a 2.2% growth rate. ASSP also:

- hosted 240 volunteer leaders, a record, at the 2018 Leadership Conference;
- worked with ASSPF to bring together 147 students at the 2018 Future Safety Leaders Conference;
- hosted the Women's Workplace Safety Summit leading to a 12-month plan to increase awareness of key issues facing women in the OSH profession;

- launched the online ASSP Community, a virtual space where members can connect, share best practices and engage volunteer leaders.

With standards and technical services revenue increasing to nearly \$1.4 million, ASSP continues to be a leader in the development of OSH standards that reflect recognized best practices in the U.S. and globally. During the year, ASSP:

- distributed more than 7,900 standards, a 54% increase, through sales and educational offerings;
- engaged more than 1,200 volunteers, representing 900 organizations, in defining industry consensus standards;
- published five new standards and reaffirmed or revised eight others;
- launched ASSP's *Safety Standards and Tech Pubs* podcast;
- published books and technical publications with several new releases including training.

ASSP also elevates our profession through innovation, thought leadership and objective, science-based approaches, including:

- launching the Council on Academic Affairs and Research to expand student engagement and educational standards activities, and to pursue research-to-practice initiatives;
- developing a pilot job description tool for human resources professionals and a self-assessment tool for safety professionals.

ASSPF continued to build a strong workforce by focusing on education, leadership and research. Thanks to the OSH community's generosity, ASSPF awarded a record \$411,875 in scholarships and grants to 125 students and professionals. A special \$5,000 Region VIII Family Scholarship was provided to a student whose father died in a tragic plane crash; this tragedy generated numerous regulations and support for fatigued flight pilots and crew. ASSPF funded a Student Award in Innovation providing a full safety conference experience and mentorship for our emerging professionals. ASSPF also concluded the research study on fatigue and wearables, which provides practical solutions to create awareness and build processes to monitor fatigue and prevent injuries for all workers.

ASSP's volunteer leaders and staff are committed to improving our products and services and advocating for our profession. With the dedication of more than 39,000 members around the world, the future of our Society and our profession is bright.

Christine M. Sullivan

Christine M. Sullivan, CSP, ARM

American Society of Safety Professionals and American Society of Safety Professionals Foundation

Consolidated Statement of Activities With Consolidating Information

Year ended March 31, 2019 (with comparative totals for 2018)

	2019 Consolidating Information				2018 (Consolidated)
	ASSP	ASSP Foundation		Total	
		Without donor restriction	With donor restriction		
Revenue:					
Professional Development	\$11,240,698	--	--	\$11,240,698	\$11,100,797
Membership/Communities	5,440,319	--	--	5,440,319	5,173,988
Standards/Technical Services	1,387,768	--	--	1,387,768	1,339,707
Other revenue	394,658	--	--	394,658	317,611
Communications/ <i>Professional Safety</i> Foundation (contributions)	564,783	--	--	564,783	730,584
Foundation (investment income)	--	309,499	338,231	647,730	717,196
Release of net assets arising from satisfaction of restrictions	--	105,001	7,096	112,097	96,544
	\$19,028,226	\$742,020	\$17,807	\$19,788,053	\$19,476,427
Expenses:					
Program:					
Professional Development	\$8,371,986	--	--	\$8,371,986	\$8,093,235
Standards/Technical Services	1,487,282	--	--	1,487,282	1,280,210
Professional Affairs/Research	254,741	--	--	254,741	314,618
Communications/ <i>Professional Safety</i> Foundation	1,499,244	--	--	1,499,244	1,613,791
	--	\$648,448	--	648,448	602,323
Supporting services:					
Administration	3,117,436	161,774	--	3,279,210	3,609,398
Membership/Communities	3,311,771	--	--	3,311,771	2,741,308
Fundraising	--	88,321	--	88,321	117,710
	\$18,042,460	\$898,543	--	\$18,941,003	\$18,372,593
Increase (decrease) in net assets from budgetary operations before nonbudgetary items	\$985,766	\$(156,523)	\$17,807	\$847,050	\$1,103,834
Nonbudgetary items:					
Loss on sale of building	--	--	--	--	(688,091)
(Increase) decrease in postretirement benefit obligations	(203,545)	--	--	(203,545)	(360,382)
Unrealized and realized gain on investments, net of fees	153,143	93,715	--	246,858	781,721
Expenditures of designated funds	(440,046)	--	--	(440,046)	(223,032)
Staff reward and recognition	(300,000)	--	--	(300,000)	(149,203)
Other expense, net	--	--	--	--	(301,634)
	(790,448)	93,715	--	(696,733)	(940,621)
Change in net assets	195,318	(62,808)	17,807	150,317	163,213
Net assets:					
Beginning of year	\$6,004,612	\$1,952,313	\$3,842,283	\$11,799,208	\$11,635,995
End of year	\$6,199,930	\$1,889,505	\$3,860,090	\$11,949,525	\$11,799,208

The above financial statements have been extracted from the complete audited financial statements on file in the association's office. The audit was performed by RSM US LLP, Chicago.

American Society of Safety Professionals and American Society of Safety Professionals Foundation

Consolidated Statement of Financial Position, With Consolidating Information

Year ended March 31, 2019 (with comparative totals for 2018)

	2019 Consolidating Information			2018 (Consolidated)
	ASSP	ASSP Foundation	Total	
Assets:				
Cash and cash equivalents	\$6,441,660	\$514,609	\$6,956,269	\$5,580,160
Investments	7,677,603	5,595,839	13,273,442	12,942,982
Interorganization balances	20,545	(20,545)	--	--
Accounts receivable, net	397,434	7,673	405,107	461,729
Inventory, net	194,347	--	194,347	175,893
Prepaid expenses, deposits and other assets	836,316	1,551	837,867	750,725
Property and equipment, net	3,842,645	--	3,842,645	4,017,850
	\$19,410,550	\$6,099,127	\$25,509,677	\$23,929,339
Liabilities & Net Assets:				
Liabilities				
Accounts payable:				
Trade	\$494,349	\$349,532	\$843,881	\$1,215,244
Chapters	86,795	--	86,795	89,530
Accrued wages and related costs	753,380	--	753,380	640,458
Other accrued expenses	328,823	--	328,823	240,547
Accrued pension obligation	2,502,551	--	2,502,551	2,460,215
Deferred compensation	143,957	--	143,957	122,838
Deferred membership dues	3,240,877	--	3,240,877	3,005,298
Deferred meeting and other revenue	5,659,888	--	5,659,888	4,356,001
	\$13,210,620	\$349,532	\$13,560,152	\$12,130,131
Net assets				
Without donor restriction:				
Undesignated	\$5,999,468	\$1,889,505	\$7,888,973	\$7,302,199
Board designated	200,462	--	200,462	654,726
	\$6,199,930	\$1,889,505	\$8,089,435	\$7,956,925
With donor restriction	--	\$3,860,090	\$3,860,090	\$3,842,283
	\$6,199,930	\$5,749,595	\$11,949,525	\$11,799,208
	\$19,410,550	\$6,099,127	\$25,509,677	\$23,929,339

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