MISSION AND VISION

Who We Are

The ASSP Foundation is committed to a safer future for workers. We advance occupational safety and health, we promote Occupational Safety and Health (OSH) as a career choice, and we help build a sustainable talent pipeline for the profession.

What We Do

We position the OSH profession as a desirable career choice and help to build the skills and leadership of current OSH professionals. We provide career guidance, educational opportunities, and leadership development to attract new individuals to the profession, as well as enhance the knowledge and skills of current safety professionals. We leverage and support applied scientific research and collect data to develop and inform strategy and to position the OSH profession towards best-in-class standards.

Why It Matters

Occupational safety and health professionals create safe working environments by preventing workplace fatalities, injuries and illnesses across all industries. For many, the primary source of professional development and knowledge enhancement is through networking and training provided at the company or community level. New tools and delivery strategies are required to reach and engage both current and new generations of learners and workers. Building on ASSP’s base of 39,000 members, the ASSP Foundation is uniquely positioned to serve in this capacity.
On behalf of the ASSP Foundation Board, I wanted to start off by saying “thank you” and giving a “virtual high five” to each and every one of you, and the ASSP communities you represent. We are so proud to serve alongside of you, working together to support the future of occupational safety and health. I hope you will be as proud as I am of what the ASSP Foundation has accomplished this past year.

As you will see on the following pages, your donations are being put to great use and we are getting terrific results from ASSP Foundation programs. This important work is funded by generous donations to the ASSP Foundation – it simply could not be done without your support. Considering everything safety has given to me, I want to do all I can to ensure others have the opportunity to join our community of donors. It is incredibly heartening to see how many of you feel the same.

The purpose of the ASSP Foundation has always been to support a strong safety workforce. But as you know, it’s a loud, messy world out there, and we as a profession are competing with other careers for the attention of the next generation. Your Foundation is stepping in to shine a light on safety as a career path. Together, we can work to advance our profession by coming together as champions for the profession. We can showcase safety as a desirable career choice to attract and cultivate the interest of future safety leaders while continuing to support them on their journeys.

What will your legacy be? That has been a question we have discussed quite a bit this past year. Our collective legacy can be working together to build programs to engage the greater community and aid in guiding prospective and current OSH professionals throughout their careers.

Thank you for your investment in the future of the OSH profession through the ASSP Foundation, and for the work you do to make the world a safer place!

Linda M. Tapp, CSP  
Chair, ASSP Foundation Board of Trustees
ONE MISSION. MANY HEARTS.

THE FUTURE OF THE PROFESSION

The ASSP Foundation utilizes donor-funded resources to support the future of the OSH profession through three pillars, gleaned from the ASSPF mission statement: Education | Leadership Development | Research

Thank you to everyone who supports the future of the profession!

SINCE 1990

$3.1M+ Scholarships
$245+ Professional Development Grants
$500K+ Research Grants
$45K+ ABET Accreditation
1,500+ Lives Affected

IN 2019

$388K+ Scholarships
$25K+ Professional Development Grants
$300K Research Study underwritten by ASSP Foundation completed
150+ Super Safety Students supported through ASSP Future Safety Leaders Conference

Find out more about the impact of your Foundation and how to get involved at www.ASSP.org/Foundation
# Statement of Revenue & Expenses

For the 12 months ending March 31, 2019

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Restricted</th>
<th>Consolidated</th>
<th>Prev Year</th>
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<tr>
<td><strong>Revenues</strong></td>
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<td>Total Contributions</td>
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<td>Interest Earnings</td>
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<td><strong>Total Revenues</strong></td>
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<td><strong>$377,788.89</strong></td>
<td><strong>$759,826.64</strong></td>
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<td><strong>Expenses</strong></td>
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<td>Scholarships and Professional Education Grants, Fees</td>
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<td>449,115.00</td>
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<td>Future Safety Leaders Conference</td>
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<td>8,183.24</td>
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<td>3,907.65</td>
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<td>Conference Events</td>
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<td>Investment/Bank fees</td>
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<td>Management Fees</td>
<td>210,000.00</td>
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<td>Marketing and Promotion</td>
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<td>Meetings &amp; Conf Calls</td>
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<td>5,320.27</td>
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<td>Misc</td>
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<td>1,124.29</td>
<td>3,330.65</td>
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<td><strong>Other Expenses</strong></td>
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<td></td>
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<tr>
<td>Endowment Funding</td>
<td>122,102.35</td>
<td>(122,102.35)</td>
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<td>Fund Adjustments</td>
<td>664.00</td>
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<td>-</td>
<td></td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$445,944.86</strong></td>
<td><strong>$452,598.65</strong></td>
<td><strong>$898,543.51</strong></td>
<td><strong>$833,716.15</strong></td>
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<tr>
<td><strong>Net Income</strong></td>
<td>(63,901.17)</td>
<td>($74,809.83)</td>
<td>($138,716.94)</td>
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<tr>
<td>Realized Investment Gain/Loss</td>
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<tr>
<td>Unrealized Gain/(Loss) from Investments</td>
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<td>(119,325.03)</td>
<td>34,902.55</td>
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<tr>
<td><strong>Increase in Net Assets</strong></td>
<td><strong>$29,808.28</strong></td>
<td><strong>($74,809.83)</strong></td>
<td><strong>($45,001.55)</strong></td>
<td><strong>$342,432.45</strong></td>
</tr>
</tbody>
</table>
ASSP Foundation Distinguished Service Awards

Each year, the ASSP Foundation Chair selects an individual (or two) who demonstrate outstanding achievement, commitment and support of the ASSP Foundation.

Brain Breider is a past ASSP Foundation Trustee and served as the FY2019 Chair of the ASSP Foundation Finance Committee. He has helped to actively manage our investment portfolio and led efforts to create a new, sustainable endowment program policy.

BRIAN E. BREIDER, CSP, ARM
Safety Coordinator – Quality Management Services, Mayo Clinic

Liz Velky serves on the ASSP Foundation Next Generation Board. She is a creative, energetic and dedicated fundraiser and strategic ambassador, advocating on behalf of ASSP Foundation programs.

ELIZABETH VELKY, CLCS, RRE
Risk Control Specialist – National Risk Control, Gallagher

The 2018 awardee, Tyler Vanchure, was selected for her work to infuse her legacy into the ASSP Slippery Rock University Student Section by restructuring the executive board of her student section and launching the first student chapter of ASSP’s Women in Safety Excellence Common Interest Group. Tyler graduated in 2019 from Slippery Rock University with a degree in Safety Management.

TYLER VANCHURE, GSP
Safety Management
Slippery Rock University
Class of 2019

The 2019 awardee, Samantha Hackney, was selected for her work within her local community through her research on the overexertion of firefighters, creation of a series of toolbox talks while interning at the University of Pennsylvania, and her authentic, strategic, inspiring leadership of the Millersville University ASSP Student Section. Samantha is a junior at Millersville University, majoring in Occupational Safety and Environmental Health.

SAMANTHA HACKNEY
Occupational Safety and Environmental Health
Millersville University

ASSP Foundation Next Generation Board Student Awards in Innovation

Each year, the ASSP Foundation Next Generation Board awards a student working to innovate the future of the profession. Awardees are selected from the ASSP Foundation Future Safety Leaders Conference attendees who apply for the award.

www.ASSP.org/Donate or text ASSP to 41444
ASSP Foundation 
Family Scholarship

To represent ASSP's dedicated and compassionate safety professionals, the ASSP Foundation has created the ASSP Foundation Family Scholarship to support families affected by workplace tragedies.

The ASSP Foundation Family Scholarship, available to spouses and children who have lost a loved one in a workplace incident, provides educational funding to minimize the financial impact of their loss and encourage continuing education.

As safety professionals continue to make a greater impact, fewer people will experience such tragedies, but we can’t ignore those who need help. We encourage you to share this program with anyone you know who may benefit from it. Visit www.ASSP.org/Family for more information.

Ten years ago, Kaley Renslow’s father piloted a tragic plane accident, which later spawned numerous aviation safety regulations and reform.

Kaley writes . . . “Thanks to your donations, the gap is not only bridged financially, but also lifts such a heavy burden from the lives of those affected by the loss of a loved one in workplace tragedies. I want to thank you from the bottom of my heart for bridging this gap for me. I hope to follow in your footsteps one day and stand in the gap for others.”

An example of someone who is bridging the gap for many others is Samantha Wooten.

Samantha received an ASSP Foundation Family Scholarship in 2018. Her father was killed in a tragic workplace incident in 2016, and since then Samantha has been on a determined journey, advocating for legislation to require better investigation of workplace incidents in the public sector. In May of 2019, a bill that requires such investigation was officially signed into law, thanks to Samantha’s tireless efforts. Samantha’s passion and hard work to honor her father’s memory are truly inspiring.

She recently enrolled in the OSH graduate program at Keene State, as she has chosen to change the direction of her career by pursuing an education in Occupational Safety and Health. She is an active member of ASSP, serving as an ASSP Granite State Chapter Delegate as well as serving on the Executive Boards of USMWF (United Support and Memorial for Workplace Fatalities) and the New Hampshire Coalition for Occupational Safety and Health.
BUILDING A STRONGER WORKFORCE

Supporting education and leadership development for students of occupational safety and health.

ASSP Future Safety Leaders Conference

Each November, the ASSP Future Safety Leaders Conference brings 150 leading safety students together for two days of networking and leadership development.

This year’s attendees once again had the opportunity to learn from ASSP and ASSP Foundation leadership alongside today’s leading safety experts regarding a variety of skills in management, teamwork, emotional intelligence, public speaking and technical knowhow. In addition to resume review, coaching and networking, representatives from sponsoring companies conducted mock interviews and educated students about their companies and job opportunities in the safety profession. Thank you to our dedicated sponsors and leaders over the years!

ASSP Foundation Academic Scholarship Program

A record-breaking $388,000+ in ASSP Foundation scholarships was awarded to occupational safety and health students for the 2018-2019 academic year!

"Thank you for believing in me and for this generous scholarship. This award means the world to me as I set out to build relationships and impact those around me positively. Having someone close to my heart injured from a safety-related accident drives me to inspire those in the workforce to do things in the most efficient and safest way possible. I hope that one day I may have the opportunity to assist students and those trying to further their education the way that you have. I am so blessed and forever thankful for this scholarship."

RACHEL GOOTEE
2019 ASSP Foundation Scott Sewing Memorial Scholarship sponsored by Applications International Corporation
Murray State University, Class of 2019
Undergraduate Student, Occupational Safety and Health Administration

www.ASSP.org/Donate or text ASSP to 41444
“Thank you very much for your kindness as demonstrated by your funding this scholarship. I look forward to making the most of this scholarship opportunity. It is also a motivation to study more and do a lot better academically as well as volunteering for community projects. I look forward to in the future contributing to scholarship opportunities that will help students in financial need. Thank you very much, God bless you!”

OLUYOMI OLORUNTOBA
2019 ASSP Foundation Texas Safety Foundation George Gustafson HSE Memorial Scholarship
Texas A&M University - Central Texas, Class of 2019
Graduate Student, Public Health

“Thank you again for selecting me to receive this scholarship. Your support has inspired me to continue to work hard and assist others in achieving their goals, as you have helped me. Your generosity will help me reach my graduation target so I can immediately start my career and being positively impacting people. I will always remember receiving this scholarship and use it as a reminder to never give up and always give back.”

ETHAN GIRTY
2019 ASSP Foundation UPS Diversity Scholarship
2019 ASSP Foundation ASSP Safety Conference Travel Grant, Sponsored by UPS
Northeastern State University, Class of 2019
Undergraduate Student, Environmental Health and Safety Management

“Receiving this scholarship for a second time means so much to me. With this, I will be able to continue my quest for improvement and knowledge as a safety professional, even after I graduate. The support I receive from Liberty Mutual and the ASSP Foundation goes a long way to advance my potential as an effective safety professional, and I am grateful for it.”

MORGAN LAWSON
2019 ASSP Foundation ASSP Greater Chicago Chapter Scholarship
2019 ASSP Foundation Steven F. Kane Memorial Scholarship
2019 ASSP Foundation ASSP Safety Conference Travel Scholarship, Sponsored by Georgia Pacific
University of Illinois - Chicago, Class of 2019
Graduate Student, Environmental and Occupational Health Sciences

“Being awarded this scholarship will alleviate the burden of living expenses and fees for school as I am finishing up my degree. I have worked extremely hard over the past few years to learn and grow as a safety and health professional so that when I start my career, I will be well informed and can make a difference. I am incredibly thankful for a network of professionals that go above and beyond to support student success. As an emerging professional I hope to continue my involvement with ASSP and help students reach their goals just as your support has helped me reach mine. Thank you so much for your generosity, I am honored to be the recipient of this scholarship.”

CHARLES PASCHOLD
2019 ASSP Foundation Liberty Mutual Scholarship
2019 ASSP Foundation ASSP Safety Conference Travel Scholarship, Sponsored by Liberty Mutual
Indiana University of Pennsylvania, Class of 2019
Undergraduate Student, Safety, Health, and Environmental Applied Sciences

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BUILDING A STRONGER WORKFORCE

Supporting training and leadership development for occupational safety and health professionals.

ASSP Leadership Conference

The ASSP Foundation extends thanks to the ASSP Leadership Conference Committee for partnering with the ASSP Foundation during the 2019 event, and for the support of those in attendance at the event. ASSP leaders from throughout the world came to network and learn together. Attendees dedicated donations to those who have supported them on their collective leadership journeys and had a little fun amongst the serious learning!

ASSP Foundation Professional Development Grants

Thanks to the generosity of the ASSP community, another record-breaking $25,000+ went to support occupational safety and health professionals seeking professional development support.

"Receiving this award has provided me with the confidence and drive to increase my skill sets while striving to contribute my knowledge to my local community and other safety professionals."

CHRISTIN FINE
2019 ASSP Foundation Women in Safety Excellence (WISE) Professional Education Grant

"I would like to thank the ASSP Foundation and the ASSP Greater Boston Chapter for their support and empowering me to pursue educational opportunities aiding my development. My hope is that my work with ASSP will assist other safety professionals in developing in their careers as well."

BRIAN HANLON
2019 ASSP Foundation ASSP Greater Boston Chapter Professional Education Grant

www.ASSP.org/Donate or text ASSP to 41444
“As with everything in life, knowledge and understanding are the foundations to success and with your help, I’ll be able to make a more meaningful impact on the lives of those around me.”

“MBA program in which I am enrolled will allow me to develop business acumen and hone leadership skills to better advocate for workplace safety. Thanks to this grant, the financial burden that comes with pursuing graduate studies will be lightened and I can focus on my studies and efforts to helping others. Thank you again for the vote of confidence. I hope to one day bestow the same opportunity in the future and help advance the profession.”

“With everything in life, knowledge and understanding are the foundations to success, and with your help, I’ll be able to make a more meaningful impact on the lives of those around me.”

“It is because of gracious donors like you, safety professionals like me are able to further their education and achieve our goals of helping reduce accidents/injuries and save lives.”

“The MBA program in which I am enrolled will allow me to develop business acumen and hone leadership skills to better advocate for workplace safety. Thanks to this grant, the financial burden that comes with pursuing graduate studies will be lightened and I can focus on my studies and efforts to helping others. Thank you again for the vote of confidence. I hope to one day bestow the same opportunity in the future and help advance the profession.”

www.ASSP.org/Donate or text ASSP to 41444
ASSP Foundation
Fatigue Research Project

2019 marked the completion of the three-year ASSP Foundation-funded research study “Advancing Safety Surveillance Using Individualized Sensor Technology (ASSIST)” through The Research Foundation for SUNY on behalf of the University at Buffalo.

As reported in the June 2019 issue of ASSP’s PSJ, due to its high prevalence and serious consequences, a need exists for practical solutions to create awareness toward monitoring fatigue to prevent injuries and safety incidents. Safety professionals can look to existing process improvement frameworks such as six sigma to outline the stages of fatigue monitoring.

In its traditional application in manufacturing and service industries, the six sigma method focuses on investigating how to enhance business performance and satisfy customer needs. However, the focus is usually on external customers rather than internal customers (i.e., the workers in occupational safety settings). In this article, the authors show how the data-driven define, measure, analyze, improve and control (DMAIC) framework can be used as a guide for continuously improving fatigue management practices in the workplace.

Visit www.ASSP.org/Foundation for more information!
DONORS
Fiscal Year 2019 (April 1, 2018 through March 31, 2019)

LEGACY DONORS
The ASSP Foundation legacy donors are individuals who have chosen to arrange for the ASSP Foundation to be a partial beneficiary in their estate plans. These forward-thinking individuals ensure their impact on the profession extends beyond their careers and beyond their lifetimes.

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Linda and Darren Tapp
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ASSP Greater Chicago Chapter
ASSP Philadelphia Chapter
ASSP New England Area Chapter
ASSP Northwest Chapter
ASSP Western Pennsylvania Chapter

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Michael S. Miller, M.S., OHST
Ralph J. Mingo
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DONORS
It is an honor to work together as one ASSP to support the future of the occupational safety and health profession. We are incredibly grateful for your investment in the mission of the ASSP Foundation. None of these programs would exist without support from you.

We are excited to partner with you as we work together to build new programs to supplement existing programs.

**OUR VISION FOR THE FUTURE ALLOWS THE ASSP FOUNDATION TO:**

- **Advance occupational safety and health**, by positioning and promoting Occupational Safety and Health (OSH) as a desirable career choice, helping build a sustainable talent pipeline for the profession.
- **Provide career guidance, educational opportunities, and leadership development** to attract new individuals to the profession, as well as enhance the knowledge and skills of current safety professionals.
- **Support students and professionals** who need financial assistance and enhance access to training for lifelong career success.
- **Foster the growth and development** of the next generation of safety professionals.

These four statements represent the overarching goals of building a strong pipeline of occupational safety and health professionals. Current and future professionals in the field. Current and future leaders of organizations. Those responsible for ensuring that the global workforce is protected from harm, and each worker is able to get home safe to their families, after each and every shift.

**Together we can engage the greater community and aid in guiding prospective and current OSH professionals through their careers while supporting them along the way.**
HOW CAN YOU SUPPORT YOUR FOUNDATION?

▪ Partner with the ASSP Foundation in efforts to build a sustainable workforce development program
▪ Consider organizing an event and donate the proceeds
▪ Donate your birthday! Organize a Facebook fundraiser for your friends and family
▪ Start a friendly fundraising competition with other ASSP Communities, companies, etc.
▪ Get your I ♡ Safety gear at www.ASSP.org/SafetyStore
▪ Donate online at www.ASSP.org/Foundation

Find the ASSP Foundation team and ask them for ideas, or contact them at foundation@assp.org