

2014-2015 ANNUAL REPORT

Protecting Workers. Supporting Members. Advancing Global Safety.



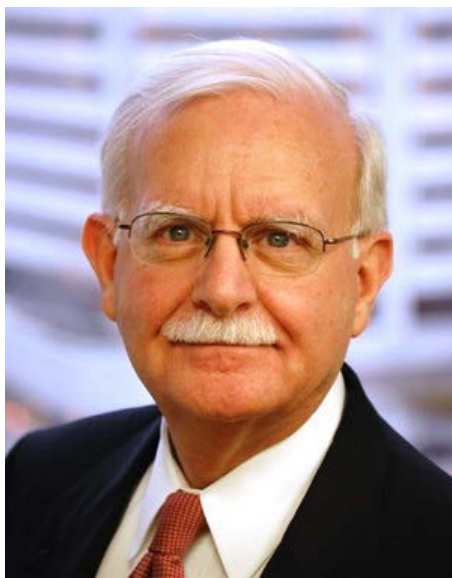


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MESSAGE TO THE MEMBERSHIP

The past year has been a dynamic one—for both the association and the safety equipment industry. As a membership association, ISEA provides a forum for companies to work together to accomplish objectives that are important to the safety equipment market. It's a good year when the association can meet the needs of our member companies and the workers who wear and use safety products. There was progress in the development, maintenance and promotion of product standards and our government programs advocated for policies that further acknowledged the importance of safety equipment. In 2014, headlines contained the letters "PPE" in the media due to Ebola. The deadly virus caused a surge of demand globally for personal protective equipment and ISEA was a channel for information. Staff, along with member company experts, moved quickly to address a sudden challenge, served as a trusted information resource on PPE selection and use, consulted by policy makers, influencers and user groups. As the ISEA embarks on a future plan to create widespread visibility for the association's new and ongoing programs and services, we will engage with new key audiences, while maintaining strong relationships with current stakeholders. We deeply appreciate your continued engagement to ensure that our industry continues to thrive.

All my best,

Dan Shipp

STRATEGIC GOALS

Knowledge. Networking. Advocacy.

The International Safety Equipment Association is a strong, financially sound and active organization of companies that share a common purpose.

ISEA Mission

The mission of ISEA is to support and promote the common business interests of its member companies. ISEA member companies are united in the goal of protecting the health and safety of people worldwide exposed to hazardous and potentially harmful environments.

The association provides the forum through which its members can work to:

- promote the [standardization](#) of safety equipment,
- represent the industry's interests before [government](#) bodies, and interpret government actions to the industry,
- collect and disseminate information about the industry,
- maintain links to other [organizations](#) in the safety industry worldwide,
- promote the proper use of [personal protective equipment](#) as essential to worker safety and health.

ISEA Vision

To be the preeminent thought leader and unite the safety equipment industry worldwide through knowledge, networking and advocacy.



Key Strategic Focus Areas

Provides focus and direction to all the association's activities. It expresses the common purpose of the association and its member companies in accomplishing successful standards development, government outreach and knowledge access programs for the benefit of the industry.

Standards and Technology

Successfully manage all aspects of the American National Standards under its purview, from drafting through consensus development and approval, publication, interpretation, pro-motion and periodic updating. As a recognized, accredited developer of consensus standards, the association's expertise is in managing the process – bringing together stakeholders including producers, users and regulators and subject matter experts, reconciling disparate views and producing standards that satisfy the demands of the marketplace as well as personal protection.

Government Advocacy and Information

Maintain a strong and steady relationship with important government agencies and Congress, working to influence laws and regulations that affect ISEA members' business and products. Through comments and testimony, official meetings and constant interaction, ISEA also performs an important role in interpreting the actions of government, keeping its members informed and providing them a virtual Washington office to represent their collective interests.

Knowledge Access and Exchange

Be recognized as the forum for the free exchange of ideas and information. This includes not only the multi-channel flow of information through various internal and external media, but also training and education, and networking - the interchange among members at association meetings and functions. ISEA represents the industry to other stakeholders and the public through appearances at conferences and shows, publications and electronic media.



GOVERNANCE & ADMINISTRATION

ISEA is run by its members and decisions are made by the Board of Trustees, product groups and committees, and implemented by a full-time professional staff. The Board of Trustees, elected by the membership, is the governing authority. The Board makes the policy decisions, approves the budget, and develops the Strategic Goals that sets the direction for ISEA programs.

ISEA is a not-for-profit corporation, organized under a set of Bylaws and policy documents that ensure that its activities conform to all legal requirements, preserve members' rights, and represent the consensus view of the industry. Each member company, regardless of size, has one vote in any matter before a product group or the association. The association ended the year 2014 in sound financial condition, with a reserve of funds available for expanded member programs and services.

ISEA LEADERSHIP AND STAFF

OFFICERS	BOARD OF TRUSTEES	ISEA STAFF
<p>CHAIRMAN Brian Lyons Vice President, Sales and Marketing International Enviroguard, Inc. Mesquite, TX</p>	<p>Nate Damro President - Europe, Middle East & Africa Capital Safety Redditch, UK</p>	<p>Daniel K. Shipp President</p>
<p>PRESIDENT Daniel K. Shipp</p>	<p>Sheila Eads President and CEO ERB industries Woodstock, GA</p>	<p>Cristine Z. Fargo Director of Member and Technical Services</p>
<p>VICE CHAIR Eric Beck Executive Director of Strategic Marketing MSA Safety Pittsburgh, PA</p>	<p>Jim Johnson General Manager Encon Safety Products Houston, TX</p>	<p>Daniel I. Glucksman Director of Public Affairs</p>
<p>PAST CHAIRMAN Mitch Lewellen CEO MCR Safety Memphis, TN</p>	<p>John Kime Chief Operating Officer Avon Protection Systems Belcamp, MD</p>	<p>Lydia Z. Baugh Director of Communications</p>
	<p>Michael D. Love President Gateway Safety Cleveland, OH</p>	<p>Ann M. Feder Office Services Manager</p>
	<p>Craig Wallentine Global Business Development Manager DuPont Personal Protection Wilmington, DE</p>	<p>Sabra L. Decker Meeting Planner</p>

ISEA MEMBER COMPANIES

As the association for companies that design, manufacture, test and market personal safety equipment used in the workplace, ISEA and its member companies are united in the common goal of protecting the health and safety of people exposed to hazardous and potentially harmful environments.

MEMBER COMPANIES			ASSOCIATE MEMBERS
3M Company	FallTech	OccuNomix International, LLC	ArcWear.com
5.11 Tactical Series	Gateway Safety, Inc.	ORAFOL Americas Inc.	BDI
Ansell Healthcare	Gentex Corporation	Pacific Safety Supply Inc.	Fastenal Company
ARI	Guardian Equipment	Performance Textiles, div. of Brand & Oppenheimer Co.	FSI North America
Avon Protection Systems, Inc.	HexArmor	Prevor Inc.	Guardian Safety & Supply
Blauer Manufacturing Co.	Honeywell Safety Products	Protective Industrial Products, Inc.	Hagemeyer North America
Bollé Safety	Hughes Safety Showers	Radians, Inc.	Intertek
Bose Corporation	Kappler, Inc.	Safe Reflections, Inc.	Motion Industries
Bradley Corporation	Kimberly-Clark Professional	Safety Optical Service	Murdock Webbing Co., Inc.
Buckingham Manufacturing Co., Inc.	M.L. Kishigo Manufacturing Co.	Scott Safety	Saf-T-Gard International
Bullard	Klein Tools, Inc.	Sellstrom Manufacturing Co.	Service Supply of Victoria
Capital Safety	Lakeland Industries, Inc.	Speakman Company	UL
Dartex Coatings, Inc.	Latchways plc	Tingley Rubber Corp.	Vartest Laboratories
Draeger Safety Inc.	Magid Glove & Safety Mfg. Co. LLC	True North Gear	W.W. Grainger, Inc.
DSM Dyneema	MCR Safety	VisionAid, Inc.	
DuPont Personal Protection	Moldex-Metric, Inc.	Werner Co.	
Elk River, Inc.	MSA Safety Inc.	World Fibers, Inc.	
Encon Safety Products	NASCO Industries, Inc.		
Enviroguard, Inc.			
ERB Industries, Inc.			
Ergodyne			



ISEA PROGRAMS AND SERVICES

Standards

Standards are vital to the marketplace, establishing minimum levels of performance, classifications to enable proper product selection and use, and regulation of workplace safety. ISEA is a standards developer, accredited by the American National Standards Institute (ANSI) and responsible for product performance standards for a wide range of protective equipment.

ISEA's standards work is conducted in the product groups, where members draft new standards and revisions to keep standards current, interpret standards for users, and oversee ISEA representation on standards committees of other organizations in the U.S. and around the world. In December 2014, ISEA received reaccreditation from ANSI.

Several ISEA standards are recognized by regulatory agencies. ISEA is officially represented on numerous standards committees of other organizations as leadership councils, within the standards community in the U.S. and around the world, and is a trusted participant in standards deliberations in government agencies.

- ISEA President Daniel K. Shipp is a member of the Standing Committee on Personal Protective Equipment of the Institute of Medicine, an advisor to the Interagency Board for Equipment Standardization and Interoperability (IAB) and director of the Americas section of the International Society for Respiratory Protection (ISRP).
- Director of Member and Technical Services Cristine Fargo is a member of the NFPA Correlating Committee on protective clothing and equipment and the ANSI Board of Standards Review.

ISEA is Secretariat to the Following American National Standards

- **ANSI/ISEA 101-2014** - Limited-Use and Disposable Coveralls-Size and Labeling Requirements
- **ANSI/ISEA 102-1990 (R2015)** - Gas Detector Tubes-Short Term Type for Toxic Gases and Vapors in Working Environments
- **ANSI/ISEA 104-1998 (R2015)** - Air Sampling Devices-Diffusive Type for Toxic Gases and Vapors in Working Environments
- **ANSI/ISEA 105-2011** - Hand Protection Selection Criteria
- **ANSI/ISEA 107-2010** - High-Visibility Safety Apparel and Headwear
- **ANSI/ISEA 113-2013** - Fixed and Portable Decontamination Shower Units
- **ANSI/ISEA 125-2014** - Conformity Assessment of Safety and Personal Protective Equipment
- **ANSI/ISEA 201-2012** - Classification of Insulating Apparel Used in Cold Work Environments
- **ANSI/ISEA 207- 2011** - High-Visibility Public Safety Vests
- **ANSI/ISEA Z87.1-2010** - Occupational and Educational Personal Eye and Face Protection Devices
- **ANSI/ISEA Z89.1-2014** - Industrial Head Protection
- **ANSI/ISEA Z308.1-2015** - Minimum Requirements for Workplace First Aid Kits and Supplies
- **ANSI/ISEA Z358.1-2014** - Emergency Eyewash and Shower Equipment

As a supplier of standards to the PPE marketplace, ISEA maintains a standards store on its own Web site, and has six reseller arrangements with other organizations, including ANSI, ASSE, IHS/Global Engineering, Thomson TechStreet, the National Safety Council and SAI Global

Government Relations

ISEA tracks and maintains close and cooperative working relationships with federal officials from all the agencies whose decisions affect member company products and markets, as well as members of Congress who sit on key committees or represent member company constituencies.

ISEA takes an active role in coalitions with other organizations with which it shares common interests, to extend influence on critical issues. Issues and proposals that affect the sale or use of ISEA members' products, whether regulatory, legislative or legal, are always the top priority.

ISEA works with Congress and the regulatory agencies to promote the use of voluntary product standards, remove restrictions to free trade in protective equipment and support reform of tort liability laws.

Government Relations Activities

- Fighting Ebola: A Grand Challenge for Development - ISEA staff linked manufacturers and government and brought manufacturers into a workshop organized by USAID and the White House Office of Science and Technology Policy. Staff provided the National Institute for Occupational Safety and Health (NIOSH) with information on what member companies consider

appropriate standards for bio-protective PPE, as NIOSH worked to provide the CDC with pertinent PPE information. ISEA participated in discussions with the Institute of Medicine/National Research Council workshop on research priorities to fight domestic Ebola, the Interagency Board and various forums.

ISEA staff put together a resource guide with information matching member products to the protective ensembles for Ebola infection control and responded to numerous inquiries about availability, production capacity, lead times and the importance of PPE selection based on product performance standards.

- National Safety Stand-Down and National Construction Safety Week leadership reached out to ISEA for assistance to publicize the events and to involve members, partners and other stakeholders.
 - OSHA Walking Working Surfaces rule - In an effort to make certain OSHA's Fall Protection rule will be published, ISEA continues to make efforts to connect member companies with their congressional delegations to advocate for the rule.
 - OSHA Silica Rule - ISEA prepared comments on the use of PAPRs and the importance of exposure monitoring for the Post-Hearing Comment Period, the last step in OSHA's proposed silica rulemaking.
 - EPA proposed worker protection standard rule - ISEA submitted comments to inform the EPA
- that all respiratory protection use should follow OSHA's regulations; emergency eyewash and showers should be available when and where skin and/or eye hazards are present; and managers must conduct a job hazard analysis to determine the appropriate protective garment and gloves for the exposures at hand.
- ISEA members are using the current awareness of public health emergencies to include PPE in a federal preparedness response program that provides liability protection to items necessary for effective and timely response to natural and man-made emergencies.
 - ISEA discussed agriculture safety with OSHA staff members and offered itself as a resource to OSHA regional administrators for PPE uses in agriculture.
- ISEA continues to provide member companies with access to key federal officials such as David Wallis, who was the principal author of OSHA's Electric Power Generation, Transmission and Distribution rule; OSHA Office of Construction leaders; Firefighters Assistance Program administrators and more.
 - ISEA co-sponsored the third Rally for Roads on Capitol Hill where four Senators and six members of the House of Representatives called on their colleagues in Congress to pass legislation to support the Highway Trust Fund.

ISEA Product Groups and Committees

ISEA's product groups and committees form the heart of our work, providing expert business advice and guidance to policy makers at the national and international levels, across an array of disciplines and industries. Any ISEA member company representative may serve on ISEA committees.

- Product groups supervise ISEA's standards development activities. They host standards drafting committees, interpret standards for users and regulators, and appoint ISEA representatives to standards committees of outside organizations.
- Product groups review and evaluate government policies and initiatives, and provide ISEA input to Congress and agencies on product issues. They also plan and conduct market-focused programs such as data collection programs, product use and selection guides, and product promotional efforts.
- Leadership comes from within the group, with a chairman elected every two years. Each member company of ISEA participates in the product groups for which it is eligible, and each member company, large or small, has one vote.

Product Groups

Emergency Eyewash and Shower
Eye and Face Protection
Fall Protection
First Aid
Hand Protection
Head Protection

Hearing Protection
High Visibility Products
Instruments
Protective Apparel
Respiratory Protection

Product Group Activities

ANSI standards have a five-year lifetime, so their development is a constant process. ISEA product groups take into account the advances in products, materials, technologies and testing to ensure that standards are up to date.

Emergency Eyewash and Shower Group

The committee published ANSI/ISEA Z358.1-2014 Emergency Eyewash and Shower Equipment standard, and the companion selection, installation and use guide in 2015. A Spanish version of the standard will be available in 2015. Committee members participated in FDA public hearings regarding emergency eyewash products. The group's next step is to encourage and assist the adoption of ANSI/ISEA Z358.1-2014 into the plumbing code.

First Aid

The committee issued an update to the 2009 version of ANSI/ISEA Z308.1.

High-Visibility Products

Product group members have been working on revising the popular ANSI/ISEA 107 standard, expected in 2015. The group will work to have the 2015 edition recognized by the Federal Highway Administration.

Fall Protection

ISEA and its member companies are active participants on the ANSI Z359 committee, ensuring that manufacturers are adequately represented in development of standards that affect the design, testing and use of fall protection products and systems. ISEA has taken a leading role in the revision of the core Z359 standard into a document that can form the basis of

a comprehensive fall protection code. The group also tracks global standards activities in fall protection.

Eye and Face Protection Group/ Z87 Committee

Committee members completed the revision of ANSI/ISEA Z87.1, and plans to publish the update and the companion selection and use guide in 2015. Committee members provided comments in support of OSHA's effort to recognize the 2010 edition for purposes of compliance with eye and face protection regulations.

Hand Protection

Product group members continue to revise ANSI/ISEA 105, and expect to complete

revisions in 2015. Members are working on a metal mesh hand and arm protection standard based on the ISO standard.

Instruments

The group reaffirmed two standards; ANSI/ISEA 102-1990 (R2015) *American National Standard for Gas Detector Tube Units-Short Term Type for Toxic Gases and Vapors in Working Environments* and ANSI/ISEA 104-1998 (R2015) *American National Standard for Air Sampling Devices-Diffusive Type for Gases and Vapors in Working Environments*.

Head Protection

The product group published a revised ANSI/ISEA Z89.1 in 2014, and provided a side-by-side comparison to OSHA, requesting that OSHA recognize the 2014 standard. Members engaged

in discussions with CSA to identify opportunities where U.S. and Canadian standards could be harmonized.

Protective Apparel

A revision to ANSI/ISEA 101 Limited-Use and Disposable Coveralls – Size and Labeling Requirements was approved by ANSI in 2014. Product group members are working on a new standard for secondary flame resistance garments.

Respiratory Protection

ISEA staff and product group members participated in the August, 2014 Institute of Medicine (IOM) workshop on the use and effectiveness of PAPRs in healthcare settings. ISEA sponsored the 2014 International Society for

Respirator Protection conference in Prague. Members established an industry working group with NIOSH to improve the certification process and minimize approval delays. Members participated in the FDA summit on respiratory protective devices for healthcare workers.

Committees

Standards Policy and Planning Committee

To help ensure that standards meet industry and market needs, and are relevant to markets and technologies, committee chairman Eric Beck, Executive Director of Strategic Marketing with MSA Safety, and members of the Standards Policy and Planning Committee, examined new threats and technologies in the workplace, the role of ISEA and its relationship to other standards development organizations, the relevance of current standards, and gaps and opportunities for future standards, as first steps toward a long-term strategy and action plan.

In a member survey to assist in future planning, ISEA was recognized for its efficient standards development program. Survey results identified key areas of focus for the association, with recommendations and plans to move forward.

Government Relations Committee

The Government Relations Committee is tasked with identifying issues of concern and the level of attention appropriate to each, and setting priorities for ISEA information and advocacy. ISEA maintains close and cooperative working relationships with Congressional and federal officials whose decisions impact member company products and markets. ISEA advocates for adoption of voluntary consensus standards, and serves as a forum where member companies can speak with one voice on federal matters affecting the safety equipment industry.

ISEA also takes an active role in coalitions that share common interests and participates in coalitions regarding highway construction funding, biological preparedness and liability reforms. Joann Kline, of Kimberly Clark Professional, currently chairs the Committee. Committee members have chosen to develop a working relationship with the FDA, and to include PPE in federal preparedness liability laws.

Marketing and Communications Committee

The Marketing and Communications Committee is a standing committee that oversees the strategic communications and marketing objectives to: (1) promote ISEA's mission and enhance the association's platform to represent and project the value of the association to members, perspective members, and the safety industry as a whole; (2) promote ISEA and members as thought leaders united in the goal of protecting the health and safety of people worldwide. Tom Votel, President of Ergodyne is chairman of the committee. The Committee provides guidance on the implementation of marketing and communications objectives, which includes:

- Providing guidance and assistance to assure that a positive public image of the association enhances the brand equity of ISEA among audiences and stakeholders.
- Providing general oversight of the results and impact of ongoing marketing and communications activities.
- Facilitating and promoting partner participation to increase membership value, benefits, and satisfaction.

- Providing content ideas for partnership wide communications as needed.
- Promoting member companies best practices through various media modes.
- Identifying opportunities to partner with existing or new public events related to the ISEA mission and the objectives of member companies.
- Identifying and addressing issues and challenges, providing resolution to issues and challenges on an ad hoc basis.

Education and Training Committee

Expanding and enhancing ISEA's professional development program is a top priority for the association and highly supported by its members. The Education and Training Committee directs proposed action plans to expand the association's training offerings. To further the strategic goal of enhancing the association's training program, the Education and Training Committee will play a vital role in developing and prioritizing new ideas to expand ISEA's professional development program.



Meetings and Events

ISEA meetings and events are opportunities for members to network with other PPE leaders and industry influencers. Connections made over meetings and events lead to strong industry relationships.

- National Safety Council Congress and Expo – The “PPE Solutions from ISEA Experts” presentation is ISEA’s annual forum for the personal protective equipment (PPE) user community immediately following OSHA’s “Top Ten presentation”. In 2014, ISEA member-company experts discussed best practices for worker safety and the importance of PPE in keeping workers safe; and provided updates on regulations that impact workers. In 2014, Bob Vigdor from Scott Safety, Paul Hatala from Draeger, and Brad May from Sellstrom/RTC focused on working safely in Confined Spaces.
- Fall Meeting – ISEA’s largest national meeting and a time for product groups and committees to do the essential work of the association - developing standards, formulating legislative and regulatory positions and planning for the future. Member company representatives network with peers in the industry, as well as regulators and other government officials and industry allies.
- Government Relations Day – ISEA Board members and ISEA staff meet with members of Congress and their aides, to discuss industry issues and how they impact PPE manufacturers. 2015’s discussions focused around Tort Reform, Regulatory Reform, and increasing support for NIOSH NPPTL’s role within the CDC.
- Executive Summit – ISEA’s annual meeting held every spring. In 2015, Michael Marks and Tom Gale, two of the country’s most valued supply-chain consultants, discussed the state of distribution and how the PPE sales and supply chain channel is changing. Members gained the insights of distributors and other supply chain partners; and learned more about the aggregate mind and purchasing habits of safety customers. Brian Beaulieu, from the Institute for Trend Research, provided his highly sought-after domestic and international economics forecast to predict where various markets are headed. His insights include recession possibilities and suggestions on countries and regions to invest in. Mr. Beaulieu’s Q&A session was a highlight – attendees were able to extract critical economic intelligence about important market sectors.



Professional Development

Qualified Safety Sales Professional (QSSP)

Started in 1996, QSSP is conducted by a faculty of experienced safety and health instructors, and administered by ISEA. Over 1300 safety equipment manufacturer and distributor personnel have earned the QSSP designation since ISEA initiated the program. The QSSP program is in high demand, with maximum enrollment per class. The purpose of the course is to enable marketing and sales professionals to become valued resources to their customers, by gaining an understanding of the principles and practices of occupational health and safety; fundamentals of industrial hygiene, risk management, safety engineering, health and safety regulations, and workers comp. Students are exposed to the full range of safety equipment and safety practices for the workplace. They learn how to integrate health and safety equipment into their customers' needs and become partners in prevention. Graduates receive a certificate of recognition along with the right to use the QSSP designation and the OSHA 30-Hour Card.

Scholarship and Awards



Robert B. Hurley Distinguished Service Award

ISEA honored Christine Branche, Ph.D., the Principal Associate Director and the Director of the Office of Construction Safety and Health for the National Institute for Occupational Safety and Health (NIOSH), within the Centers for Disease Control and Prevention (CDC), with the prestigious Robert B. Hurley Distinguished Service Award, at the association's Award Dinner in December 2014.



Lincoln C. Bailey Memorial Scholarship

Jennifer Natishak of Browndale, Pa., won the 2014 Lincoln C. Bailey Memorial Scholarship from ISEA. Ms. Natishak is the daughter of an ISEA member company employee from Gentex Corporation, in Carbondale, Pa. The purpose of the Scholarship is to recognize and financially assist talented young people in achieving their fullest potential. Applicants must be a son, daughter, stepson, stepdaughter, or legally adopted ward of an employee of an ISEA member company, a safety division or that part of a company that holds membership in ISEA, or of an employee of ISEA. The scholarship recipient is selected by an independent panel, not affiliated with any member of the ISEA staff or a member company.

PLANNING FOR THE FUTURE

As the ISEA embarks on continued efforts to create widespread visibility for the association's ongoing initiatives, expanded plans will aim to introduce new and active audiences to the association by reaching and engaging key audiences, while maintaining strong relationships with current memberships.

Building awareness of ISEA's programs and services, and positioning the association as an industry leader, specifically the standards development process and ISEA's thought leadership platform, will be key focus areas for the future.

Organizational Vitality

Maintain a robust and diverse membership, foster strategic collaborations, and maintain an infrastructure that supports ISEA's mission and goals.

- Dynamic Website and Member Portal Update – Improving the online experience for ISEA members and website visitors with the launch of ISEA's new engaging interface and mobile responsive website—aimed at highlighting thought leadership content from ISEA member company experts and industry partners. An improved member portal will enable members to fully engage, through private forums and dedicated areas to collaborate and hold web-based meetings and discussions.
- Market Study Programs with Key Industry Organizations – Utilizing current industry statistics and market data, collaborating with industry partners in market studies to identify product performance gaps and market opportunities.

- Partnership and Coalition Building with Key Influencer Groups— Collaborating with key groups to understand the current state of safety and issues that currently impact worker safety. Analyzing accident statistics to identify causes of lost time injuries and workplace fatalities, and providing solutions to keep workers safe.

Advocacy, Education and Training

- Safety and Awareness Campaigns – Advocate and educate on the best practices of PPE use and selection, raising awareness on the importance of workplace safety, and the important role of personal protective equipment (PPE) in keeping workers safe.
- QSSP and Beyond – Expand professional development offerings and be the go-to resource in shaping company sales and marketing personnel to be 'partners in prevention' for their customers.

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ISEA on Twitter: [@isea_safety](https://twitter.com/isea_safety)

ISEA on Facebook: http://bit.ly/isea_FB

ISEA on LinkedIn: http://bit.ly/isea_LinkedIn

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