

## A MESSAGE FROM THE 2023-24 PRESIDENT

**It was my profound honor** to serve as ASSP president during the fiscal year that ended March 31, 2024. Over those 12 months, our collective achievements demonstrate why ASSP stands apart as the premier membership organization for OSH professionals. Together, we have made significant strides in meeting the evolving needs of our members, workers and employers.

In June 2023, our Board of Directors adopted a new 5-year strategic plan. This plan reaffirms our unwavering commitment to our mission—to be the community that protects people, property and the environment—and defines our vision: a world where safety, health and well-being are inherent rights of every worker. The plan's three key pillars—member community, trusted advisor and workforce development—have guided our efforts this year and will propel us forward.

### Enhancing Member Experiences

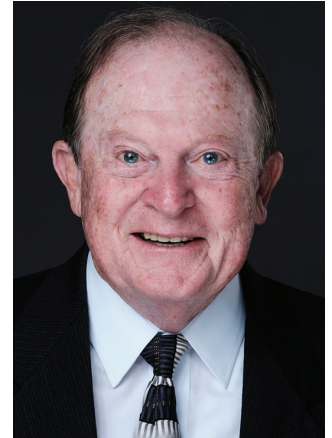
To provide greater value and deepen engagement, we launched initiatives designed to meet your professional and personal goals. A cornerstone of these efforts was the approval of a new membership package in March 2024. This change, which debuted in September 2024, empowers members to join any or all common interest group and practice specialty communities as part of their annual dues, offering expanded opportunities to learn, collaborate and meaningfully contribute.

The ASSP Leadership Conference programming reflected our commitment to enhancing the volunteer experience. The virtual conference in October 2023 brought community leaders together to share ideas and strengthen their skills. It was also decided that the ASSP Leadership Conference would return to an in-person experience, a 1-day event held in conjunction with our annual Professional Development Conference. Moving forward, this hybrid approach will continue to enrich leadership development and foster greater engagement across our Society.

### Delivering Expertise to Advance Safety

ASSP continues to set the standard for workplace safety guidance through our trusted consensus standards. This fiscal year, we engaged 1,400 safety experts from 500 organizations to develop guidance on critical topics, including heat stress, communication tower safety and PPE selection for women. These efforts not only elevate workplace safety but also highlight ASSP as a trusted resource for safety professionals.

We strengthened relationships with OSHA, NIOSH and other allied organizations, creating partnerships that amplify our impact. For example, in June 2023, ASSP leaders participated in an OSHA listening session to advocate for safety as a core workplace value. Additionally, ASSP CEO Jennifer McNelly's



**Jim Thornton**  
2023-24  
ASSP President

Together, we have made significant strides in meeting the evolving needs of our members, workers and employers.



Our efforts and activities throughout the year are guided by our commitment to providing member community, being a trusted advisor and supporting workforce development.

appointment to the ANSI Board of Directors ensures that our voice influences consensus standards development at the highest level.

Beyond standards, our outreach efforts have advanced workplace safety by fostering relationships with organizations such as National Electrical Contractors Association, International Safety Equipment Association, Mechanical Contractors Association of America, Voluntary Protection Programs Participants' Association and CPWR. These collaborations position ASSP as a trusted advisor and create opportunities for innovation across industries.

## Supporting Current & Future Safety Professionals

Education remains a cornerstone of our value to members. Through events such as Safety 2023 and SafetyFOCUS, as well as our instructor-led and self-paced learning courses, we empower professionals to stay ahead of trends, build expertise and lead with confidence. The financial report that follows underscores our commitment to delivering high-impact learning experiences.

Through the ASSP Foundation, we are also investing in the future of our profession. Academic scholarships, career development grants and free educational resources help to build and sustain a robust pipeline of safety professionals. At Safety 2023, the Career Advancement Center supported attendees with career resources and employer connections, further reinforcing ASSP as a hub for professional growth.

## Living Our CLEAR Values

Our Society's CLEAR values remain the foundation of all we do:

- **Community:** Fostering inclusivity and collaboration.

- **Leadership:** Empowering ethical, impactful action.

- **Excellence:** Striving for the highest standards.

- **Accountability:** Earning trust through integrity.

- **Respect:** Listening, learning and valuing diverse perspectives.

By exemplifying these values, we strengthen the bonds among our members and amplify the influence of our profession.

## Honoring Our History, Shaping the Future

A significant moment this fiscal year was our participation in October 2023 in the dedication of the Triangle Shirtwaist Factory Fire Memorial in New York City. This tragedy, which claimed 146 young lives in 1911, is central to our Society's origins. During the ceremony, a descendant of a worker shared a poignant message: "We are the keepers of their memory." These words remind us of our profound responsibility to protect workers everywhere, every day.

ASSP's mission is not just about safety; it is about lives—those of workers, their families and their communities. Thank you for continuing to share your knowledge, passion and dedication to advance our Society and profession. Together, we will achieve meaningful change and build a safer, stronger future for all.

*James R. Thornton*

James R. Thornton, CSP, CIH, FASSP, FAIHA



Through opportunities such as Safety 2023, member engagement programming, consensus standards development and outreach efforts, we strive to advance our Society and the profession.





# WORKING TOGETHER FOR A SAFER, STRONGER FUTURE

Safety professionals join ASSP to gain knowledge, grow their professional network, learn best practices and support their profession.



**EDUCATION**

**55% OF MEMBERS**  
across all career stages  
identify professional  
development as their  
reason for joining



**NETWORKING**

**40% OF MEMBERS**  
across all career stages  
identify building their  
professional network as  
their reason for joining



**SOLUTIONS**

**39% OF MEMBERS**  
across all career stages  
identify learning best  
practices as their reason  
for joining



**SUPPORT**

**39% OF MEMBERS**  
across all career stages  
identify supporting their  
profession as their reason  
for joining

\*Data from 2022 ASSP Member Needs Assessment research study

Here's a look at what we accomplished during this past fiscal year.

## MEMBER COMMUNITY

SERVED OUR MEMBERSHIP OF  
**35,690**  
OSH PROFESSIONALS

SUPPORTED  
**2,750**  
VOLUNTEERS AND  
PROVIDED LEADERSHIP  
DEVELOPMENT FOR  
**760**  
VOLUNTEER LEADERS  
THROUGH YEAR-ROUND  
EVENTS

## TRUSTED ADVISOR

DISTRIBUTED  
**16,000**  
STANDARDS AND ENGAGED  
**500**  
ORGANIZATIONS  
IN THEIR DEVELOPMENT

PUBLISHED/PRODUCED  
**79** PSJ ARTICLES  
**27** PODCASTS AND  
**84** COMMUNITY  
WEBINARS

## WORKFORCE DEVELOPMENT

SAFETY 2023  
**5,937**  
ATTENDEES

**\$350,000**  
IN SCHOLARSHIPS AND  
GRANTS AWARDED BY THE  
ASSP FOUNDATION

AWARDED  
**1,350**  
CEUs THROUGH  
SafetyFOCUS

## A MESSAGE FROM THE VICE PRESIDENT, FINANCE



**Thom Kramer**  
2023-24  
Vice President, Finance

We are grateful for your continued engagement and dedication as we strive to achieve even greater milestones in the years to come.

**In fiscal year (FY) 2024**, ASSP experienced strong financial performance, driven by a focus on three primary goals: 1) govern forward; 2) revitalize and refocus; and 3) invest in growth. As a result, FY2024 proved to be a strong year with profitable growth. Our revenue grew to \$18.2 million with expenses of \$16.2 million. Income from budgetary operations totaled about \$2.1 million.

Nonbudgetary items, particularly investment gains and board-designated spending, combined to increase ASSP's net assets to \$16.3 million. ASSP Foundation net assets increased by nearly \$733,000 due to investment gains. As a result, consolidated net assets totaled \$23.7 million on March 31, 2024.

We continued to refresh our annual professional development conference and exposition and educational offerings. Safety 2023 in San Antonio, TX, saw 5,857 registered attendees, the highest attendance to that date. The event continues to be one of the U.S.'s largest conferences for workplace safety and health professionals. Nearly half of attendees were newcomers, underscoring our success in expanding the event's reach and growing its impact. Safety 2023 also hosted 547 exhibitors covering 102,500 square feet, a key feature of the in-person experience.

SafetyFOCUS evolved as an immersive hybrid educational experience, attracting 659 professionals across two hybrid events and providing more than 1,350 CEUs. ASSP also facilitated instructor-led and self-paced learning opportunities throughout the year, serving nearly 12,000 registrants.

Membership and communities' revenue totaled about \$5.3 million. Membership totaled 35,696 on April 1, 2024. Other highlights for the year include:

- During the program year, 75 chapters, three common interest groups and six practice specialties earned platinum status. This recognition identifies the ASSP communities that provide outstanding member value.

- Member communities delivered 84 virtual events, including 46 educational webinars offering opportunities to earn CEUs.

- We supported more than 2,750 volunteer leaders whose contributions helped advance our strategic plan.

- Our awards and honors program recognized 71 members for their achievements and contributions to ASSP and the safety profession.

- The ASSP Leadership Conference delivered education and training, leadership development and networking opportunities to more than 760 volunteer leaders through year-round events, including three webinars and a full-day virtual event.

- We approved a simplified dues structure focused on transparency and enhancing membership value by including access to common interest groups and practice specialties in Society dues.

Revenue from standards and technical services totaled more than \$1.3 million. As a leader in the development of OSH standards, ASSP works to advance best practices recognized in the U.S. and internationally. During the year, ASSP:

- continued to lead on standards that focus on the top 10 causes of occupational injuries, illnesses and fatalities including fall protection and fall arrest; and standards on construction and demolition topics such as communication tower construction, heat exposure, excavation and roofing

- updated standards addressing innovative occupational health and safety management systems and fall protection program management

- distributed more than 16,000 standards and more than 6,000 books through sales, distributors, special events and educational offerings and engaged nearly 1,400 volunteers representing 500 organizations, resulting in 12 new or revised industry consensus standards, technical reports and guidance documents

The ASSP Foundation builds a strong pipeline of OSH professionals through a diverse portfolio of academic scholarships, career development grants and free education. This work aims to make all industries safer and continues to strengthen programs and leverage resources to better serve the safety community. This year's highlights include:

- The ASSP Foundation delivered a Career Advancement Center at Safety 2023, connecting OSH professionals with the resources needed to advance in their careers. Programs were designed to provide access to hiring companies to help OSH professionals find their next job opportunity.

- Scholarship and grant programs received a record number of applicants and a comparable number of awards, including nearly \$30,000 in career development grants, \$20,000 in family scholarships and \$300,000 in OSH scholarships.

FY2024 exemplified ASSP's commitment to protecting people, property and the environment, and reflected the immense value we provide to the OSH profession. Our achievements reflect the collective contributions and impact of our members, whose expertise drives the creation of standards, best practices and industry-leading knowledge that shape safer workplaces worldwide. We are grateful for your continued engagement and dedication as we strive to achieve even greater milestones in the years to come.

*Thom E. Kramer*  
Thom Kramer, P.E., CSP

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

## Consolidating Statement of Activities

Year ended March 31, 2024

	ASSP	ASSP Foundation		Eliminations	Total
		Without donor restrictions	With donor restrictions		
<b>Revenue</b>					
Professional Development	\$10,379,646	--	--	--	\$10,379,646
Membership/Communities	5,411,892	--	--	--	5,411,892
Standards/Technical Services	1,163,813	--	--	--	1,163,813
Other revenue	722,474	--	--	--	722,474
Communications/ <i>Professional Safety</i>	512,726	--	--	--	512,726
Employee retention credit	--	--	--	--	--
Foundation contributions	--	\$225,946	\$259,767	--	485,713
Foundation grant revenue	58,977	125,088	--	\$(58,977)	125,088
Foundation investment income	--	50,920	151,500	--	202,420
Release of net assets arising from satisfaction of restrictions	--	342,183	(342,183)	--	--
	<b>\$18,249,528</b>	<b>\$744,137</b>	<b>\$69,084</b>	<b>\$(58,977)</b>	<b>\$19,003,772</b>
<b>Expenses</b>					
Program:					
Professional Development	\$8,355,599	--	--	--	\$8,355,599
Standards/Technical Services	1,107,422	--	--	--	1,107,422
Professional Affairs/Research	30,686	--	--	--	30,686
Communications/ <i>Professional Safety</i>	1,457,231	--	--	--	1,457,231
Foundation	--	\$649,706	--	\$(58,977)	590,729
Supporting services:					
Administration	2,149,721	142,330	--	--	2,292,051
Membership/Communities	2,916,298	--	--	--	2,916,298
Fundraising	--	104,645	--	--	104,645
	<b>\$16,016,957</b>	<b>\$896,681</b>	<b>--</b>	<b>\$(58,977)</b>	<b>\$16,854,661</b>
<b>Increase (decrease) in net assets before other items</b>	<b>\$2,232,571</b>	<b>\$(152,544)</b>	<b>69,084</b>	<b>--</b>	<b>\$2,149,111</b>
<b>Other items</b>					
Discretionary staff rewards and recognition	\$(463,123)	--	--	--	\$(463,123)
Net periodic benefit income	(76,857)	--	--	--	(76,857)
Pension-related changes other than net periodic benefit income	341,261	--	--	--	341,261
Unrealized and realized gain on investments, net of fees	1,326,079	\$681,653	--	--	2,007,732
Expenditures of designated funds	(44,986)	--	--	--	(44,986)
In-kind contribution from Society to Foundation	(135,122)	135,122	--	--	--
	<b>\$947,252</b>	<b>\$816,775</b>	<b>--</b>	<b>--</b>	<b>\$1,764,027</b>
<b>Increase in net assets</b>	<b>\$3,179,823</b>	<b>\$664,231</b>	<b>\$69,084</b>	<b>--</b>	<b>\$3,913,138</b>
<b>Net assets</b>					
Beginning of year	\$13,148,533	\$2,192,922	\$4,466,915	--	\$19,808,370
End of year	<b>\$16,328,356</b>	<b>\$2,857,153</b>	<b>\$4,535,999</b>	<b>--</b>	<b>\$23,721,508</b>

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.

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

### Consolidating Statement of Financial Position

March 31, 2024

	ASSP	ASSP Foundation	Eliminations	Total
<b>Assets</b>				
Cash and cash equivalents	\$6,104,395	\$281,023	--	\$6,385,418
Investments	16,082,208	7,128,452	--	23,210,660
Interorganization balances	16,575	(16,575)	--	--
Accounts receivable, net	620,416	--	--	620,416
Inventory, net	99,237	86	--	99,323
Prepaid expenses, deposits and other assets	1,330,590	13,396	--	1,343,986
Operating leases right-of-use assets	72,708	--	--	72,708
Property and equipment, net	4,107,912	--	--	4,107,912
	<b>\$28,434,041</b>	<b>\$7,406,382</b>	<b>--</b>	<b>\$35,840,423</b>
<b>Liabilities and net assets</b>				
<b>Liabilities</b>				
Accounts payable:				
Trade	\$515,102	\$9,000	--	\$524,102
Chapters	81,583	--	--	81,583
Accrued wages and related costs	1,140,265	--	--	1,140,265
Other accrued expenses	569,024	4,230	--	573,254
Accrued pension obligation	916,137	--	--	916,137
Deferred compensation	136,404	--	--	136,404
Deferred membership dues	3,199,249	--	--	3,199,249
Deferred meeting and other revenue	5,476,085	--	--	5,476,085
Lease liability—operating	71,836	--	--	71,836
	<b>\$12,105,685</b>	<b>\$13,230</b>	<b>--</b>	<b>\$12,118,915</b>
<b>Net assets</b>				
Without donor restrictions:				
Undesignated	\$15,777,456	\$2,309,163	--	\$18,086,619
Board designated	550,900	547,990	--	1,098,890
	<b>\$16,328,356</b>	<b>\$2,857,153</b>	<b>--</b>	<b>\$19,185,509</b>
With donor restrictions	--	\$4,535,999	--	\$4,535,999
	<b>\$16,328,356</b>	<b>\$7,393,152</b>	<b>--</b>	<b>\$23,721,508</b>
	<b>\$28,434,041</b>	<b>\$7,406,382</b>	<b>--</b>	<b>\$35,840,423</b>

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