

STATE OF THE EHS NATION

ISHN's 24th annual White Paper survey

Our 24th annual White Paper, which takes stock of 2007 and makes projections for 2008, is based on responses from 405 ISHN subscribers.

The survey was designed and tabulated by Clear Seas Research.

Profile of worksites

Publicly-traded	41%
Privately-held.....	59%
Operate U.S.-based facilities only	56%
Operate in U.S. and foreign countries.....	44%
Less than 50 employees on-site	22%
50-99 employees	13%
100-249 employees	19%
250-499 employees	19%
500-999 employees	9%
1,000-2,500 employees	9%
2,500+ employees	8%

Pillars of programs

Organizations that have these EHS program elements in place

	Yes	No
Performance reviews & salary increases for all employees decided in part by execution of safety duties	62%	38%
Annual safety plan	84%	17%
Safety plan includes accountability for abating hazards	75%	25%
Long-range safety plans (3-5 years)	62%	38%
Safety committee members have authority to change PPE to increase compliance	66%	34%
Incentive process primarily celebrates low/declining injury numbers	61%	39%

Another good year

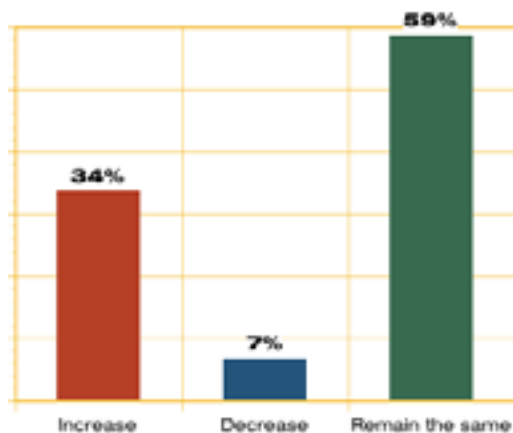
For the second straight year, most businesses' profits have grown in the past 12 months.



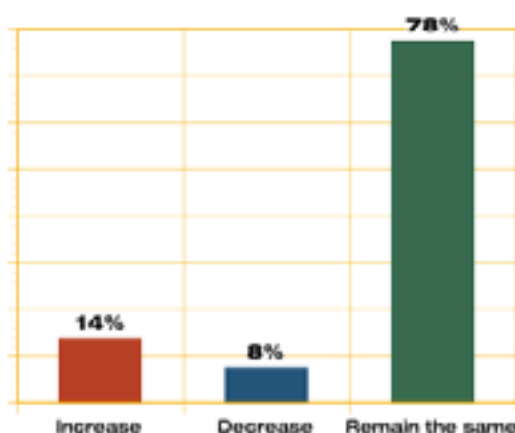
Most difficult challenges

Health/wellness programs	42%
Ergonomics	40%
Off-the-job safety programs	36%
Motor vehicle safety.....	28%
PPE compliance.....	27%
Fall protection.....	23%
Emergency planning/response	23%
Exposure protection	23%
OSHA compliance	21%
Lockout-tagout	17%
Confined space entry	7%

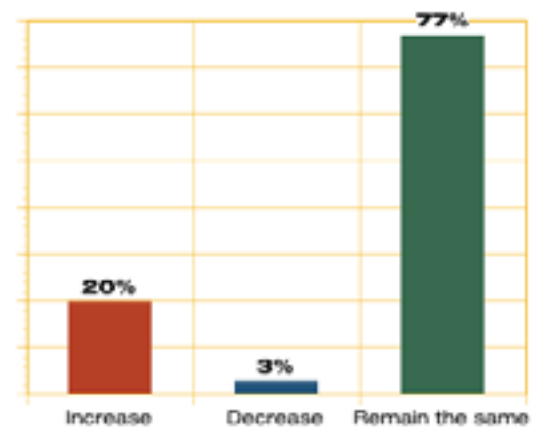
2008 outlook What's in store for EHS budgets, staffing and outsourcing



Budgets



Staffing



Outsourcing

How's life? An up close and personal look at career-related activities in 2007

	Increased	Decreased	Same
EHS responsibilities	60%	2%	39%
Need for international experience	20%	6%	74%
Job satisfaction	31%	19%	49%
Job stress	57%	7%	36%
Work hours	49%	4%	48%
Concern about job security	18%	14%	68%
Job effectiveness	39%	9%	52%
Resource support	24%	20%	57%
Satisfaction with management leadership	36%	22%	43%

Note: Percentages do not equal 100 due to rounding.

OSHA 2008 priorities How pros would manage OSHA

Expand outreach & training	59%
Become more cooperative & consultative	49%
Update standards based on old ANSI standards	36%
Grow the Voluntary Protection Program	28%
Grow industry alliances	28%
Update permissible exposure limits (PELs)	25%
Increase enforcement	23%
Issue ergonomics standard	14%
Increase standards-setting	14%
Devote more research to nanotechnology/emerging issues	11%

Salary ranges Current gross annual salaries of EHS pros

Less than \$30,000	13%
\$30,000 - \$39,999	6%
\$40,000 - \$49,999	9%
\$50,000 - \$59,999	12%
\$60,000 - \$69,999	16%
\$70,000 - \$79,999	15%
\$80,000 - \$89,999	10%
\$90,000+	21%
Mean	\$67,668
Median.....	\$65,000
Mean salary increase expected in 2008.....	4.10%
Median salary increase expected in 2008	3.00%

Note: 58% of respondents are age 50 or over. 28% are between 40-49 years old.
Note: Salary ranges don't equal 100% due to rounding.

Investment increases 2008 spending will increase in these areas

Improve employee safe behaviors	82%
Improve employee safe attitudes.....	78%
Improve your own personal leadership skills.....	72%
Improve your organization's safety culture	68%
Give employees more safety duties/authority	50%
Improve emergency planning/response	50%
Implement and/or maintain OHS management system	46%
Make the business case for supporting safety	44%
Make your facility more "green"/enviro friendly.....	42%