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Study Overview

BACKGROUND
Every year ISHN magazine publishes a White Paper that details the issues and trends surrounding professionals in the EHS industry, salary and benefits of EHS professionals, and provides market-based information for the industry.

PURPOSE AND OBJECTIVES
The primary purpose of this study is to evaluate the opinions of safety professionals regarding various issues in the EHS industry. Specifically, this research seeks to identify:

- Expected change in sales and profits of respondents’ organizations
- Recent changes in varying aspects of professional life (safety and health related)
- Expected changes in EHS budget, staff level, and outsourcing
- Frequency of use of various safety performance indicators
- Importance of specific safety and health issues to respondents’ organizations
STUDY DETAILS

Target Audience: A total of 10,747 safety professionals who are active, qualified ISHN direct request subscribers were selected from the following industries: 50% Manufacturing; 20% Construction; 10% Utilities; 10% Chemical/Refining Processes; 10% Consultants.

Sample Selection Method: Systematic random sample from the domestic circulation (on an Nth name basis)

Survey Method: Web-based

Incentive: Five $100 Amex Gift Check winners were randomly selected from completed surveys.

Fielding Dates: September 9 – 17, 2010

Completed Returns Summary:

<table>
<thead>
<tr>
<th>Number E-Mailed</th>
<th>Undeliverable/Opted-Out</th>
<th>Usable Base</th>
<th>Usable Returns</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,747</td>
<td>289</td>
<td>10,458</td>
<td>363</td>
<td>3%</td>
</tr>
</tbody>
</table>

DATA TABULATION AND PRESENTATION

Upon receipt at BNP Media, the online surveys are reviewed and processed into a computer database. Tabulations are generated using SPSS, a statistical software package.

The data produced by SPSS is presented in graphical and tabular format with the number of respondents who answered that particular question. This number will change throughout the report since some respondents may skip a question.

Some questions in this survey requested respondents to type in a response. Other than minor editing for readability, these responses are presented as written by the respondent.

Supplemental crosstabulations can be found in Appendix A.

The methods used in this research study were conducted in accordance with BNP Media’s Market Research Code of Ethics and are available upon request.
Study Results
### Change in Professional Life Conditions

1. In 2011, do you expect each of the following to increase, decrease, or remain the same in your professional life?

<table>
<thead>
<tr>
<th>Change in Professional Life Conditions</th>
<th>Decrease</th>
<th>Remain the Same</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job-related stress</td>
<td>6%</td>
<td>43%</td>
<td>50%</td>
</tr>
<tr>
<td>Work hours</td>
<td>5%</td>
<td>52%</td>
<td>44%</td>
</tr>
<tr>
<td>Level of your effectiveness as an EHS professional</td>
<td>8%</td>
<td>52%</td>
<td>40%</td>
</tr>
<tr>
<td>Involvement in environmental sustainability activities for your company</td>
<td>2%</td>
<td>58%</td>
<td>39%</td>
</tr>
<tr>
<td>Involvement in corporate social responsibility activities</td>
<td>6%</td>
<td>59%</td>
<td>36%</td>
</tr>
<tr>
<td>Level of satisfaction with your Environmental Health &amp; Safety (EHS) job</td>
<td>10%</td>
<td>58%</td>
<td>33%</td>
</tr>
<tr>
<td>Job security concern</td>
<td>9%</td>
<td>69%</td>
<td>22%</td>
</tr>
<tr>
<td>Need for international experience</td>
<td>13%</td>
<td>69%</td>
<td>18%</td>
</tr>
<tr>
<td>Resource support (budget/staffing) for EHS</td>
<td>25%</td>
<td>60%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Total Respondents = 363

Note: Total may not equal 100% due to rounding
2. In the next 12 months, do you expect the following areas to increase, decrease, or remain the same?

<table>
<thead>
<tr>
<th>Area</th>
<th>Increase</th>
<th>Remain the same</th>
<th>Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use of EHS consultants</td>
<td>65%</td>
<td>17%</td>
<td>18%</td>
</tr>
<tr>
<td>EHS budget</td>
<td>65%</td>
<td>19%</td>
<td>16%</td>
</tr>
<tr>
<td>EHS staff level</td>
<td>75%</td>
<td>14%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Total Respondents = 363

Note: Total may not equal 100% due to rounding
3. In the past 12 months, have these elements of your safety and health program increased, decreased or had no change?

- **Employee participation in safety and health initiatives**: 12% Decrease, 45% No Change, 44% Increase
- **Management leadership support for safety and health**: 8% Decrease, 48% No Change, 43% Increase
- **Supervisory support for safety and health**: 8% Decrease, 55% No Change, 37% Increase
- **Number of close calls, near misses**: 35% Decrease, 39% No Change, 26% Increase
- **Employee morale**: 37% Decrease, 38% No Change, 25% Increase
- **Organizational maintenance**: 13% Decrease, 64% No Change, 23% Increase
- **Number of injuries and illnesses**: 53% Decrease, 31% No Change, 16% Increase

Total Respondents = 363

*Note: Total may not equal 100% due to rounding*
4. In terms of 2011, how would you describe your attitude regarding your job security, the effectiveness of your safety and health program and profit/loss status of your organization?

Total Respondents = 363

- Positive – conditions will improve: 28%
- Cautiously optimistic: 35%
- No change – 2011 will be more of the same as in 2010: 23%
- Pessimistic – conditions could get worse: 7%
- Things – job security, pay, program effectiveness, company finances – will never return to pre-recession conditions: 7%

63% Optimistic or Better
Priorities for OSHA in 2011

5. What standards do you think OSHA should focus on in 2011? (Multiple response allowed)

- Revise hazard communication to be consistent with the United Nation’s globally harmonized system of hazmat classification, data sheets and labeling (45%)
- Updating permissible exposure limits (39%)
- Injury/illness prevention program rule, perhaps similar to Cal/OSHA’s standard (34%)
- Combustible dust standard (23%)
- Ergonomics standard (22%)
- Confined spaces in construction standard (20%)
- Initiate no new standards action at all (21%)
- Hearing conversation in construction standard (18%)

Total Respondents = 363
6. Congress is considering legislation to increase OSHA fines and make it easier to file criminal penalty charges against company executives following fatalities or serious injuries. Do you think this legislation is needed?

- Agree 48%
- Disagree 52%

Total Respondents = 363

7. How does OSHA continue to provide value to your work as a safety and health professional? (Multiple response allowed)

- Setting standards: 66%
- Website resources: 66%
- Free training: 36%
- Consultations: 30%
- Enforcement: 29%
- VPP recognition: 24%
- Increases your job security: 20%

Total Respondents = 363
Steps to Improve Workplace Safety Culture in 2011

8. In 2011, what steps will you take to improve your workplace’s safety culture? (Multiple response allowed)

- Engage employees more in safety activities: 76%
- Get leadership more involved in safety activities: 54%
- Develop/improve metrics or measurements of safety performance: 53%
- Initiate/continue a Behavior-Based Safety program: 42%
- Benchmark your program against peer companies: 33%
- Conduct an employee perception survey: 26%
- Implement/continue a formal Occ. Health and Safety management system (OHSAS 18001, VPP, ANSI Z10): 26%
- Apply for OSHA's Voluntary Protection Program: 8%
- Hire a consultant: 7%

Total Respondents = 363
2011 Safety and Health Program Elements

9. In 2011, will your safety and health program include… (Multiple response allowed)

- Near miss investigations: 78%
- A proactive system for root cause analysis and corrective action: 72%
- Risk assessments: 71%
- Disaster drills: 54%
- Safety performance as part of salary review compensation for supervisors and management: 48%

Total Respondents = 363
10. In 2011, what methods will you use to conduct workplace safety and health training? (Multiple response allowed)

- Classroom training: 85%
- Job Safety Analysis/Job Hazard Analysis: 73%
- Hands-on demos: 60%
- Use of DVDs: 59%
- Lectures: 52%
- Online training: 49%
- Peer observation and feedback: 48%
- Use of employees as instructors: 45%
- Use of safety coaching techniques: 35%
- Other: 7%

Total Respondents = 363
11. Which of the following leading indicators of safety performance do you/your organization currently use? (Multiple response allowed)

- **Process Improvement** (Continuous improvement events focused on safety improvements) measures: Number planned to number completed, % improvements

- **Safety Rounds** (a weekly walk-through of the work area where the first line supervisor looks for potential failure modes (hazards) and collects data that is fed into a workflow management and database) measures: Number complete, Number of hazards found

- **Hazard Response** (how effective are we at getting hazards contained and corrected) measures: Hazard status (% closed), Overdue hazards, Open High Risk Hazards (irrespective of whether or not they are overdue)

- **Safety Strategy** (how disciplined are we in developing, implementing and tracking progress toward completion of our Top 5 safety issues) measures: % completion of safety initiatives, % of Safety Strategy Team meetings completed

Total Respondents = 363
12. Please rate individuals/organizations on EHS outcome performance:

<table>
<thead>
<tr>
<th>Performance</th>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good</td>
<td></td>
<td>66%</td>
</tr>
<tr>
<td>Fair</td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Excellent</td>
<td></td>
<td>13%</td>
</tr>
<tr>
<td>Poor</td>
<td></td>
<td>1%</td>
</tr>
</tbody>
</table>

Total Respondents = 363

13. For what reasons do you believe this to be true? (Multiple response allowed)

- Leadership disengaged from safety and health: 65%
- Safety and health staff overworked and under-resourced: 59%
- Lack of understanding as to how EHS integrates into the business of the business: 52%
- Poor communication up and down the organization: 52%
- A culture that doesn't really care: 43%
- Overall economy: 33%
- An inadequately trained workforce at all levels of an organization: 31%
- Inadequate penalties: 24%
- Incompetent staff/line: 24%
- Inadequate incentives: 21%
- Use of the wrong metrics: 21%
- Suboptimal engineering design: 12%
- Too much resources going to OSHA compliance: 1%
- Other: 3%

Other Mentions:
- Corporate is completely focused on production and profits
- Don’t work for white paper

Total Respondents = 75*

*Of those that rate Q12 as Fair or Poor
14. Which of the following constitutes the majority of executive attitudes toward the central role played by safety and health in their businesses?

- Those who think they get it but in reality do not, yet nevertheless try to convey that they are among the converted: 49%
- Those who get it thoroughly and act accordingly: 44%
- Those who don’t get it at all: 7%

Total Respondents = 363
15-22. Do you agree or disagree with the following statements:

- The catch-all attribution of an incident to “human error” or to “mechanical failure” is inadequate, and indicates a lack of safety leadership by top management. 68% agree, 14% disagree, 18% neither agree nor disagree.
- Most management executives delegate and dismiss safety to the people who report to them, rather than personally leading the charge to radical safety improvements. 59% agree, 23% disagree, 17% neither agree nor disagree.
- The separation of “process safety” from “employee safety” has caused confusion in many organizations. Too often the focus on employee safety injury rates has caused a lack of attention to process safety. 56% agree, 18% disagree, 26% neither agree nor disagree.
- Producing a strong culture and high levels of behavioral reliability is a demanding and expensive task. 49% agree, 24% disagree, 28% neither agree nor disagree.
- The majority of causes of incidents are attributable to employee errors. 44% agree, 22% disagree, 33% neither agree nor disagree.
- Safety professionals have not devoted enough time to instilling a culture of safety leadership in their organizations, at the employee, supervisor, and executive levels. 41% agree, 38% disagree, 21% neither agree nor disagree.
- The majority of causes of incidents are attributable to management priorities and decision-making. 31% agree, 33% disagree, 36% neither agree nor disagree.
- The majority of causes of incidents are attributable to mechanical/engineering failures and system/process breakdowns. 20% agree, 43% disagree, 37% neither agree nor disagree.

Total Respondents = 363

Note: Total may not equal 100% due to rounding.
23-26. Do you agree with the following statement?

Too much of my time is spent putting out fires.

- Yes: 61%
- No: 39%

Safety and health people are still interested in Behavior Based Safety (BBS) and are still pursuing BBS programs.

- Yes: 69%
- No: 31%

Personally concerned about criminal prosecution following a serious injury or death.

- Yes: 68%
- No: 32%

Management treats safety as a core value and support the program with the necessary resources even during tough economic times.

- Yes: 66%
- No: 34%

Total Respondents = 363
Editorial Content – Safety Professionals Focus

27. Safety professionals are allowed to focus on safety compliance completely.

28. Safety professionals are being given several other duties unrelated to safety that impede their safety effectiveness.

Yes 34%
No 66%

Total Respondents = 363

Yes 79%
No 21%

Total Respondents = 241*

*Of those that responded No in Q27
Table: Duties Impeding Safety Professionals Effectiveness

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources</td>
<td>43</td>
</tr>
<tr>
<td>Environmental issues/compliance</td>
<td>42</td>
</tr>
<tr>
<td>Administrative tasks/paper work</td>
<td>28</td>
</tr>
<tr>
<td>Quality issues/assurance/control</td>
<td>24</td>
</tr>
<tr>
<td>Security</td>
<td>18</td>
</tr>
<tr>
<td>Maintenance</td>
<td>13</td>
</tr>
<tr>
<td>Production management/tasks</td>
<td>11</td>
</tr>
<tr>
<td>Worker’s compensation</td>
<td>9</td>
</tr>
<tr>
<td>Budgeting/cost control</td>
<td>8</td>
</tr>
<tr>
<td>Facilities management</td>
<td>7</td>
</tr>
<tr>
<td>Purchasing</td>
<td>7</td>
</tr>
<tr>
<td>Accounting issues</td>
<td>4</td>
</tr>
<tr>
<td>Insurance</td>
<td>4</td>
</tr>
<tr>
<td>Day-to-day business dealings</td>
<td>3</td>
</tr>
<tr>
<td>DOT enforcement</td>
<td>3</td>
</tr>
<tr>
<td>Inventory management</td>
<td>3</td>
</tr>
<tr>
<td>Meetings/committees</td>
<td>3</td>
</tr>
<tr>
<td>Customer relations/support</td>
<td>2</td>
</tr>
<tr>
<td>Employee supervising</td>
<td>2</td>
</tr>
<tr>
<td>EPA compliance</td>
<td>2</td>
</tr>
<tr>
<td>Operations</td>
<td>2</td>
</tr>
<tr>
<td>Project management</td>
<td>2</td>
</tr>
<tr>
<td>Regulatory compliance</td>
<td>2</td>
</tr>
<tr>
<td>Risk management</td>
<td>2</td>
</tr>
<tr>
<td>Sales</td>
<td>2</td>
</tr>
<tr>
<td>Sustainability</td>
<td>2</td>
</tr>
<tr>
<td>Union/Labor issues/grievances</td>
<td>2</td>
</tr>
<tr>
<td>Afterhours response</td>
<td></td>
</tr>
<tr>
<td>Chemical hygiene program</td>
<td></td>
</tr>
<tr>
<td>Chemical management</td>
<td></td>
</tr>
<tr>
<td>Coaching employee teams, lean six sigma and other productivity initiatives</td>
<td></td>
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<tr>
<td>Communication services</td>
<td></td>
</tr>
<tr>
<td>Computer recordkeeping</td>
<td></td>
</tr>
<tr>
<td>Computer system management</td>
<td></td>
</tr>
<tr>
<td>Conducting training</td>
<td></td>
</tr>
<tr>
<td>Continuous improvement programs</td>
<td></td>
</tr>
<tr>
<td>Court time to clear up local violations, claims management</td>
<td></td>
</tr>
<tr>
<td>Cover the tool room duties</td>
<td></td>
</tr>
<tr>
<td>CSR</td>
<td></td>
</tr>
<tr>
<td>Data management for many safety programs</td>
<td></td>
</tr>
<tr>
<td>Dealing with waste disposal, wastewater</td>
<td></td>
</tr>
<tr>
<td>Department management</td>
<td></td>
</tr>
<tr>
<td>DHS reporting</td>
<td></td>
</tr>
<tr>
<td>DNA alcohol tracking</td>
<td></td>
</tr>
<tr>
<td>Driver</td>
<td></td>
</tr>
<tr>
<td>Engineering projects</td>
<td></td>
</tr>
<tr>
<td>Environmental health</td>
<td></td>
</tr>
<tr>
<td>Equipment inspection</td>
<td></td>
</tr>
<tr>
<td>Equipment/facility/maintenance repairs</td>
<td></td>
</tr>
<tr>
<td>Fill in for production supervisors</td>
<td></td>
</tr>
<tr>
<td>Fill out customer pre-qualification packages to bid on jobs</td>
<td></td>
</tr>
<tr>
<td>Fleet registrations</td>
<td></td>
</tr>
<tr>
<td>Food service compliance</td>
<td></td>
</tr>
<tr>
<td>Giving tours to visitors</td>
<td></td>
</tr>
<tr>
<td>Hardware director</td>
<td></td>
</tr>
<tr>
<td>Health</td>
<td></td>
</tr>
<tr>
<td>IH duties</td>
<td></td>
</tr>
<tr>
<td>Locke &amp; Key management</td>
<td></td>
</tr>
<tr>
<td>Managing additional non-safety related programs</td>
<td></td>
</tr>
<tr>
<td>Material control, warehousing, document control and MSDS coordination</td>
<td></td>
</tr>
<tr>
<td>Nursing duties</td>
<td></td>
</tr>
<tr>
<td>Overseeing emergency response and fire system</td>
<td></td>
</tr>
<tr>
<td>Permit running</td>
<td></td>
</tr>
<tr>
<td>Planning</td>
<td></td>
</tr>
<tr>
<td>Policy review</td>
<td></td>
</tr>
<tr>
<td>Problem solving</td>
<td></td>
</tr>
<tr>
<td>Process engineering</td>
<td></td>
</tr>
<tr>
<td>Process improvement for production goals</td>
<td></td>
</tr>
<tr>
<td>Process quotas</td>
<td></td>
</tr>
<tr>
<td>Product design</td>
<td></td>
</tr>
<tr>
<td>Product failure analysis</td>
<td></td>
</tr>
<tr>
<td>Product shipping duties</td>
<td></td>
</tr>
<tr>
<td>Property disposal</td>
<td></td>
</tr>
<tr>
<td>Public relations</td>
<td></td>
</tr>
<tr>
<td>Representatives for charitable organizations</td>
<td></td>
</tr>
<tr>
<td>Running a company store</td>
<td></td>
</tr>
<tr>
<td>Sourcing manager</td>
<td></td>
</tr>
<tr>
<td>Staff photographer</td>
<td></td>
</tr>
<tr>
<td>System compliance</td>
<td></td>
</tr>
<tr>
<td>Time management of people</td>
<td></td>
</tr>
<tr>
<td>Uniform clothing coordination</td>
<td></td>
</tr>
<tr>
<td>Use of complex PO software</td>
<td></td>
</tr>
<tr>
<td>Vehicle and equipment maintenance records</td>
<td></td>
</tr>
<tr>
<td>Working on reliability issues and process design support</td>
<td></td>
</tr>
</tbody>
</table>

Of those that answered Yes in Q28
Editorial Content – Miscellaneous Topics

30-34. Do you agree with the following statement?

- It would help you in your job as a safety and health professional if there were more safety activism across the United States: Yes 76%, No 24%
- You believe BLS injury and illness statistics are accurate (e.g. +or- 10%): Yes 58%, No 42%
- You believe the occupational safety and health profession to be defined by OSHA: Yes 42%, No 58%
- You spend too much of your time directed at OSHA compliance versus non-OSHA related risk reduction: Yes 42%, No 58%
- The employment picture for SH&E professionals in your city/region is improving: Yes 36%, No 64%

Total Respondents = 363
35-44. Do you agree or disagree with the following statements?

- The EHS professional’s primary focus must be on engaging leadership at all levels of his/her organizations in the collective effort to assess and reduce, control and mitigate risk.  
  - Agree (1,2): 37%  
  - Neither agree nor disagree (3): 28%  
  - Disagree (4,5): 22%  
  - Total: 87%

- OSHA is at the end of the day the ally of EHS professionals. Without OSHA, most professionals would have been much less effective in achieving steady progress in improving worker health and safety.
  - Agree (1,2): 46%  
  - Neither agree nor disagree (3): 31%  
  - Disagree (4,5): 43%  
  - Total: 80%

- The most pressing issue currently confronting EHA pros is the economic difficulties at home, at work, frozen staffing, inability to invest in EHS, etc. This is more pressing than OSHA issues.
  - Agree (1,2): 10%  
  - Neither agree nor disagree (3): 25%  
  - Disagree (4,5): 65%  
  - Total: 100%

- Safety pros spend much more time on tactical training (annual requirements by OSHA) than on safety advocacy.
  - Agree (1,2): 17%  
  - Neither agree nor disagree (3): 26%  
  - Disagree (4,5): 57%  
  - Total: 100%

- The majority of safety and health professionals lack the courage of their convictions to put their current jobs and future career aspirations at risk by standing up and speaking out about problems, due to economic conditions and corporate politics.
  - Agree (1,2): 24%  
  - Neither agree nor disagree (3): 24%  
  - Disagree (4,5): 52%  
  - Total: 100%

- Organizations in general are much more attuned to compliance with EPA requirements than with OSHA mandates because EPA’s stick is so enormous relative to OSHA’s enforcement twig.
  - Agree (1,2): 25%  
  - Neither agree nor disagree (3): 26%  
  - Disagree (4,5): 48%  
  - Total: 100%

- We are confronting a shortage of EHA works in the future due to a decline in students seeking out an EHS curriculum and the accelerating increase in EHS professional retiree ranks.
  - Agree (1,2): 13%  
  - Neither agree nor disagree (3): 40%  
  - Disagree (4,5): 47%  
  - Total: 100%

- Safety and health professionals, individually and collectively as a profession, should do more to arouse more safety outrage among employees, their families, and the general public.
  - Agree (1,2): 22%  
  - Neither agree nor disagree (3): 35%  
  - Disagree (4,5): 43%  
  - Total: 100%

- We as professionals have linked ourselves to OSHA for the past 40 years. We are perceived by the public and our colleagues as “OSHA Professionals” rather than Safety and Health Professionals.
  - Agree (1,2): 28%  
  - Neither agree nor disagree (3): 31%  
  - Disagree (4,5): 41%  
  - Total: 100%

- More and more EHS professionals now have growing international responsibilities and thus are less concerned about U.S. OSHA issues.
  - Agree (1,2): 37%  
  - Neither agree nor disagree (3): 46%  
  - Disagree (4,5): 17%  
  - Total: 100%

Total Respondents = 363

Note: Total may not equal 100% due to rounding
Demographics
Respondents Gender/Age

45. What is your gender?

- Male: 84%
- Female: 16%

Total Respondents = 363

Note: Total may not equal 100% due to rounding

46. What is your age?

- Under 30: 2%
- 30-39: 6%
- 40-49: 28%
- 50-59: 47%
- 60 & Over: 16%

Total Respondents = 355
47. Which one of the following best describes your current primary job function?

- Safety: 63%
- Environmental: 7%
- Industrial Hygiene: 7%
- Occupational Health/Medical: 2%
- Other: 21%

Total Respondents = 363
48. Approximately how many people (including full-time, part-time, and contractors) does your company employ at your location?

49. What is your current annual salary?

<table>
<thead>
<tr>
<th>Number of Employees</th>
<th>Percentage</th>
<th>Number of Employees</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 5</td>
<td>2%</td>
<td>6 - 9</td>
<td>1%</td>
</tr>
<tr>
<td>10 - 19</td>
<td>3%</td>
<td>20 - 49</td>
<td>9%</td>
</tr>
<tr>
<td>50 - 99</td>
<td>14%</td>
<td>100 - 249</td>
<td>23%</td>
</tr>
<tr>
<td>250 - 499</td>
<td>19%</td>
<td>500 - 999</td>
<td>11%</td>
</tr>
<tr>
<td>1,000 - 2,500</td>
<td>9%</td>
<td>2,500 &amp; over</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mean = 1,050</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Percentage</th>
<th>Annual Salary</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $30,000</td>
<td>3%</td>
<td>$30,000-$39,999</td>
<td>6%</td>
</tr>
<tr>
<td>$40,000-$49,999</td>
<td>8%</td>
<td>$60,000-$69,999</td>
<td>16%</td>
</tr>
<tr>
<td>$70,000-$79,999</td>
<td>15%</td>
<td>$80,000-$89,999</td>
<td>12%</td>
</tr>
<tr>
<td>$90,000 or more</td>
<td>27%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total Respondents = 345
Total Respondents = 363

Note: Total may not equal 100% due to rounding
50. Which of the following do you specify, recommend, authorize or purchase for your company? (Multiple response allowed)

- Eye/Face Protection: 86%
- Hearing Protection: 85%
- Hand Protection: 82%
- Protective Clothing: 73%
- Respiratory Protection: 72%
- Head Protection: 66%
- Fall Protection: 65%
- Foot Protection: 61%
- Other: 10%

Total Respondents = 363

Continued on next page…
Buyer Influence

*continued from previous page.*

**Other Mentions:**
- None (8)
- All PPE (4)
- Training materials/programs (4)
- Ergonomic controls/supports (2)
- Air monitoring equipment
- All PPE and confined space entry gear
- All PPE and safety engineering controls
- All safety & environmental related equipment
- Bloodborne pathogens (infection control kit)
- Body protection
- Chemical/acid/base
- Confined space, hex chrome, vehicle, first aid, CPR
- Consultation
- Electrical safety protection
- Emergency response equipment
- Flame retardant
- Gas monitors
- Give away items
- Hazmat & emergency response
- Software
Appendix A – Supplemental Crosstabulations