



20
ANNUAL

05
REPORT



BOARD OF
CERTIFIED SAFETY PROFESSIONALS

ARE WE THERE YET? ARE WE THERE YET?

As children or parents, we have all been a part of a family trip that seems to last forever. Before arriving at the destination, someone always asks, “Are we there yet?”

There are many times in life when we confuse the journey with the destination. Both are important. Often the journey is overlooked. The same is true for BCSP as an organization. Board members seek to define improvements and changes that provide the destination as values for candidates and certificate holders. However, BCSP’s journey continues on from one leg of the journey to another. In reflecting on 2005, there are a number of milestones in BCSP’s journey.

In October, the BCSP Board approved a new path to the CSP certification for graduates of bachelor’s and master’s safety degrees holding ABET accreditation. This path is the Graduate Safety Practitioner (GSP) program. In contrast to those who have entered the safety profession through other academic backgrounds, experience as a safety professional, and learning the profession in a variety of ways, the GSP recognizes the quality academic preparation for direct entry into or advancement in the safety profession. The GSP program kicked off with May 2006 graduates.

Following a series of BCSP Strategic Planning Committee meetings with a facilitator, BCSP adopted a new strategic plan. While in itself, maintaining a valid strategic plan is an essential business activity, this plan provides some new directions for BCSP. For example, BCSP is now working on a process that will allow the CSP certification to expand to other countries in collaboration with safety organizations in those countries. The pilot project begins with Australia. Through this pilot project, BCSP will learn how to meet international requests—which BCSP receives regularly. Another new direction is providing support for other safety certifications, including those offered by the American Board for Occupational Health Nurses (ABOHN) and the U.S. Navy. The U.S. Navy initiative utilizes BCSP’s former System Safety specialty examination.

BCSP continues to prepare for a solution to growing facility needs that cannot be met by its current site. Work in 2005 is leading to a suitable solution to this need.

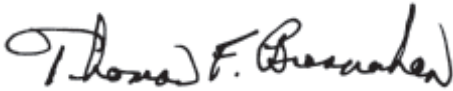
No. BCSP is not there yet. Because of its success, the journey continues and offers some new and exciting destinations along the way.

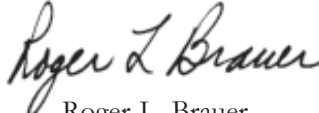


THOMAS F. BRESNAHAN
CSP
2005 BCSP PRESIDENT



ROGER L. BRAUER
PH.D., CSP, P.E., CPE
EXECUTIVE DIRECTOR


Thomas F. Bresnahan


Roger L. Brauer

PURPOSE AND HISTORY OF BCSP

BCSP was founded in 1969 as a not-for-profit corporation in the state of Illinois. It functions solely as a peer-operated certifying organization. It is not a member organization and does not provide services usually offered by member organizations. Membership in any organization is not a requirement for certification.

BCSP sets standards related to competency in professional safety practice. Safety professionals identify hazards and evaluate them for the potential to cause injury or illness to people or harm to property and the environment. Safety professionals recommend administrative and engineering controls that eliminate or minimize the risk and danger posed by hazards. They work with professionals in other disciplines in many different job settings. Safety professionals work for companies, government agencies, and private organizations or offer individual professional services. They may engage in design, planning, program management, training, auditing, and other aspects of practice. They apply hazard recognition, evaluation and control knowledge and skills for equipment, systems, facilities and processes, or in operations, manufacturing, transportation, construction, insurance services, and other enterprises.



VISION

The Board of Certified Safety Professionals (BCSP) is recognized domestically and internationally by safety, health, and environmental practitioners and stakeholders as the premier certification body for the highest quality of safety, health, and environment (SH&E)-related certification products and services, dedicated to the protection of people, property, and the environment.

MISSION

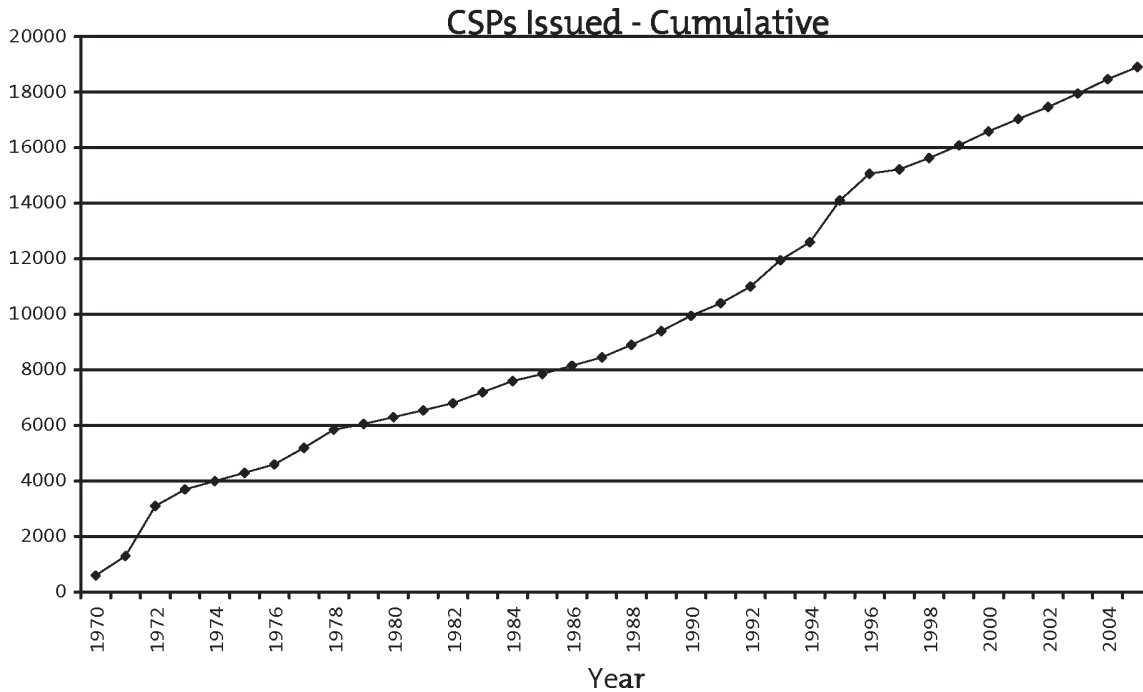
BCSP is the premier certification body providing domestic and international credentialing services to safety, health, and environmental practitioners, technologists, technicians, supervisors, and workers through its recognized excellence, financial strength, continuous improvement and accredited products and services by offering career advancement paths to those persons in safety, health, and environmental practitioners.

The *BCSP Bylaws* state the purpose of BCSP:

- Establish the minimum academic and experience requirements necessary to receive certification as a Certified Safety Professional® (CSP®), the designation of Associate Safety Professional (ASP), or other such designations established pursuant to resolution by the Board of Directors.
- Determine the qualifications of applicants and arrange, control, and conduct investigations and examinations to verify the qualifications of candidates for certificates to be issued by BCSP.
- Grant and issue to qualified applicants a certificate and maintain a directory of the holders of all valid certificates.
- Establish requirements for the continuance of certification.
- Represent its certificate holders in communication and, where appropriate, in negotiations with public and private agencies, groups, and individuals with respect to matters of common interest; and it will inform employers, specifiers, public officials, the public, and engineering and related practitioners of the benefits of certification.

CERTIFICATIONS

The chart below illustrates the growth in the number of certifications issued by BCSP over the years. During 2005, BCSP certified 432 individuals as new CSPs.



Below are statistics which summarizes the BCSP certification activity. Data are either for calendar year 2005 or reflect counts at the end of 2005.

Number of CSPs issued in 2005	432
Number of current CSPs	10,768
Number of ASPs issued in 2005	536
Number of current ASPs	851
Number of CSPs electing CSP-Retired status in 2005	113
Number of persons currently holding CSP-Retired status	782
Number of CSPs dropped during 2005 for:	
Failure to pay annual fee	173
Failure to meet Continuance of Certification	93

Over two-thirds of current CSPs achieved their certification through the Comprehensive Practice examination. Less than 1% of CSPs achieved certifications through a waiver (prior to 1972). The remaining certificate holders achieved the CSP through the Management Aspects examination, a single examination or other specialty examinations.

APPLICATIONS

Applicants must meet academic and professional safety experience requirements in order to qualify for the Safety Fundamentals and Comprehensive Practice examinations leading to the CSP certification. The minimum academic qualification is an associate degree in safety and health or a bachelor's degree in any field. The minimum amount of professional safety experience is four years, depending on the degree major. Individuals apply only once.

During 2005, BCSP received 931 applications for the CSP certification.

EXAMINATIONS

Candidates for the CSP certification must pass two examinations: Safety Fundamentals and Comprehensive Practice. Individuals possessing certain other certifications and licenses by examination may apply for a waiver of the Safety Fundamentals examination; however, all CSP candidates must pass the Comprehensive Practice examination.

National accreditation standards for peer certifications require that examination contents be validated periodically against the professional practice the examination intends to measure. The last content validity research project was completed in 2001. A new content validity research project is scheduled to begin in 2007.

The minimum passing scores rely on a modified Angoff criterion reference procedure to ensure that all candidates have the same opportunity to pass the examinations. This procedure also ensures that minimum passing scores are based on those candidates who meet minimum qualifications.

A summary of examination performance for 2005 appears below. Examination reliability is above that required for quality certification examinations.

Safety Fundamentals Examination	Comprehensive Practice Examination
Number of Candidates (All Forms): 822	Number of Candidates (All Forms): 706
Mean Score (All Forms): 64.4%	Mean Score (All Forms): 58.6%
Candidate Passing Rate (All Forms): 64.0%	Candidate Passing Rate (All Forms): 62.3%
Standard Deviation: 16.3	Standard Deviation: 12.1
Standard Error of Measurement: 6.1	Standard Error of Measurement: 6.2
Internal Reliability [KR(20)]: 0.86	Internal Reliability [KR(20)]: 0.74
Decision Consistency [$K^2_{(x,t)}$]: 0.87	Decision Consistency [$K^2_{(x,t)}$]: 0.76

CONTINUANCE OF CERTIFICATION

Individuals holding the CSP certification must be recertified every five years by gaining 25 points through ten activity categories in the Continuance of Certification (COC) program. Some categories have upper limits for points that can be earned. CSPs report how they earned points at the end of each five-year cycle. BCSP randomly selects a portion of those submitting COC reports for an audit to verify points claimed.

The table below summarizes COC activities processed during 2005.

Number of CSPs whose COC cycle ended 12/31/04	1,588
Number of CSPs successfully completing their COC cycle	1,433
Number of CSPs failing to meet COC requirements	93

CSPs reporting in 2005 earned COC points in the following categories. Results are based on a sample of those reporting.

Category	Average Points Earned	Percent of Total Points	Percent of People
1. Professional Safety Practice	9.54	28.34	98
2. Safety Organization/Division Membership	4.49	13.34	92
3. Professional Service	2.10	6.24	38
4. Professional Publications, Papers, Technical Presentations, and Patents	0.47	1.40	16
5. Writing Examination Items	0.21	0.62	4
6. Professional Development Conference Attendance	4.86	14.45	71
7. Continuing Education Courses/Seminars	6.87	20.34	77
8. College/University Courses	2.10	6.24	13
9. Advanced Degrees	1.01	2.97	9
10. Certification/Registration Examinations	2.06	6.06	15
AVERAGE POINTS EARNED	33.71		

ACCREDITATION AND RECOGNITION

BCSP holds accreditation from one international and two national organizations that set standards for peer certification boards. The **National Commission for Certifying Agencies (NCCA)** grew out of a U.S. Department of Education grant in the 1970s. The **Council of Engineering and Scientific Specialty Boards (CESB)** emerged in the 1980s from a national conference on credentialing in the engineering disciplines. In 2003, the CSP certification became one of the first five certifications anywhere in any field to achieve accreditation under ISO/IEC 17024. The **American National Standards Institute (ANSI)** operates this international program. Standards cover governance, audited financial disclosure, fairness in testing, validity and reliability of examinations, use of acceptable methods to set minimum passing scores, independence from membership organizations, public participation, security, recertification, and many other factors. BCSP's current five-year accreditations extend as follows: NCCA through 2009, CESB through 2006, and ANSI through 2008.

The CSP program is recognized by the **National Skill Standards Board (NSSB)**. The CSP program also complies with ASTM E1929-98—*Standard Practice for Assessment of Certification Programs for Environmental Professionals: Accreditation Criteria*. ASP and CSP examination fees of qualified individuals are eligible for reimbursement by the Department of Veterans' Affairs (VA).

BCSP MEMBERSHIP ORGANIZATIONS

The primary role for BCSP membership organizations is to nominate safety professionals for potential service on the BCSP Board of Directors. Membership organizations do not contribute to the operations of BCSP and the CSP certification. Membership organizations help assure broad representation from the profession in the governance of BCSP affairs. They do not have direct involvement in the governance of BCSP and its policies. Membership organizations may endorse the value and significance of the CSP certification as a means to identify competency in professional safety practice.

Current BCSP membership organizations, and the year each became one, are as follows:

- | | |
|--|------|
| • American Industrial Hygiene Association (AIHA) | 1974 |
| • American Society of Safety Engineers (ASSE) | 1974 |
| • System Safety Society (SSS) | 1977 |
| • Society of Fire Protection Engineers (SFPE) | 1984 |
| • Institute of Industrial Engineers (IIE) | 1994 |
| • National Safety Council (NSC) | 1994 |

GOVERNANCE

BCSP has 13 directors who oversee BCSP affairs. BCSP is not a member organization. BCSP has candidates who have applied and are pursuing certification and certificants who must meet requirements to retain their certification. Directors on the BCSP Board are the only BCSP members.

BCSP directors volunteer their time and services to attend semi-annual Board meetings, participate in committee meetings and activities, review candidate application materials to determine eligibility, and oversee other BCSP matters. Directors do not receive compensation, but are reimbursed for direct expenses.

Directors may serve two three-year terms. The BCSP Board of Directors is comprised of 13 members who represent a cross-section of the safety profession and the public. One member is a public director, not involved with the safety profession, who represents public interests. Six of the remaining 12 members are chosen among nominations from BCSP's membership organizations. The Board of Directors also elects six additional members from across the safety and health profession. All but the public director must hold the CSP certification.

The standing committees of the Board include:

- Continuation of Certification Committee
- Executive Committee
- Finance Committee
- Nominating Committee
- Professional Development Committee
- Professional Standards Committee
- Strategic Planning Committee

GENERAL FINANCIAL CONDITION

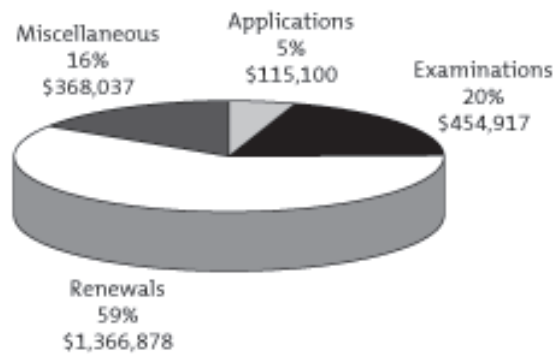
BCSP receives funds through four means: **application fees** that cover application and evaluation processing costs, **examination fees** that cover basic costs for registration, examination delivery, reporting of results, and analysis of examination performance, **annual renewal fees** that cover governance, examination development and maintenance, facilities, equipment, supplies, and other support services and expenses, and other **miscellaneous income** derived from the sale of time extensions, self-assessment examinations, etc.

The Board and staff continually strive to improve customer service and increase certification value, while minimizing expenses.

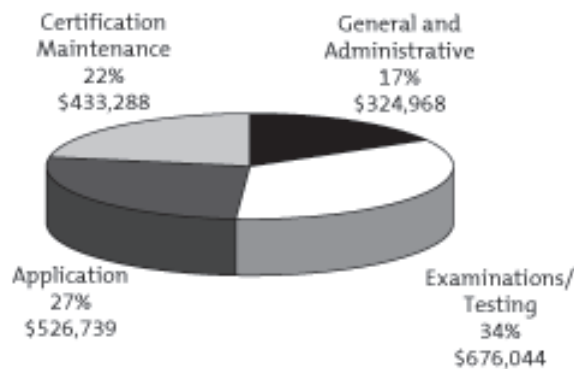
During 2005, BCSP exceeded the net revenue forecast in the 2005 budget and contributed to reserves at a rate beyond the annual goal.

The charts below show how income and expenses are distributed in general. The following pages contain the 2005 audited financial statement.

BCSP Income



BCSP Expenses



AUDITED FINANCIAL STATEMENT

McGladrey & Pullen
Certified Public Accountants

Independent Auditor's Report

To the Board of Directors
Board of Certified Safety Professionals
Savoy, Illinois

We have audited the accompanying statements of financial position of Board of Certified Safety Professionals as of December 31, 2005 and 2004, and the related statements of revenue and expenses and changes in net assets, and cash flows for the years then ended. These financial statements are the responsibility of the Board's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Board of Certified Safety Professionals as of December 31, 2005 and 2004, and the results of its operations and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information is presented for additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

McGladrey & Pullen, LLP

Champaign, Illinois
February 24, 2006

McGladrey & Pullen LLP serves clients' global business needs through its membership in
RSM International (an affiliation of separate and independent accounting and consulting firms)

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Board of Certified Safety Professionals

Statements of Financial Position December 31, 2005 and 2004

	2005	2004
Assets		
Current Assets		
Cash	\$ 957,583	\$ 846,441
Certificates of deposit	1,300,000	1,000,000
Mutual funds	502,302	333,813
Receivables:		
Management fee	195,852	167,048
Interest and other	23,851	14,528
Prepaid expenses	42,623	48,209
Total current assets	3,022,211	2,410,039
Property and Equipment		
Land	45,373	45,373
Building	529,831	529,831
Furniture and fixtures	360,585	286,123
Computer software	123,139	102,042
	998,928	963,369
Less accumulated depreciation	(531,450)	(473,198)
	467,478	490,171
Investments and Other Assets		
Certificates of deposit	300,000	400,000
Non-profit joint venture	138,109	85,956
Exam development costs; less accumulated amortization		
2005 \$26,990; 2004 \$173,335	-	52,083
Total investments and other assets	438,109	538,049
Total assets	\$ 3,927,798	\$ 3,438,259
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 93,619	\$ 125,466
Accrued expenses	90,413	82,015
Unearned renewal fees	937,973	812,120
Unearned exam fees	107,275	106,800
Total current liabilities	1,229,280	1,126,401
Net Assets		
Unrestricted	2,698,518	2,309,858
Total liabilities and net assets	\$ 3,927,798	\$ 3,438,259

See Notes to Financial Statements.

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Board of Certified Safety Professionals

Statements of Revenue and Expenses and Changes in Net Assets Years Ended December 31, 2005 and 2004

	2005	2004
Revenues		
Renewal fees	\$ 1,366,878	\$ 1,187,595
Examination fees	454,917	473,466
Management fee	195,852	167,048
Time extension fees	29,650	30,250
Application fees	115,100	104,215
Interest and dividends	66,894	46,743
Long-term capital gains	14,493	-
Self assessment test sales	37,525	29,640
Service revenue	15,002	24,249
Other	8,621	13,720
	2,304,932	2,076,926
Expenses		
Examinations and testing	676,044	670,279
Applications for certification	526,739	505,682
Certification maintenance	433,288	418,653
General and administrative	324,968	264,980
	1,961,039	1,859,594
Equity in net income of joint venture	52,143	5,003
Unrealized gain (loss) on investment in securities	(7,376)	9,157
Increase in unrestricted net assets	388,660	231,492
Net unrestricted assets at beginning of year	2,309,858	2,078,366
Net unrestricted assets at end of year	\$ 2,698,518	\$ 2,309,858

See Notes to Financial Statements.

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Board of Certified Safety Professionals

Statements of Cash Flows Years Ended December 31, 2005 and 2004

	2005	2004
Cash Flows from Operating Activities		
Increase in unrestricted net assets	\$ 388,660	\$ 231,492
Adjustments to reconcile increase in unrestricted net assets to net cash provided by operating activities:		
Depreciation	58,252	43,898
Amortization	-	341
Write-off and amortization of exam development costs	52,083	7,480
Uncollectible renewal fees	125	-
Equity in net (income) of joint venture	(52,143)	(5,003)
Unrealized (gain) loss on investments in securities	7,376	(9,157)
Change in assets and liabilities:		
(Increase) decrease in:		
Receivables	(38,252)	(42,843)
Prepaid expenses	5,586	(9,065)
Increase (decrease) in:		
Accounts payable and accrued expenses	(23,449)	52,922
Unearned renewal fees and exam fees	124,328	115,904
Net cash provided by operating activities	522,566	385,949
Cash Flows from Investing Activities		
Purchase of property and equipment	(35,559)	(73,551)
Proceeds from maturity of U.S. Treasury bills and notes	-	96,727
Proceeds from maturity of certificates of deposit	1,200,000	1,000,000
Purchase of certificates of deposit	(1,400,000)	(700,000)
Purchase of investments in mutual funds	(175,865)	(208,342)
Net cash provided by (used in) investing activities	(411,424)	114,834
Increase in cash	111,142	500,783
Cash:		
Beginning	846,441	345,658
Ending	\$ 957,583	\$ 846,441

See Notes to Financial Statements.

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AUDITED FINANCIAL STATEMENT

Board of Certified Safety Professionals

Notes to Financial Statements

Note 1. Significant Accounting Policies

Nature of Organization:

The Board is a nonprofit corporation organized to provide peer certification of safety professionals.

Significant Accounting Policies:

Renewal and application fees: Revenue from renewal fees is recognized in the calendar year to which they apply. Unearned renewal fees and unearned exam fees represent revenue applicable to future periods.

Revenue from examination fees is recognized when the examinations are given, or when the time allowed to take the exam expires.

Revenue from application fees is recognized as received.

Investments: Mutual funds are carried at fair value. Fair value is based upon quoted market prices as listed on various national markets. Realized and unrealized gains and losses are reflected in the statement of revenue and expenses and changes in net assets.

Investment in non-profit joint venture: The Board accounts for its investment in a non-profit joint venture by the equity method. Accordingly, the Board records its share of net income (loss) of the joint venture, the amount of which is also added to (subtracted from) the investment account.

Property and equipment: Property and equipment are stated at cost less accumulated depreciation. Depreciation is computed by the straight-line method over the following estimated useful lives:

	Years
Buildings	5 - 40
Furniture and fixtures	5 - 7
Computer software	3 - 5

Development costs: Examination development costs are capitalized when incurred and amortized over three to five years.

Income taxes: The Board qualifies for tax-exempt status under Section 501(c)(6) of the Internal Revenue Code as a business league not organized for profit.

Use of estimates in preparation of financial statements: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

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Board of Certified Safety Professionals

Notes to Financial Statements

Note 2. Concentrations of Credit Risk

The Board maintains its cash in bank deposit accounts which, at times, may exceed federally insured limits. The Organization has not experienced any losses in such accounts, and believes it is not exposed to any significant credit risk on cash.

Note 3. Retirement Plans

The Board has a 401(k) plan which requires the Board to provide a "matching" contribution equal to the participant's contribution; however, the required "matching" contribution shall not exceed 5% of the participant's compensation. Additional contributions are at the discretion of the Board of Directors. The Board's contributions, including payment of administrative expense, amounted to \$58,668 and \$49,420 for the years ended December 31, 2005 and 2004, respectively.

Note 4. Investment in Non-Profit Joint Venture

In June 1985, the Board (BCSP) became a 50% venturer in a non-profit joint venture known as Council on Certification of Health, Environmental and Safety Technologists (CHEST). The other joint venturer is The American Board of Industrial Hygiene, Inc. (ABIH). CHEST is a non-profit organization to provide certification of health, environmental and safety technologists.

BCSP performs the administrative duties related to the CHEST's operations. For the years ended December 31, 2005 and 2004, BCSP charged CHEST \$195,852 and \$167,048, respectively, to cover direct staff support and overhead. During 2005 this management fee was based on total number of hours worked for CHEST multiplied by an effective rate that included overhead expenses. For 2004 this management fee was based on the number of applications received by the CHEST, the number of examinations administered and the number of certifications of occupational health and safety technologists, construction health safety technicians and safety trained supervisors in construction. CHEST owed BCSP management fees of \$195,852 and \$167,048 as of December 31, 2005 and 2004, respectively.

Investment in the CHEST, as reported in the balance sheet at December 31, 2005 and 2004, is as follows:

	2005	2004
Beginning balance	\$ 85,966	\$ 80,963
Board's share of CHEST's increase in unrestricted net assets	52,143	5,003
Ending balance	<u>\$ 138,109</u>	<u>\$ 85,966</u>

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Board of Certified Safety Professionals

Notes to Financial Statements

Note 4. Investment in Non-Profit Joint Venture (Continued)

The balance sheets of CHEST as of December 31, 2005 and 2004, were summarized from its audited financial statements and are as follows:

	2005	2004
Cash and cash equivalents	\$ 404,420	\$ 439,033
Certificates of deposit	200,000	-
Prepaid expenses	8,003	8,503
Other receivables	5,689	1,839
Exam development costs	46,093	58,385
	<u>\$ 664,205</u>	<u>\$ 507,760</u>
Accounts payable and management fee payable	\$ 225,746	\$ 193,962
Unearned renewal and examination fees	162,241	141,876
Net assets - unrestricted	<u>278,218</u>	<u>171,932</u>
	<u>\$ 664,205</u>	<u>\$ 507,760</u>

Increase in unrestricted net assets was \$104,286 and \$10,006 for the years ended December 31, 2005 and 2004, respectively.

Note 5. Line of Credit

The Board has a \$100,000 line of credit with a bank which is secured by substantially all of the Board's assets. The interest rate is at prime plus .5%, an effective rate of 7.75% at December 31, 2005. There was no outstanding balance as of December 31, 2005 and 2004.

Note 6. Subsequent Events

During February 2006 the Board approved the purchase of 2.5 acres of land for \$330,000 in Champaign, Illinois. The Board paid for the land with cash and has the intent of developing the land and constructing a new office building in the future.

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Board of Certified Safety Professionals

Statement of Functional Expenses

Year Ended December 31, 2005, With Comparative Totals for 2004

	Examinations and Testing	Applications for Certification	Certification Maintenance	General and Admini- strative	Totals	
	2005	2005	2005	2005	2005	2004
Salaries	\$ 176,615	\$ 247,261	\$ 176,615	\$ 105,970	\$ 706,461	\$ 670,218
Examination expense	230,995	-	-	-	230,995	240,807
Employee benefits	53,126	74,377	53,126	31,876	212,505	231,110
Travel	24,754	37,132	24,754	37,132	123,772	99,256
Consulting	29,898	14,949	14,949	14,949	74,745	72,956
Depreciation and amortization	14,563	14,563	14,563	14,563	58,252	44,239
Payroll taxes	13,363	18,708	13,363	8,016	53,450	50,193
Bank charges	10,447	5,224	31,342	5,223	52,236	43,102
Write-off of exam development fees	52,083	-	-	-	52,083	7,460
Printing supplies	4,796	23,978	16,785	2,387	47,956	43,509
Postage	4,346	10,665	23,902	4,346	43,459	48,751
Marketing	7,960	7,960	7,960	7,968	31,838	40,549
Office supplies	5,797	8,695	5,797	8,694	28,983	34,821
Legal and accounting	8,589	5,726	11,452	2,864	28,631	34,392
Site relocation	-	-	-	24,689	24,689	-
Exhibit expense	4,852	14,555	4,852	-	24,259	15,991
Building repairs	5,449	5,449	5,449	5,450	21,797	21,825
Telephone	3,044	8,118	5,074	4,059	20,295	29,081
Accreditation expense	4,625	4,625	4,625	4,625	18,500	15,000
Temporary clerical	-	-	-	18,445	18,445	3,379
Insurance	4,723	4,723	4,723	1,573	15,742	13,528
Promotions	3,000	8,999	3,000	-	14,999	11,001
Utilities	3,411	3,411	3,411	3,412	13,845	11,458
Dues/subscriptions	4,373	2,186	2,186	2,187	10,932	11,758
Real estate tax	2,588	2,588	2,588	2,587	10,351	10,200
Recruiting expense	-	-	-	10,188	10,188	151
Equipment repair	2,072	2,072	2,072	2,072	8,288	10,674
Tax expense	-	-	-	1,118	1,118	878
Uncollectible renewal fees	-	-	125	-	125	-
Exam validation	-	-	-	-	-	42,810
Miscellaneous	575	575	575	575	2,300	877
	<u>\$ 676,044</u>	<u>\$ 526,739</u>	<u>\$ 433,288</u>	<u>\$ 324,968</u>	<u>\$ 1,981,039</u>	<u>\$ 1,859,694</u>

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CONTRACTED SERVICES

BCSP obtains a variety of services through contracts. A summary of services appears below.

CASTLE Worldwide, Inc., Research Triangle Park, NC

(www.castleworldwide.com)

Columbia Assessment Services (CAS) was merged into CASTLE as a subsidiary in 2000. CASTLE stands for CAS Testing & Learning Enterprises. It remains a global provider of services in support of peer certification organizations like BCSP. CASTLE services include examination development, item editing, examination and item analysis, minimum passing point studies, job analysis and validation studies, foreign examination delivery, and expert psychometric consulting. CASTLE has nationally-recognized psychometricians on its staff.

Thomson Prometric, Baltimore, MD

(www.prometric.com)

Thomson Prometric, a part of The Thomson Corporation, is a global leader in technology-enabled testing and assessment services for information technology certification, academic admissions, and professional licensure and certifications. Thomson Prometric performs services related to candidate appointment scheduling and appointment management, examination encryption and production, computer-based examination delivery and examination security, and examination results management for BCSP.

Other Contracted Services

BCSP obtains services from a variety of local businesses. Included are legal services, audit services, temporary help, computer and network setup, maintenance and administration, computer and Internet programming, technical editing of draft examination items, printing and publication, mailing services, graphic design, photography, and other business services. Major providers include:

- General Legal Services
Erwin, Martinkus & Cole, Ltd.
- Intellectual Property Legal Services
Leydig, Voit & Mayer, Ltd. (Chicago)
- Audit Services
McGladrey & Pullen, LLP
- Systems and Programming Services
Area-Wide Technologies, Inc.
Information Technology Associates
KSC Systems
Riverwatcher, Inc.
- Design and Graphic Arts Services
Image Graphics
- Mailing Services
Quicksilver Mailing Services
- Printing Services
Crouse Printing
Insty-Prints Business Printing Services
Superior Printing

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Jolene Keach



Customer Service Clerk
Alicia Neils-Millsap



Customer Service Clerk
Karen Boudreau



Administrative Services Clerk
A.H. "Bert" Tybor

ACHIEVEMENTS AND MILESTONES

ACHIEVEMENTS AND MILESTONES

During 2005, some of the achievements and milestones of BCSP included the following:

- BCSP signed an agreement with the Institution of Occupational Safety and Health (IOSH) recognizing each organization's designation and their related educational, experience, and examination standards.
- BCSP launched Continuance of Certification (COC) quizzes on its web site so that CSPs can earn recertification points online.
- BCSP awarded a new contract to CASTLE Worldwide for comprehensive psychometric consulting services.
- BCSP awarded a new contract to RSM McGladrey (Chicago) for financial auditing.
- BCSP approved the Graduate Safety Practitioner (GSP) program that recognizes those entering or advancing in the safety profession from ABET-ASAC accredited bachelor's and master's degrees in safety.
- BCSP began working with professional safety organizations in Australia as a pilot project in response to requests to bring the CSP certification to other countries.
- BCSP led a session on certification at the World Safety Congress held in Orlando, Florida.

JOINT VENTURE: CCHEST

JOINT VENTURE: CCHEST

Together with the American Board of Industrial Hygiene (ABIH), BCSP operates the Council on Certification of Health, Environmental and Safety Technologists (CCHEST), formerly the ABIH/BCSP Joint Committee. CCHEST provides safety and health certifications for technologists, technicians, and supervisors. BCSP provides staff support for CCHEST (www.cchest.org). Current certifications offered are:

- OHST: Occupational Health and Safety Technologist® (since 1985)
- CHST: Construction Health and Safety Technician® (since 1994)
- STS: Safety Trained Supervisor (since 1995)

All of these programs are nationally accredited by the **Council of Engineering and Scientific Specialty Boards (CESB)** and recognized by the **National Skill Standards Board (NSSB)**. The OHST and STS programs are accredited by the **National Commission for Certifying Agencies (NCCA)**. OHST, CHST, and STS examination fees of qualified individuals are eligible for reimbursement by the Department of Veterans' Affairs (VA).

In 2004, CCHEST expanded the STS program from a construction examination only to examinations designed for general industry and the petrochemical industry.

Also in 2004, CCHEST began offering certification for loss control specialists in the insurance industry through the OHST certification. In addition, CCHEST offers a non-certification examination, the Loss Control Specialist (LCS) Examination, which assesses minimum competency in loss control specialist practice.

BCSP's Alliance Agreement with OSHA expanded in 2004 to include CCHEST.

NEW CSPs IN 2005

NEW CSPs IN 2005

SYLVIE ADAM
CHRISTOPHER ADAMS
MARY ADAMS
ROB ADAMS
DEAN AGUILAR
JOSEPH ALDERDICE
ALI AL-HEMOUD
RICHARD ALLEN
MATTHEW AMANN
CHERYL ANDERSON
KENNY ANDERSON
MARJORY ANDERSON
GEORGE ANDIS
DONALD ARCHIBALD
ROBERT ARMSTRONG
WILLIAM BACON
HEIDI BAHR
SCOTT BAKER
SHARON BAKER
STEVEN BAKER
MARK BANDY
WILLIAM BANKS
DIANA BARRETT
WESLEY BAUER
MICHAEL BAUT
SUSAN BAYLEY
SCOTT BEAN
JEFFREY BENCE
CATHERINE BENECKE
JASON BERGER
DAVID BERGGREN
JEFFREY BEST
MARSHA BEVINS
JUSTIN BEZNER
KENNETH BICKERTON
ADAM BLACK
WALTER BLACK
CARL BOE
ROSS BOEKER
RICHARD BOGERS
DANIEL BOWMAN
JOHN BOYSEN
ROBERT BRAMHALL
GARVIN BRANCH
TIMOTHY BRANDON
CHARLES BRAZELL
JOHN BREINER
MARK BRIGGS
JOHN BRINKMAN
ROBERT BROCK
GERALD BROCKENFELT
JONATHAN BROOKS
TIMOTHY BROWER
PHILIP BROWN
BRIAN BROWNING
KEITH BULLOCK
LAWRENCE BURKE
DARREN BURKS
JEFFREY BUTCHER
THOMAS CADY
ERIC CALDWELL
RICK CALLOR
SERGIO CAPORALI FILHO
MARGARET CARLSON
PISCES CARMICHAEL
DONALD CASE
STEVEN CAVANAUGH
COLLETTE CHARLES
LUTHER CHEEK
ROLAND CHRETIEN
ALEX CHRISTENSON
CHRISTOPHER CICCONE
STANLEY CLAPHAM
ANDREW CLEETER
BRIAN COLBERT

KEITH COMPTON
SEAN CONNOLLY
MICHAEL CONNOR
RICKEY COOK
MICHAEL COSCA
JOHN COSTON
KEVIN COTNER
DANIEL COULSON
MICHAEL COWAN
JAMES COY
BRADLEY COZART
DEBRA CRIGGER
MICHAEL CRUM
ERNEST CRUTCHER
JOHN CUBBERLY
DANNY CUNNINGHAM
JEAN DAVIS
SCOTT DAVIS
SHAWNE DEARY
SAMANTHA DENTON
DAVID DERRICK
DAVID DERUITER
JAYSON DINIELLI
RICHARD DISSER
MICHAEL DODGE
JOHN DOHERTY
ROBERT DOLATA
STEVEN DORRELL
JAMES DORRIS
CHARLOTTE DORRITY
JAMES DOWNES
ROBERT DOWNEY
GRAYSON DOWNS
DENNIS DUBITSKY
PHILIP DUGGER
DAVID DUKE
BRIAN DUNAGAN
STEVE DUYM
BENJAMIN DYCHES
HEATHER EARL
REGGLESTON
DOUG EKINS
NIKELLE ELFVIN
JASON ELLIS
GARY ENDSLEY
SEAN ERLENBECK
MARK EVANS
CARL FINTO
MARK FLETCHER
KIRK FLICKINGER
PATRICK FLOWERS
ERIC FORTNER
DEBORAH FRANKE
KIMERLY FRAZIER
CAROLE FRIED
KURT FRIEND
STEVE FROHMADER
GERALD FULGHUM
VICTORIA FULIMENI
JEFF FUNKE
HUGH GARRISON
BRANDON GAUTHIER
ERIC GEDER
SUSAN GEORGE
ROLIN GERONSIN
ADAM GERSON
JOHN GILGINAS
GORDON GILLIS
KENNETH GOETZ
DWIGHT GOLDMAN
MICHAEL GOLDMAN
EMILY GORSUCH
BRIAN GOURDIE
DAVID GRAINGER
KENNETH GREENHILL

WILLIAM GRIZZ
MICHAEL GROH
SHARON GROOMS
PATRICK GUETTNER
RICHARD HAHN
TIMOTHY HALLMARK
PETER HAMLIN
JAMES HAMMONDS
BRETT HASKINS
HEATHER HEIL
MAXIMILLIAN HEKMAT
HOWARD HENDRICKS
CRAIG HENRIKSON
DEANNA HERMAN
CHARLES HILL
ROBERT HILL
KURT HITESHUE
JOHN HOBBS
LARRY HODGE
STEPHEN HOHMAN
WEE HOOL LEONG
PETER HOWELL
BRIAN HROCH
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CHRISTOPHER LEBLANC
STEPHEN LELAND
CHARLES LENZ
CLIFFORD LESTER
RONALD LEUENBERGER
KAREN LEWIS
STANFORD LIANG
DALE LICKENBROCK
MARK LILLEMOM
SHARON LIMA
WILLIAM LINNEWEH

HEATHER LORENZ
JEFFREY LOTT
TODD LOUSHINE
LARRY LUCAS
BRUCE LUSHBOUGH
ROBERT LYNCH
MICHAEL MAAS
ELIZABETH MACGOWAN
MORRIS MACH
SHONELLE MAPP
RODNEY MARKLEY
DAN MARTIN
DAVID MARTIN
MICHAEL MARTIN
RANDOLPH MASON
ROBERT MASON
EUGENE MATTIS
WILLIAM MCCAFFREY
TRENT MCCLELLAN
JOEL MCCRARY
DEBRA MCDANIEL
WILLIAM MCDONALD
ROBERT MCHENRY
GARY MCIVER
STEVE MCKENNEY
AMI MCLANDSBOROUGH
JAMES MCNIFF
CHRISTOPHER MEEKS
KEVIN MELAND
THOMAS MELLINGER
RACHEL MENTZEL
LORI MERTENS-PELLITTERI
MICHAEL MERVIN
ELENA METCALF
DONALD MEYER
JOHNNA MILLER
RANDAL MILLER
RONALD MILLSAPS
MICHAEL MINICKY
JEAN MLYNEK
ROY MOORE
WILLIAM MOORE
ROBERT MORGAN
MICHAEL MORTON
CYNTHIA MULLENS
RICHARD MULLER
KATHLEEN MURDOCK
BRIAN MURPHY
DEAN MURRAY
JAMES NETTLEMAN
DEREK NEWCOMER
THOMAS NINKE
ROY NIX
SUSAN O'CONNOR
DENNIS O'HAGAN
KAREEM OLUGBENGA
WILLIAM O'TOOLE
PATRICK OWENS
JOSHUA PAINTER
TONY PARKER
THOMAS PECHAR
ANDREW PECORARO
DEAN PEEL
NEFTALI PENARRIETA
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KEVIN PERRY
PAUL PERSONETTE
PATRICK PETERS
PHILIP PETERSEN
RANDALL PITTMAN
GARY PONS
BARBARA POPE
JOSHUA PORTON
RUSSELL PRECHTL
STEPHANIE PROTHRO

NEW CSPs IN 2005

NEW CSPs IN 2005

DONNA PULLMAN
TIMOTHY PUYLEART
ALTON QUINN
JASON RAGSDALE
ALI RAJI
JEFF REDDICK
LINDA REIBSOME
SCOTT REINECK
KEVIN REINHART
DANIEL REINKE
LUANN RENNIE
TREVOR RESCHNY
JOSEPH REYNOLDS
PAUL RICHMOND
MARK RIENSTRA
MICHAEL RILEY
JOHN RITTER
IVAN RIVERA
SYLVIA RIVERA
CLIFFORD ROBERTS
JEFFREY ROBERTS
RICKY ROBINSON
JUAN RODRIGUEZ RAMAZZINI
PATRICIA RODRIQUEZ
JASON ROGGENBAUER
RONALD ROLLE
PEGGY ROSS
PAUL ROSSI
LANCE ROUX
JAMES ROWLETT
KENNETH ROY
JANET RULLMAN
DAVID RUMSEY
RANDY SADLER
STEPHEN SAGATIES
DANIEL SANBORN
JEFFREY SANDERS
PETER SARMICANIC
MARK SASEK
WILLIAM SATTERFIELD
CHERYL SCANLON-ZINNER
ELLEN SCHIEBER
PAUL SCHILINSKI
JASON SCHLEE
FRED SCHMIDT
JASON SCHOEN
GREGORY SCHULTZ
DAVID SCHUSTER
DAVID SCHUTT
CHRISTOPHER SCHWEDTMANN
DANIEL SCOLES
JACOB SCOTT
JAMES SEARS
DOUGLAS SENETTE
MARK SENS
RICHARD SETTINO
CARMEN SHAFER
SATISH SHAH
ANDREW SHAPIRO
ROBERT SIEB
JEFFREY SILVA
J SKINNER
EDWIN SLESAK
FRED SMITH
GEOFFREY SMITH
GREGORY SMITH
CRAIG SNYDER
ADEFEMI SOSANYA
JEFFREY SPANGLER
BRIAN SPRAKER
ERIC STAGER
GEORGE STASKO
WOODROW STELLY
JAMES STEPHENS
JOHN STEPHENS

EUGENE STEWART
JAMES STEWART
MICHAEL STEWART
ELIZABETH STIMATZ
LESLIE STOLL
ANGELINA SYMICEK
ANTHONY TARRANCE
EVA TAYLOR
TODD TERESKA
DHRUTI THAKER
CARL THIESEN
CHARLES THOMACK
DANIEL THOMPSON
JOSEPH THOMPSON
CHRIS TILFORD
JASON TIMMONS
TROY TIMOTHY
JOHN TINDALL
KERRY TISDALE
MICHAEL TORRES
CHRISTOPHER TREMBATH
DAVID TRIGG
THOMAS TUCKER
DANIEL TUREK
MARK TURNER
LINDSAY TYCER
CHERYL URIE
HENDRIK VAN BRENN
ARTHUR VAN HOUTEN JR
CARL VASS
JOSEPH VERDUN
SCOTT VESELICKY
STEPHEN WALLER SR
BRAD WAMSLEY
LAURA WASH
MARY WASSEL
COREY WAX
CECE WELDON
STEVEN WHEELER
DAMON WILLIAMS
HAL WILLIAMS
RYAN WILLIAMS
TABITHA WILLIAMS
TAMBRA WILLIAMS
JEFFREY WILLMAN
SANDRA WISE
DAVID WOODARD
KRISTEN YOST
WILLIAM YOUJELL
DAVID YOUNG
DENISE YOUNG
MICHELLE YOUNG
STEPHEN YOUNG
KIMBERLY ZACZKOWSKI
TROY ZIMMERMAN
RONALD ZIMMERMAN JR
MARK ZWEIBOHMER

RESPONSIBILITIES OF CSPs

RESPONSIBILITIES OF CSPs

Ethics and Professional Conduct

In applying for and achieving the CSP certification, candidates and certificants agree to abide by the *CSP Code of Ethics and Professional Conduct*. Achieving ethical professional practice can sometimes be difficult, however, CSPs are required to protect people, property, and the environment while keeping the interests of employers and clients in mind. The *CSP Code of Ethics and Professional Conduct* is a guide for making professional safety practice decisions.

When there are substantiated violations of the *CSP Code of Ethics and Professional Conduct*, BCSP acts through its disciplinary procedures to reprimand individuals or suspend or revoke certifications. BCSP publishes the disciplinary procedures, along with the rest of the *BCSP Bylaws*, on the BCSP web site (www.bcsp.org).

Keeping BCSP Informed

Those holding the CSP certification have an obligation to keep BCSP informed of their current mail and email addresses. BCSP must be notified when someone moves or changes employment. BCSP can provide the best support for candidates and certificants when their data is current and accurate. Address changes can be made at www.bcsp.org. Name changes require documented proof of the change before BCSP can change an individual's record.

Authorized and Unauthorized Use of the CSP Certification

Once individuals become CSPs, the fundamental concept is that if they engage in professional safety practice at all, they must either meet the requirements to retain the certification or they will lose it. CSPs must pay an annual renewal fee and must meet COC requirements by achieving 25 points every five years to retain their certification. Individuals failing to meet these two requirements lose the right to use the CSP certification.

Individuals who are no longer engaged in professional safety practice, may choose CSP-Retired status. The status does not mean that one is retired from regular employment or a long-held position. CSP-Retired indicates that a person once held the CSP certification and no longer meets the requirements to retain it, but wishes to retain a connection to the CSP certification. Someone electing CSP-Retired status is not allowed to use the CSP or Certified Safety Professional certifications. BCSP considers claiming to be a CSP unauthorized use of the certification when the requirements to achieve or retain the CSP certification have not been met.

BCSP takes action against individuals who claim to hold BCSP certifications or designations, but have never achieved them or have lost the right to use them. BCSP will act against such individuals when there is clear evidence that they have used BCSP certifications or designations on business cards, resumes, letters or other documents and BCSP has an address by which to contact the unauthorized user. Employers, those holding the CSP certification, and others provide assistance in identifying individuals who may be using the CSP certification without authority. A list of individuals who have used the CSP certification without authority is published at www.bcsp.org.

A list of those meeting current certification requirements appears at www.bcsp.org within the online *CSP/ASP Directory* (updated daily).



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