



To My Fellow Members,

On April 14th the IEHA Board of Directors reached an agreement to approve the merger/partnership with ISSA. It was felt that for sustainability reasons it is best for the Association. We are very excited about this and we are now calling for the membership to vote on April 27th from 6 AM to 6 PM Eastern Standard Time. This is a very important vote for our Association and we need each of you to do your due diligence in making your vote count.

Why? Because we feel it is vital to the long-term success of IEHA. The merger affords the association, and more importantly, its members numerous benefits.

The size and stature of ISSA offers IEHA and all its members' opportunities and advantages that IEHA would not have on its own. Also, it makes sense for all facets of the cleaning industry to be gathered under the same umbrella.

In addition, ISSA has a comprehensive in-house staff, which will be able to take over some of the tasks now performed by the IEHA staff. That will give IEHA staff more time to interact with and assist IEHA members. ISSA has a permanent legislative staff to keep the membership up to date on laws that affect your business. There is also a lobbying arm to make the interests of the cleaning industry known to lawmakers. ISSA will support a comprehensive membership drive.

For you, specifically, the merger would mean a complimentary ISSA membership for all IEHA Members and you will have access to all the ISSA member benefits, including,

Marketing Exposure

- Access to all ISSA member [complimentary webinars and discounts at other events](#).
- Access to promotional items such as the ISSA member logo and Power of Clean video.

Networking Opportunities

- Access to ISSA's global LinkedIn group with more than 25,000 members
- Member registration and networking during ISSA/INTERCLEAN shows in North America, Amsterdam, Mexico, and Turkey

Business Tools & Data

- ISSA member-only market data

- Member discounts on all educational resources in the [ISSA Professional Development Center](#), including a variety of sales guides and training tools.
- [ISSA Clean Standards](#) for measuring the effectiveness of cleaning

Industry Information

- Monthly [ISSA Times e-newsletter](#)
- Bimonthly online magazine, [ISSA Today](#)
- Access to more than 3,000 online [articles](#), [videos](#), [news](#) items. Video feed can be customized based on which topics you wish to post on your own site.
- Customer-focused information from ISSA's [Cleaning & Maintenance Magazine and website](#)

Finally, we are hearing from you, our members, that this merger has support within our community. Here are just a few examples we've seen on some Unify Posts:

1. I have been a very active and involved member of IEHA for approximately 40 years and served as President 2000 -2002. IEHA has been a wonderful resource for me during my entire working career, and I will likely stay involved with them even after I retire. So, I love the association and appreciate what it has to offer. With that said, I was really looking forward to merging with ISSA even while understanding that this would be a difficult proposition for many to fully digest and might feel too risky. I understand the apprehension of some who feel we might lose our identity, our culture, and even our ability to govern ourselves. However, at our Convention last November, I attended a meeting with the current Board of Directors, current IEHA officers, past Presidents, and ISSA President, John Barrett. During the discussion, John Barrett expressed his sincere desire to help IEHA grow financially and increase our membership numbers, he expressed a sincere desire to provide IEHA with all the vast resources of ISSA, he expressed no interest at all in governing IEHA business, and he expressed a desire to enhance the resources available to IEHA members. That meeting launched what I thought would be a good-faith effort to draw up a contract between the two associations and insure a positive path forward with the best interest of both associations in mind.

Two years ago, I chaired IEHA's Succession Planning and Search Committee charged with making recommendations to the Board regarding the CEO vacancy. This committee was composed of past Presidents and current board members and reached the conclusion of our work at that time that a merger with ISSA was a viable option for our long-term survival and growth. We had analyzed IEHA's financial status, membership numbers, and the current and future state of the cleaning industry.

Although we are now more stabilized, it is in our long-term interest to seriously reconsider the merger. I call on IEHA members not to quit IEHA but instead to request of the Board a reconsideration. I understand ISSA has left the door open, but I wonder for how long we will have this opportunity to help us become stronger in the long run.

Best of me to my Association and the best of my Association to me.

Gene Woodard, MREH (Past-President)

2. The comments about the proposed merger with ISSA have been interesting and thought provoking. Gene Woodard mentions that the door is still open to have discussions with ISSA. If this is true, is the Board open to having these discussions?

I also served with Gene on the Succession Planning and Search Committee concerning the CEO/Executive Director vacancy. As he said, it was clear to that committee that IEHA should pursue a possible merger with ISSA. I was President of IEHA, (then NEHA), in 1990-92. At that time we had approximately 7,000 members. Today, I understand that we have less than 1,500 members and renewals are dwindling due to retirements and other factors. I am concerned that if we do not do something different we will cease to exist. The merger with ISSA seems like a life raft for the organization.

It is my understanding that the Board felt we would be giving up control and much of our current culture. Even if that is the case, perhaps it is time to do that in order to survive and thrive. It is my understanding that we would continue as IEHA but we would also become part of ISSA. We will be aligning IEHA with an Association with many resources that we cannot afford or even envision being possible with our current declining membership.

I would encourage the Board to seriously reconsider the proposal from ISSA.

Harry Kendrick, MREH (Past-President)

In short, we truly believe that this merger will be good for the association, the industry, and most importantly, you.

The IEHA Board urges you to vote YES and help us revitalize the Association so that we can serve you better.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael E. Patterson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Michael E. Patterson, MNA, MREH

Association President