A note from Product Stewardship Society
The information collected in this survey and reported in the aggregate is for informational purposes only.

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Contents

Letter from Product Stewardship Society .................................................................4

Letter from Vault Consulting LLC ...........................................................................5

PARTICIPATION, DEFINITIONS, AND METHODOLOGY ........................................6

PARTICIPATION ........................................................................................................6

GEOGRAPHIC LOCATION CATEGORIES ..................................................................6

RACE AND ETHNICITY DEFINITIONS .....................................................................6

METHODOLOGY AND DATA ASSUMPTIONS ..........................................................7

EXECUTIVE SUMMARY ..........................................................................................8

I: Objective ..............................................................................................................8

II: Findings – Participation .....................................................................................8

III: Findings – Base Salaries and Variable Compensation ........................................13

IV: Findings – Benefits ..........................................................................................15

V: Workforce .........................................................................................................16

Appendix I .............................................................................................................17

Appendix II .............................................................................................................18
January 2024

We are pleased to present the executive summary of our 2023 Product Stewardship Salary and Compensation survey.

As product stewardship continues to grow into a more rewarding career path, it attracts many individuals from allied professions, including industrial hygiene, regulatory affairs, and toxicology. Additionally, the roles, responsibilities, and career paths of product stewards are becoming better defined.

The Product Stewardship Society recognized that a lack of salary and compensation data was a significant issue. Product stewards expect to be compensated at levels consistent with the market rate, and companies want to design competitive compensation packages to recruit and retain the best and brightest employees.

The 2023 Product Stewardship Salary and Compensation Executive Summary provides an overview of product stewards’ earnings and backgrounds. The summary also provides insight into several workforce issues faced by employers and their staff. We thank the Board for Global EHS Credentialing (BGC) for their partnership on this important research.

The full results of the 2023 Salary and Compensation Survey are available through our new online salary and compensation calculator. This interactive resource allows users to filter and review the salary and compensation information most relevant and useful to them, making it a valuable tool for individual professionals, employers, and recruiters. The salary and compensation calculator can be accessed from our website: www.productstewards.org.

Sincerely,

AIHA’s Product Stewardship Society
Participants

2023 Salary and Compensation Survey
Product Stewardship Society

The Product Stewardship Society requested Vault Consulting LLC to act as a confidential agent in compiling the 2023 Salary and Compensation Survey.

Of the 6,028 individuals who received the Salary and Compensation Survey this year, 351 responded, representing a nearly 6% response rate. Data are reported in composite form, i.e., for all participants, as well as by education, location, and other categories.

Not all participants reported on every item; consequently, the number of respondents when analyzed per sort may not equal the composite number. In some cases, data were excluded when they unnecessarily skewed the average.

The source data used to compile the report were not audited by our firm. However, the individual reports were reviewed for obvious clerical errors and missing data. In addition, after running preliminary reports, we identified material outliers and the specific companies reporting such data. Vault Consulting LLC staff contacted the participants regarding questionable items. Agreed-upon edits to data were incorporated into the final database and report.

If you have any questions, please contact Ian Santo Domingo, managing director at Vault Consulting, at isantod@vaultconsulting.com.

Vault Consulting, LLC
www.VaultConsulting.com
8401 Greensboro Dr., Suite 500
McLean, Virginia 22102
PARTICIPATION, DEFINITIONS, AND METHODOLOGY

PARTICIPATION

<table>
<thead>
<tr>
<th>Year</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRODUCT STEWARDSHIP SOCIETY Survey Sample Size</td>
<td>6,028</td>
</tr>
<tr>
<td>Total Participation</td>
<td>351</td>
</tr>
<tr>
<td>Response Rate</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

GEOGRAPHIC LOCATION CATEGORIES

<table>
<thead>
<tr>
<th>Area</th>
<th>State/Territory</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. - Northeast</td>
<td>CT, DE, MA, ME, NH, NJ, NY, PA, RI, VT</td>
</tr>
<tr>
<td>U.S. - South</td>
<td>AL, AR, DC, FL, GA, KY, LA, MD, MS, NC, OK, PR, SC, TN, TX, VA, WV</td>
</tr>
<tr>
<td>U.S. - Midwest</td>
<td>IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI</td>
</tr>
<tr>
<td>U.S. - West</td>
<td>AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY</td>
</tr>
<tr>
<td>Canada</td>
<td>All Territories</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>All Countries Outside the U.S. and Canada</td>
</tr>
</tbody>
</table>

RACE AND ETHNICITY DEFINITIONS

Definitions from the U.S. Census Bureau

- **Hispanic/Latino/Latina/Latinx**: A person of Cuban, Mexican, Puerto Rican, South or Central American, Spain, or other Spanish culture or origin, regardless of race.
- **White (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **Black or African American (Not Hispanic or Latinx)**: A person having origins in any of the Black racial groups of Africa.
- **Native Hawaiian or other Pacific Islander (Not Hispanic or Latinx)**: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Asian (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **American Indian or Alaska Native (Not Hispanic or Latinx)**: A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- **Bi-Racial/Mixed Race/Multi-Racial**: All persons who identify with more than one of the above races.
METHODOLOGY AND DATA ASSUMPTIONS

Classification Data
Analysis of individual questions was only performed for the respondents who answered that particular question. Non-responses were excluded from the analysis. The geographic region designations were determined from the employer’s headquarters location reported in the Salary and Compensation Survey Questionnaire.

Compensation Data
The source data used to compile the report were not audited by our firm. However, the individual reports were reviewed for obvious clerical errors and missing data. In addition, after running preliminary reports, we identified material outliers and the specific companies reporting such data. Vault Consulting LLC staff contacted the reporting companies on questionable items. Agreed-upon edits to data were incorporated into the final database and report.

Outliers
Base salaries, bonuses, variable, and incentive compensation, and other data that were identified as outliers materially affecting the results of the report may be excluded from the data set.
EXECUTIVE SUMMARY

I: Objective
The purpose of the Salary and Compensation Survey is to provide members of the Product Stewardship Society with detailed information on industry compensation practices, including salaries, bonuses, and benefits, among other pertinent metrics.

II: Findings – Participation
Three hundred fifty-one industry professionals completed the survey this year. Of these 351, 340 responses were included in this report.

Most respondents, or 73.5%, were employed by companies headquartered in the United States, with the largest portions located in the South and Midwest (see Page 6 for regional definitions). Outside of the United States, 2.1% of respondents were employed by companies headquartered in Canada and 24.4% by companies headquartered in other countries.

We observed a slightly different composition in the data for the locations where respondents worked. Of the 80.3% of respondents who worked within the United States, the largest percentages of respondents indicated that they were located in the South and Midwest. This is similar to the data for the location of company headquarters, but the percentages of respondents who indicated they worked in the South or Midwest are even greater: 29.1% of workers versus 24.4% of companies and 24.7% of workers versus 22.4% of companies were located in the South and Midwest respectively.
The locations where respondents worked has shifted due to remote and hybrid work accommodations. The portion of respondents who indicated they either worked fully remote or in hybrid work arrangements was 86.2%. Just 13.2% indicated that they were working full-time in a traditional office location.

**CPPS Core Reference Materials**

Tap into the Product Stewardship Society’s premier publications, both referenced as frequently cited resources in the CPPS Candidate Handbook.

**Core References Bundle**

$179.95 Member | $215.95 Regular

- Professional Practices of Product Stewardship
- Realizing the Full Business Value of Product Stewardship


**CPPS Study Bundle**

$309.95 Member | $385.95 Regular

- Professional Practices of Product Stewardship
- Realizing the Full Business Value of Product Stewardship
- CPPS® Study Guide
- CPPS® Review Flash Cards

The survey participants ranged in age from 23 to 84 years old, with an average age of 44.7 and a median age of 44. The largest single age group represented in the study was respondents aged 35 and younger (22.1%), with those aged between 36 and 45 comprising nearly as much (21.2%). Conversely, the two smallest populations were respondents aged 56 to 65 and 66 and older, representing 15.6% and 2.9% of respondents, respectively. An additional 19.1% of respondents did not choose to disclose their age.

Increase Your Earning Potential. Become a Certified Professional Product Steward

CPPS® Study Guide
Your personal “must-have” resource outlining everything you need to feel confident on exam day.
bit.ly/cpps-study-guide

CPPS® Review Flash Cards
Test your knowledge with over 200 questions and answers covering all four domains of the CPPS exam blueprint.
bit.ly/review-flash-cards

CPPS® Exam Prep Course
Learn at your own pace with this online course developed by experienced product stewardship professionals.
bit.ly/exam-prep-course
The sample featured in the study is diverse in terms of industry experience, representing a well-distributed population with between 0 and 26 years of experience. This range of experience represented 85.3% of respondents. Between 10.0% and 18.2% of respondents fell into narrower categories within this range.

At least one trade certification was held by 37.4% of respondents. The most common certification was Certified Industrial Hygienist (CIH), at 30.7% of respondents, followed by the Certified Professional Product Steward (CPPS) certification at 23.6%. Additionally, 35.4% of respondents indicated “other” as their trade certification.

Among the respondents who indicated they had a certification, the average respondent had held their certification for 11.3 years. The respondents who held the Qualified Environmental Professional (QEP) certification displayed the highest average certified period at 17 years, while the respondents with Certified Professional Product Steward (CPPS) certifications displayed the shortest average period, at 2.4 years.
With regards to the highest level of education achieved by respondents, the majority, or 80.9%, had obtained either a bachelor’s or master’s degree. A bachelor’s degree was the most common selection (34.7%); a master’s degree other than an MBA, MPH, or MSPS was the next most commonly selected (27.4%).

When asked about the proficiencies respondents applied in their day-to-day work, or at least semi-regularly, they selected 8.25 proficiencies, on average, from the 19 available options. Basic science, chemical hazard communications, and safety data sheet (SDS) and label authoring were the most popular selections, while cosmetic or personal care products regulations, inherent safe product design or development, and product safety testing were selected least often.

<table>
<thead>
<tr>
<th>Proficiency</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Science</td>
<td>241</td>
<td>70.9%</td>
</tr>
<tr>
<td>Chemical Hazard Communication</td>
<td>234</td>
<td>68.8%</td>
</tr>
<tr>
<td>Safety Data Sheet (SDS) and Label Authoring</td>
<td>226</td>
<td>66.5%</td>
</tr>
<tr>
<td>Risk Assessment</td>
<td>218</td>
<td>64.1%</td>
</tr>
<tr>
<td>Banned or Restricted Substances Regulations</td>
<td>212</td>
<td>62.4%</td>
</tr>
<tr>
<td>National Chemicals Management Laws or Regulations</td>
<td>190</td>
<td>55.9%</td>
</tr>
<tr>
<td>Sustainability</td>
<td>161</td>
<td>47.4%</td>
</tr>
<tr>
<td>Toxicology</td>
<td>154</td>
<td>45.3%</td>
</tr>
<tr>
<td>Manufacturing or Engineering Principles</td>
<td>145</td>
<td>42.6%</td>
</tr>
<tr>
<td>Consumer Products Regulations</td>
<td>141</td>
<td>41.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proficiency</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Chemistry and Ecotoxicology</td>
<td>132</td>
<td>38.8%</td>
</tr>
<tr>
<td>Dangerous Goods Transportation Regulations</td>
<td>126</td>
<td>37.1%</td>
</tr>
<tr>
<td>Exposure Assessment and Control</td>
<td>125</td>
<td>36.8%</td>
</tr>
<tr>
<td>Sector of Use Regulations and Expectations</td>
<td>115</td>
<td>33.8%</td>
</tr>
<tr>
<td>Food Packaging or Food Contact Laws or Regulations</td>
<td>107</td>
<td>31.5%</td>
</tr>
<tr>
<td>Pesticides, Biocides, or Plant Protection Products Regulations</td>
<td>84</td>
<td>24.7%</td>
</tr>
<tr>
<td>Product Safety Testing</td>
<td>71</td>
<td>20.9%</td>
</tr>
<tr>
<td>Inherent Safe Product Design or Development</td>
<td>63</td>
<td>18.5%</td>
</tr>
<tr>
<td>Cosmetic or Personal Care Products Regulations</td>
<td>60</td>
<td>17.6%</td>
</tr>
</tbody>
</table>
III: Findings – Base Salaries and Variable Compensation

Analysis of base salary and variable compensation provides insights into variances based on geographic region, primary job role, and education level, among other factors. On average, base salaries were lowest outside of the United States and Canada, although the sample size outside of the United States was much smaller by comparison. The highest average base salary and average bonus or variable compensation, and therefore highest average total compensation, was found among respondents located in the South.

Within the U.S., base salaries were relatively comparable across three of the four regions, with the lowest average base salary reported by respondents in the Midwest and the highest by respondents in the South. Most participants, or 83.8%, reported they had received some kind of bonus, variable, or incentive compensation. Of those who received a bonus, the average bonus was $38,417.

<table>
<thead>
<tr>
<th></th>
<th>Count</th>
<th>Average Base Salary</th>
<th>Average Bonus, Variable, or Incentive Compensation*</th>
<th>Average Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>340</td>
<td>$124,543</td>
<td>$38,417</td>
<td>$154,914</td>
</tr>
<tr>
<td>Canada</td>
<td>7</td>
<td>$133,927</td>
<td>$15,496</td>
<td>$149,423</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>83</td>
<td>$109,772</td>
<td>$32,254</td>
<td>$133,007</td>
</tr>
<tr>
<td>United States</td>
<td>250</td>
<td>$129,043</td>
<td>$41,263</td>
<td>$162,341</td>
</tr>
<tr>
<td>Midwest</td>
<td>76</td>
<td>$113,738</td>
<td>$35,581</td>
<td>$141,268</td>
</tr>
<tr>
<td>Northeast</td>
<td>52</td>
<td>$124,408</td>
<td>$34,677</td>
<td>$153,084</td>
</tr>
<tr>
<td>South</td>
<td>83</td>
<td>$143,862</td>
<td>$49,715</td>
<td>$185,255</td>
</tr>
<tr>
<td>West</td>
<td>39</td>
<td>$133,495</td>
<td>$42,129</td>
<td>$166,982</td>
</tr>
</tbody>
</table>

*Only includes those receiving bonus, variable, or incentive compensation (i.e., compensation above base salary).

Regarding primary job roles, base salaries were highest among respondents who selected the “other” and sustainability categories and lowest among those in the regulatory affairs and toxicology categories. Variable compensation was highest for the sustainability and environment, health, and safety roles and lowest for the product safety and industrial or occupational hygiene roles.
In general, base salaries among all respondents increased with education. Respondents with doctorates reported the highest average base salary, followed by respondents with master’s degrees, with the exception of MSPS degrees. Those who had obtained a certification had a higher average base salary than those without: $137,702 compared to $116,710.

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Count</th>
<th>Average Base Salary</th>
<th>Average Bonus, Variable, or Incentive Compensation*</th>
<th>Average Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>3</td>
<td>$100,000</td>
<td>$15,500</td>
<td>$110,333</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>4</td>
<td>$103,920</td>
<td>$16,568</td>
<td>$86,224</td>
</tr>
<tr>
<td>Baccalaureate Degree</td>
<td>118</td>
<td>$107,625</td>
<td>$25,497</td>
<td>$127,672</td>
</tr>
<tr>
<td>Master's Degree - MBA</td>
<td>27</td>
<td>$114,480</td>
<td>$35,020</td>
<td>$145,608</td>
</tr>
<tr>
<td>Master's Degree - MPH</td>
<td>24</td>
<td>$128,858</td>
<td>$39,038</td>
<td>$166,269</td>
</tr>
<tr>
<td>Master's Degree - MSPS</td>
<td>13</td>
<td>$89,413</td>
<td>$17,830</td>
<td>$107,243</td>
</tr>
<tr>
<td>Master's Degree - Other (Specify)</td>
<td>93</td>
<td>$130,080</td>
<td>$42,006</td>
<td>$161,158</td>
</tr>
<tr>
<td>Doctorate (Including PhD, DrPH, JD)</td>
<td>52</td>
<td>$169,949</td>
<td>$67,022</td>
<td>$223,392</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>$111,231</td>
<td>$68,401</td>
<td>$168,232</td>
</tr>
</tbody>
</table>

*Only includes those receiving bonus, variable, or incentive compensation.
Executive Summary

IV: Findings – Benefits

Benefits, along with salary and variable compensation, are critical components to competitive compensation packages. Companies that can offer superior benefits tend to keep their employee satisfaction levels high and their turnover rates low.

Employers offered 401(k) contribution matching programs for 83% of respondents. For those respondents, the average percentage of employee salary matched by the employer was 2.9%. Alternatively, some respondents indicated that their employer paid a matching contribution amount instead of a percentage of employee salary. These respondents reported an average matching contribution of $5,224.29 from their employers.

Respondents reported that their employers provided them an average of 12.4 holidays per year, but the median number of holidays was only five days. Employers more consistently provided paid time off (PTO), with the data showing that employers allotted respondents 20.4 days of PTO per year, on average; the median amount of PTO was 20.0 days. Additionally, 11.1% of respondents indicated that their employers implemented “unlimited” PTO policies.

Participants were also asked to provide the percentage of medical insurance premiums paid by their employers. Of the 61% of respondents who indicated their employer paid at least some percentage of their insurance premiums, these employers paid for 60.4% of employee premiums, on average.

Aside from standard health insurance policies, the most popular special coverage benefits that employers offered to survey participants were: dental care (85%), vision care (82%), and pharmacy services (62%). Canadian respondents displayed the most comprehensive benefits coverage, although the sample size is small. Respondents outside the U.S. and Canada displayed the least comprehensive coverage, lagging in every category except for managed care.

<table>
<thead>
<tr>
<th>Benefits Offered</th>
<th>Count</th>
<th>Indemnity Plan</th>
<th>Managed Care</th>
<th>Dental Care</th>
<th>Vision Care</th>
<th>Hospice Care</th>
<th>Long-Term Care</th>
<th>Pharmacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>250</td>
<td>44%</td>
<td>70%</td>
<td>92%</td>
<td>89%</td>
<td>10%</td>
<td>36%</td>
<td>65%</td>
</tr>
<tr>
<td>Midwest</td>
<td>76</td>
<td>45%</td>
<td>66%</td>
<td>95%</td>
<td>92%</td>
<td>12%</td>
<td>37%</td>
<td>59%</td>
</tr>
<tr>
<td>Northeast</td>
<td>52</td>
<td>40%</td>
<td>71%</td>
<td>90%</td>
<td>87%</td>
<td>8%</td>
<td>38%</td>
<td>65%</td>
</tr>
<tr>
<td>South</td>
<td>83</td>
<td>42%</td>
<td>73%</td>
<td>92%</td>
<td>86%</td>
<td>10%</td>
<td>35%</td>
<td>70%</td>
</tr>
<tr>
<td>West</td>
<td>39</td>
<td>54%</td>
<td>69%</td>
<td>92%</td>
<td>92%</td>
<td>8%</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Canada</td>
<td>7</td>
<td>57%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>14%</td>
<td>71%</td>
<td>71%</td>
</tr>
<tr>
<td>Outside the U.S. and Canada</td>
<td>83</td>
<td>27%</td>
<td>71%</td>
<td>60%</td>
<td>59%</td>
<td>6%</td>
<td>34%</td>
<td>54%</td>
</tr>
<tr>
<td>Total</td>
<td>340</td>
<td>40%</td>
<td>71%</td>
<td>85%</td>
<td>82%</td>
<td>9%</td>
<td>36%</td>
<td>62%</td>
</tr>
</tbody>
</table>
V: Workforce

Respondents were asked about the state of their employers’ workforces to help build context for workforce issues currently faced by employers and their staff.

An overwhelming majority of respondents (71.8%) indicated that their employers’ business priorities had changed in the past year. Nearly two-thirds (62.5%) of respondents indicated that they were understaffed. Of those that indicated they were understaffed or appropriately staffed, 61.1% said they would not be able to hire any new staff they needed. Finally, when respondents were asked about their employers’ current staffing levels, 72.3% indicated that they either had a similar number or more job openings at the time of the survey compared to the year before. Of those who said their employers had more job openings at the time of the survey, 68.2% indicated there were at least 25% more job openings compared to the previous year. Conversely, only 27.7% of respondents reported that their employer had fewer job openings compared to the previous year.
APPENDIX I

ANSWERS: OTHER (SPECIFY)

Question: Which of the following best describes your role?
Other (please specify): - Text

1. Dual role: EH&S and Product Stewardship
2. Emergency Planning
3. Governance
4. Healthcare
5. IAQ/IEQ/IH
6. Management
7. MSDS Author and Toxicologist
8. Product Compliance (Stewardship + Reg Affairs + Prod Safety))
9. Product compliance and regulatory affairs
10. Product Operations Manager
11. Product Stewardship & Regulatory Compliance
12. Product stewardship and Toxicology
13. Product Stewardship, Regulatory Affairs, Sustainability
14. R&D, ESG, Product Stewardship
15. Regulatory affairs, EHS
16. several of the above including PS, IH, EHS, Sustainability
17. SHE, IH, & PS Support
18. Some of all of the above
APPENDIX II

2023 SALARY & COMPENSATION STUDY QUESTIONNAIRE

Q1

Thank you for participating in Product Stewardship Society’s 2023 Salary & Compensation Survey. This survey provides detailed information on industry compensation practices, including salaries, bonuses, and benefits among other pertinent metrics.

PSS has partnered with Vault Consulting, an independent consulting firm which specializes in association accounting and research, to conduct the survey and compile results, ensuring data confidentiality. No individual’s survey information will be identified in the published report. Vault will publish only aggregated data and will not share, query, or publish individual survey data with any other entity, including PSS staff.

The survey should take approximately 5-8 minutes to complete.

Please complete your survey submission by: July 28, 2023

Thank you to our research partner BGC.
Q2 Employment Status:

- Full-Time (1)
- Part-Time: # of hours per week (2) ________________________________
- Student, Retired, Unemployed (3)

Skip To: End of Block if Employment Status: = Student, Retired, Unemployed

Q3 What is your year of birth?

▼ 2001 (123) ... 1920 (99)

Q4 What is your highest level of formal education completed?

- High School (1)
- Associate Degree (2)
- Baccalaureate Degree (3)
- Master's Degree - MSPS (9)
- Master's Degree - MPH (4)
- Master's Degree - MBA (10)
- Master's Degree - Other (specify): (6) ________________________________
- Doctorate (including PhD, DrPH, JD) (7)
- Other (specify): (8) ________________________________
Q41 Do you currently hold any certifications?

- Yes (1)
- No (2)

Skip To: Q7 If Do you currently hold any certifications? = No

Q5 Which of these certifications do you currently hold? (please indicate Yes or No for each)

<table>
<thead>
<tr>
<th>Certification</th>
<th>Yes (1)</th>
<th>No (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Professional Product Steward (CPPS) (6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Industrial Hygienist (CIH) (1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Safety Professional (CSP) (2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Hazardous Materials Manager (CHMM) (3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diplomate American Board of Toxicology (DABT) (7)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified Environmental Professional (QEP) (8)</td>
<td></td>
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</tr>
<tr>
<td>Safety Data Sheet Registered Professional (SDSRP) (11)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (specify) (4)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Display This Question:

*If Which of these certifications do you currently hold? (please indicate Yes or No for each) : Certification [ Yes] (Count) >= 1*
Q6 For how many years have you held these certifications?

<table>
<thead>
<tr>
<th>Certification</th>
<th>Years Certified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Professional Product Steward (CPPS)</td>
<td>(#) (1)</td>
</tr>
<tr>
<td>Certified Industrial Hygienist (CIH)</td>
<td>(1)</td>
</tr>
<tr>
<td>Certified Safety Professional (CSP)</td>
<td>(2)</td>
</tr>
<tr>
<td>Certified Hazardous Materials Manager (CHMM)</td>
<td>(3)</td>
</tr>
<tr>
<td>Diplomate American Board of Toxicology (DABT)</td>
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<td>(8)</td>
</tr>
<tr>
<td>Safety Data Sheet Registered Professional (SDSRP)</td>
<td>(9)</td>
</tr>
<tr>
<td>Other <em>(Q5/ChoiceTextEntryValue/4)</em></td>
<td>(4)</td>
</tr>
</tbody>
</table>
Q7 How many years of experience do you have in product stewardship or related profession?

- Less than 3 years (1)
- 3 < 6 years (8)
- 6 < 11 years (2)
- 11 < 16 years (3)
- 16 < 21 years (4)
- 21 < 26 years (5)
- 26 < 30 years (6)
- 30 or more years (7)

Page Break

Q8 What is your gender?

- Female / Cis-Female (2)
- Male / Cis-Male (1)
- Trans Male (4)
- Trans Female (5)
- Non-Binary/Gender Non-Conforming/Gender Fluid/Other (6)

- Not Listed (please describe): (7) ____________________________________________

- I do not wish to provide this information (3)
Q28 What is your Race/Ethnicity? (Definitions from the current US Census Bureau)

- Hispanic/Latino/Latina/Latinx: A person of Cuban, Mexican, Puerto Rican, South or Central American, Spain, or other Spanish culture or origin regardless of race. (1)

- White (Not Hispanic or Latinx): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. (2)

- Black or African American (Not Hispanic or Latinx): A person having origins in any of the black racial groups of Africa. (3)

- Native Hawaiian or other Pacific Islander (Not Hispanic or Latinx): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands. (4)

- Asian (Not Hispanic or Latinx): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. (5)

- American Indian or Alaska Native (Not Hispanic or Latinx): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. (6)

- Bi-Racial/Mixed Race/Multi-Racial: All persons who identify with more than one of the above races. (7)

- I do not wish to provide this information (8)

Page Break

Q10 How many people do you manage (direct and indirect reports)?

__________________________________________________________________________________________

Q11 What is the geographic scope of your primary job responsibilities?

- Local (1)

- Regional (2)

- National (3)

- Global (4)
Q29 What is your field of employment practice?

- Industry (articles, products, etc.) (1)
- Academic (4)
- Government/Military (5)
- Law/consulting firm/service provider (6)
- Self-employed/independent consultant (7)
- Non-governmental organization (NGO) (8)
- Retail (9)
- Trade association (10)
- Other (please specify) (11) ________________________________
Q12 Which of the following best describes your role?

- Product Stewardship (1)
- Regulatory Affairs (7)
- Product Safety (8)
- Toxicology (9)
- Industrial/Occupational Hygiene (10)
- Environmental, Health, and Safety (11)
- Sustainability (12)

- Other (please specify): _______________________________
Q30 Which of the following proficiencies do you apply in your day-to-day [semi-regularly] role? (Select all that apply):

- Basic science (1)
- Manufacturing/engineering principles (4)
- Toxicology (5)
- Environmental chemistry and ecotoxicology (6)
- Safety Data Sheet (SDS) and Label Authoring (7)
- Exposure Assessment and Control (8)
- Risk Assessment (9)
- Sustainability (10)
- Product Safety Testing (11)
- Inherent Safe Product Design/Development (12)
- Chemical Hazard Communication (13)
- National Chemicals Management Laws/Regulations (14)
- Consumer Products Regulations (15)
- Cosmetic/Personal Care Products Regulations (16)
- Food Packaging/Food Contact Laws/Regulations (17)
- Pesticides/Biocides/Plant Protection Products Regulations (18)
- Sector of Use Regulations & Expectations (19)
Q31 What function does your product stewardship program report up to?

- Environmental, Health & Safety (EHS) (1)
- Legal (4)
- Research & Development (5)
- Quality (6)
- Executive/C-Suite (7)
- Marketing/Communications (8)
- Sales (9)
- Other (please specify): ____________________________________________
Q32 What product use areas is your employer involved in? (Select all that apply)

- Academic (1)
- Aerospace (4)
- Art Supplies (5)
- Automotive (6)
- Building Materials (7)
- Chemicals (8)
- Clothing (9)
- Consulting (10)
- Cosmetics (11)
- Electronics (12)
- Food/Food Contact Materials (13)
- Household Goods (14)
- Legal (15)
- Medical Devices (16)
- Mining/Metals (17)
- Personal Care Products (18)
- Pharmaceuticals (19)
Q15 What is the location of your employer's headquarters?

- USA (1)
- Canada (3)
- Outside the U.S. and Canada (4)

Display This Question:

If What is the location of your employer's headquarters? = USA

Q16 Please select the State of your employer's headquarters.

▲ AL (1) ... WY (52)

Q33 What is the primary location where you work?

- USA (1)
- Canada (2)
- Outside the U.S. and Canada (3)

Display This Question:

If What is the primary location where you work? = USA
Q35 Please select the State where you primarily work.

▼ AL (1) ... WY (52)

Q36 Do you currently work remotely in any amount?

- Yes, fully remote (1)
- Yes, hybrid - both in-person and remote work (2)
- No, fully in person (3)
- Other (please describe): (4) ________________________________

Page Break

Q17 How many full-time employees are at your location?

- Full-time employees: (2) ________________________________

Q18 How many full-time employees are at all company locations?

- Full-time employees: (2) ________________________________

Q19 What percentage of your job involves travel?

- 0%, no travel involved. (1)
- Less than 10% (2)
- 10 < 25% (3)
- 25 < 50% (4)
- 50% or more (5)
Q20 As of June 1, 2023, what is your annual base salary (excluding bonus or other cash) from your primary employer? (Report in US Dollars)
________________________________________________________________________

Q21 What was the total bonus, variable, and/or incentive compensation you received from your primary employer in 2022, whether paid in 2022 or 2023? (Report in US Dollars)
________________________________________________________________________

Q22 Which of the following benefits does your employer offer to regular full-time employees? (check all that apply)

Medical Coverage
☐ Indemnity Plan (1)
☐ Managed Care (2)

Q23 Special Coverage (either as separate coverage or as a rider)
☐ Dental Care (1)
☐ Vision Care (2)
☐ Hospice Care (3)
☐ Long Term Care (4)
☐ Pharmacy (5)
Q24 Report the percent of your total 2023 medical insurance premium costs that are paid by your employer. (Include only medical insurance premiums; exclude dental, vision, etc.):

- Percentage (%): (1) ________________________________

Q25 If your employer offers a 401(k) match, please submit the $ amount matched or the percentage of employee salary matched by your company.

- Amount Matching contribution amount in $US: (2) ________________________________
- Percentage (%) Matching contribution percentage (e.g. if your company matches 100% on the first 3% of your salary, please respond with 3%) (1) ________________________________
- No match provided (3)

Q26 How many paid holidays does your employer provide to regular, full-time employees?

- Number of holidays: (1) ________________________________

Q27 How many days of paid time off (PTO) do you receive per year?

- PTO (days): (1) ________________________________
- Unlimited (2)
Q37 Have your business priorities changed in the past year?

- Increased (1)
- Decreased (2)
- Remained the same (3)

Q38 Are you appropriately staffed to accomplish your business priorities?

- Staffed appropriately (1)
- Understaffed (2)
- Overstaffed (3)

Display This Question:

If Are you appropriately staffed to accomplish your business priorities? = Staffed appropriately
Or Are you appropriately staffed to accomplish your business priorities? = Understaffed

Q39 Will you be able to bring on more resources (staff) this year?

- Yes (1)
- No (2)
- Don’t know (4)

Q40 How would you best describe your current staffing levels for product stewardship within your company?

- More openings now compared to this time last year (1)
- Similar number of openings now compared to this time last year (2)
- Fewer openings now compared to this time last year (3)
Q41 How much have your staff openings increased when compared to this time last year?

- 50% or more openings compared to this time last year (1)
- 25% to under 50% more openings compared to this time last year (2)
- Less than 25% more openings compared to this time last year (4)

Q42 How much have your staff openings decreased when compared to this time last year?

- 50% or fewer openings compared to this time last year (1)
- 25% to under 50% fewer openings compared to this time last year (4)
- Less than 25% fewer openings compared to this time last year (5)

End of Block: Default Question Block
PSX is the annual conference hosted by the Product Stewardship Society, the leading association for product stewardship professionals. The focus of the conference is to provide attendees with the latest trends in education, valuable solutions to their daily challenges, and networking opportunities to deepen their knowledge and relationships.

Since the event debuted as the “Product Stewardship Conference” in 2014, it has grown into the most comprehensive leadership forum for strategies that guide product stewardship professionals in an ever-changing global economy. To celebrate that growth, the Society unveiled a fresh name and look in 2020 that lends the conference the strong identity it deserves: PSX, the conference and exchange for product stewards.

PSX is where the future-forward and collaborative spirit of product stewards comes to life, bringing together hundreds of professionals across dozens of product uses and throughout the value chain—from new to seasoned.

It is a place to exchange:

- Bold and innovative ideas
- Common pain points and tangible solutions
- Strategies to advance your career
- Best practices on everything from regulatory compliance to greener chemistry

All with the common purpose of making our vision of a world of safe, trusted, and sustainable products a reality.