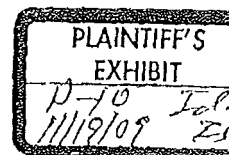


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DATE: 1975

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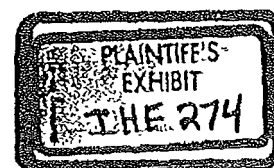
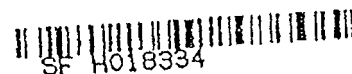
DOCUMENT DESCRIPTION: IHF Annual Report



ANNUAL REPORT

1975

NOTED:
J. V. SKENDALL



Chairman
Edward J. Slack
PPG Industries, Inc.

Edward J. Slack

PPG Industries, Inc.

S. D. Steiner, M.D.

General Motors Corporation

Joseph T. Noe, M. D.
Inland Steel Company

James E. Foster
Mellon Bank

Daniel C. Braun, M.D.
Industrial Health Foundation

Daniel C. Braun, M.D.

Industrial Health Foundation

Dr. William N. Maclay
Koppers Company, Inc.

Kenneth W. Nelson
ASARCO Incorporated

Clifford L. Sheckler
Thermal Insulation Manufacturers Assn.

C. Thomas Spivey
United States Steel Corporation

John Vyverberg
Owens-Corning Fiberglas Corporation

Leroy K. Wheelock
St. Joe Minerals Corporation

Allen P. Wherry
Thomas Associates

Raymond A. Yerg, M.D.
American Can Company

Dr. John A. Zapp, Jr.
E. I. du Pont de Nemours & Company



1975 OVERVIEW

Like most other enterprises, the Foundation felt the impact of the recession and economic dislocations which marked 1975. As a result, income from several service areas decreased somewhat as compared to 1974. Fortunately, several forward-looking actions taken in recent years began to produce income which partially offset these declines. For example, income from the analytical laboratory which was established in April of 1974 was triple that of the first year's operations. Similarly, our increased emphasis on educational activities enabled us to maintain the level of income from these sources in spite of the energy shortage and reduced travel budgets. The most important single factor with respect to income, however, was the unusually good performance in surveys, both engineering and medical, for member companies. In this connection, it is worthy of note that this type of service was provided to thirty different member companies, or better than one out of five of the organizations holding membership in the Foundation.

Total operating income for the year amounted to \$309,000, an increase of \$40,000 over the previous period. At the same time, however, operating expenses increased considerably. Much of this increase was in the higher cost of materials and services purchased, escalated utility and postal rates, and expanded employee benefits. Added maintenance on the twenty-year old headquarters building amounted to over \$3,000, and legal fees in connection with litigation accounted for more than \$5,000. Another item of extraordinary cost was a final payment to the subcontractor on the old NIMH grant which necessitated an outlay of over \$7,000.

The toxicology laboratory, returned to Pittsburgh in the fall of 1974 and moved to larger quarters at the end of that year, caused necessary expenditures for capital acquisition, as well as for developmental work.

Total operating expense was \$361,000 leaving an operating deficit of \$52,000. This was partially offset by \$40,000 in grants from the Trustees Fund, which are detailed elsewhere in this report.

Capital expenditures amounted to approximately \$6,000 for new technical equipment, including an oxygen indicator and an octave band analyzer. Thus, the net result of the year's fiscal operations was a deficit of \$18,000.

The balance sheet included in this report requires some explanation. An extensive medical survey was about 75% completed during 1975, but had been paid for in full before the end of the year. In the auditor's view, the total income from this project was treated as a liability and listed as "payment on uncompleted project." We believe this gives a distorted picture of the total liabilities by approximately \$17,000.

IHF SERVICES

Twenty-nine industrial hygiene surveys, one safety audit, and four occupational medicine reviews were conducted for 30 member companies in 1975. Instrumented plant surveys included determinations for dust levels, fumes, noise and asbestos counts. Engineering services added an octave band analyzer and several new personal sampling pumps to its reserve to provide members with the most up-to-date, effective monitoring equipment available. A comprehensive medical audit was carried out for one company covering operations in eight locations, and two member companies are receiving medical consultation on a scheduled basis to augment their own programs. Field surveys are an increasingly important service, especially to members without established departments within their companies. IHF's professional staff is backed by 40 years' experience in this and related fields, offering members a marked advantage in finding solutions to their occupational health problems.

Over the past three years, IHF's Analytical Laboratory has doubled the number of analyses performed each year. These include gravimetric determinations, x-ray diffraction for free silica, asbestos fiber counting, gas chromatography of a wide variety of organic materials, as well as atomic absorption spectrophotometry, and techniques for inorganic compounds for metals. Located in Carnegie-Mellon Institute for Research, the Analytical Laboratory is in the final stages of seeking accreditation by the American Industrial Hygiene Association, which includes participation in the NIOSH Proficiency Analytical Testing Program. Samples taken during IHF's industrial hygiene field surveys are analyzed without delay, providing members timely service at a special member rate. Mr. Dennis R. Balya joined the staff in November, 1975, as Supervisor of the laboratory.

The Toxicology Laboratory was moved in December to new and expanded quarters in the Eureka Building, 3400 Forbes Avenue, in the Oakland section of Pittsburgh. The expansion will assure its capability to meet anticipated larger work loads when the Toxic Substances bills become law. For many years the laboratory has conducted extensive research in the field of pulmonary diseases employing both inhalation and intratracheal techniques. One short-term study was carried out during 1975, and a long-term intratracheal study continued. An additional long-term project was initiated, involving the implantation of platy materials in laboratory animals. Short-term toxicity studies of industrial chemicals and household products may include acute oral administration, eye irritation, skin penetration and irritation, acute inhalation, skin sensitization and feeding studies. All procedures are in accordance with the provisions of the Federal Hazardous Substances Act.

An epidemiology study was made for a member company to determine the incidence of silicosis in their specific industry. Projects of

this kind are expected to become a major activity of IHF in the coming years as the demand for this kind of data increases.

The calendar of 1975 meetings and courses gives evidence of the broad coverage of occupational health problems given consideration this past year:

January 15-17	Eleventh Engineering Discussional (for IHF Members only) on "Current Environmental Control Techniques".
March 12-13	Symposium on Silica.
April 15-17	IHF/AIHA Training Course on "Industrial Health—Evaluation and Control Under OSHA".
April 29-30	Symposium on Particulate Polycyclic Organic Matter.
July 8-9	Symposium on Occupational Exposures Which Affect the Lung. This meeting was held in the Notre Dame Continuing Education Center, Notre Dame, Indiana.
September 4-5	Training Course for Occupational Health Nurses on "Cardiovascular Disease—Evaluation, Assessment, Rehabilitation".
September 15-17 September 22-24	Training Courses especially designed for representatives of the United States Fidelity and Guaranty Company, held in Baltimore, Maryland.
October 22-23	IHF 40th Anniversary Annual Meeting Program on "The Proposed Toxic Substances Control Act; The Clean Air Act; and Affirmative Action Program for the Handicapped".
December 10-11	Medical-Legal Discussional (for IHF Members only) in New York City on "Legal and Ethical Considerations of Occupational Medicine".

One hundred four persons from 69 companies participated in the two open training courses, and comments by registrants were especially complimentary. Total attendance for all meetings and courses this year was 569. Certificates are awarded for completion of each course, and the Nurses Course is accredited for continuing education units.

NEW DEPARTMENT AT IHF

Because of increasing printing needs and rising costs for outside services, IHF opened its own offset printing shop in June of this year. Equipment includes a photomat platemaker with automatic reducer, an offset press, automatic collater, folder and staplitcher, and graphotype and addressing machines. Typical of all new ventures, many problems were encountered in the first several months of operation which delayed publication of the Industrial Hygiene Digest. Production has improved and the print shop is expected to become a vital part of improved communication with members.

STAFF ACTIVITIES

Dr. Braun spoke on "Environmental Sampling—A Physician's Viewpoint" at an Occupational Health and Illness Seminar sponsored by the American Insurance Association on January 29 in Pittsburgh. At IHF's training course for occupational health nurses on September 4-5, his subject was "Placement of the Cardiac Employee." On December 23, Dr. Braun attended the Swearing-in Ceremony and reception for Dr. Morton Corn as the new Assistant Secretary of Labor for Occupational Safety and Health.

Mr. Speicher spoke on "Technological Measures and the Role They Play in Preventing Occupational Accidents and Sickness" at the International Scientific Symposium in Poznan, Poland on April 22, by special invitation from the United States Department of Labor. His paper was presented along with those of lecturers from fourteen countries. The three-day meeting on the "Protection of a Human Being in his Working Environment" is considered to be the first of its kind. Mr. Speicher also attended the American Industrial Hygiene Association conference June 2-6 in Minneapolis.

Mr. Brian attended the Symposium on Workplace Hazard Monitoring conducted by the American Conference of Governmental Industrial Hygienists on December 8-9 in Cincinnati.

Mr. Reilly spoke on "Guideposts for Making a Facility Safety Audit" January 29-30, in Pittsburgh for the AIA sponsored seminar. On April 16-18, Mr. Reilly attended the Western Pennsylvania Safety Conference in Pittsburgh, and on October 29 - November 2, he attended the National Safety Congress in Chicago.

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IHF MEMBERS

1975

<u>Date Joined</u>	<u>Company</u>	<u>Date Joined</u>	<u>Company</u>
1937	*Abrasive Grain Association	1937	*Grinding Wheel Institute
1936	Allegheny Ludlum Industries, Inc.	1950	Gulf Oil Corporation
1956	Allied Chemical Corporation	1936	Hall China Company
1936	Aluminum Company of America	1972	Heinz U.S.A. (Div. of H. J. Heinz Co.)
1969	Aluminum Company of Canada, Ltd.	1973	Howell Industrial Clinic
1947	American Can Company	1937	Huntington Alloys, Inc.
1971	American Foundrymen's Society	1975	Industrial Gasket & Shim Co., Inc.
1938	*American Insurance Association	1973	Ingersoll-Rand Company
1944	American Iron and Steel Institute	1917	Inland Steel Company
1957	American Metal Climax, Inc.	1947	IBM Corporation
1937	American Mining Congress	1970	International Lead Zinc Research Org.
1945	*American Mutual Insurance Alliance	1974	International Technical Information Inst.
1944	American Optical Corporation	1936	Johns-Manville Corporation
1967	American Petroleum Institute	1939	Jones & Laughlin Steel Corporation
1936	ASARCO Incorporated	1955	Kawecki Berylico Industries, Inc.
1969	American Textile Mfrs. Institute, Inc.	1974	Kopp Glass, Inc.
1966	ARCO/Polymers, Inc.	1942	Koppers Company, Inc.
1970	Argonaut Insurance Company	1970	Laclede Steel Company
1974	BASF Wyandotte Corporation	1968	Homer Laughlin China Company
1970	The Bahnsen Company	1974	Lenox Crystal, Inc.
1944	Brush Wellman, Inc.	1937	J. S. McCormick Company
1955	CPC International, Inc.	1966	Marcona Mining Company
1953	Can Manufacturers Institute, Inc.	1970	Marion Health & Safety, Inc.
1952	Celanese Corporation	1937	Metropolitan Life Insurance Company
1971	*Cemented Carbide Producers Assn.	1965	Miles Laboratories, Inc.
1968	Certain-Teed St. Gobain Insulation Corp.	1974	Milliken Brick Company
1974	Chrysler Corporation	1936	Mine Safety Appliances Company
1958	Ciba-Geigy AG	1974	Mobay Chemical Company
1974	Colt Industries Inc.	1975	Monongahela Iron & Metal Company, Inc.
1972	Columbia Gas System Service Corporation	1936	Motor Vehicle Mfrs. Assn. of U.S., Inc.
1975	Commercial Shearing, Inc.	1937	NL Industries, Inc.
1958	Companhia Siderurgica Nacional	1974	National Annealing Box Company
1973	Consolidated Edison Co. of New York, Inc.	1973	National Forge Company
1972	Consolidated Natural Gas Service Company	1972	Organization Resources Counselors, Inc.
1975	Consolidation Coal Company, Inc.	1953	Owens-Corning Fiberglas Corporation
1975	D'Appolonia Consulting Engineers, Inc.	1936	Owens-Illinois, Inc.
1974	DeSoto, Inc.	1937	PPG Industries, Inc.
1952	Diamond Shamrock Corporation	1937	Pennsylvania Glass Sand Corporation
1973	Dow Chemical U.S.A.	1972	Peoples Natural Gas Company
1937	Drakenfeld Division, Hercules, Inc.	1975	Pittsburgh & Lake Erie Railroad
1937	Dravo Corporation	1970	Pneumafil Corporation
1936	E. I. du Pont de Nemours & Company	1938	Portland Cement Association
1966	Eastman Kodak Company	1970	Potters Industries, Inc.
1973	Minerals & Chemicals Division, Engelhard Minerals & Chemicals Corp.	1973	Pullman-Standard
1975	Epic Metals Corporation	1968	Raybestos-Manhattan, Inc.
1956	Equitable Life Assurance Society of U.S.	1937	H. H. Robertson Company
1964	Exxon Corporation	1972	Safety First Industries, Inc.
1973	Falcon Foundry Company	1973	The Sager Glove Corporation
1974	Fosteria Glass Company	1937	St. Joe Minerals Corporation
1936	Foundry Supply Manufacturers Group	1956	Sauereisen Cements Company
1970	General Cigar Company, Inc.	1956	Seattle Services Division, The Boeing Co.
1947	General Electric Company	1971	Selenium-Tellurium Development Assn., Inc.
1951	General Mills, Inc.	1974	Sharon Steel Corporation
1942	General Motors Corporation	1972	Shell Oil Company
1974	General Refractories Company	1974	Shenango Incorporated
1954	Georgia Kaolin Company	1956	Soap and Detergent Association
		1975	The Standard Oil Company

*Multiple Membership



<u>Date Joined</u>	<u>Company</u>	<u>Date Joined</u>	<u>Company</u>
1962	Stauffer Chemical Company	1960	Van Straaten Chemical Company
1965	Sturm, Ruger & Company, Inc.	1938	Vesuvius Crucible Company
1969	Tenneco, Inc.	1975	Vulcan Mold & Iron Company
1966	Thermal Insulation Manufacturers Association, Inc.	1975	Washington Mould, Machine & Foundry Company
1970	Travelers Insurance Companies	1974	Watson-Standard Company
1972	Tri-State Engineering Company	1937	Wedron Silica Division, Del Monte Properties Company
1936	Union Carbide Corporation	1962	Western Electric Company, Inc.
1974	United States Gypsum Company	1937	Westinghouse Electric Corporation
1970	U. S. Mineral Products Company	1968	Arthur C. Withrow Company
1936	U. S. Potters Association	1975	Young Galvanizing, Inc.
1936	United States Steel Corporation		

NEW MEMBERS

The Ansul Company
 Consolidation Coal Company, Inc.
 E. D'Appolonia Consulting Engineers, Inc.
 Epic Metals Corporation
 Industrial Gasket & Shim Company, Inc.
 Monongahela Iron & Metal Company, Inc.
 Pittsburgh & Lake Erie Railroad
 The Standard Oil Company
 Vulcan Iron & Mold Company
 Washington Mould, Machine & Foundry Company
 Young Galvanizing, Inc.

COMMITTEES

1975

ENGINEERING

Chairman
William J. Schreiber
Bell Telephone Laboratories

Richard S. Brief
Esso Research & Engineering Co.

Dr. Donald R. Lynam
International Lead Zinc Res. Org.

R. H. Watson
Aluminum Co. of America

P. S. Eshelman
General Motors Corp.

James F. Morgan
E. I. du Pont de Nemours & Co.

Gary E. Welch
St. Joe Minerals Corp.

Ross J. Elson
Inland Steel Co.

George L. Swallow
Johns-Manville Corp.

Joseph E. Zatek
Mine Safety Appliances Co.

LEGAL

Chairman
Andrew Kalmykow
American Insurance Association

Richard E. Day
Pennsylvania Glass Sand Corp.

Edward E. Kuebler
Kuebler & Del Deo

Douglas Soutar
ASARCO Inc.

Robert Gillespy
Squire, Sanders & Dempsey

J. Paul Martha
Reed, Smith, Shaw & McClay

James S. Stickles
American Mutual Ins. Alliance

MEDICAL

Chairman
Robert C. Thompson, M.D.
General Electric Company

Thomas S. Ely, M.D.
Eastman Kodak Co.

Robert J. Halen, M.D.
Jones & Laughlin Steel Corp.

Edward R. Plunkett, M.D.
City of Hope National Medical Center

Lee B. Grant, M.D.
PPG Industries, Inc.

E. Quentin Hull, M.D.
Union Carbide Corp.

Otto P. Preuss, M.D.
Brush Wellman Inc.

Raymond F. Peters, M.D.
Dravo Corp.

NURSING

Chairman
Mrs. Helen Kunzler, R.N.
United States Steel Corporation

Mrs. Dorothy Dean, R.N.
Jones & Laughlin Steel Corp.

Mrs. P. Jean Klara, R.N.
Koppers Co., Inc.

Miss Janet M. Ruff, R.N.
South Carolina Dept. of Health & Environmental Control

Mrs. Jean W. Fraser, R.N.
PPG Industries, Inc.

Miss Barbara Miller, R.N.
Aluminum Co. of America

Miss Rae Wharton, R.N.
Pittsburgh Bulk Mail Center

Miss Ann R. Roseta, R.N.
Dravo Corp.

TOXICOLOGY

Chairman
James M. McNerney
American Petroleum Institute

Dr. Anna M. Baetjer
The Johns Hopkins University

Howard E. Burnsted
U. S. Steel Research Laboratory

Dr. Robert A. Scala
Esso Research Engineering Co.

Dr. V. K. Rowe
Dow Chemical Co.



ANNUAL BUSINESS MEETING OF IHF MEMBERS
Mellon Institute Auditorium, Pittsburgh, Pa.
October 23, 1975

To date in 1975, eleven new members have joined the Foundation and during the same period, nine have resigned. Publications from the Information Services include the proceedings of the Symposium on Toxicity of Metals and the Symposium on Isocyanates. Proceedings of the Symposium on Silica and the Symposium on Particulate Polycyclic Organic Matter are in preparation. A technical booklet on the Health Aspects of Fibrous Glass and a Bibliography of Free Silica have also been published, and the Decennial Index of the Industrial Hygiene Digest is in preparation, as is a Sampling Procedure manual.

Surveys Fourteen engineering surveys and four medical surveys have been completed. Two joint engineering and medical surveys are in progress, as is one corporation-wide medical survey. One safety survey is in progress.

Projects
A project on the physiological effects of heat has been completed, and an epidemiological study among pottery workers has also been completed. A long-term toxicology study of fibrous material is in progress.

Meetings and Courses
Eleven meetings and courses were conducted during the year, including the Annual Meeting. A Medical/Legal conference is scheduled for December. One training course was conducted in two sessions for a member company in its offices, and was highly successful.

Finances
At the end of the third quarter, the Foundation showed a deficit of approximately \$22,000 and it was pointed out that this would have been considerably higher had it not been for the gifts and grants received by way of the Trustee's Fund. The forecast for the fourth quarter appears to indicate that this deficit can be reduced somewhat. It was pointed out that the income of the second and third quarters is traditionally low as compared with the first and fourth quarters.

Mrs. Helen Kunzler, Chairman of the Nursing Committee, reported for that committee.

Mr. William Schrelbeis reported for the Engineering Committee.

Mr. James McNerney reported for the Toxicology Committee.

Three-Year Term

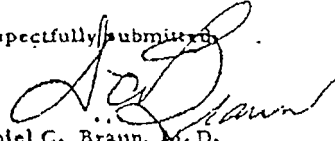
Union Carbide Corp.
Allied Chemical Corp.
Aluminum Co. of America
Carnegie-Mellon Institute of Research
Mine Safety Appliances Co.
General Motors Corp.
Owens-Corning Fiberglas Corp.
Gulf Oil Corp.

There being no nominations from the floor, it was moved by Mr. Slack and seconded by Dr. Noc that the nominations be accepted, and this was carried out unanimously.

Dr. Braun thanked the Chairmen for their reports and turned the meeting back to Mr. Slack, who pointed out that the deficit discussed earlier was the basis for the action of the Board of Directors in increasing the dues for the coming year.

Both Dr. Braun and Mr. Slack thanked the outgoing members of the Board for their support and assistance over the period of their tenure, and the meeting was adjourned at 3:55 p. m.

Respectfully submitted,



Daniel C. Braun, M.D.
President, for
Joseph T. Noc, M.D.
Secretary

DCB:jlc

WEIDLEIN SCIENTIFIC LECTURE

The Edward Ray Weidlein Scientific Lecture was instituted in 1973 to recognize the assistance Dr. Weidlein gave to IHF in its early years, when he was President of Mellon Institute. In 1975, IHF honored Dr. Anna M. Baetjer as the third lecturer in this series, and her subject was "The Dilemma in Toxicology." Dr. Baetjer is Professor Emeritus in the Department of Environmental Medicine of The Johns Hopkins University School of Hygiene and Public Health. Dr. Theodore F. Hatch, Professor Emeritus of the University of Pittsburgh, was selected as the first lecturer, and Mr. Leo Teplov, Special Consultant to Organization Resources Counselors was honored in 1974.

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INDUSTRIAL HEALTH FOUNDATION, INC.
BALANCE SHEET
DECEMBER 31, 1975 AND 1974

<u>ASSETS</u>		1975	1974
Current Assets			
Cash in Banks and On Hand		23,952.70	25,739.56
Investments		-	24,549.20
Accounts Receivable		7,483.25	9,358.11
Inventories		1,200.00	1,200.00
Work in Progress		25,052.74	-
Prepaid Insurance		558.08	263.59
Travel Advances		227.45	200.00
Total Current Assets		<u>58,474.22</u>	<u>61,310.46</u>
Land, Building and Equipment			
Land		121,745.00	121,745.00
Building		96,795.41	96,795.41
Equipment and Fixtures		26,989.70	24,292.10
Automobile		3,233.00	3,233.00
Total		248,763.11	246,065.51
Less - Accumulated Depreciation		<u>51,794.48</u>	<u>46,094.77</u>
Net Book Value		<u>196,968.63</u>	<u>199,970.74</u>
		<u>255,442.85</u>	<u>261,281.20</u>
<u>LIABILITIES AND MEMBERS' EQUITY</u>			
Current Liabilities			
Accounts Payable		3,627.03	1,801.54
Mortgage Payable - PIDA - Current Portion		6,352.05	6,226.37
Note Payable - RIDC - Current Portion		227.00	227.00
Accrued Payroll Taxes and Withholdings		402.26	260.96
Deferred Income			
Payment on Uncompleted Project		23,500.00	-
Prepaid Dues		58,791.66	54,000.00
Prepaid Subscriptions		11,902.30	15,652.85
Total Current Liabilities		<u>104,802.30</u>	<u>78,168.72</u>
Long-Term Liabilities - Installments Due After One Year			
Mortgage Payable - PIDA		45,750.10	52,102.15
Note Payable - RIDC		<u>1,362.00</u>	<u>1,589.00</u>
Total Long-Term Liabilities		<u>47,112.10</u>	<u>53,691.15</u>
Members' Equity		<u>103,528.45</u>	<u>129,421.33</u>
		<u>255,442.85</u>	<u>261,281.20</u>

An Independent Audit by
Wellinger, Nickel and Company
Certified Public Accountants
Pittsburgh, Pennsylvania
June 17, 1976

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IND. RELS. DEPT.

Daniel C. Braun, M.D.

President

Michael Brlan, M.S.
Director of Membership Services

Sally Jo Carlisle
Director of Office Services

George H. Reilly, A. B.
Director of Safety and Training

Jane F. Brislin, M. L. S.
Director of Information Services

Paul Gross, M.D.
Director of Pathology Research

Marianne Kaschak, B. S.
Director of Laboratory Services

Dennis R. Balya, M.S.
Supervisor, Analytical Laboratory

Mary Ann Babyak, B.S.
Research Chemist

H. Wilbur Speicher, M.S.
Industrial Hygiene Engineer/
Health Physicist

Guy E. Dent
Research Technician

Sherry Kaiser
Receptionist/Secretary

Jean L. Collins, A.B.
Secretary/Library Assistant

Dee Montgomery
Bookkeeper. . .

Sandra Budkowski
Technical Typist

Ruth Hopper
Secretary

Debbie Sartoris
Secretary

1975



TRUSTEES FUND

Early in 1974, the Board of Trustees initiated a fund drive to permit the Foundation to retire an accumulated debt, increase its staff, purchase needed equipment and generate capabilities for new income sources. Thirty-eight percent of the goal of \$500,000 was reached by December 1975.

IHF gratefully acknowledges the support of the following companies in this fund drive:

Alcoa Foundation	\$25,000
PPG Industries Foundation	25,000
General Motors Corporation	20,000
International Business Machines Corporation	25,000
United States Steel Corporation	25,000
Metropolitan Life Insurance Company	15,000
Union Carbide Corporation	15,000
Mine Safety Appliances Company	10,000
ASARCO, Incorporated	10,000
Owens-Corning Fiberglas Corporation	5,000
Koppers Company, Inc.	5,000
American Can Company	5,000
American Insurance Association	4,000
Equitable Life Assurance Society	1,500

The funds have been used in part to equip the Analytical Laboratory at Carnegie-Mellon Institute of Research, expand the Toxicology Laboratory in the Eureka Building, purchase additional technical equipment, and add to IHF's professional staff.

