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## OSHA Releases Ergonomics Plan

On April 5, the U.S. Occupational Safety and Health Administration released its plan for reducing workplace injuries and illnesses. The plan, which is described at <http://www.osha.gov/ergonomics/index.html>, encompasses four elements: guidelines, enforcement, outreach and compliance assistance, and research. OSHA says it will continue to monitor and cite for unaddressed ergonomic hazards under the General Duty Clause. However, the plan emphasizes voluntary efforts to reduce workplace injuries through adherence to guidelines and best practices in specific high-hazard industries rather than to a national, so-called one-size-fits-all standard, according to information at the Web site.

OSHA's plan arose from public forums held in July 2001, meetings with stakeholder groups and individuals, analysis of comments and recommendations, examination of information gathered during development of the rescinded 2001 Ergonomics Program Standard, and research on alternative approaches to mandatory standards.

Reaction to the OSHA announcement from industry groups such as the U.S. Chamber of Commerce and National Association of Manufacturers has been positive, whereas unions and other worker groups have criticized the plan. AFL-CIO President John Sweeney called it "a meaningless gesture."

### Guidelines

According to OSHA, industries and tasks that are reported to incur high injury/illness rates will be targeted in a series of new guidelines that draw on already developed guidelines (such as OSHA's Meatpacking Guidelines) and best practices. (Examples may be found at <http://www.osha.gov/SLTC/ergonomics/solutions.html>.) In addition, says OSHA, other industries will be encouraged to "develop ergonomic guidelines to meet their own specific needs."

On April 18 OSHA announced plans to develop guidelines for nursing home providers and workers, one of the targeted industries that incurs high injury rates. Draft guidelines may be ready for public comment before the end of the year.

### Enforcement

Employers that have effective ergonomics programs in place will not be subjected to OSHA scrutiny; neither will those that are making good-faith efforts to control their own hazards. Ten

*continued on page 6*


## HFES Releases Position on OSHA Plan

*The following position statement, submitted by the HFES Outreach Advisory Committee, was approved by Executive Council on April 19, 2002.*


As a scientific society of human factors and ergonomics professionals, the Human Factors and Ergonomics Society (HFES) is an advocate of basing the application of ergonomics on scientific evidence. HFES supports the conclusions of the National Academy of Sciences (NAS) study that reviewed the scientific literature and found clear evidence that work injury can be attributed to particular jobs and work conditions and that selectively applied ergonomic interventions can be effective in reducing injuries.

The Occupational Safety and Health Administration (OSHA) has announced its strategy to pursue guidelines for addressing ergonomics-related problems in the workplace. HFES believes that the NAS evidence justifies strong action by OSHA. HFES urges OSHA to strenuously apply the highest level of contemporary scientific knowledge to all aspects of its four-pronged approach.

While much is known about workplace injuries, as the NAS study also concluded, there is more to know. HFES supports a continued focus on research and urges the administration to fund research initiatives that provide answers for industry. Industry guidelines that are developed should be based on well-established scientific principles and a solid foundation of practice.

A year ago, Labor Secretary Elaine Chao announced six principles for developing an approach to address ergonomics-related issues. Sound science was one of the six principles, along with prevention, incentive driven, flexibility, feasibility, and clarity. HFES recommends that OSHA apply the science rigorously to its current strategy. 

## *Directory and Yearbook Mailed*

The 2002–2003 *Directory and Yearbook* has been mailed. If you are a member in good standing and have not received your copy, please contact Member Services at 310/394-1811. 

# Executive Council Meeting Report

The HFES Executive Council met in Santa Monica, California, on April 18–20 for its midyear meeting. The following is a summary of the discussions and actions taken at that meeting.

## Strategic Planning

April 18 was set aside for continued review of the 1996 Strategic Plan. Council members considered input from an external scan of individuals affiliated with a dozen professional associations whose interests overlap with human factors/ergonomics. They also discussed recommendations of the Policy and Planning Committee and refined a list of key goals and possible strategic objectives. Work on finalizing the revised Strategic Plan will continue through the 2002 Annual Meeting.

The following day, Council adopted a new Operating Rule operationalizing the current practice of devoting the midyear Executive Council’s long-range planning day to discussions of the HFES Strategic Plan.

## Annual Meeting

Council endorsed a proposal from the Awards Task Force to enact a change in the timing and venue for recognizing HFES awardees and new Fellows. Effective with the 2002 Annual Meeting, the recognition of awardees and Fellows will take place during the opening plenary session (Tuesday, October 1).

## Budget

A revised 2002 budget was approved, as summarized below.

### Estimated Income

Membership Dues . . . . .	\$ 600,625
Membership Services . . . . .	41,250
Communications/Publications . . . . .	375,650
Annual Meeting . . . . .	150,187
HFES Institute . . . . .	91,250
Miscellaneous . . . . .	6,650
<b>Total Estimated Income . . . . .</b>	<b>\$1,265,612</b>

### Estimated Expenses

Membership Services . . . . .	\$ 95,650
Publications . . . . .	364,713
Administrative . . . . .	597,008
Committees and Officers . . . . .	47,315
Annual Meeting . . . . .	64,500
HFES Institute . . . . .	71,465
Interorganizational . . . . .	21,856
<b>Total Estimated Expenses . . . . .</b>	<b>\$1,262,507</b>

**Estimated 2002 Net . . . . . \$3,105**

## Chapters

Council approved a new local chapter, the Great Plains Chapter, which encompasses Kansas and Oklahoma. The new chapter’s slogan is “Harmonizing humans, systems, and environments.”

Also approved was a new student chapter at the University of Virginia. The chapter’s faculty adviser is Ellen Bass. The HFES Old Dominion University Student Chapter submitted materials indicating its revitalization. James P. Bliss is the new faculty adviser.

The Southern Ohio Chapter submitted changes in its bylaws to clarify and bring language and terms up to date.

## Communications and Publications

A recommendation to offer a special rate for multiyear listings in the *HFES Directory of Human Factors/Ergonomics Consultants* was endorsed by Council. See below.

Revised Operating Rules for publications were approved; the changes primarily reflect updating to align with current practices.

## Other Societies


As noted in the March *HFES Bulletin*, the Society was invited to participate in developing new standards for voting equipment. A number of members responded, and Council approved the appointment of HFES Member John M. O’Hara to chair the HFES task force to the IEEE Voting Standards Committee.

## Placement Service

In the near future, the job-seeking features of the HFES Placement Service will become a members-only benefit. Non-members who wish to list in the service will be encouraged to join the Society.

# Multiyear Discounts for Consultants Directory

HFES Members who are listed in the on-line *Directory of Human Factors/Ergonomics Consultants* – and those who are eligible to place a listing – can now save significantly with multiyear listings. The HFES Executive Council approved the following five-year rates, which are offered until **July 26**.



# Bulletin

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Copyright © 2002 by the Human Factors and Ergonomics Society. Printed in the USA. The *HFES Bulletin* is provided to members of the Society (\$10 of annual dues covers member subscriptions); nonmembers may subscribe for \$40/year. Periodicals postage paid at Santa Monica, CA, and additional mailing offices. USPS #018-206.

**Renewals**

All Members currently in the on-line directory will receive an e-mail invitation to renew at either the five-year option (see below) or the one-year option.

- Individual five-year renewal (value \$500): ..... \$450
- Company five-year renewal (value \$1000): ..... \$900

**New Listings**

All full Members and Fellows in good standing are eligible for inclusion in the on-line consultants directory. For details and to place a listing, log on to the Members-Only section of the HFES Web site (<http://hfes.org>). One-year listings are \$150 for individuals and \$250 for companies. The five-year option is as follows:

New Individual listing .....	\$ 150
Four years of renewals @ \$100 .....	400
<hr/>	
Total regular rate .....	\$ 550
Discount .....	50
<b>Special rate .....</b>	<b>\$ 500</b>
New Company listing .....	\$ 250
Four years of renewals @ \$200 .....	800
<hr/>	
Total regular rate .....	\$1050
Discount .....	100
<b>Special rate .....</b>	<b>\$ 950</b>

Any visitor to the HFES Web site can search the consultants directory free of charge, and the directory is promoted through advertising and other means. Contact Communications Director Lois Smith in the central office if you have questions, [lois@hfes.org](mailto:lois@hfes.org), 310/394-1811.

## Strother Elected CESSE President

HFES Executive Director Lynn Strother, CAE, has been elected president of the Council of Engineering and Scientific Society Executives (CESSE). She is the first woman to have been elected to that position. Her one-year term will begin at the conclusion of the CESSE Annual Meeting in July. Strother, who has been a senior member of CESSE since 1990 and a member of the CESSE board since 2000, serves as the organization's vice president and is chair of its 2002 Annual Meeting Program Committee. CESSE is an organization of staff executives of approximately 150 U.S. and Canadian engineering and scientific societies. Strother also recently completed a term on the board of directors of the Southern California Society of Association Executives. ☒

## Annual Meeting Sponsorship Opportunities

The HFES 46th Annual Meeting, to be held September 30–October 4 in Baltimore, Maryland, is an opportunity to promote your organization's products and services. Members are encouraged to pass this information to their employers and other interested parties.

**Increased Visibility**

The following sponsorship opportunities are available. Recognition is provided in the pre- and post-meeting issues of the *HFES Bulletin*, the Annual Meeting Program, on-site signage, and the daily newsletter. In addition, sponsors' logos will be included on the Sponsors page at the HFES Web site.

**Opening Reception \$10,000**

One sponsorship is available. The Opening Reception, held on the evening of Monday, September 30, is the official kickoff for the 46th Annual Meeting. Attendees gather to enjoy refreshments while mingling and networking in a relaxed atmosphere. Table tent cards and a banner bearing the sponsor's name and logo will be displayed.

**Plenary Session \$5,000**

One sponsorship is available. The Opening Plenary Session, Tuesday, October 1, features the keynote address and presidential address, and recognition of HFES awardees and newly elected Fellows. The sponsor will be acknowledged from the podium, and signs bearing the sponsor's name and logo will be placed at the door.

**Student Reception \$2,000**

One sponsorship is available. Each year, about 200 students gather to enjoy refreshments and camaraderie at a Tuesday-evening event. Awards are also presented at the Student Reception. Signs bearing the sponsor's name and logo will be placed at the door.

**Message Center/E-Mail Stations \$5,000**

One sponsorship is available. Simply provide a screensaver with your company logo for display on monitors at the free e-mail stations where attendees go to check their e-mail. This heavily utilized service is an excellent way to increase your visibility. Also includes signage; logo mousepads will be displayed if supplied by the sponsor (6–10 stations).

**Coffee Breaks \$2,500**

Eight sponsorships are available. Morning and afternoon coffee and beverage breaks are offered in the Exhibit Hall and other locations. Signs bearing the sponsor's name and logo will be placed in the area. In addition, the sponsor's representatives are encouraged to meet and greet attendees in the coffee break areas.

*continued on next page*

## ANNUAL MEETING, cont.

### Portfolios \$10,000

One sponsorship is available. High-quality portfolios are given to every attendee at the registration desk. The portfolio has room for carrying laptops, books, programs, writing implements, and more. Black nylon canvas with shoulder strap, imprinted on the front flap with the meeting and sponsors' name and logos.

### Luggage Tags \$2,000

One sponsorship is available. Accompanying the portfolio is a white plastic luggage tag so that attendees can insert their business cards to personalize and identify their portfolios. Includes one imprint color.

### Flexible Notepad \$4,000

One sponsorship is available. The flexible memo folder comes with a ruled pad and pocket for holding notes. Sponsor's logo/name appears on the front cover. 5¼ × 8¾"; black with silver imprint.

### How to Reserve a Sponsorship

If you wish to reserve a sponsorship, please contact Dick Bublitz, 800/485-5029, 818/992-0366; dick-rcb@juno.com. **A \$500 deposit is required at the time sponsorships are reserved; the balance is due August 30, 2002.** Sponsorships are allocated on a first-come, first-served basis on receipt of the deposit. Payment is accepted by check (US\$ payable to the Human Factors and Ergonomics Society), MasterCard, VISA, or American Express.

General meeting support is also welcome. To discuss alternative sponsorship ideas, please contact Carlos de Falla at HFES (310/394-1811, carlos@hfes.org). ☒

## TECHNICAL GROUPS

# Consumer Product Design Award

By *Dianne McMullin & Stan Caplan*

Have you designed an innovative consumer product? Do you know of someone who has developed a product with outstanding usability or appearance? Do you wish to recognize the designer of a particularly good user-centered design? Then we have the award for you!

The HFES Consumer Products Technical Group is sponsoring a consumer product design competition that will emphasize product design and/or the methods used to specify and achieve the design. Emphasis will be placed on innovative and user-centered approaches to human factors and industrial design. Consideration is limited to products or systems that are purchased for use in the home, in the workplace, or while mobile. They include consumer, commercial, and medical products but exclude military equipment or systems. The product or system being nominated must be operational and capable of being marketed with no more than minimal changes.

Nominations will be accepted from individuals nominating others or nominating themselves. Award candidates must be members of HFES but need not be members of CPTG.

More information concerning specific award criteria and the award process appear at the CPTG Web site <http://cptg.hfes.org/>. The deadline for submitting nominations is *June 28, 2002*. Awardees will be recognized at the HFES 2002 Annual Meeting during the CPTG awards session on October 1 from 3:30 to 5:00 p.m. and will be asked to present a talk on the product or method. For more information or to volunteer for the selection committee, please contact Dianne McMullin at [Dianne.L.McMullin@boeing.com](mailto:Dianne.L.McMullin@boeing.com). ☒

## IEA News

# IEA K. U. Smith Student Award

Applications are invited for the International Ergonomics Association K. U. Smith Student Award. This award honors a deserving student responsible for an application of or contribution to human factors/ergonomics. The next award will be presented during the IEA 2003 XVth Triennial Congress, to be held August 24–29, 2003, in Seoul, Korea.

The winner will receive a cash award of \$3,000. Depending upon need, an additional stipend for travel to the congress also may be awarded to the winner. Certificates will be awarded to two runners-up.

Any student enrolled in an accredited postsecondary institution (college, university, technical, or vocational school) worldwide is eligible to apply for the award. All areas of HF/E are eligible for consideration. Examples of applicable projects include an applied HF/E project, a human performance study or analysis, a design project or product, a research project undertaken in the laboratory or field, or a theoretical/conceptual contribution to HF/E.

A student wishing to apply for the award should submit the following to the IEA Student Award Committee:

1. Five copies of the abstract of a paper that the student has authored, which documents an application of or contribution to HF/E on the part of the student.
2. A résumé with the student's name, full address, e-mail, phone numbers, academic institution, experience, list of publications, and a summary of accomplishments and/or contributions related to the field of HF/E. The resume should be limited to four pages.
3. A letter from the student's academic adviser on institutional letterhead certifying the following: (a) that the paper described in the abstract was written by the student; (b) that the student was enrolled in the academic program at the time that work described in the abstract was carried out; (c) the dates when the work described in the abstract was carried out; and (d) that the abstract is being submitted for the IEA K. U. Smith Student Award.



The IEA Student Award Committee will select the awardee and two runners-up using a two-stage procedure: review of abstracts and résumés, and review of full paper. Students who have successfully passed the first stage will be invited to submit full papers for final selection. Two criteria will be used to select the awardee and runners-up: quality of contribution to HF/E, as documented in the full paper; and other accomplishments in and contributions to HF/E, as described in the résumé.

Deadlines for the award process are as follows: *November 4, 2002*, for abstracts, résumés, and adviser letters. *December 2, 2002*, for notification of applicants eligible for submitting full papers. *March 3, 2003*, for receipt of full papers from eligible applicants. *March 31, 2003*, for notification of results of the award evaluation. *April 30, 2003*, for submission of the full paper by the winner. Papers should be sent to the IEA 2003 Congress Program Committee, which will reserve a slot for the award winner to present her or his paper. (NOTE: The winner need *not* meet the October 31, 2002, deadline for submitting paper abstracts. However, he or she must submit the full paper to the IEA 2003 Congress Program Committee by April 30, 2003.)

Submissions should be sent to Michael Smith, Chair, Student Awards Committee, Department of Industrial Engineering, University of Wisconsin, Madison, 1513 University Ave., Madison, WI 53706; fax 608/262-8454; mjsmith@engr.wisc.edu.

## Invitation for a Theme

The Dutch Ergonomics Society is hosting the XVIth Congress of the International Ergonomics Association, to be held July 10–14, 2006, in Maastricht, Netherlands. This triennial congress attracts more than 1500 participants from around the world. IEA 2006 will be organized in collaboration with the Belgian Ergonomics Society and the German Gesellschaft für Arbeitswissenschaft.

The IEA 2006 organizers invite you to propose a theme for the congress. Recent congress themes include

- 1994 Bridging the Gap (Toronto, Canada)
- 1997 From Experience to Innovation (Tampere, Finland)
- 2000 Ergonomics in the New Millennium (San Diego, CA)
- 2003 Ergonomics in the Digital Society (Seoul, Korea)

A good theme will be one that is topical over a period of five years, invites people to reflect on the future and the past of all subdivisions of ergonomics, and takes into account the differences in languages and cultures of the participants.

The IEA 2006 organizers will choose a theme from all the suggestions submitted and submit it to the IEA Executive Committee for approval. The individual who proposes the final theme will be invited as a special guest at the IEA 2006 Congress dinner. After the theme is approved, proposals may also be submitted for the development of a logo. Please submit theme and logo proposals to IEA 2006, Dutch Ergonomics Society, P.O. Box 1145, 5602 BC Eindhoven, Netherlands; fax +31-40-248-07-11; nvve@planet.nl. ☒

## New List Server for HF Managers

By *Arnold M. Lund*

The first Managers' Roundtable was held at the Human Factors and Ergonomics Society 45th Annual Meeting. It was designed to provide a forum in which people recently assuming human factors managerial roles could meet senior managers. The roundtable identified problems that were common to many managers and applied both the experiences of senior managers and the fresh perspectives of new managers to those problems.

One of the outcomes of the roundtable was the recommendation that a list server be created to support and broaden the dialogue among managers. That new list server has recently been launched, called "User Experience Managers," and is being provided through SmartGroups.

The list server supports the diverse community of managers in human factors and related disciplines (e.g., information architecture, Web design, user experience, usability). The service provider offers an environment for discussion as well as retrieving archival threads. It is also possible for managers to share documents that they have found valuable in addressing management issues.

All human factors managers – whether experienced, new, or anticipating taking on the role – are invited to participate. Join by sending a blank e-mail message to [uemanagers-subscribe@smartgroups.com](mailto:uemanagers-subscribe@smartgroups.com) or by visiting the group's home page at <http://www.smartgroups.com/groups/uemanagers>. Contact Arnie Lund at [alund@mindspring.com](mailto:alund@mindspring.com) about questions or problems with the server.

## New NTIS Catalog

The National Technical Information Service (NTIS) created a new government catalog to provide one-stop access to important U.S. government Web resources on science and technology. The wide range of topics includes aeronautics, manufacturing and industrial engineering, and transportation. The site also features a variety of search capabilities, permitting browsing by topic; advanced searching by keyword, area of interest, agency, or resource type; locating Web sites of interest to the general public; or searching only federal laboratories and funded centers.

The site is still in the data-gathering stage and is accepting input on sites to be added. Visit the catalog at <http://www.scitechresources.gov>. ☒

Cecil R. Miller, who was a charter member of HFES (and father of member James C. Miller), wrote down these two sayings:

"Human Factors: Insights into human oversights"  
 "Human Factors: Hindsight made foresight"

– Submitted by James C. Miller ☒

**Mica Endsley**, S. A. Technologies, was interviewed for an article in the March 25 issue of *The New Yorker* entitled, "The Social Life of Paper." Endsley discusses situation awareness with regard to air traffic control. View the article on line at [http://www.newyorker.com/printable/?critics/020325crbo\\_books](http://www.newyorker.com/printable/?critics/020325crbo_books).

**Kim Vicente**, University of Toronto, was featured in the March/April Issue of *Engineering Dimensions*. The article described his work in cognitive engineering and the contribution his book, *Cognitive Work Analysis: Toward Safe, Productive, and Healthy Computer-Based Work*, has made to the field.

**Peter Hancock**, University of Central Florida, was quoted in an April 2 *New York Times* article, "'Hands-Free' Cellphones Still May be Road Risk." The article discussed Hancock's findings that the use of a hands-free cell phone increased stopping distance, especially among older drivers.

**Michael Wogalter** and **Wendy Rogers'** article, "Human Factors/Ergonomics: Using Psychology to Make a Better and Safer World," appeared in the Fall 1998 issue of *Eye on Psi Chi*. After its original distribution to 30,000 psychology students and faculty members, it remains one of Psi Chi's top 10 most viewed articles. View the article on line at [http://www.psichi.org/content/publications/eye/volume/vol\\_3/3\\_1/wogalter.asp](http://www.psichi.org/content/publications/eye/volume/vol_3/3_1/wogalter.asp).

**Najmedin Meshkati**, University of Southern California, was featured in a recent article in *Los Angeles Downtown News* entitled, "I Type, Ergo I Am." Meshkati explained the economic benefits of educating workers about preventive ergonomic measures. View the article on line at [http://www.ladowntownnews.com/display/inn\\_health2/health93.txt](http://www.ladowntownnews.com/display/inn_health2/health93.txt). ☒

## **Ergonomics Research**

With the National Institute of Occupational Safety and Health, OSHA will work on identifying and addressing gaps in the research on causes of workplace injuries. Gaps had already been identified in a 2001 report from the National Academy of Sciences and in the 2001 NIOSH publication *National Occupational Research Agenda for Musculoskeletal Disorders* (go to <http://www.cdc.gov/niosh/2001-117.html>).

OSHA will establish a national advisory committee made up of a "broad range of experts" to "advise OSHA in part on gaps in ergonomics and effective preventional techniques," said Henshaw. An April 30 OSHA press release noted that the committee will provide input on, among other things, "industry or task-specific guidelines, identification of gaps in the existing research . . . , [and] current and projected research needs and efforts." OSHA will appoint 15 members with expertise and/or experience with ergonomics issues; HFES will be submitting nominations.

More detailed information about further plans for developing new guidelines and how and when OSHA will call for additional research to address the gaps referred to earlier were not available at press time. The agency regularly updates its Web site with emerging details about the ergonomics intervention plan, and individuals can subscribe to an e-mail news summary publication called "QuickTakes." Visit <http://www.osha.gov> for details. ☒

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## ***OSHA Releases Ergonomics Plan*** (continued from page 1)

OSHA regional ergonomics coordinators will work with employers to assist them in enforcing best practices and guidelines. OSHA will also provide specialized employer training in some cases. Nevertheless, OSHA administrator John Henshaw said during a presentation at the American Occupational Health conference in April that the agency plans to conduct "about 400 more inspections than in 2001, and next year, we'll add 1300 more inspections."

### **Compliance Assistance**

In addition to assistance to be provided by the regional ergonomics coordinators, OSHA says that it will focus on outreach efforts to large and small businesses to "help them proactively address ergonomic issues in the workplace." Training grants will be provided, as well as compliance assistance tools, Web-based training, and distance learning through OSHA's 12 non-profit educational partner organizations.

# Bulletin

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Communications Director: Lois Smith  
Student News Editor: Melanie Diez  
Editorial Assistant: Alexandra Sartor  
Advertising: R. C. Bublitz & Associates,  
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P.O. Box 1369, Santa Monica, CA 90406-1369 USA,  
310/394-1811, fax 310/394-2410.

General Information: [info@hfes.org](mailto:info@hfes.org)  
Editorial/Advertising: [lois@hfes.org](mailto:lois@hfes.org)  
Placement Service: [placement@hfes.org](mailto:placement@hfes.org)  
Annual Meeting: [lois@hfes.org](mailto:lois@hfes.org)

Opinions expressed in BULLETIN articles are those of the authors and should not be considered as expressions of official policy by the Human Factors and Ergonomics Society.



Human  
Factors  
and  
Ergonomics  
Society  
P.O. Box 1369  
Santa Monica, CA  
90406-1369 USA

**F L A S H !**

**Plan to Attend!**  
HFES 46th Annual Meeting  
September 30–October 4, 2002

Watch the HFES Web site for:

- Exhibitor Information (May)
- Summary of Technical Sessions (June)
- On-Line Registration (June)
- Preliminary Program (July)
- Early reg deadline: August 30, 2002

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