Employees are required to be enrolled in the Hearing Conservation Program if their noise dosage is 50% or greater (which is equivalent to 85 dBA for an 8-hour exposure).

**Conclusion:**
- ☐ Employee needs to be enrolled in the Hearing Conservation Program (HCP).
- ☐ Employee does not need to be enrolled in the HCP at this time. No further action required.

If the employee needs to be enrolled in the Hearing Conservation Program, the following steps need to be taken.

1. **Audiometric testing.** An initial baseline test must occur within 6 months of the issuance of this report. Testing is then repeated annually thereafter. New employees should also participate in an initial baseline within 6 months of employment.
   a. Department of Speech and Hearing Science provides audiometric testing. Appointments should be scheduled with this department.
   b. When the testing is done: 14-hours before testing, the employee must wear hearing protection or avoid exposure to workplace noise. They also must avoid high levels of non-occupational noise.

2. **Training.** Initial and annually thereafter is required. The Department of Speech and Hearing Science conducts this training.

3. **Hearing Protection.** At least two different styles of hearing protection should be available for fitting and selection. These shall be provided at no cost to the employee. The supervisor is responsible for ensuring that employees wear the hearing protection devices.

4. **Access to information.** Copies of the OSHA Standard 1910.95 “Occupational Noise Exposure” should be available to employees and a copy should be posted in the shop.

5. For further information, contact Safety and Compliance at 217-265-9828.