

UNIQUE PERSPECTIVE



EXCEPTIONAL MEMBERS



With 130,000 members
from every area of the laboratory,
ASCP reflects a unique perspective.
Thanks to these exceptional members,
2008 was a year of substantive change.

Dear Colleagues,

Thanks to the exceptional efforts of many ASCP members and staff, this has been a year of change. As we continue to advance our mission and vision, we are beginning to see and make real change happen – in how we serve members and how we enhance the visibility and value of our profession. Of course, effecting dramatic change like this requires the support of many exceptional members. You'll find examples of their hard work throughout this report.

In this year's report, you'll see demonstrations of how we are beginning to achieve four strategic objectives –

- To deliver leading-edge solutions to members.
- To make our voice heard in Washington and around the world.
- To move the geographic boundaries of our mission.
- To build new alliances and communities within and outside the laboratory.

One of the most important things we have done this year is to reach out more to our colleagues throughout health care. And we've engaged our colleagues throughout pathology and laboratory medicine in very positive ways. By bringing the strength of ASCP to these partnerships, in both numbers and expertise, we're all stronger.

Our expansion into the international arena is significant. We've seen exceptional growth in the number of international certifications, and we've taken a very visible role in global efforts to fight HIV/AIDS. ASCP also continues to strive to improve laboratory standards and training around the world.

As you will see in this report's financial statement, ASCP has some \$34 million in net assets – considerable capital that will enable us to continue investing in the future of the organization in terms of new products, programs, and services.

This is just the beginning of an even brighter future for ASCP and our profession. Join us as we move forward.



Lee H. Hilborne

Lee H. Hilborne, MD, MPH, DLM(ASCP)^{CM}, FASCP
ASCP President



John R. Ball

John R. Ball, MD, JD, FASCP
Executive Vice President

Deliver leading-edge solutions for members.

ASCP is your lifelong learning partner offering more education programs in a wide range of platforms and formats.

ASCP is unique in its ability to provide exceptional educational opportunities in all areas of laboratory medicine. In addition to adding new programs on cutting-edge topics this year, we made these programs available in a wider range of platforms and formats. And we provided members with the tools they need to self-direct their lifelong learning.





In addition to his tireless work as a member of the ASCP Board of Directors, volunteer leader, and faculty, Dr. Kroft serves as Director of Hematopathology at the Medical College of Wisconsin in Milwaukee.

Steven Kroft, MD, FASCP

Exceptional Member Since 1993

ASCP offers a way for everyone to get involved.

A proponent of active involvement in ASCP initiatives, Dr. Steven Kroft leads by example. In addition to his responsibilities as a member of the ASCP Board of Directors, he also serves as Chair of the ASCP Commission on Assessment, member of the *AJCP* editorial board, and the Society's representative to the Council of Medical Specialty Societies. He served on the 2008 Task Force on Communications and is currently on the ASCP Task Force on Transition. He is also a regular faculty member for ASCP Educational Courses and Annual Meeting workshops.

Over the years, Dr. Kroft has forged close working relationships with other ASCP Commission leaders, volunteer members, and ASCP staff in order to coordinate a seamless integration of CME/CE activities across the entire organization.

Thanks to these collaborative efforts, ASCP is better able to meet the needs of members. All education programs offer credits that satisfy Maintenance of Certification (MOC) and Certification Maintenance Program (CMP) requirements.

Members can find more easy-to-access, on-demand education content at ASCP's online Education Home.

"The vision is for ASCP to be an effortless, one-stop shop for MOC and CMP. With respect to the Education Home, the enhanced transcript system and other tools allow the recently certified pathologist and laboratory professional to track ongoing accrual of MOC and CMP requirements. We want to make it transparent and easy to use – to relieve the anxiety that many physicians and laboratory professionals feel about the process."

Dr. Kroft considers his active involvement in volunteer ASCP activities to be well worth his time. "I get the satisfaction of being involved at a higher level in the national dialogue that affects my profession," he says. "I also have an opportunity to meet tremendously talented and distinguished individuals from across the country and to have input into ways that ASCP can enhance its training programs.

"ASCP is a nurturing organization that embraces people and doesn't exclude. There's a way for everyone to get involved."

ASCP launched new online solutions to make education and information more accessible and convenient.

The result of a strategic initiative to serve members better, the revamped ASCP Web site was launched in March 2008. The new site reflects input from members about their needs and preferences and provides more user-friendly navigation.

A major component of the ASCP Web site is the Education Home. This new online resource reflects ASCP's expanding role as a support system for the professional development of members throughout their careers. The Education Home offers easy access to the expanding ASCP catalog of online education, which includes eCourses, Online Case Studies, CheckSample, LabQ, and *AJCP* CME offerings.



With new role-based navigation, ASCP members can navigate from the home page directly to information and resources customized to meet their needs.

Changing the way members access education and track progress toward certification maintenance.

At the Education Home, pathologists and laboratory professionals can now easily access ASCP education programs, launch online courses, manage transcripts, and track progress toward their certification maintenance requirements and their lifelong learning goals.

Since the launch of the new site, members have been actively using the Education Home to access ASCP resources and track credits. In fact, within three months, a total of 67,064 ASCP credits and 4,007 non-ASCP credits were posted by site users.



Pathologists can now self-direct lifelong learning and fulfillment of American Board of Pathology Maintenance of Certification (MOC) requirements.

Laboratory professionals can now track progress in fulfillment of Certification Maintenance Program (CMP) requirements.

New platforms and programs for continuing education.

Anticipating the growing need for more convenient access to education programs, ASCP continued to add them in a wide range of platforms. In 2008, new features were added to ASCP Teleconferences – a new Webcast option and a CD that includes all audio and slide visuals.

In Spring 2008, participation in ASCP Teleconferences increased by promoting these new features. The results: An increase in registrants of more than 15% over the previous spring.

ASCP also continued to keep pace with scientific advances and changes in the environment in which members practice - with new education programs in all areas of laboratory medicine and an added emphasis on molecular pathology.

For example, the 2007 Annual Meeting featured 44% new content including the introduction of two new courses in molecular pathology. New Educational Courses in urologic pathology and surgical pathology of the head and neck are being introduced in Fall 2008.

ASCP launched new publications and new platforms for addressing key issues.

In January 2008, ASCP launched *Critical Values*, a quarterly newsmagazine for the laboratory medicine community. By consolidating all member newsletters into one publication, ASCP now delivers in-depth coverage of a single key issue in attractive, engaging print and online formats.

To date, *Critical Values* has addressed humanitarianism, service, technology, and the laboratory workforce shortage.

Regular features explore the intersection of art and medicine, as well as the challenges of determining and reporting critical values. *Critical Values* is now read by 75,000 individuals every quarter.

In 2008, ASCP members also began receiving *Daily Diagnosis* e-newsletters. Produced by *US News Custom Briefings*, an affiliate of *US News & World Report*, *Daily Diagnosis* is a daily summary of the most important health and medical news tailored to the needs and interests of pathologists and laboratory professionals.



“An outstanding publication. It puts the laboratory profession in an extremely favorable light, stressing collaboration, international commitment, and the positive role that pathology continues to play.”

- Betty Ciesla, MS, MT(ASCP)SH
Medical Technology Program,
Morgan State University

Extending the reach of live education events.

Throughout the year, ASCP drew more than 6,000 attendees at regional and national live events, including Annual Meeting, Workshops for Laboratory Professionals, Weekends of Pathology, Educational Courses, Leadership Exchange, and Resident Review.

Thanks to new online connections, ASCP can now make quality educational content from live events directly available to all members. For example, popular presentations such as the Keynote address by Dr. Gregory Henderson at the 2007 Annual Meeting and the 2008 Leadership Exchange Keynote by Dr. James Westgard were posted as podcasts on the site.



The 2007 Annual Meeting brought more than 1,100 people to New Orleans and raised more than \$14,000 to assist area families without healthcare.

Extending the reach of ASCP Press publications.

In 2008, ASCP Press introduced new online features for the ASCP *Quick Compendia* series and other high-profile ASCP Press titles. These new features are designed to extend the life of the volumes with online updates and postings from authors, discussion forums, e-notes, and bookmarking. ASCP is one of the first physician specialty societies to implement this cutting-edge technology.

Published in early 2008, the *Quick Compendia* series was an immediate success - with unit sales nearing 3,000 copies. In fact, as soon as these volumes were published, ASCP Press sales surged, resulting in an increase in sales volume of more than \$300,000. *Quick Compendia* series sales currently account for nearly 75% of that growth.



A renewed commitment to communication...

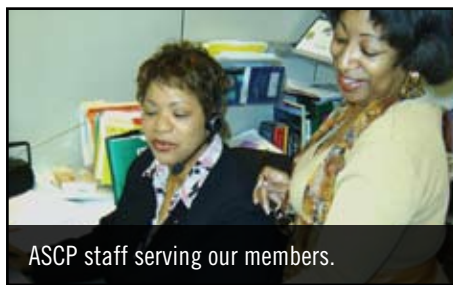
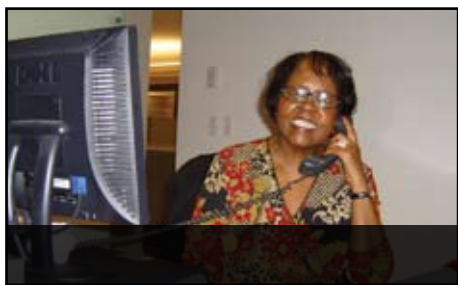
In May 2008, the ASCP Task Force on Communications produced a communications strategy for ASCP. It includes an action plan, key messages for key audiences, implementation vehicles and available resources as well as expected outcomes and measures of success.

ASCP also took steps to establish a dialogue with its members – to get to know the members and to do a better job of understanding and targeting their needs. This year, ASCP is working more closely with each of its member councils to identify the needs of their respective membership categories - Fellows, Residents, and Laboratory Professionals – and to convey what their colleagues really need.

...and a new focus on customer service.

A staff customer service work group was established to improve the member experience. A strategy presented in May 2008 included recommendations on customer service standards for call and e-mail handling, customer contact tracking, and guidelines and tools for enforcing customer expectations.

In the past year, ASCP renewed its commitment to handle each inquiry from members and customers with a personal touch. Last year, ASCP increased customer service coverage hours and added a Spanish-speaking bilingual representative, a live online help feature at the Web site, and software to track customer service feedback organized by topic.



In addition to step-by-step online guides designed to help members access the ASCP Web site and products, customer service representatives now coach members on the availability of these new service technologies.

Advance the value of pathology and laboratory medicine.

ASCP is the only organization that mirrors the laboratory in the diversity of our membership. As such, we offer a unique perspective when it comes to advocating for our profession and maintaining the highest professional standards. This year, we made great strides in protecting and advancing the value of the work we do every day.

ASCP Advocacy: 130,000 Voices Strong





In addition to his duties as ASCP President, Dr. Lee Hilborne serves as Medical Director of Quest Diagnostics of Southern California. Dr. Hilborne is well known for his global activism and commitment to excellence in medical education, patient safety, and quality of care.

Lee Hilborne, MD, MPH, FASCP, DLM(ASCP)^{CM}

Exceptional Member Since 1987

We can make a difference.

In July 2008, ASCP President Lee Hilborne was among the thousands of ASCP members celebrating a spectacular victory for ASCP and the laboratory community – the passage of the “Medicare Improvements for Patients and Providers Act of 2008.” Dr. Hilborne served as a powerful force in moving this long-term effort forward. In addition, he has joined forces with ASCP members and healthcare organizations to advance other key issues.

“We’re changing the way we think about the role that laboratory medicine plays in the big picture and taking seats at the table with the other players in the healthcare arena.”

Dr. Hilborne worked closely with the Centers for Disease Control and Prevention on a national status report on laboratory medicine, released in May 2008, that includes a discussion of the current status of performance measurement in laboratory medicine and factors that will shape the field in coming decades.

In April, he led a delegation of ASCP members from California, who met with Speaker of the House Nancy Pelosi,

Representative Henry Waxman, and Senators Barbara Boxer and Diane Feinstein, to educate them on the needs of the laboratory community in their state and the nation.

In February, Dr. Hilborne presented testimony to the U.S. Senate Committee on Health, Education, Labor, and Pensions, asking Senators to cosponsor S. 605, the Allied Health Reinvestment Act. Dr. Hilborne’s testimony was offered in support of restoring funding for Title VII to its 2005 level of \$300 million to help meet the growing demand for allied health professionals.

He submitted a letter of support to CDC for the proposed National Center for Chronic Disease Prevention and Health Promotion Cervical Cancer Study – a project that will gather data for developing a more effective screening program for women at greatest risk for cervical cancer.

Clearly, throughout his tenure as ASCP President and beyond, Dr. Hilborne is a change agent, advocating to enhance the visibility and protect the value of laboratory medicine within healthcare and with the public at large.

ASCP members and volunteers achieved victories for ASCP-supported issues in greater numbers than ever before.

ASCP is changing the way the profession is viewed and valued – through high-visibility advocacy efforts and a rigorous commitment to maintaining the highest professional standards.

Arguably the most critical victory for pathologists, laboratory professionals and patients was achieved in July 2008, with passage of the “Medicare Improvements for Patients and Providers Act”. Included in the legislation was the repeal of the clinical laboratory competitive bidding demonstration project, in itself a major coup. Components of the bill that will have a positive impact on patient care and the pathology community include:

- Repeal of the Competitive Bidding demonstration project for laboratory services.
- A hard fought update to the clinical laboratory fee schedule.
- Reversal of the 10.6 percent cut in the physician fee schedule.

Nearly 15,000 letters from ASCP members were sent to Congress urging them to support the bill's passage.

Making our voice

ASCP fights to protect the value of pathology services.

Throughout the year, ASCP leadership and members were instrumental in securing the HHS anti-markup rule, which deters clinicians from using “pod labs” to mark up the cost of anatomic pathology services.

ASCP members sent thousands of letters to the Centers for Medicare and Medicaid Services (CMS) and Congress as part of the “Stop Pod Labs Now” campaign. ASCP leaders met directly with CMS leaders to advocate for a strong anti-markup rule. In May 2008, a federal judge dismissed a lawsuit that would have invalidated the recently promulgated anti-markup rule.



ASCP continues to wage an aggressive advocacy campaign to address issues surrounding in-office pathology practices. ASCP will work with state societies to enact direct billing legislation to counter the trend towards in-office ancillary services.



ASCP 2008 Annual Capitol Hill Day Attendees

heard in Washington.

Our voice is heard on Capitol Hill.

ASCP brought “grassroots” action to life on April 29, 2008, the second annual ASCP Capitol Hill Day. ASCP delegations and individuals from states across the country made more than 60 visits to lawmakers to educate them about the needs of the laboratory medicine community.



This year, the ASCP Board of Registry (BOR) celebrates 80 years as the gold standard in certification of medical laboratory professionals.



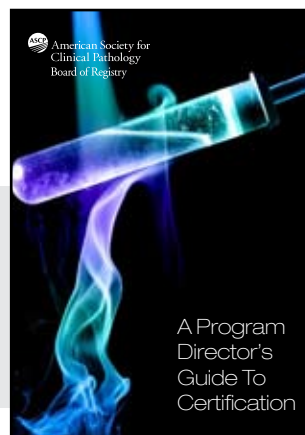
The ASCP BOR gold standard stands the test of time.

Today, after 80 years of serving laboratory professionals as the standard of excellence for certification, the ASCP Board of Registry (BOR) is more widely recognized than ever for its important role in ensuring quality patient care.

The ASCP BOR has evolved from a small organization offering a single examination to a major national program with a menu of 25 examinations and certifications in a variety of specialty areas. To date, more than 426,000 certifications have been awarded.

Today, the ASCP BOR is building close and lasting relationships with laboratory program directors by providing resources and support. This year, a Program Director's Guide to Certification was distributed to all medical technology program directors.

The ASCP Program Director's Guide to Certification is a comprehensive manual designed to help program directors guide their students through the ASCP BOR certification process.



CMP – A yardstick that demonstrates the importance of ASCP certification.

Calendar year 2007 was the first full year individuals were required to complete the mandatory Certification Maintenance Program (CMP) to maintain their certifications and the BOR reports a very positive response to re-certification. Eighty-one percent of Medical Technologists had completed the required CMP and renewed their certifications. Cytotechnologists had

a 78% certification renewal rate, histotechnicians 76%, and Medical Laboratory Technicians a 55% renewal rate. These extremely high participation rates for re-certification underscores the importance of the ASCP credential in the practice of laboratory medicine throughout the United States.



In 2008, 81% of Medical Technologists completed the CMP requirements and renewed their certifications.

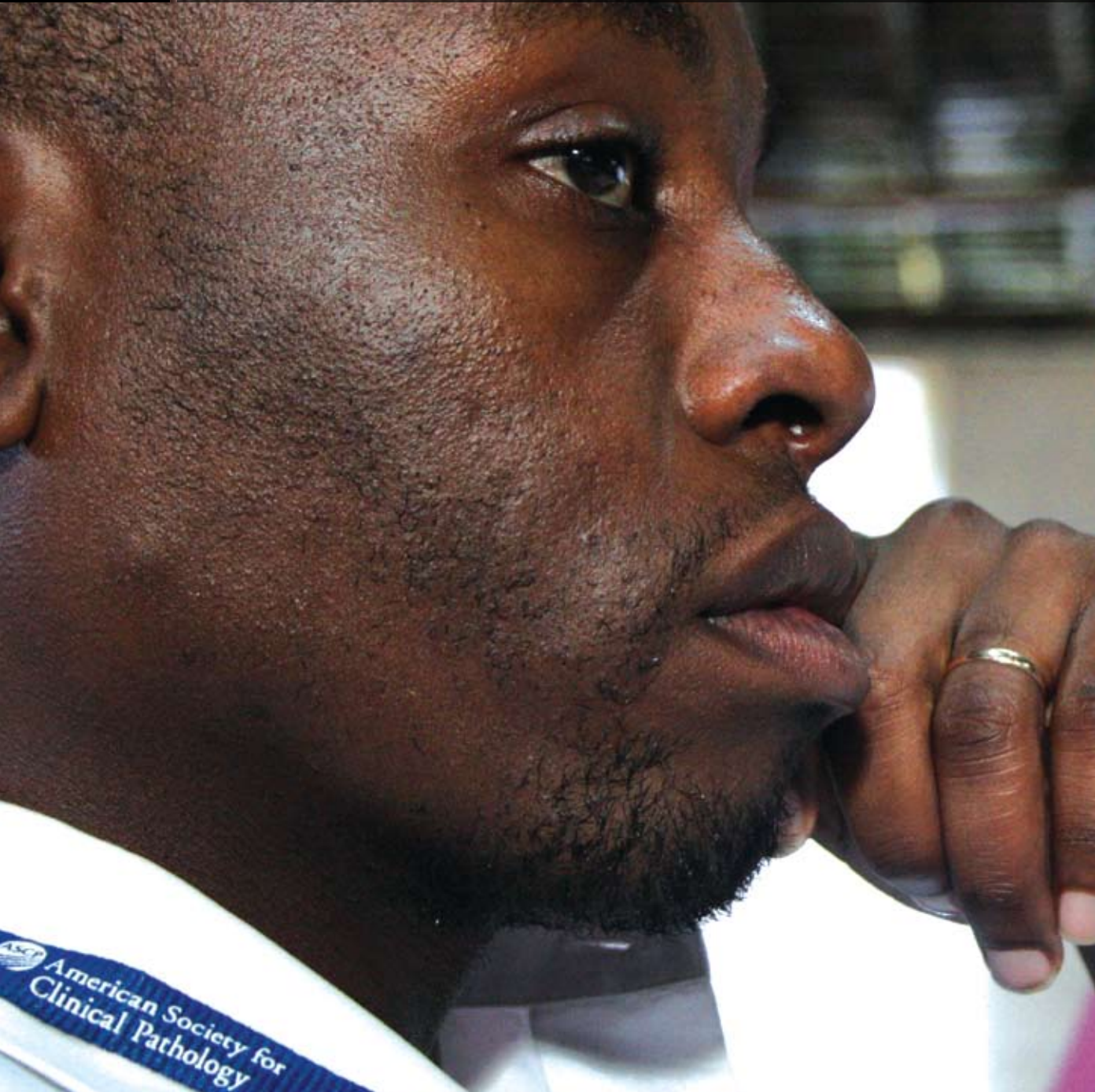
More states make ASCP BOR certification their professional standard.

The ASCP Board of Registry (BOR) is the approved organization in all states that have passed licensure laws.

In 2008, New York and California chose ASCP BOR as the sole certification organization to meet state licensure requirements.

OBJECTIVE #3:

Move the geographic boundaries of our mission.



With a membership that includes dedicated volunteers from pathology and laboratory medicine, ASCP is uniquely committed to advancing the quality of laboratory medicine across the globe. In 2008, our efforts have resulted in unparalleled recognition by major global healthcare organizations and in exponential growth in ASCP international certifications.

ASCP Institute volunteers continue to reach out to colleagues around the world.

Côte d'Ivoire
Ethiopia
Guyana
Haiti
Kenya
Lesotho
Mozambique

Namibia
Nigeria
Rwanda
South Africa
Swaziland
Tanzania
Zambia



Strengthening relationships in Guyana



Hands-on Instrument Training

Fundisile.
“She taught me.”

In recent years, ASCP members and educators have worked with in-country colleagues to strengthen medical technology and laboratory technician curricula. And they have concluded that, while training activities are affecting practicing laboratorians, there was a great need to make a difference in what is being taught in schools. Initiatives such as the Curriculum Finalization Workshop in Tanzania – in which ASCP members worked with CDC and the Ministry of Health to finalize the curriculum to be used in Tanzanian schools of medical technology – represent ambitious ASCP Institute efforts to improve education efforts in laboratory schools.

Participant at the Curriculum Review Workshop, Kenya, 2008
Pictured: Erick Kitangala



Michele Best is System Director for Clinical Laboratories at Dimensions Healthcare System in Cheverly, Maryland. Her role as Master Rapporteur at the Mozambique Consensus Conference this year is just one example of her tireless work as an ASCP Institute volunteer and frequent ASCP faculty.

Michele Best, MT(ASCP), MASCP

Exceptional Member Since 1971

We're taking our place at the table with the major players in global health care.

This year, Michele Best was thrilled to play a role in one of the most dramatic developments in ASCP global healthcare efforts. In January 2008, she was a member of the ASCP delegation at a conference in Maputo, Mozambique, whose purpose was to develop consensus standards on laboratory tests, instrumentation, and supplies used in efforts to overcome HIV/AIDS, tuberculosis, and malaria.

At the conference, ASCP joined major implementing partners – including the World Health Organization; CDC; the Global Fund to Fight AIDS, Tuberculosis and Malaria; the Bill & Melinda Gates and the Clinton Foundations; and the President's Emergency Plan for AIDS Relief (PEPFAR) – as well as Ministry of Health and laboratory officials from sub-Saharan African countries, Cambodia, Haiti, India, Thailand, and Vietnam.

“Having ASCP play a partner role at the meeting brought us into closer contact with these major players and provides more opportunities to work with the Gates and Clinton Foundations, WHO, and a variety of other groups in a broader context.”

The WHO asked ASCP to develop the document that would provide guidance prior to the conference and be used at the conference for discussions with the Ministry and laboratory officials. Ms. Best served as Master Rapporteur for the conference, with responsibility for preparing a final report that consolidates all the recommendations for standardizing equipment used at each level of the laboratory network. According to Ms. Best, “The report deals with a variety of distribution and maintenance issues with the equipment needed to run the tests used in giving patients antiretroviral therapy.” The report was distributed to all conference participants and was posted at the WHO Web site.

Ms. Best reports that she has already seen one impact of the document in Ethiopia, where officials are looking at standardizing lab equipment based on the recommendations and establishing, through the Ministry, new methods of procuring and maintaining the equipment.

Improving global health care.

ASCPⁱ – throughout the world.

Through ASCPⁱ international certification, ASCP is making great strides toward improving the quality of health care across the globe by bringing the ASCP-BOR gold standard certification process to more countries. ASCP international certification, or ASCPⁱ, is now established throughout the world and rapidly

expanding across six continents. Over the past year and a half, the ASCP Board of Registry has received over 1,200 applications for the ASCPⁱ credential from laboratory professionals worldwide, reflecting the demand to bring our services into the international arena.

ASCPⁱ international certification examinations are now available to individuals who completed their education and training in 28 countries:

Argentina

Australia

Bermuda

Brazil

Chile

China

Costa Rica

Czech Republic

Dominican Republic

Greece

Guyana

Hong Kong

India

Jamaica

Japan

Korea

Kuwait

Poland

Qatar

Panama

Philippines

Russia

Saudi Arabia

Singapore

Taiwan

Trinidad & Tobago

Turkey

United Arab Emirates

An international presence for ASCP journals.

ASCP Press is proud to demonstrate the global reach of its two prestigious journals, *American Journal of Clinical Pathology (AJCP)* and **LABMEDICINE**. Recent data indicate that foreign

institutions represent 40% of nonmember AJCP subscriptions, while 20% of nonmember subscriptions to **LABMEDICINE** are primarily from Asia and Latin America.

One country at a time.



E. Blair Holladay, PhD, SCT(ASCP)^{CM}, meets with medical technologists and educators at an ASCPⁱ Seminar in Panama at Hospital San Fernando.

Korea



The fourth ASCPⁱ review course began recently in the offices of the Korean Association of Medical Technologists (KAMT). Participants refresh their professional knowledge and skills and improve their confidence before taking the MT(ASCPⁱ) or MLT(ASCPⁱ) exam.

Philippines



Approval of the MT(ASCPⁱ) examination for California licensure has led to an increase in applications for international certification from the Philippines and other countries with large immigrant populations in the United States.

Hong Kong



Before ASCPⁱ, there was no internationally recognized certification for phlebotomists in Hong Kong. Today, the International Phlebotomy Technician, PBT(ASCPⁱ) examination is the most applied for ASCPⁱ certification exam in Hong Kong.

Build new relationships in and outside the laboratory.



As the voice of members who work in every area of the laboratory, ASCP has made a unique commitment to enhance awareness of the value of the laboratory team with the public and with the entire healthcare community. In 2008, we developed new strategic alliances and established new, more aggressive strategies for communicating with our key audiences.



ASCP is working to ensure the visibility of our profession by interacting and integrating our efforts with other members of the healthcare team and with other healthcare organizations. Some of our key strategic initiatives in the past year included work with:

National Credentialing Agency for Laboratory Personnel

The American Society for Clinical Pathology Board of Registry (ASCP-BOR) and The National Credentialing Agency for Laboratory Personnel (NCA) have reached an agreement on the formation of a unified credentialing agency. The respective agencies have signed a Letter of Intent (LOI) that has also been ratified by the sponsoring organizations, namely, the American Society for Clinical Pathology (ASCP), the American Society for Clinical Laboratory Sciences (ASCLS) and the Association of Genetic Technologists (AGT). Execution of the LOI indicates that the organizations have reached a mutual agreement in principle on the formation of a unified certification organization that embodies a shared vision for peer credentialing.

Laboratory Coalition

The ASCP Institute is a member of a Laboratory Coalition established by the Centers for Disease Control and Prevention (CDC) and comprised of CDC Cooperative Agreement partners in support of the President's Emergency Plan for AIDS Relief (PEPFAR) initiatives. In addition to ASCP, these partners include the Association of Public Health Laboratories (APHL), the American Society for Microbiology (ASM) and the Clinical and Laboratory Standards Institute (CLSI).

Abbott Laboratories

ASCP is proud to serve as a partner in the Labs Are Vital campaign, an initiative funded by Abbott Diagnostics Division to spotlight the value of laboratorians with other healthcare professionals and the general public.



David Glenn, MT(ASCP)^{CM}, is CEO of Pathology Services, PC, an independent reference laboratory in North Platte, Nebraska. An active ASCP member, he has served on many ASCP committees and the 2008 ASCP Task Force on Communications. As CEO of a regional laboratory, Glenn often employs his skills as a private pilot to meet with other healthcare professionals throughout Nebraska, Kansas, and Colorado.

David Glenn, MT(ASCP)^{CM}

Exceptional Member Since 1976

We must improve our professional relationships with other healthcare professionals.

As CEO of a regional reference laboratory in rural Nebraska, Dave Glenn knows the value of getting out of the lab and building relationships with his “customers” – the physicians, nurses, hospital administrators, and laboratory staff at the 20 hospitals that his laboratory serves.

As a consulting medical technologist, he is often asked by medical staffs at the hospitals he serves to sit in on medical staff meetings, infection control committee meetings and transfusion and mortality reviews.

As a result, Dave’s hospital colleagues know and value his laboratory team. They are often asked for opinions on things that are not directly involved with the laboratory. Others recognize that his team is a group of critical thinkers (as laboratorians must be), that they see things globally, and that they want to participate as members of the entire healthcare team, not just by providing results – but by being involved in the ideas that are shaping the future of their facilities.

“If we’re going to take this profession into the future, we’re going to have to make the general public and the rest of the health care team realize what the laboratory can bring to the table.”

As an active ASCP member and mentor for young laboratorians, Mr. Glenn values his ASCP membership. “We are a society that recognizes all members – from phlebotomists to pathologists – working together for the public good. I feel comfortable with ASCP, because it’s exactly like my ‘paid job,’ where pathologists and laboratory professionals work together. We value each others’ expertise.”

This past year, Mr. Glenn served on the ASCP Task Force on Communications, a collaboration of ASCP staff and volunteers working on the development of strategic recommendations for improving communication among ASCP, its members, and other key audiences.

ASCP encourages and supports members...

Collaborating on workforce issues.

To strengthen and expand the dialogue about the growing laboratory workforce shortage, ASCP is working with a number of other organizations. In November 2007, ASCP and the Connecticut Society of Pathology co-sponsored a forum on the Yale University campus, where ASCP President Lee Hilborne and ASCP Board of Registry Executive Director and Vice President of Scientific Activity E. Blair Holladay led discussions about the complexity and need for solutions to the workforce shortage.

In February 2008, at a meeting of the Clinical Laboratory Improvement Advisory Committee (CLIAAC) in Atlanta, ASCP addressed a panel on workforce issues, expressing concern about personnel shortages and the need for a collective effort to increase federal funding for laboratory training programs.

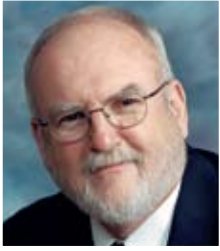
Over the past year, ASCP has continued to work closely with and has hosted meetings of the Coordinating Council on the Clinical Laboratory Workforce (CCCLW), a coalition of organizations that have joined forces to address the shortage. ASCP works with other CCCLW member organizations to improve the profile of the profession and enhance recruitment efforts.

to grow relationships.

ASCP and CAP: Working together on challenges to the profession.

In 2008, leaders of ASCP and the College of American Pathologists (CAP) met to discuss ways to collaborate. While agreeing that our interests may not always align, we reaffirmed our commitment to working together on critical challenges that face our specialty, including maintenance of certification, the laboratory workforce shortage and issues related to pathology resident and fellowship training.

Investing in Our Future



C. Bruce Alexander, MD, FASCP

I am pleased to report that, for the fifth consecutive year, ASCP has achieved financial success. As this statement for our 2008 fiscal year indicates, our total revenues exceeded \$27 million.

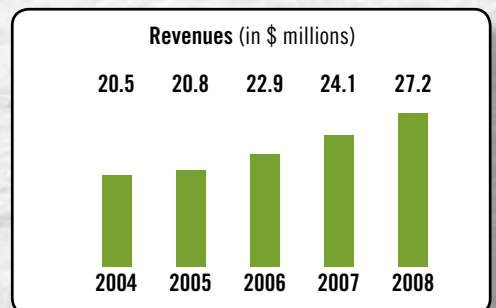
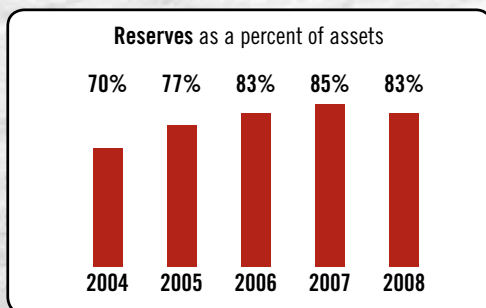
Strong financial results like these over the last five years increased our net assets to more than \$34 million, which gives us financial reserves equal to 1.2 times our annual budget.

As a Section 501(C)(3) tax-exempt organization as defined by the Internal Revenue Tax Code, ASCP is obligated to serve the public good as well as the needs of our members. This is a responsibility that we welcome and embrace.

For the fiscal year 2009, ASCP projects a sixth consecutive year of financial growth, along with an expansion of programs, products, and services designed to meet the real needs of our exceptional members. As an organization well-positioned financially, we are in a solid position to continue to fulfill our mission of promoting excellence in education, certification, and advocacy on behalf of patients and our members.

A handwritten signature in black ink that reads "C. Bruce Alexander". The signature is fluid and cursive.

C. Bruce Alexander, MD, FASCP



The financial audit of the Society is available to any member upon request.

Statement of Financial Position

As of June 30, 2008.

Current Assets

Cash	\$ 4,009,544
Marketable Securities	24,157,405
Accounts Receivable	1,221,268
Inventories	554,919
Prepaid Expenses	319,744

Total Current Assets	30,262,880
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Property and Equipment (Net of Accumulated Depreciation)	3,756,474
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Total Assets	34,019,354
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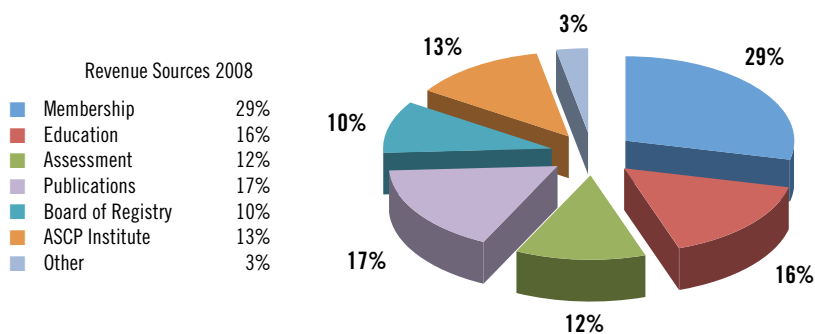
Liabilities and Net Assets

Current Liabilities	
Accounts Payable	1,997,433
Accrued Expenses	3,730,426
Deferred Revenues	6,769,704
Capital Lease Obligation- Current	127,686

Total Current Liabilities	12,625,249
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Unrestricted Net Assets	21,394,104
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Total Liabilities and Net Assets	34,019,354
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Statement of Activities

For Twelve Months Ending June 30, 2008

Revenue	
Membership	\$ 7,759,544
Meetings & Conferences	2,763,381
Applied Learning Technologies	1,680,024
Assessment	3,344,434
Publications & Journals	4,611,896
Board of Registry	2,717,810
ASCP Institute	3,475,797
Miscellaneous	857,668
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Total Revenue	27,210,554
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Expense	
Membership	2,016,020
Meetings & Conferences	3,290,552
Applied Learning Technologies	938,448
Assessment	2,678,853
Publications & Journals	3,292,273
Board of Registry	3,161,222
ASCP Institute	2,888,140
Miscellaneous	813,880
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Total Expense	19,079,388
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Total Operating Margin	8,131,166
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General & Administrative	
Finance and Administration	986,598
Marketing Services	990,293
Customer Service	636,633
Information Technology Services	1,445,361
Finance	738,142
Human Resources	488,848
Washington Office	721,127
Executive Services	1,377,327
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Total G&A	7,384,329
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Income From Operations	746,837
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Gain (Loss) on Investments	
Interest Income & Dividends	593,866
Realized Gain(Loss) on Investments	971,738
Unrealized Gain(Loss) on Investments	(3,361,090)
Board-Designated Fund Expense	434,134
Change in Net Assets	(1,482,785)
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American Society for
Clinical Pathology

33 West Monroe Street, Suite 1600
Chicago, Illinois 60603

Phone: 312.541.4999

800.267.2727

Fax: 312.541.4998

Web: www.ascp.org