Director’s Message
By Rhonda Pelton

Hello ChemPID Members,

The ChemPID Board began this year with a business plan to engage membership, and provide programmed opportunities for the personal and professional development of our members. It has been a pleasure for this Board to serve and grow with our membership. Here’s a recap of the events that have made this year an exceptional year of growth and development.

• We celebrated E-Week with a Section-Division collaboration in our E-Week Challenge, which presented students the opportunity to explore engineering and control through hands-on activities. A special thank you to all our ISA Section partners who worked with youth in your local communities to spread the word. Get ready for 2018! The E-Week 2018 Challenge will be announced in Q4.

• ISA Division members and leaders supported the next generation of automation professionals at the FIRST® Robotics National Championships in Houston and St. Louis. I was particularly honored to represent ISA and the Automation Federation on the Women in STEM Panel in Houston.

• Our webinar series launched with an informative session by Dr. Yahya Nazer of Control Designer entitled Implementation of Procedural Control in the Chemical Industry. In case you missed it, or would like to replay the session, it is available on the ChemPID YouTube Channel.

• Our 2017 Division Membership Campaign was designed to ensure that all ISA Members were aware of the benefits afforded to them through their ISA Membership. An insert has been included in this volume of our newsletter to summarize some of those benefits.

An important benefit of ISA Membership, is the ability to choose not one, but TWO technical divisions. If you have not already done so, be sure to choose a second Division, in addition to ChemPID.

• ChemPID awarded five (5) Scholarships to students pursuing careers in our industry. Congratulations to these students. We look forward to networking with them, as they prepare to join us in this exciting, rewarding profession.

There is still more to come for our Division in 2017, including our Fall Leaders Meeting in Tampa, Florida and the PCS Symposium in Houston.

Your Society and its Leadership are passionate about our industry, our profession, and YOU—our members. We invite you to join us by becoming an active member of the community:

• Submit an article or paper to be published in the newsletter to: ISA.ChemPID@gmail.com

• Join the discussion on the LinkedIn ISA Chemical and Petroleum Industries Division group

• Present your work at an ISA symposium

• Recommend a student for a ChemPID ISA Technical Division Scholarship

• Serve on a ChemPID Committee (E-Week, Scholarships, YAPFest, Membership)

I look forward to meeting you soon at FLM, during an ISA symposium, in Section and Division meetings, or even virtually!!

Regards,
Rhonda Pelton, Director
ISA Chemical and Petroleum Division
ISA CHEM-PID Board Members

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Process Automation Manager  
The Dow Chemical Company

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VP of Operations  
User Centered Design Services, Inc.
# 2018 ISA Division Symposia

ISA's unbiased technical conference programming provides access to worldwide experts and content on the latest technologies, trends, real-world challenges, and industry updates needed to remain competitive in today’s marketplace.

**Mark your calendars and make plans to attend an ISA technical conference program in 2018!**

<table>
<thead>
<tr>
<th>Event</th>
<th>Tentative Date</th>
<th>Confirmed Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leak Detection and Repair — Fugitive Emissions Symposium (LDAR)</td>
<td>5 &amp; 8 March</td>
<td>6–7 March</td>
<td>Galveston, TX, USA</td>
</tr>
<tr>
<td>Analysis Division Symposium (AD)</td>
<td>23 &amp; 27 April</td>
<td>24–26 April</td>
<td>Galveston, TX, USA</td>
</tr>
<tr>
<td>Food and Pharmaceutical Industries Symposium (FPID)</td>
<td>21 May</td>
<td>22–23 May</td>
<td>Toronto, Ontario, CA</td>
</tr>
<tr>
<td>International Instrumentation Symposium (IIS)</td>
<td>14 May</td>
<td>15–16 May</td>
<td>Montreal, Québec, CA</td>
</tr>
<tr>
<td>Power Industry Symposium (POWID)</td>
<td>25 June</td>
<td>26–28 June</td>
<td>Knoxville, TN, USA</td>
</tr>
<tr>
<td>Water/Wastewater and Automatic Controls Symposium (WWAC)</td>
<td>6–7 August</td>
<td>8–9 August</td>
<td>Bethesda, MD, USA</td>
</tr>
<tr>
<td>Process Control &amp; Safety Symposium and Exhibition (PCS)</td>
<td>5 November</td>
<td>6–8 November</td>
<td>Houston, TX, USA</td>
</tr>
</tbody>
</table>

**Great locations! Awesome content!**

Find developing program details at: [www.isa.org/events](http://www.isa.org/events)
Introduction
Organizational hierarchy creates conflict in any workplace, but working in plants and factories with a high degree of automation presents unique challenges. Automation work is highly technical and complex, and several years of work experience are required to become a proficient automation professional. At the same time, automation technology is continuously evolving, creating challenges for both entry-level workers and their supervisors. Further complications arise because much automation work must be executed at customer sites, which lessens the opportunity for professional development through day-to-day interaction between managers and their team members.

Because of these potential complications, managers and subordinates must strive to understand the inherent challenges of their positions and to develop the skills required to deal with them. Here are a few suggestions.

Management Takes the Lead
A “good” process automation or technical manager understands the work he asks his subordinates to execute and possesses the skills to do the subordinates’ jobs. This knowledge and capability allow the manager to monitor performance and progress and to avoid problems associated with the technical content of a project.

A good manager is usually an exceptional problem-solver, meaning that he rigorously applies the scientific method and can visualize the execution of the work as the project progresses. By knowing the specific requirements of the project as well as the strengths and weaknesses of his subordinates, the manager can assign optimal resource mixes to projects.

A good technical manager must also understand the strengths and weaknesses of his own personality. While a technical background is necessary and allows a manager to relate well to other engineers and technicians, the typical engineer is not particularly skilled at interpersonal interactions. Engineering managers are job-focused, not people-focused, meaning they tend to pay less attention to the non-job needs of their subordinates. They may ignore personality conflicts, friction between subordinates and clients, and problems associated with family situations. As a result, project performance may suffer even though the subordinates have all the skills and capabilities needed to successfully complete the work.

In order to overcome this weakness, a good manager must be proactive in maintaining his relationship with his workers. For example, he can schedule team meetings, contact individual subordinates in remote locations to keep the communication lines open, inform his team of pertinent company information, ask for feedback and demonstrate genuine interest in his subordinates’ work and career paths.

A good manager should also take steps to further develop his own management skills. For example, he might choose to become a project management professional (PMP) — both to prove his dedication to his employer and to foster his own career. Many other types of management seminars and workshops are available through career development organizations or colleges, allowing managers to enhance their leadership skills and to select specific areas for personal improvement.

Finally, a good manager should always reflect on his past experiences with his own supervisors. He should identify the good traits of previous supervisors and try to emulate them. At the same time, he should recognize bad managerial traits and determine how best to avoid them in himself.

Subordinates Lead Their Own Careers
Two of the most important traits of a “good” subordinate are adaptability and attention to detail. Adaptability is extremely important today because of the short time horizon of typical automation projects and the rapidly changing technology. An automation professional who trains himself to be adaptable and who can easily switch between different kinds of projects and assignments becomes recognized as a key employee within any organization. This status leads to promotions, raises and career advancement.

Attention to detail is THE essential ingredient of error-free project execution — especially on projects in operating process plants, where a minor mistake can mean the difference between a high-quality deliverable and a failed project that may jeopardize people’s safety, the client relationship and, ultimately, the bottom line. Attention to detail is not an inherent characteristic of many individuals, but it can be learned through rigorous application of standard quality control procedures that are part of an organization’s project execution methodology. Automation professionals who fail to develop this skill are relegated to less challenging work and fail to advance in the organization and in their careers.
A good subordinate must also maintain his skills and be motivated to further his education on his own without prompting from his supervisor. He should strive to work effectively with others and must also be able to work well independently.

Another extremely important trait of a good technical professional, especially one just beginning his career, is the ability to recognize when he doesn’t know how to do something, and then asking for help. Individuals often think this is a sign of weakness, but it is a mark of maturity and is a key part of a career-long learning process. What’s more, a good employee should learn from every mistake. No one expects a subordinate — or manager — to demonstrate perfection, but a good employee admits mistakes and learns from them.

And just as good managers must understand the strengths and weaknesses of their own personalities, so must subordinates. Many subordinates tend to be myopic, meaning that their short-term outlook causes needless frustration when working on a boring, unchallenging job. They may also tend to have tunnel vision, in that they generally focus only on the work at hand, losing sight of the bigger picture and often not noticing other problems or opportunities outside the scope of their specific work assignment. Subordinates should be aware of these negative personality traits and should strive to overcome them. Generally, myopia and tunnel vision fade with experience and maturity.

**Meeting in the Middle**

One of a manager’s most important contributions to an organization is to successfully mentor an entry-level employee through the first few months of employment. During this period, the new employee needs to develop an effective approach to problem solving and automation job execution that he will then use throughout his career. In the absence of such mentoring, an employee can often flounder and become disenchanted with the work, leading to high organizational turnover.

Regardless of age or experience level, a healthy professional relationship depends on both parties. The keys to good workplace relationships include strong communication and mutual respect. Without these traits, none of the other attributes will matter.

**Conclusion**

Conflicts will almost certainly arise from time to time between managers and their subordinates. Recognition of the potential for conflicts, their root causes, how to avoid them and how to deal with them are all keys to successful project management and execution in the automation world.
Winner of E-Week 2K17 Challenge

ChemPID held an Engineering Week (E-Week 2K17) activity to encourage elementary age students to create either a “Fluid Flow Control” device or an “It’s Not Loop Powered” balloon car.

ChemPID selected a winner based on their creativity and execution of the design. Urva Solanki from Kansas was the ChemPID E-Week 2K17 Winner.

ChemPID will be hosting our E-Week 2K18 in February 2018. Check out our website for details on how you can get the young children in your life involved!
Show your success with

ISA Senior Membership

Been in the business ten years?
Or have a degree and six years of work experience?
Sounds like you may qualify for ISA Senior Member grade.

Find all the details and an application form at www.isa.org/seniormember or call (919) 549-8411.
Welcome New ChemPID Members

Mark Weatherford
Henry Dammeyer
Steven Hills
David Webber
Charles Elkins
Ajay Prabhakar
Ray Garcia
Peter Skipp
Carol Schafer
Stephen Zitin
Alliee Taylor
Norman Kilb
Travis Poe
Herve Pays
Rodney Robins
Richard Ceciliome
Mark Davis
Victor Loureiro Dias
Brandon Lamp
George Gonzalez
Turner Cress
Claudio Garcia
Austin Asuquo
William Knecht
Daniel McLin
Shankar Ananthakrishna
Benjamin Davis
Mirsad M
Marcos Escobar
John Watson
Ali Al Junaibi
Samir Abdel Rahman
Gregory Rose
Gusyavo Guitera
Arturo Trevino
Henry Iwu
John Nash
Gonzalo Josa Scorza
Manzoor Shaikh
Jodie LeJeune
Bob Thai
Tatoba Kamble
Azem Pasha
Blake McCaffery
Anthony May
Clifton Summers
Ahmed Said
Christoher Powell
Jessamel Alnas
Rohini Jagtap
Thomas McGrevey
Oluvfemi Dagunduro
Jeffrey Richards
Humaid Al Shuqili
Casey Vidrine
Ibrahim Al Meftah
Shervin Kermanshachi
Benjamin Oser
Nasir Badal
EDUARDO SCHRAMM
Pushpendu Majumdar
Travis Miller
Julian Gomez
Joanne Randall
Aldo Bonaddio
Shane Eilenstine
Larry McDermott
Pablo Antonio
Charles Porter
Robert Spiewak
Silvina Imbrogno
Chris Heinrichs
Brian Nixon
Kathy Swartout
Sergio Serpas
Rafael Adrian Rodriguez
Kristin Evans
Donald Brandon
Junaid Arshad
Dubin Yamid Jauregui Pacheco
Ola Lawal
Maha Hosny
Michael Butler
Ray Ralph
Ian Brown
Glen Rozak
Willis Thimmesch
JAVIER MORALES RUESTA
Afzal Middya
Scott Hollis
Stephen Thompson
Pankaj Kumar
Mariano Paoli
Santiago Alberto Thomasey Rambeaud
Mike Meehan
Wenyu Liu
Sue Espinosa
Christian Gouin-Davis
Naveen Kumar
Vikramaditya Singh
Sandeep Kumar Pendota
Carl Edwards
Patricia O’Brien
Corey Harris
Gabriel Grandi
Brandon Taylor
Mohammed Rafi
Haja Nafriz
Syed Abdul Thanzeel
Mohammed Adil
Mohammed Shafeeq
Mohamed Anees
Meeran Fayaz
Yasrin Sibaqthullah Kahan
Pritesh Sheth
Ron Case
Colin Simonson
Seth Harris
Clinton Weidner
Robert McMiccan
Brian Brewer
Luis Gomez Palacin
JOSUE USCATA
S Kamban
Michael Roecker
Felix Corzo
Rick Jarvis
Jaime Enrique Padilla De Dios
Ryan Warrington
Victor Bach
Martin Guth
Andrew Edwards
Emmanuel Idachaba
Justin Palermo
Rodrigo Martins
Priscila Guedes da Silva
BILL BASSETT
Gunasekaran Mookkan
Robert Walls
Tyler Yoerger
Scott Bednarek
Jeffrey Williams
Anderson Tonel
Tim Thannum
Erin Parberry
Ramon Vilanoba Arbos
Cristian Villanueva
Victor Rivera Vazquez
Kimberly Williams
Ramiro Sandoval Jr.
Jose Solis
Joseph Thompson
Troy Wygrys
Patricia Horvath
Francesco Tozzi
John Savage
Shahzrul Bin Shahril
Daniel Cho
Alexander Calixto
Michael Reid
Khairul Nizam Khalid
Jouke Roessink
Juan Munoz
Cody Bennett
Daniel Wernau
Jonathon Dues
Antonio Jorge Rabelo
Mahmoud Ahmed
Jesse J Cervantes
Katrina Berges
Rebecca Corona
Mohamed El-Sawah
Chee-Wooi Ten
Scott Torres
Carson Powers
DEEPANKAR DAS
Miguel Garcia
Bobomurod Kurbanov
Edward Betancourt
Dylan Weinand
Chris Taylor
Andrew Kantrowitz
Kyle Kohlberg
Julie Coulter
Diana Nolen
Marissa Morales-Rodriguez
Jacob Lawrence
Melissa Semple
Alexander Greco
Leisin Spence
Sean Stubbe
Roland Stock
Dave Hardin
Benjamin Walker
Howen Lim
Prasad Ramdasi
Timothy Prouty
Fred Czubba
Christopher Hickman
William Jones
Tito Perez
Aaron Cole

8
Daniel Tiegs
Alejandro Trejo
Tony Sullivan
Almudena Diez
CARLO TESTA
Tom Knight
Kail Pawson
Anthony Billy
Tanner Awbrey
Eric Ringgold
Brian Dooley
Dakota Jones
Gerardo Palermo
Kevin Wilkens
Muhammad Yasir
Aaron Buck
Chase Fondren
Miguel Rivera
Blake Carpenter
Lucas Wurtz
Michael Makedonski
Thomas Plank
William Kauachi
Rebecca Andrews
Hallie Dugas
Amber Freeney
Daniel Fournier
Matt Eskandar
Kevin Smith
Russell Adams
Cliff Adams
Shannon King
Marlon Houston
Samuel Bannister
Brian Mayfield
Aaron Eddings
Jesus Rivera
Corey Peil
Lily Banerjee
Guido Santoyo
Joseph Stevenson
Stuart Bailey
Kajal Ghosh
Chris Kanto
Adedayo Adegbite
Ronald Eder Chávez
Palomino
Jose Alfredo Junior Gonzales
Mera
Felix Abel Eyzaguirre Morales
Estrella Damacina Encalada
Esteban
Abel Esteban Guerra Flores
Roberto Silva
Florin Alexandru Ragea
Daniel Jacob Cangalaya
Guevara
Marco Alonzo Rodríguez
Mallqui
Luis Alvaro Rojas Machado
Sandro Carvalho
Ernesto Efrain Guevara
Ventura
Manuel Ricardo Garcia Del
Aguila
Helen Mireya Izquierdo
Mendoza
David Mares
Joe Quintanilla
Paul Burns
PATRICIA CELINDA Cárdenas
MIGUEL
Ronnie Reyes
Curtis Stange
Natividad Maseda
Frank Rivera
London Hayes
Barry Cavinaw
Michael Rierson
Thomas Hoffman
Court Sullivan
Juan Hernandez
Andrey Guajardo
Morris Ham
Deepak Gokhale
Kelly Eddieman
Shawn Rainosek
Horace Pouncey
Albert Minjares
Robert Cardenas
Jamar Bryant
Nichole Banda
Jerico Ponce Salanga
Robert Bohn
GIRISH MEHENDALE
Alexandra Rincon
Monica Sonia Parra Adriano
Max Bill Rodriguez Checy
Kevin Gómez Villanueva
Luis Gerardo Carrion Robles
Aramis Albert Grados Gomez
Kevin Carlos Martinez
Aguirre
Cal Harvey
Lesly Rubi Mamani Fuentes
Rivera
Italo Manuel Beltran Hervias
Fernando Rafael Rubio Burga
Horacio Arturo Mosquera
Panduro
Elizabeth Gutierrez
Sam Polise
Kelvin Grubbs
Joel Kelly
Isaac Karmon
Will Keitt
Kenneth Witt
Jeremiah Schmedt
Luis De Hoyos Pagan
Jason Agnew
Marc Groulx
Alexis Ham
Michael Chavana
Juan Meneses Burbano
Esteban Perez Ariza
Yoniver Hoyos Muñoz
Stiven Rios Caicedo
Angy Muñoz Bolaños
Fabian Molano Pino
Diana Mopan
Erych Muñoz Cultid
Anibal Velasco Cruz
Esteban Ortega
Jeremy Schlosser
Daniel Smith
Christopher Gunter
Ken Andrews
Joe Acosta
Daniel Morales
Elias Keedy
Giulio Malinverno
Todd Wainwright
Glen Lee
Miguel Arturo Possamai
Sebastien Gregoire
Saleh Al-Mair
Derek Previs
Rafael Solís
Hussam Al Badrani
Jeremy Hargrove
Eneco Sanchez Rojo
Rafael Gomez Perez
Stephanie Catchings
Tony Kou
Justin Felious
Mike Mitchinson
GUNANITHI ANBAZHAGAN
William Barker
Parthesh Brahmabhatt
Robert Morales
Sullivan Geddes
Gregory Clement
Jorge Armando Magaña
García
GUDAPATI FRANCIS RAJU
Derek Liggett
Frederick Foote
Kevin Jarol Sullica Vargas
Paul S Tierney
Sachin Kouli
Juan Salazar
Brian States
Carmen Cabrera Martinez
Frank Maddie
Greg Bettger
Jayarajan Jayaraman
Satish Salankimatt
Mat Sohani
Daniel Macedo De Azevedo
Bruno Gentile
Christopher Van Egmond
Luis Barajas
Norman Harrell
Donald Wright
Cristian Oses
Krunal Desai
Argyadeep Pradhan
Vijayan Raju
Mohammed Fawzi Kharoosa
Aaron Colby
Jose Mixon
Jared Hudson
Jesse McNeely
Noby Sebastian
Elaine Cristina Macedo
Ashish Arora
Allen Cuthrell
John Hobs
Nathan Morris
Chris Riordan
Kenneth Young
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Adam Ferguson
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Thomas Ingerman
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Sudhir Laxminarayan
Mike Siditsky
Varghese Kurian
Iago Vaamonde López
Anoop Kumar Dasgupta
Harold Grueso
Tyler Crites
# ISA Membership Benefits

This chart gives a side-by-side comparison of ISA's membership categories and benefits. For more information on ISA's membership programs, or to join ISA, visit www.isa.org/join.

## 2017 ISA Membership Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Regular, Senior, and Fellow Member</th>
<th>Automation Affiliate Member</th>
<th>Student Member</th>
<th>Virtual Student Member</th>
<th>Automation Community Member</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dues</strong> (US Dollars)</td>
<td>1-year: $120 2-year: $225 3-year: $315</td>
<td>$60</td>
<td>$10</td>
<td>$5</td>
<td>$0</td>
</tr>
</tbody>
</table>

## SECTIONS & DIVISIONS

| **Local Section Membership** | ✔ | ✔ | ✔ | ✔ |
| **Technical Division Membership** | ISA members get two free division memberships, additional division memberships cost $10 each. | ✔ | ✔ | $10 | ✔ |
| **Email Community ListSrvs** | ✔ | ✔ | ✔ | ✔ | ✔ |

## STANDARDS AND TECHNICAL PUBLICATIONS

| **ISA Automation Standards** | Free online viewing + 20% discount, $120 credit | Free online viewing + 10% Discount, $60 credit | Free online viewing only | Free online viewing only |
|ISA Automation Standards* | ✔ | ✔ | ✔ | ✔ |
| Free access and downloads of ISA Technical Library | ✔ | ✔ | ✔ | ✔ |
| Free online viewing of ISA Transactions | ✔ | ✔ | ✔ | ✔ |
| Free InTech magazine + Automation Weekly e-Newsletter | ✔ | Digital InTech only | Digital InTech only | Digital InTech only | Digital InTech only |
| Discount on ISA-Published Hard Copy Books | 20% | 10% | 20% | 20% |

## CONFERENCES AND DIVISION SYMPOSIA

| **Registration Fee Discounts on Conferences, Exhibitions, and Symposia** (discounts vary) | 20% | 20% | 20% |

## TRAINING

| **Training Course Registration Discount—Instructor Led, Classroom, or Web** | 20% | 10% | 20% | 20% |
| **Free Pre-recorded Web Seminars** | ✔ | ✔ | ✔ | ✔ |

## CAREER OPPORTUNITIES

| **ISA Jobs** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Leadership Opportunities (Section Officer, Division Officer, etc.)** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **CCST® and CAP® Certification Program Application and Renewal Fee Discounts** | 20% | ✔ | ✔ | ✔ | ✔ |
| **CAP® and CST Associate Recognition Programs Application and Renewal Fee Discounts** | 20% | 20% | 20% | ✔ | ✔ |
| **Certificate Programs Training Course Fee Discounts** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Mentoring Program** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **ISA Member Directory Access** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Use of ISA Member Logo** | ✔ | ✔ | ✔ | ✔ | ✔ |

## THIRD PARTY DISCOUNTS

| **Avis Worldwide/Budget** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **CogniCall Global Calling Card** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **CollegeBoundfund—529 Savings Plan (US Only)** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **GEICO Insurance Discounts (US Only)** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Group Insurance Programs (US Only)** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Insurance Program for Independent Contractors and Business Owners (US Only)** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **International Travel Insurance** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Office Depot and OfficeMax Discount Program** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **Wyndham Hotel Discounts** | ✔ | ✔ | ✔ | ✔ | ✔ |
| **HotelStorm** | ✔ | ✔ | ✔ | ✔ | ✔ |

*The Standards Redemption Coupon is available for full dues-paying members only. The coupon is equal to the dollar amount you paid for your membership (e.g., $120 for one-year Members, $225 for a 2-year membership term, etc.). The option and ability to use the coupon is available in your online shopping cart and when you place an order with ISA Customer Service by phone. The coupon can be applied to downloadable and print versions of individual ISA standards documents only, and not the listed IEC documents. In addition, the coupon cannot be applied to any other standards-related products, such as software licenses and CDs. Unused money remains in your account for the balance of your paid membership term. The coupon is non-transferable. Note: Your redemption coupon must be used before your ISA membership expires because when your ISA membership expires, so does your coupon.