

EXHIBIT A

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KAREN BOWMAN & ASSOCIATES, INCORPORATED

Karen Bowman & Associates, Inc. provides occupational and environmental health consulting to the global community. Ms. Bowman's practice spans over thirty years. The company was established in 2002.

The company provides services in: (1) *Occupational Health*: The firm designs and implements cost effective, sustainable solutions that improve the human environment and enhance health and safety on the jobsite, while improving compliance with industry, state, federal and international laws. Karen focuses on health, safety and wellness, reducing injury/illness and time-loss, while improving profit, productivity, job satisfaction and retention. (2) *Environmental Health*. Protecting and improving the human environment by educating nursing cultures, legislators and corporate clients on environmental health principles and how they may engage in reducing their environmental footprint. The company collaborates with the Environmental Protection Agency, the Departments of Ecology and Health and environmental advocacy groups; Physicians for Social Responsibility, People for Puget Sound, Washington Toxics and Toxic Free Legacy to reduce health risks associated with environmental pollutants.

The company retains long-standing client relationships, such as: Health Care Without Harm, the Washington State Nurses Association, PC Recycle, Center for Disease Research, the City of Tukwila, Seattle Boiler Works, Walashek Industrial and Marine, Jensen Motor Boat and more. Ms. Bowman has strong relationships with Washington State's Department of Occupational Safety and Health and Labor and Industries. Ms. Bowman has held the position of Environmental Health Specialist for the Washington State Nurses Association since its inception in 2004. She held the position of Chair of Health Care Without Harm's Nurses Workgroup from 2008-2011 and is the past President of the Washington Chapter of the American Association of Occupational Health Nurses 2008-2010.

PROFESSIONAL ADVENTURES (Co-founder)

Two adventuresome women share their love of women spirit, giving and travel by combining expertise in nursing, education, philanthropy and international travel, to provide opportunities for integrated personal and professional learning. The company also sponsors quarterly meetings inviting women entrepreneurs to learn techniques that help balance the relationships between business, family, body, mind and spirit. Past trips have taken us to Cambodia. Future adventures to Scotland are currently under development.

EDUCATION

2002-2004: MN, University of Washington, Seattle, WA. Advanced Practice Community Health Systems Nursing (special focus in Occupational and Environmental Health) (*Magna Cum Laud*)

2000-2001: BSN, University of Washington – Bothell, Bothell, WA (*Faculty Honors*)

1989: Certified Master Hypnotist, Clinical Hypnotherapist, Charles Tibbets' School of Hypnotherapy, Seattle, WA

1983-1986: ADN, Shoreline Community College, School of Nursing, Seattle, WA (*Faculty Honors*)

EMPLOYMENT

2006 to Present: Part-time Lecturer, University of Washington Bothell, School of Nursing and Health Studies: Instructs RN to BSN and Health Studies students in core curriculum to develop strong, reliant and scholarly UWB graduates.

2002 to 2009: Employee Health Nurse, University of Washington, main campus. Responsible for providing direct patient care, health screenings, immunizations/Vaccinia vaccination, consulting services, compliance training and managed health surveillance to the employees of the University of Washington Seattle Campus including but not limited to; Facilities and Engineering, Hall Health, Campus Police, National Oceanic and Atmospheric Association (NOAA), and Health Sciences Laboratories including animal and primate research facilities. Includes management of the Global Medicine Respiratory Protection Program.

1989 to 2002: Occupational Health Nurse Specialist Supervisor/Employee Health Nurse/Consultant, Virginia Mason Occupational Medicine, Seattle, WA. Responsible for direct supervision of daily operations of the section's three clinics and onsite medical dispensaries. Creation and implementation of tailored programs and projects relevant to the occupational setting. Provides consulting services for local and national clients regarding industry, local, and federal regulatory issues. Serves as employee health nurse and provides care and counseling to staff and clients involved with worker's compensation. Provides counseling and hypnotherapy services for pain and stress management, etc. Development and management of medical surveillance systems for local and national clients such as: construction, aviation, maritime, biotech and animal handling, oil refineries, steel mills, lumber mills, shipyards, Hanford Nuclear Facility, and the United States Military Services. Developed the first Occupational/Environmental Health telephonic program in the United States which provides telephonic first aid and nursing treatment along with occupational health/public health consulting services to clients nationwide. Develops modified job duties to promote early return-to-work. Provides clinical evaluation and treatment of trauma, injuries and illness in a busy urgent care/trauma setting. Services provided to a multicultural national and international population.

ACADEMIC APPOINTMENTS and POSITIONS

2017 Affiliate Member London South Bank University School of Health and Social Care Education and Professional Development in Practice Research Group. School of Health and Social Care. The research group focuses on research related to adult education, education in practice/workplace settings, and professional workforce development.

2016-Present: UWB Health and Safety Committee member.

2014 to Present: University of Washington School of Public Health. Acts as clinical preceptor for Masters students in the NIOSH program so they may have opportunities to apply theory to practice in the field. Sites vary from foundries to law enforcement, maritime, etc.

2010 to Present: OHN Institute University of Washington, Psychosocial and Community Health Department. Collaborates on development of programs and was the past provider for Contact Hours for course work.

2007 to 2017: University of Washington, Northwest Center for Continuing Education. Contact Hour Provider, California Board of Registered Nurses and Steering Committee Member. Assists the NW Center of Occupational and Environmental Grand Rounds Series, and provided nursing continuing educational credits for Occupational and Environmental Grand Rounds course.

2006 to Present: Part-time Lecturer, University of Washington Bothell, School of Nursing and Health Studies: Instructs RN to BSN and Health Studies students in core curriculum to develop strong, reliant and scholarly UWB graduates who will represent the School well.

2006 to Present: Clinical Instructor, University of Washington School of Nursing, Psychosocial and Community Health Department. Advances the science and practice of environmental health nursing by utilizing current legislative policy work, environmental advocacy and collaborations with local and federal Compliance and advocacy organization. My corporation acts as a clinical site to help translate evidence into practice.

2004 to Present: Clinical Faculty, University of Washington School of Nursing: Guest lecturer and clinical preceptor to BSN, MN, doctoral students, and international nursing scholars in the Psychosocial and Community Health Nursing Department. Clinical experience includes an overview of the occupational and environmental health nurse consultant as nurse entrepreneur, including business processes such as business plan development and opportunities to conduct community health clinical practice in an industrial or environmental health setting.

Current UWB Workgroups, Projects and Ongoing Research

- BNURS420 Hybrid development
- Research: Collaboration with Dr. Louise Terry, London Southbank University; The Emotional Labor of Environmental Health Nursing and the Ethics that guide them. We have finished our research, have presented at the Royal College of Nurses last year, develop (2) documents for publication (AAOHN, Nursing World) and we will be presenting in April at UWB.
- Research: Environmental Noise Exposure of Airplanes: A Public Health Concern
- Nursing Commission: Funding Committee led by Mindy Schaffner, PhD.

FEDERAL GOVERNMENT APPOINTMENTS

2007 to 2012: Hanford Advisory Board Alternate Delegate (retired 2012)

CURRENT COMMITTEE WORK RELEVANT TO PROFESSIONAL WORK

2018 to present: Seattle King County Public Health's Coalition of Healthcare Professionals to Reduce Firearm Injury and Death

2017: Nursing Commission, Funding Committee

2017 to present: WSNA Environmental Occupational Health and Safety Committee (2 year term)

2014 to 2015: Washington State Workers Compensation Advisory Committee (end of term)

2013 to 2016: Board Member: Washington State Health Care Safety Council (end of term)

2011 to 2016: Chair: Employer Committee to the Hazardous Drug Advisory Committee. Development of Model Programs and provide consultation. (end of term)

2008 to 2012: University of Washington School of Nursing, Advanced Practice Disaster Preparedness and Environmental Health Certificate Programs Advisory Committee and key participant in providing clinical experience, translating theory to practice.

2008 to 2010: University of Washington School of Nursing, Doctorate of Nursing Practice (DnP) Advisory Committee.

2008 to 2014: Washington's Physicians for Social Responsibility: Board member and Hanford Advisory Board Delegate. *Retired*

2008-2011: Chair-Health Care Without Harm, Nurses Work Group.

2007-2010: American Association of Occupational Health Nurses Respiratory Protection in Health Care Advisory Committee.

2007 to completion: Department of Ecology, Lead Chemical Action Plan. Policy development on reducing lead exposure as outlined in the Department of Ecology's Persistent, Bioaccumulating, Toxic Substance Rule

2004 to present: University of Washington School of Nursing, Occupational and Environmental Health Nursing Advisory committee.

2004 to present: Toxic Free Legacy (Now Toxic Free Future). Steering committee member. Develops policies that phase out toxic chemicals and support chemicals policy reform.

1989-2017: Member, Washington State Association of Occupational Health Nurses. President (2007 to 2010) Vice President (2006), President-elect (2006), Director at Large (2005, 2006)

2019 Legislature and Health Policy Advocacy

SB5489 Defines and commits state agencies to adopt a mission of environmental justice. Require state agencies to use environmental health disparity data in making decisions about enforcement, investment, and policy. Incorporates public from the communities effected by encouraging participation in decision making.

SMJ8006/HJM4008 Renounces using nuclear weapons first, ends the President's sole unchecked authority to launch a nuclear attack, takes U.S. nuclear weapons off a hair-trigger alert, cancels plans to replace arsenal with updated nuclear armament and actively pursues an agreement to eliminate nuclear arsenals.

HB 1194/SB 5135 The Pollution Prevention for Our Future Act: Authorizes the Department of Ecology to take action to reduce exposures to harmful chemicals in consumer products. It prioritizes

action on PFAS, toxic flame retardants, phthalates, phenolic compounds, and PCBs. Reevaluates goals every five years.

HB1931 Working with WSNA as their OEHN Specialist: Workplace Violence in Health Care bill develops a culture of safety by implementing policy and programs that address workplace violence.

PROFESSIONAL SPEAKING ENGAGEMENTS

2019: UWB SNHS: The Lived Experience of Environmental Health Nurses (April 2019)

2018: Royal College of Nurses: The Lived Experience of Environmental Health Nurses (April 2018)

2017: London Southbank University; The Emotional Labor of Environmental Health Nursing and the Ethics that guide them. Collaborative presentation with Dr. Louise Terry.

2017: Mensa Regional Conference: Hidden Hazards in Your Environment (by invitation)

2015: Leading Age of Washington: Implementing the Hazardous Drugs and Antineoplastics Rule in Practice Webinar. (Invitation)

2015: Pierce County Nurses Association: Advocating for a Healthy Lifestyle – What Nurses Need to Know about Work, Home and Community Environments. (Invitation)

2014: (Key Note Speaker) Inland Empire Nurses Association: Nurse Wellness and Stress Management. (Invitation)

2014: Tacoma General Hospital: Stress Management for Nurses on the go. (Invitation)

2014: WSNA Lobby Day Breakout Session: Washington State Nurses Protecting Health and the Environment (Invitation)

2013: Continuing Legal Education & Continuing Nursing Education Seattle University: Challenges in Regulating Hazardous Drugs: Treating patients while protecting clinicians. (Invitation)

2013: Citizens of Ebey's Reserve: Health Consequences of Low Flying Military Aircraft Forum in collaboration with UW Pediatric Environmental Safety and Health Unit (Invitation)

2013: Washington State Pharmacy Association: Hazardous Drug Rule (Invitation)

2013: Latino Summit: Toxics and Human Health Consequences (Invitation)

2013: GMOs and What Health Care Providers Need to Know (Invitation)

2013: Governor's Conference on Health and Safety: Hazardous Drug Rule

2013: CleanMed2013: Hazardous Drug Rule Implementation: Washington State Case Study (Invitation)

2013: WSNA Lobby Day- Environmental Health and Nursing Practice (Invitation)

2012 ANA: Toxic Chemical Contaminants in the Food We Eat (Invitation)

2012 Sierra Club: Coal Hard Truth (Invitation)

2012 CleanMed 2012 Food Sustainability (Invitation)

2012 NW Chapter: North American Hazardous Materials Management Conference: Reforming the Hazard Communication Standard (HCS): Chemical Policy Reform and the Globally Harmonized System (GHS) of Classification and Labeling of Chemicals (GHS) (Invitation)

PUBLICATIONS (limited Sample)

Submitted for Publication: Terry, L., Bowman, K. (2019). The emotional labor of environmental health nursing. AAOHN Workplace Safety.

Submitting for Publication: Terry, L., Bowman, K. (2019): Nursing Outlook. Part of the same research above.

Submitting for Publication: Terry, L., Bowman, K. (2019) International Journal of Nursing Studies. Part of the same research above.

Bowman, Karen (2014): Not All Hand Sanitizers Are Created Equal. Winter 2014, Volume 43, No. 4, pages 29-30.

Bowman, Karen (2013): Are You Digging Deep Enough: Conducting a Patient Focused Exposure Assessment. Webinar Program (continuing education program for WSNA website).

Bowman, K., (2005). Racial and Ethnic Disparities in the Workplace—Effects on Worker Health and Safety, AAOHN MAY 2005, VOL. 53, NO. 5

LICENSURE

- Washington State Registered Nurse
- Washington State Hypnotherapist
- Alaskan Registered Nurses License (inactive)
- Oregon Registered Nurses License (endorsement) RN # 201601716RN
- California, Montana Registered Nurse License (seeking endorsement)

CERTIFICATION

- Occupational Health Nurse Specialist
- Washington State HIV Counselor
- Certified Master Hypnotist
- Basic Cardiac Life Support
- Breath Alcohol Technician
- CAOHC-Audiogram certification

CONTACT HOUR PROVIDER: California Board of Registered Nurses Provider Number CEP 14441 Retired 2017

PROFESSIONAL ASSOCIATION MEMBERSHIP

Alliance of Nurses for a Healthy Environment

American Association of Occupational Health Nurses
American College of Occupational and Environmental Medicine
American Holistic Nurses Association
American Nurses Association
American Public Health Association
Association of Occupational and Environmental Clinics
Health Care Without Harm
Physicians for Social Responsibility (National Board Member-Retired)
Sigma Theta Tau
Toxic Free Future
Washington State Association of Occupational Health Nurses
Washington State Health Care Safety Council
Washington State Nurses Association
Washington State Physicians for Social Responsibility
Washington State Public Health Association

AWARDS

2012 Lew Brown Memorial Award for Outstanding Health and Safety
2011 Preceptor of Distinction Award, Seattle University College of Nursing
2011 Charlotte Brody Luminary Award for environmental health (*national/international*)
2010 Washington State Public Health Association Honorable Mention Community Health Champion
2009 U.S. Commerce Association, Seattle Award in the Business Services Category (*national*)
2009 Marguerite Cobb Public Health/Community Health Nurses Award, Washington State Nurses Association.
2007 Outstanding Service Award, Tukwila Police Department
2006 Outstanding Occupational and Environmental Health Nurse, Washington State Association of Occupational Health Nurses
2005 Designated as a "Nurse Luminary" a collaborative award from Health Care Without Harm, and the nurses and organizations who are the Guiding Lights and Beacons for the Nurse Luminary Project.
2002 Inductee into Sigma Theta Tau International Society of Nursing
1991 Outstanding Employee of the Year, Virginia Mason