Back to School Looking Different for Custodians

Vancouver’s BC Place Achieves GBAC STAR™ Facility Accreditation

The Role Airplane Cabins Play in Keeping Facilities Clean and Healthy
In this issue...

3 SPECIAL FEATURE
Back to school is looking very different for custodians this year.

4 CERTIFICATION WORKSHOP
Train the Trainer virtual workshop leads up to ISSA Show North America 2020.

5 INDOOR AIR QUALITY
Can air purifiers kill SARS-CoV-2? With misinformation running rampant, it's time to look at the facts.

6 HVAC DEEP CLEANING
Cut costs, save energy and improve indoor air quality with coil cleaning.

7 COVER STORY
BC Place Stadium in downtown Vancouver, BC, has strengthened its commitment to the health and safety of its staff, clients, and guests, by becoming the first stadium in Canada to achieve GBAC STAR™ facility accreditation.

8 GBAC STAR™ ACCREDITATION
Saskatoon's TCU Place becomes first Saskatchewan Facility to Pursue GBAC STAR™ facility accreditation.

9 SPECIAL FEATURE
The role airline cabins play in keeping facilities clean and healthy.

10 EDUCATIONAL OPPORTUNITY
The Cleaning Management Institute (CMI) Hard Floor Care virtual certification course will be held on November 5 from 1 p.m. to 3 p.m.

11 CALENDAR OF EVENTS
Full listing of educational opportunities and networking events happening near you!
there is no doubt that “back-to-school” means something very different this school year than it has in the past century. Schools at every level, from K-12 through college, have been assessing their risks as they determine whether to open their doors to students and staff, or to continue with remote learning. Many have chosen to re-open. That means that across North America, thousands of students have begun to re-enter their school buildings after six months spent at home. As your school facility finally opens its doors, what are some of the new ways schools across the continent are marking this new kind of back to school?

Make a Plan: Any school reopening plan will need to be a team effort. Your school’s plan should follow your federal, provincial and local guidelines, and requirements for school reopening. For further details, including best practices and regulatory compliance, consider reaching out to your distributors and product suppliers who have deep expertise in COVID-related regulations and best practices. Some guidelines to consider when creating your plan include:

• Routine cleaning and disinfection, with increased disinfection of high-touch surfaces, including doorknobs and light switches.
• Closing, then disinfecting, areas where an infected person, or a person

by jim flieeler
Back to School is Looking Very Different for Custodians This Year

continued from page 3

suspected of being infected, has been present.
• Removal of hard-to-disinfect items and surfaces, including shared touch screens, area rugs and upholstered furniture.
• More fully equipped handwashing stations with handwashing signage. Hand sanitizing stations should be available where soap and sinks are not present.

Risk Mitigation: The way your school building is cleaned and disinfected is critical to public health. However, we know that it is only one of a list of equally important factors in mitigating the risk of a COVID-19 outbreak. Indoor air quality is an essential aspect of limiting the spread of COVID-19. Air filtration becomes an important mitigating factor. Social distancing, wearing face masks and paid sick leave are also key aspects of a comprehensive COVID-19 risk mitigation plan.

School for the Cleaners: It’s back to school for your students and teachers, but the custodial team at your school will need to attend some classes too. Because everything has changed since the COVID-19 pandemic, the way your cleaners are doing their jobs has changed too. A well thought out plan is nothing if those executing it don’t know how to do the work, or why they are doing the work. Every member of a school’s custodial team should receive training in their own language on the following topics:
• Safe handling of products and the use of PPE.
• Effective handling of equipment and products.
• How to avoid cross-contamination.
• Recognizing COVID-19 symptoms.
• Transmission-based precautions, including social distancing.

In addition to extra training, cleaning personnel must be informed when there is a suspected case of COVID-19 in a school building. Unfortunately, when the pandemic first broke out, many custodians were asked to clean areas where an infected individual had been without first being notified of the infection. This led to unnecessary dangers. It is every school’s responsibility to care for each and every member of staff, including cleaning personnel. This is also why we agree with leading health agencies that it is important to close down an area where an infected individual has been for a certain amount of time before sending cleaning personnel in to clean and disinfect it.

CLEANING THE OUTDOORS

Some schools may have never thought they’d see the day when they were spending time and resources cleaning their outdoor play equipment on a regular basis. However, this is where we are in the 2020-21 school year. When news of COVID-19 first began, many municipalities and schools closed down their playgrounds, fearing the virus would spread on the equipment. Now that schools are open, facilities have had to think about how to incorporate outdoor playgrounds into their cleaning and disinfecting procedures.

According to the U.S. CDC, it is recommended to clean outdoor spaces regularly. For high-touch surfaces that are made of plastic and metal, routine cleaning and disinfecting is recommended. However, it is not recommended to spray disinfectant in outdoor areas that are wooden, on natural plants, mulch or on the sidewalk or asphalt. In addition, daily routines for cleaning playground accessories like balls and jump ropes should also be established.

Communication: Communication between various groups within your school community will be essential in the time of this pandemic. That includes consistent and clear communication with building inhabitants in the form of signage, emails, and social media that explains the need for social distancing, the importance of hand washing and mask wearing, as well as how frequently surfaces will be cleaned and disinfected. These communications should include answers to frequently asked questions to explain your procedures, and very clear expectations regarding possible infections and how areas will be closed and disinfected.

School administration and facilities departments must be in constant contact to discuss when spaces will be unoccupied and available for cleaning staff.
Plenty of misinformation is circulating regarding the effectiveness of air purification against COVID-19, so I wanted to clarify the facts and set the record straight. In times of emergency, unfortunately, questionable claims are often made about potential solutions. The coronavirus pandemic is no different.

There is a lot to understand when it comes to indoor air quality (IAQ) and the novel coronavirus. For starters, COVID-19 is the name of the disease and SARS-CoV-2 is the virus that actually causes that disease. This association is akin to the difference between Legionnaires’ (the disease) and the bacterium Legionella pneumophila (the cause) or the common cold (the infection) and its related virus (the cause).

It would be wrong for anyone to claim that an air purification technology could address a disease or infection just as it would be wrong to say that an air purifier could cure the common cold. These systems can certainly reduce the cause of a disease but they cannot cure the disease itself.

Although some air purification technologies have been tested against the SARS virus, H1N1, coronaviruses, and other viruses, as of yet I haven’t seen any testing data specifically address the novel coronavirus, SARS-CoV-2. This is an important distinction; a claim without independent laboratory backing is nothing more than wishful thinking.

Claims, Training, and Professional Integrity

The quality of training of IAQ professionals is often revealed by the claims they make to their clients. At the National Organization of Remediators and Mould Inspectors (NORMI), we train professionals on how to reduce generic microbial loads and encourage our students to never make a claim about a specific virus even if testing data shows that it was addressed under clinical settings.

Properly trained IAQ professionals...
Cut Costs, Save Energy & Improve Indoor Air Quality with Coil Cleaning

As facilities like schools, hotels and long-term care organizations prepare for the fall, an important and sometimes overlooked aspect for maintaining a clean environment is heating, ventilation and air conditioning (HVAC) deep cleaning.

In addition to heating and cooling a facility, HVAC systems contribute to regulating acceptable indoor air quality (IAQ). After being stuck inside during the colder months, germs and other particles such as dirt and dust can spread throughout buildings and accumulate. It’s important for building managers to schedule a professional coil cleaning. Without proper cleaning, germs, dust, dirt, bacteria and more can be ventilated throughout a facility. Professional coil cleaning service providers use specialized equipment and chemicals to help kill bacteria, mold and mildew within HVAC units resulting in improved IAQ.

Can Air Purifiers Kill SARS-CoV-2?

IMPROVED INDOOR AIR QUALITY

Low IAQ and poor ventilation can result in immediate health effects, including eye, nose and throat irritation, headaches, dizziness and fatigue. While most of the effects of low IAQ are short-term and treatable, other long-term effects, which include respiratory diseases, heart disease and cancer, can be debilitating or possibly fatal.

Research suggests that poor IAQ can negatively affect student performance in educational buildings, triggering issues like asthma and allergies. But low IAQ doesn’t always present physical health issues. A separate study also indicates that poor IAQ in buildings decreases productivity and causes visitors to express dissatisfaction.

Use cost-effective methods for gathering and testing on-site samples to give property owners data-backed assurance. Surrogate testing, for example, is a common method used to assess IAQ, where surrogate organisms stand in the place of a specific organism. The IAQ professional tests for one microbe—a coronavirus that is not the novel coronavirus, for instance—to confirm that the IAQ protocol used to reduce the microbial load in the indoor environment would be effective against a different microbe, such as SARS-CoV-2.

However, any claim made about a specific organism should be substantiated with testing documentation specific to that exact virus, bacteria, or mold.

Proving the Efficacy of IAQ Protocols

Since no cost-effective methods are readily available to directly test for the presence and concentration level of the novel coronavirus after completing a sanitization project, surrogate testing should be used to assess the efficacy of the sanitization process. Without verifying a reduction in the microbial load in an environment post-sanitization, there is no proof that the sanitizing protocol used was effective.

Using surrogate testing to show a reduction in the viral load after sanitization requires collecting both pre- and post-sanitizing samples. For example, NORMI-certified sanitizing professionals use third-party laboratories to test surface and air samples collected before and after sanitization. Once the reduced microbial load has been confirmed, NORMI issues a certificate of sanitization to the business. This certificate documents the efficacy of the business’s ongoing sanitizing and IAQ protocols, reassuring employees and customers that the business exercised due diligence to create a safe, clean, and healthy environment.

Clinical Versus Field Testing

Another critical point to understand is that clinical testing is different from field testing. In the clinical setting, professionals can control the amount of contamination and, in most instances, isolate a specific organism. By doing that, they can see how an air purification technology may affect a specific virus, fungus, or bacteria.

In the field, however, factors such as temperature and humidity levels can skew testing results. And because of variation in the way buildings are used, the furnishings, the number of occupants, the airflow, and other factors influencing contamination levels, identifying specific reductions is difficult. For this reason, it is most accurate for an IAQ professional to use broad language like “reduce the microbial load” when discussing the reduction of viruses, bacteria, and mold in an indoor environment rather than referencing a specific microbe. Also, IAQ is dynamic, so the effectiveness of most technologies can only be evaluated over time.

Finally, I have concerns about the word kill. With some technologies, such as the multi-cluster ionization and bipolar ionization technologies, the RNA of viruses—that is, the molecules essential to the viruses’ chemical activities—can be disrupted or deactivated, making it impossible for them to replicate. Deactivation is a bit different from kill, but it more accurately describes exactly how the technologies work. Since a virus can’t actually be killed, how air purification manufacturers or distributors describe this deactivation process speaks volumes about the credibility of their claims.

In a world where wild claims are being made, best practice is to rely on testing data documentation, to understand the nature of surrogate testing and to evaluate the words used in product literature and by product representatives. Also, make sure verbal product claims are consistent with the claims documented in product literature from the manufacturer. Words are meaningful, and we should hold salespeople’s feet to the fire whenever they tout supposed effectiveness of their air purification technologies.

Doug Huffman is CEO of NORMI, the National Organization of Remediators and Mold Inspectors. Contact him at doug@normi.org.

SOURCE: Cleaning Maintenance & Management magazine
BC Place Stadium has strengthened its commitment to the health and safety of its staff, clients, and guests, by becoming the first stadium in Canada to achieve Global Biorisk Advisory Council® (GBAC) STAR™ accreditation for outbreak prevention, response, and recovery. GBAC STAR is the gold standard of prepared facilities and provides third-party validation that facilities have rigorous protocols in place for thorough response to biorisk situations.

GBAC STAR is an industry accreditation focused on ensuring a clean, safe, and healthy environments in public and commercial facilities of all sizes. The program outlines best practices, protocols, and procedures to control risk factors associated with infectious disease, including SARS-CoV-2, the virus responsible for COVID-19. The program is administered by GBAC, a Division of ISSA, the worldwide cleaning industry association.

“The well-being of our guests, our team members, and the community has always been our highest priority,” said Patricia Jelinski, general manager of BC Place Stadium. “To be the first stadium in Canada to achieve the internationally-recognized GBAC STAR accreditation through ISSA further demonstrates our team’s commitment to ensuring the health and safety of everyone at our facility.”

To achieve GBAC STAR accreditation, facilities must follow specific performance and guidance criteria to show compliance with the program’s 20 elements, which range from standard operating procedures to advanced innovative technologies.
BC Place is the largest multi-purpose venue of its kind in the province of British Columbia, hosting sport, exhibitions and live entertainment, in the heart of downtown Vancouver. BC Place is the home of the BC Lions Football Club, Vancouver Whitecaps FC, the Canada Sevens as well as the BC Sports Hall of Fame. Each year, BC Place welcomes more than one million guests to events ranging from professional football, soccer, and rugby to amateur and high school sports, consumer shows, cultural gatherings, carnivals, film shoots, special events, and world-class concerts. Events hosted at BC Place generate more than $120 million per year in economic benefit within the province, while also generating significant cultural and community benefit for the people of British Columbia.

Learn more about GBAC STAR™ facility accreditation here.

TCU Place in downtown Saskatoon, SK, has affirmed its commitment to the health and safety of its staff and guests by pursuing the Global Biorisk Advisory Council® (GBAC) STAR™ accreditation for outbreak prevention, response, and recovery. GBAC STAR is the gold standard of prepared facilities and provides third-party validation that facilities have rigorous protocols in place for thorough response to biorisk situations.

GBAC STAR is an industry accreditation focused on ensuring a clean, safe, and healthy environment in public and commercial facilities of all sizes. The program outlines best practices, protocols, and procedures to control risk factors associated with infectious disease, including SARS-CoV-2, the virus responsible for COVID-19. The program is administered by GBAC, a Division of ISSA, the worldwide cleaning industry association.

TCU Place has been working over the past months to create a Safe Reopening Plan, in accordance with government and health regulations and by engaging with government authorities, other venues, suppliers, partners and industry leaders to develop the health and safety protocols that will ensure the continued safety of employees, guests and partners. Applying for GBAC STAR is aimed at ensuring that these protocols meet internationally accredited standards.

“We know the vital role that our building and our industry play in Saskatoon’s economic recovery following COVID-19,” said Tammy Sweeney, Chief Operating Officer of TCU Place. “As excited as we are to reopen our doors, we are adamant about first taking extra precautions to protect our guests, performers, meeting and event planners, and employees. This is our first priority, and we have an obligation to design the plan to keep people safe as they begin to attend large public gatherings. GBAC STAR forms a key part of our reopening strategy. The processes will help us to lead our industry and our city out of this crisis as well instill a sense of trust and confidence in our clients.”
Since the COVID-19 pandemic reached Canadian shores, building managers and cleaning professionals have increased cleaning frequencies significantly to remove pathogens and protect health.

Although it is now believed that the primary way the coronavirus is spread is through the inhalation of droplets from a contaminated person, the Centers for Disease Control and Prevention (CDC) adds that we cannot rule out transmission due to touching surfaces contaminated with the virus.

“It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their mouth, nose, or possibly their eyes,” the CDC webpage stated earlier this year.

“This is not thought to be the main way the virus spreads, but we are still learning more about this virus.”

However, we know other viruses are spread by touching contaminated surfaces and then touching our face, nose, mouth, or eyes. For this reason, it is wise that managers and cleaning professionals are ramping up their cleaning routines.

But, this brings up another issue. Let us say the high-touch surfaces in an office building are wiped clean and disinfected each evening. How long does it take for those very same surfaces to become recontaminated?

Can we count on them to be contamination-free for several hours, or even most of the next day when the building is being used?

This can be extremely hard to determine because no two facilities are used in the same way. Recontamination can be faster in one facility and slower in another. This is because the facilities may differ in the number of people using the building, which surfaces are most touched, weather conditions, and several other factors.

Looking for answers to this quandary, researchers at the University of Hong Kong found that one of the best ways to determine how quickly surfaces become recontaminated is to conduct tests in, of all places, airline cabins.

Why airline cabins? Most cabins are used the same way and hold about the same number of people. Although several planes were used in the study, recontamination frequencies were about the same in all test cabins.

As to their findings, after the surfaces in the airline cabins had been cleaned and disinfected, the researchers reported the following:

• Soon after boarding, a “contamination network” began forming on aisle seat backs and toilets.
• In less than three hours, most of the just-cleaned high-touch surfaces showed traces of contamination.
• Within six hours, “nearly all touchable surfaces are contaminated.”

But then the researchers added one more thing. “Our (research) model is generally applicable to other crowded settings.” This means in a busy office of school, for instance, most of those just-cleaned surfaces will begin collecting potentially harmful pathogens in less than three hours and possibly be fully recontaminated within six hours.

The researchers also added, “The commonly repeated advice to ‘wash hands frequently’ may be replaced in (the) future by more strategic advice such as ‘clean surfaces right now’.”

However, is that practical or possible in most facilities? Can schools or...
**Cut Costs, Save Energy & Improve Indoor Air Quality with Coil Cleaning**

supports the health of building occupants and helps employees perform their best.

**CUTTING COSTS**

Maintenance and energy bills for large commercial buildings tend to be a high cost for businesses. A commercial building uses most of its energy through lighting and HVAC systems. HVAC units that aren’t regularly serviced work harder and use more energy resulting in higher power bills. When thoroughly and consistently cleaned, units can transfer air more quickly and efficiently. The cleaning removes the dust and other particles that would otherwise restrict airflow, reducing the amount of energy consumed.

Neglecting care can also lead HVAC equipment to overwork itself, resulting in a premature demise. Deep cleaning equipment helps maximize life expectancy of equipment and reduces long-term costs.

**WHAT ELSE CAN HELP?**

Coil cleaning is one of many steps a business can take to keep its facility in top shape for warmer months and beyond. Additional considerations to help ensure a clean facility include:

- **Maintaining Carpets:** Carpeted surfaces act as a reservoir trapping dust, dirt, pollen, mould spores, pesticides and other materials which may originate indoors or be brought in from outside. To maintain carpeting, hire a Carpet and Rug Institute (CRI)-certified provider that uses truck mounted and portable units, which rely on heat, pressure and extraction to remove particulate soil embedded in the carpet.

- **Install Protective Mats:** Mats act as the first line of defense in facilities, capturing dirt, water and other debris before it enters the facility. Capture dirt and debris by implementing a matting program. Use rubber scraper mats at the entrance of the building combined with indoor traffic mats to reduce contaminants tracked onto the floor.

- **Restore the Floors:** Daily maintenance helps extend the life of flooring but, without a long-term maintenance strategy that includes deep cleaning, floors wear easily. With an average of 421,000 different bacteria found on shoes along with harmful debris like asphalt, pebbles and dirt that can cause damage to floors, deep cleaning becomes a necessary part of long-term maintenance. Deep cleaning requires chemicals, equipment and training to break down the build-up and extract all contaminants from grout lines, tiles and other types of flooring. Having an improperly trained staff member clean floors or using the wrong product can be very costly. Improving the cleanliness of the facility by deep cleaning not only extends the life of the floors, but also improves IAQ and enhances a company’s image.

- **Check the Restroom:** A well-stocked and clean restroom plays a key role in maintaining facility cleanliness. Facility managers should use cleaners that won’t leave streaks or film on glass, mirrors or other fixtures. Use cleaners that are tough on grime and soap film, but non-corrosive to surfaces such as ceramic, porcelain and stainless steel. Employees should focus on disinfecting key surfaces such as toilets, faucets, door handles and floors along with forgotten areas such as light switches and partitions.

Proper facility maintenance can lead to improved IAQ, enhanced building cleanliness, reduced energy costs and increased asset life expectancy. Consider implementing a HVAC coil cleaning program and other key facility maintenance procedures to improve your business’s image, and its bottom line.

**SOURCE:** REMI Network


---

**Saskatoon’s TCU Place**

**Becomes First Saskatchewan Facility to Pursue GBAC STAR™ Accreditation**

other public venues.

“GBAC STAR is the gold standard of safe facilities, providing third-party validation that ensures facilities implement strict protocols for biorisk situations,” said GBAC STAR Executive Director Patricia Olinger. “Accreditation empowers facility owners and managers to assure workers, customers, and key stakeholders that they have proven systems in place to deliver clean and healthy environments that are safe for business.”

Located in downtown Saskatoon, SK, TCU Place is a leading conference facility in western Canada. With over 104,000 sq. feet of convention space, this facility is one of the most versatile properties in Saskatoon. The convention centre houses 21 different rooms with configurations that allow unlimited combinations, as well as the Sid Buckwold Theatre – a 2074 soft seat theatre that has hosted international national performers, speakers and theatrical productions.

TCU Place is owned by the City of Saskatoon. The facility is operated by the Centennial Auditorium and Convention Centre Corporation, a not-for-profit organization with oversight from a volunteer Board of Directors appointed by the City of Saskatoon. For more information, visit http://tcuplace.com/.

For more information about the GBAC STAR facility accreditation, please visit www.issa-canada.com.

---

**Tcu Place**

Saskatoon’s Arts & Convention Centre
The Role Airline Cabins Play in Keeping Facilities Clean and Healthy continued from page 9

commercial office buildings afford to have custodial workers cleaning high-touch areas every hour or two? In most cases, the answer is no. Nevertheless, building managers can take steps to help minimize surface contamination and protect the health of building users.

The first step is to create a “high-touch checklist.” The second is to make sure proper cleaning methods are in place. Let’s start with the checklist.

THE HIGH-TOUCH CHECKLIST

Managers should tour their facilities with their housekeeping crew or cleaning contractor. The goal here is to develop a list of high-touch items in the facility that can become “pathogen heavy” during the day. Some surfaces are apparent, such as elevator buttons, door handles, kitchen counter tops, water fountains, and light switches. But how about the glass on doors, coffee machine handles, refrigerator door handles, time clocks, chair tops, even common-use staplers and staple removers. These become pathogen heavy very quickly, all belong on the high-touch checklist for cleaning.

With the checklist in hand, cleaning professionals know more precisely which surfaces need their time and attention. This saves time because it eliminates cleaning surfaces that do not need special attention. Building housekeepers and day porters now know where they are needed the most.

CLEANING METHODS

The cleaning workers in a 644-unit condominium building were using a high-touch checklist and cleaning program to ensure frequently touched surfaces were cleaned and disinfected throughout the day. As concerns mounted regarding the coronavirus, the building managers met with the cleaning professionals to review the program and determine if any changes were necessary.

During the review, a few high-touch surfaces were added to the list. However, it soon became apparent that the methods used to clean surfaces were the bigger problem.

For instance, one worker was tasked with cleaning the door handles on each apartment once per week.

He used the same cleaning cloth to clean each handle until it was saturated with moisture and soil. With this method, instead of removing pathogens, the worker was spreading them from one door handle to another.

A similar situation happened with floor mopping. Mop buckets were filled with water and cleaning solution to clean the long hallways in the building. There was no procedure in place regarding how often the mop water and mop heads were to be changed. The result was that both were changed when they became unsightly. That is way too late. By then, the bucket water and mop heads have spread contaminants from one end of the hallway to another.

To address these situations, cleaning cloths were changed after cleaning the door handles on each floor. As for floor cleaning, the decision was made to transfer from floor mopping to a spray-and-vac cleaning method, also known as no-touch cleaning.

No mops are used in this process, and only fresh water is applied to floors. This eliminates the dangers of floor contamination due to the cleaning process. ISSA, the worldwide cleaning association, also finds the process is faster than traditional mopping procedures.

When we look back at this difficult time, one of the few good things we may realize is that we learned much more about surface contamination than ever before. We now have a better idea how long surfaces can stay contaminated as well as how quickly they can become re-contaminated. We have also learned some cleaning methods and procedures are more effective at removing and stopping the spread of infection than others.

Drew Bunn is the Canadian Director of Sales for Kainoa Canada, manufacturers of professional cleaning tools and equipment engineered to help protect health. He can be reached at dbunn@kainoa.com.


** Spray-and-vac is a term coined by ISSA

SOURCE: The REMI Network

CMI Hard Floor Care Certification

The Cleaning Management Institute (CMI) will host its Hard Floor Care certification course in a virtual format on November 5, 2020 from 1 p.m. to 3 p.m. (EST).

This virtual certification course teaches facility service provider managers, front-line supervisors, and specialty technicians to maintain new and unique floor coverings, such as polyvinyl sheeting, rubber, bamboo, laminates, and more.

Supply chain professionals are also encouraged to participate in an effort to support their facility service provider customers.

Participants will receive the ISSA Cleaning Management Institute (CMI) Hard Floor Care handbook and will take the online exam to earn CMI certification.

The cost of the program is $175 (USD) for ISSA Canada members and $350 (USD) for non-members.

For more information and to register, please click here.

ISSA SHOW
NORTH AMERICA
VIRTUAL EXPERIENCE
NOVEMBER 16 - 19, 2020


The ISSA Show North America Virtual Trade Show and Conference is built with the flexibility to design your own experience. Just favourite what you’re interested in, then watch, read and discover at your own pace. Mixed with live and on-demand content, the Virtual Experience makes it easier than ever for industry professionals to participate.

Organized by: Powered by:
issashow.com