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WINTER 2022

NORTH DAKOTA MOTOR CARRIERS ASSOCIATION PUBLICATION

THE LAW ENFORCEMENT TORCH RUN®

“TRUCK CONVOY” 2021

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The North Dakota Motor Carriers Association has been publishing the Rolling Along magazine since 1948. Each issue provides members with information concerning their association and the issues impacting the trucking industry.



Rolling Along is published quarterly (April, July, October and January) by the North Dakota Motor Carriers Association. Statements of fact and opinion are the responsibility of the authors alone and do not imply an opinion on the part of the officers, members or staff of the North Dakota Motor Carriers Association.

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MESSAGE FROM THE PRESIDENT



ERIC GROVE

Another year has flown by us. It certainly was accompanied by many challenges. The trucking industry is certainly no stranger to challenges.

I was honored to receive the gavel from former president Pat Severson at the annual convention and take a turn to represent our vibrant association. I would like to take a moment to thank Pat for all the hard work and leadership during his term. He faced several obstacles and met each with such a positive attitude. He has been a fine role model. Thank you, Pat!

As we kick off the new year, I know one of the largest challenges that lie before us is the pending driver shortage. The image of our industry is changing. This is a hardworking and rewarding industry. We need to take this opportunity to show our current and upcoming workforce how much our industry has to offer and the crucial role we play in everyone's day to day lives. We were in the spotlight as COVID hit our world. The diligent workforce of our industry kept our country moving forward. We should be very proud of that fact and share it.

The trucking industry has many excellent careers to offer. My son is in his senior year of high school and had the opportunity to participate in a 'job shadow' program last year. It was a wonderful opportunity for him, and I took a lot away from his experience as well. He was able to see firsthand what an industry and company had to offer, work in real time and experience the day-to-day operations. He followed up and took a summer job with that company. They did a good job to make the experience rewarding and exciting, motivating him to seek out that career path. I encourage us all to promote and participate in programs like this to tell our story and provide our youth with insight to our rewarding careers.

The NDMCA Foundation, a 501(c) (3) is the arm of our association that provides educational programs, scholarships, and events to promote safety. The scholarship program is one I highly encourage all our members to participate in. We love to see our youth apply for these and I know we can continue to foster their growth in our industry. Current applications are now being accepted through May 15th, visit ndmca.org for more information on how to apply.

In February, new requirements will go into effect for those who want to obtain or upgrade a CDL (see page 14). The TrainND programs in both Fargo and Bismarck are both gearing up to help meet this new challenge of getting people trained to enter our industry. In Bismarck

the program can currently train approximately 45 CDL students a year, with a 100% graduation rate. They are planning to double their training capacity with an expansion grant this year. Both these programs are supported by NDCMA and are doing an excellent job training people to enter our industry.

Additionally, NDMCA will be offering a program to members through Team Safe Trucking to assist in training drivers for the theory portion of the new regulations. This program is online, and more details can be found on page 14.

Building our NDMCA membership is very important to me. I will strive to extend our membership and hope you will all aid in this endeavor with me. If each of us reached out to other motor carriers and shared all that our association offers, I am confident we can grow and provide even more. Please take it as a personal goal to encourage even one more carrier to join our mission. As our former president Melissa Dixon has shared, "There is strength in numbers." The stronger our numbers the more our voice can be heard and larger the impact we can make.

Our association has many services open to our membership. I encourage you to take advantage of the discounted training, weekly newsletter and safety and compliance resources that we offer. NDMCA is also able to assist as a liaison between you and state/federal agencies. Please reach out to the NDMCA office if you have any questions on how we can better serve your business.

I appreciate the opportunity to serve as NDMCA President. I look forward to working with all of you to achieve our goals and bring value to our membership and our industry.

Sincerely

A handwritten signature in blue ink that reads "Eric Grove". The signature is fluid and cursive.

Eric Grove



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We need your support to keep up the fight and ensure North Dakota remains a trucking-friendly state! TruckPAC North Dakota supports elected officials that are key in helping fight off regulations that negatively impact our industry, bottom line, and safety ratings.

<https://shopndmca.org/truckpac-north-dakota/>

NDMCA SCHOLARSHIP WINNERS

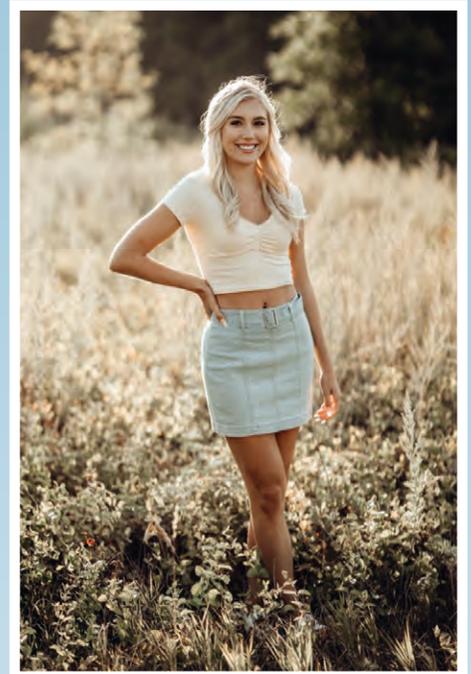
AVA WAHL

My name is Ava Wahl. I graduated with honors from Dickinson High School in May 2021. I am currently attending Dickinson State University, finishing up my first semester, majoring in Elementary Education. I have always been passionate about working with children and I look forward to completing my degree and becoming an elementary teacher.

My parents have stressed the importance of a good education to be successful in life. My mom, Nancy, is a Registered Dietitian and Food Service Director for the Dickinson Public Schools, and my dad, Russ, is the Safety Director for Fisher Sand & Gravel Co. He manages the DOT compliance for their company, and trucking is the backbone of their operations.

I have been involved in competitive dance since age 8, and learned the importance of hard work, dedication, striving to be the best person I can be, and that you don't have to win to have fun. I have also been babysitting for many families of kids since I was 12 and have taken babysitting courses and CPR classes to educate myself.

I sincerely thank the North Dakota Motor Carrier Association for awarding this scholarship.



BRODEE FINCK

I graduated from Mandan High School in May of 2020. At 17 years old, with my parents' consent, I enlisted into the United States National Guard. During my junior year in high school, I attended ROTC one weekend a month in Devils Lake, ND. Between my junior and senior year, I completed my Basic Combat Training at Ft. Benning, Georgia. During my senior year of high school, I continued with my ROTC training with my assigned unit in Devils Lake, ND. Once I graduated high school, I went off and attended Advanced Individual Training (AIT) in Ft Lee, Virginia. This is where I started my Military Occupational Specialty (MOS) Code in the diesel mechanic field.

During my training in Virginia, I learned a lot of information and discovered my passion for the mechanics field. I was signed up to attend college at North Dakota State College of Science in the fall of 2020 for their diesel mechanic program, but due to my military training lasting longer than the college start date, I put off going until the fall of 2021. When I returned from AIT, I applied for the Think Big Program through Butler Machinery. I was immediately accepted into the program. Due to the specialized schooling Butler requires through NDSCS, I started the diesel mechanic program in August of 2021.

Throughout my past year working at Butler, I have gained so much hands-on knowledge that will help me not only in my schooling, but also in my continued work field once I graduate. I get to work along and get trained by those who have been doing this line of work for years. Working alongside such knowledgeable people helps me retain the information and the skills that I will use later in my career.

I have always been a hands-on learner and have a passion for working on vehicles. When I was younger, I helped my grandfather rebuild an old tractor and have also always been involved and enjoyed working with my family members on cars or other vehicles as they taught me so many things along the way. I was always into sports and played soccer from grade school into high school. I carried a consistent job from the time I was able until present. I know how to operate as a team player and how to be efficient as a solo worker. Working on vehicles has been something that I truly enjoy, which is why I chose this career path, not only in the civilian world, but also in my military career path as well. During my time at college, I will also be continuing my military training one weekend a month and will continue with my military career past college.

I would like to take this last bit to say how grateful am to receive this scholarship. Being a diesel mechanic is something I believe I will excel in life and will be able to enjoy as my career.

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THE LAW ENFORCEMENT TORCH RUN® “TRUCK CONVOY” 2021



West Fargo, ND – On Saturday, October 9th, 2021, the 17th annual Law Enforcement Torch Run (LETR)® Truck Convoy benefiting Special Olympics North Dakota (SOND) was held at the Red River Valley Fairgrounds in West Fargo, ND. The Truck Convoy for Special Olympics is a national celebration of the trucking industry, its allied partners, and law enforcement, all working together to help raise money for Special Olympics. The North Dakota Motors Carrier Association Foundation was one of many valued sponsors of the event, adding their support by purchasing window flags for every vehicle bearing the SOND, LETR and NDMCAF logos.

On the morning of the event, 59 drivers from across the Red River Valley were greeted by volunteers from organizations such as, UNFI, US Bank, Spielman Radio, and the SOND – Cass County Program. Drivers were provided a warm breakfast while listening to live music and bidding on silent auction items. Resource Auctions of Grand Forks auctioned off the Lead Dog and Tail End positions. Kylo Trucking (Larimore, ND) won the bid for the Lead Dog position for the 11th year and Marvin (West Fargo, ND) successfully won the Tail End position for their 2nd year. The North Dakota Highway Patrol, Cass County Sheriff’s Office and the West Fargo Police Department led the Convoy on a predetermined route across Fargo and West

Fargo ensuring safety along the route as SOND Athletes cheered them on. “While the global pandemic has forced changes in our organization, the spirit of our athletes can never be extinguished,” SOND President/CEO Nancy Hanson said. “Special Olympics Athletes are an example to the rest of society to take challenges head on, always remain positive, and remember that you are never alone. That winning spirit is also seen in the motor carrier industry as they keep our nation moving during these challenging times.”

Special Olympics North Dakota is a statewide organization that provides children and adults with intellectual disabilities (ID) year-round opportunities in sports, health, education, and community building. SOND serves more than 1,600 athletes across the state with a focus going far beyond sports events, driving social change that enables full social participation for people with ID. SOND is one of 52 U.S. programs, and part of a group of more than 190 countries providing more than 4.5 million athletes around the world an opportunity to train and compete in athletics year-round. If you are interested in volunteering your time or talents to the organization, please visit them at www.specialolympicsnd.org for more information.





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WSI LAUNCHES PHASE III OF THE POPULAR ERGONOMIC INITIATIVE GRANT

WSI recently launched Phase III of the Ergonomic Initiative Grant. Qualifying WSI policyholders will be eligible for the additional grant funding regardless of participation in Phase II. The program parameters and eligible grant amounts will remain the same for the Phase III program as they were in Phase II.

WSI's Ergonomic Initiative Grant Program provides employers resources, including financial assistance, to address ergonomic issues. The purpose of the program is to reduce or eliminate cumulative-type injuries at the workplace.

The Ergonomic Initiative Grant Program consists of two parts; the Ergonomic Initiative Program and the Ergonomic Grant Program. The initiative program needs to be completed before an employer can be eligible for the grant program

Ergonomic Initiative Program

WSI provides financial assistance for provider services under this program. WSI pays 75% of the provider fees and the employer pays 25%. The provider's work and services will vary depending on the needs of the employer. Factors that determine the work and services include the number of employees, number of job classifications, type of work performed, and claims trends history (frequency and severity).

The provider's visit may include:

- An ergonomic assessment to identify potential or existing problems
- Ergonomic recommendations and interventions
- Assistance with selecting appropriate ergonomic equipment
- Ergonomic education and training

Ergonomic Grant Program

WSI provides financial assistance for an employer to purchase ergonomic equipment. The provider must recommend the equipment in the ergonomic assessment which is completed in the initiative program.

Financial Assistance Eligibility Chart

Standard Premium	Max Award
\$250 - \$5,000	\$5,000
\$5,001 - \$20,000	\$10,000
\$20,001 - \$50,000	\$15,000
\$50,001 - \$150,000	\$20,000
\$150,001 - \$300,000	\$30,000
\$300,001 and above	\$50,000

To learn more about the grant, visit www.workforcesafety.com/safety/grants/ergonomic-initiative-grant.

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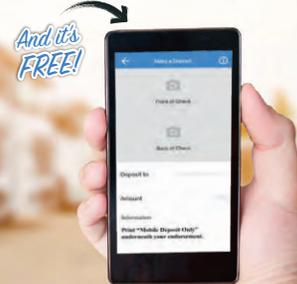
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TRAVEL RESTRICTIONS FOR OVERSIZE AND OVERWEIGHT PERMITTED MOVEMENTS IN 2022

North Dakota Highway Patrol/Motor Carrier Operations
Oversize/Overweight Permit Office (12-2021)

1. Permitted movements not exceeding 16 feet in width may travel on any day, ½ hour before sunrise to ½ hour after sunset.
2. Permitted movements that are over-height and/or over-length only, may travel on any day, ½ hour before sunrise to ½ hour after sunset.
3. Permitted movements that are ten feet in width or less, one hundred twenty feet long or less, or overweight only may travel on any day or night with proper lighting.

Holidays	Permit Office closed	Load Movement
New Year's Day	December 31, 2021 January 1, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on December 31 until sunrise on January 3.
Martin Luther King Day	January 17, 2022	Permitted vehicles and load movements are allowed to travel as stipulated.
President's Day	February 21, 2022	Permitted vehicles and load movements are allowed to travel as stipulated.
Good Friday	April 15, 2022	Permitted vehicles and load movements are allowed to travel as stipulated.
Memorial Day	May 30, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on May 28 until sunrise on May 31.
Independence Day	July 4, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on July 3 until sunrise on July 5.
Labor Day	September 5, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on September 3 until sunrise on September 6.
Veteran's Day	November 11, 2022	Permitted vehicles and load movements are allowed to travel as stipulated.
Thanksgiving Day	November 24, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on November 23 until sunrise on November 25.
Christmas Day	December 25, 2022 December 26, 2022	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on December 24 until ½ hour prior to sunrise on December 26.
New Year's Day	January 1, 2023 January 2, 2023	Permitted movements <u>exceeding</u> 16 feet in width, <u>may not</u> travel from noon on December 31 until ½ hour prior to sunrise on January 2.

4. North Dakota has a travel information map that provides width, length and height restrictions on state highways due to construction, road conditions, load restriction information, as well as weight limits placed on the state highways in the spring of the year. If you have any questions please contact the Permit Office at 701-328-2621 or visit the NDDOT travel information map at <https://travel.dot.nd.gov/>

UGPTI HONORS TRANSPORTATION LEADERS AT ANNUAL AWARDS BANQUET

The Upper Great Plains Transportation Institute (UGPTI) at North Dakota State University honored transportation leaders from across the region at its annual awards banquet October 14 in Fargo.

Award winners are: John Roswick, retired president and chairman of the board of Midwest Motor Express; Darcy Rosendahl, retired deputy director of the North Dakota Department of Transportation (NDDOT); Mark Wolter, director of safety and maintenance for Midnite Express; and Cal Gendreau, retired state construction engineer with the NDDOT.

John Roswick received the Agrey Award, UGPTI's highest award, in recognition of his state and national leadership in the trucking industry. Roswick began working at Midwest Motor Express at age 16. Following graduation and three years in the U.S. Army where he achieved the rank of captain, he returned to MME in 1972 and served as treasurer, president and chairman of the board, a position he held until his retirement in 2019. MME recently celebrated a century of transportation services in North Dakota.



John Roswick

During the time when the N.D. Public Service Commission regulated the trucking industry, Roswick testified before the commission to help develop regulations and enforcement, leading to increased gross truck weights, increases in truck length, and changes in regulated truck routes. He was active in the North Dakota Motor Carriers, serving as a board member and its president, frequently providing input into state law and regulation.

In the 1980s, Roswick was a member and later president of the North Dakota Highway Users, a group that advocated for protection of gas tax funding and its use for highway maintenance and improvement. He worked with elected officials, particularly Senator Quentin Burdick, to assure that North Dakota and other small-population states received fair allocations of federal highway funds.

Roswick's North Dakota Motor Carriers activities led to his appointment as North Dakota's state vice president, a post that

included serving on the board of directors of the American Trucking Association. He served on the regulatory committee, which evaluated and provided recommendations to ATA's legislative, policy, and legal staff. He also served on the labor committee, which advised on legislation, regulations, trends, practices, and policies in the transportation industry workplace. Roswick served in those positions until his retirement after 33 years of service. He was also member of The National Motor Freight Traffic Association, Inc., which advocates for trucking issues to federal agencies and the Supreme Court.

Roswick was a long-time president of Bismarck Industries and serves as a board member of the Thomas and Francis Leach Foundation.

The Agrey Award recognizes and honors individuals who have made significant contributions to the state of North Dakota, its citizens and its business community through involvement in transportation.

Darcy Rosendahl received the Chairman's Award, which recognizes his work in establishing partnerships between NDDOT and UGPTI. In his roles at NDDOT and during his time as NDLTAP director, he helped UGPTI develop research and outreach programs that provided valuable support to NDDOT. While deputy director at NDDOT, Rosendahl headed the four-state Transportation Learning Network dedicated to distance-based transportation training and education. While with NDDOT's Materials Division and Planning Division, he continuously supported research at the department and university level.

Rosendahl worked for NDDOT from 1985 to 2011 in the Design Division, Materials and Research Division, the Planning and Programming Division, and the Office of Operations. His experience includes traffic and urban design, geotechnical engineering, pavement design, pavement analysis, materials testing, pavement research, transportation planning, traffic analysis, traffic operations, federal aid programming, construction, maintenance, and civil rights. Rosendahl worked for UGPTI as director of the Local Technical Assistance Program assisting counties, townships, and cities improve their roads and bridges. He returned to NDDOT in 2013 as deputy director, a position he held until his retirement in 2017.

Rosendahl earned his B.S. in civil engineering from NDSU and was an active member of the Central Dakota Chapter of the American Society of Highway Engineers and the American Public Works Association. He was a registered North Dakota professional engineer.

The Chairman's Award recognizes individuals for contributions to transportation research, education, and outreach at NDSU, and/or contributions to the viability of UGPTI.

Mark Wolter and Cal Gendreau received the Lifetime Achievement Award, which recognizes individuals who have had a distinguished career in a transportation-related field and have demonstrated long-term professional excellence.



Mark Wolter

For **Wolter**, the award recognizes his more than 46 years of service and leadership to the transportation industry, particularly in the area of truck safety.

Wolter grew up in Moorhead and attended M State Community and Technical College, earning a degree in diesel technology. He has been involved with trucking for more than 40 years as a mechanic, shop foreman, fleet administrator and, since 2009, director of safety and maintenance at Midnite Express trucking company. He will retire in December.

Wolter is certified by the North American Transportation Management Institute as a “Director of Safety” and has been a safety director for trucking companies for 28 years. Wolter served on the board of directors for the North Dakota Motor Carriers Association for 12 years and was president of the association from 2015 to 2017. He received the association’s Safety Professional of the Year award in 2005 and 2009. Wolter has served on the N.D. Truck Driving Championship Committee since it began 28 years ago, and led the event from 2010 to 2019.

For the past 12 years, he has presented the NO-ZONE Program, which illustrates truck areas where there is limited or no visibility, to numerous locations and events, including UGPTI’s 50th

anniversary celebration in 2017. Wolter received the ND VISION ZERO “Infrastructure Program of the Year” Award for the program in 2020.

Wolter is a board member of the Transportation Club of Fargo Moorhead, serving as president from 2009 to 2021. For 16 years he led the club’s monthly “Safety 20 Focus Groups” meetings. He is also a member of the Northern Regional Association of Safety Professionals and serves on group’s annual conference committee. Wolter has served on the Metropolitan Council of Governments’ transportation technical committee since 2015.

Wolter serves on truck driver training program advisory boards for the North Dakota State College of Science and Alexandria Technical College. He is also a member of the State of Minnesota District 4 Freight Plan Advisory Committee and chairs NDDOT’s Vision Zero Priority Emphasis Team on Heavy Trucks. He also serves on the UGPTI Advisory Council.

Gendreau, a former NDDOT construction engineer, is being recognized for his innovative and progressive work in integrating new technology into the design, bidding, and construction of highway projects across North Dakota.

Gendreau began working for the North Dakota State Highway Department as a temporary construction employee in 1974. He received a B.S. degree in civil engineering from the University of North Dakota in 1976 and became a registered professional engineer in 1980.

Gendreau’s 42-year career with NDDOT included highway and bridge construction, highway design, and construction contract administration. He designed the first recycled concrete pavement project in North Dakota on Interstate 94. From 1991 to 2017, he served as North Dakota’s State Construction Engineer and guided the development of internet bidding, automated construction records, and the use of mobile data collection devices on highway construction projects.

As an active member of the American Association of State Highway and Transportation Officials and the Western Association of State Highway and Transportation Officials, Gendreau helped advance highway construction specifications.

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NEW TRAINING CRITERIA FOR ENTRY-LEVEL DRIVERS

By Leanna Emmer, NDLTAP State Tech Representative

Effective February 7, 2022, entry-level driver training (ELDT) requirements set by the Federal Motor Carrier Safety Administration will change for those who want to obtain or upgrade a commercial driver's license.

Specifically, the changes will affect individuals wanting to:

1. Obtain a Class A or Class B commercial driver's license (CDL) for the first time,
2. Upgrade from a Class B to Class A CDL,
3. Obtain a school bus (S), passenger (P) or hazardous material (H) endorsement for the first time.
 - a. A driver who operates any single vehicle, or combination of vehicles, that meets neither the definition of Class A nor that of Class B (a vehicle with a gross vehicle weight or gross weight rating of 26,000 pounds or less), but requires a passenger (P), school bus (S), or hazardous materials (H) endorsement for the first time, must complete the entry level driver training related to that endorsement only. A Class C CDL would be issued to drivers only needing the endorsement.

The individuals described above are considered entry-level drivers. Under the new regulations, these drivers will be required to go through classroom instruction and skills training provided by a certified instructor/company. A list of certified instructors/companies will be provided on the FMCSA Training Provider Registry Training Provider Registry ([dot.gov](https://www.fmcsa.dot.gov)). The registry will be available to view at a later date.

Individuals who already have a valid CDL, or who have an S, P, or H endorsement prior to February 7, 2022, are not required to complete the new training requirements. Similarly, individuals who obtain a commercial learner's permit (CLP) prior to February 7, 2022, and obtain their CDL before the permit expires also do not have to complete the new training requirements.

The primary objective of the change in regulations is to improve highway safety by ensuring entry level drivers of commercial motor vehicles receive proper safety training. The new ELDT regulations and the Training Provider Registry were mandated under the Moving Ahead for Progress in the 21st Century Act (MAP-21). The ELDT final rule was based, in part, on consensus recommendations from FMCSA's Entry-Level Driver Training Advisory Committee (ELDTAC), a negotiated rulemaking committee that held a series of meetings in 2015.

To learn more about the CDL entry-level driver training requirements/regulations visit the FMCSA website:

<https://www.fmcsa.dot.gov/registration/commercial-drivers-license/entry-level-driver-training-eldt>

Descriptions of various CDL classes and endorsements:

Class A – Any combination of vehicles with a gross combination weight rating or gross vehicle weight of 26,001 pounds or more, and the towed vehicle has a gross vehicle weight rating or gross vehicle weight of 10,001 pounds or more.

Class B – Any single vehicle with a gross weight rating or gross vehicle weight of 26,001 pounds or more and may be towing a vehicle not in excess of 10,000 pounds.

S Endorsement – A school bus "S" endorsement is required to operate a school bus designed to transport 16 or more student passengers (including the driver).

P Endorsement – A passenger bus "P" endorsement is required to operate a passenger bus designed to transport 16 passengers including the driver.

H Endorsement – A hazardous materials "H" endorsement is required to operate a commercial motor vehicle transporting hazardous materials that requires placarding.

NDMCA TO OFFER ELDT TRAINING THROUGH TEAM SAFE TRUCKING



North Dakota Motor Carriers Association is providing the State of North Dakota with Team Safe Trucking's Entry Level Driver Theory Training Program for Class A drivers. TST training courses are the most convenient and user-friendly truck driver safety training courses available.

Team Safe Trucking is a registered provider of ELDT training in North Dakota and meet all the required curricula now required by the FMCSA to obtain a commercial drivers license.

Trainees can access TST training courses at any time using a smart device or computer with internet access. A detailed record of completed courses, the training material used for training, the date

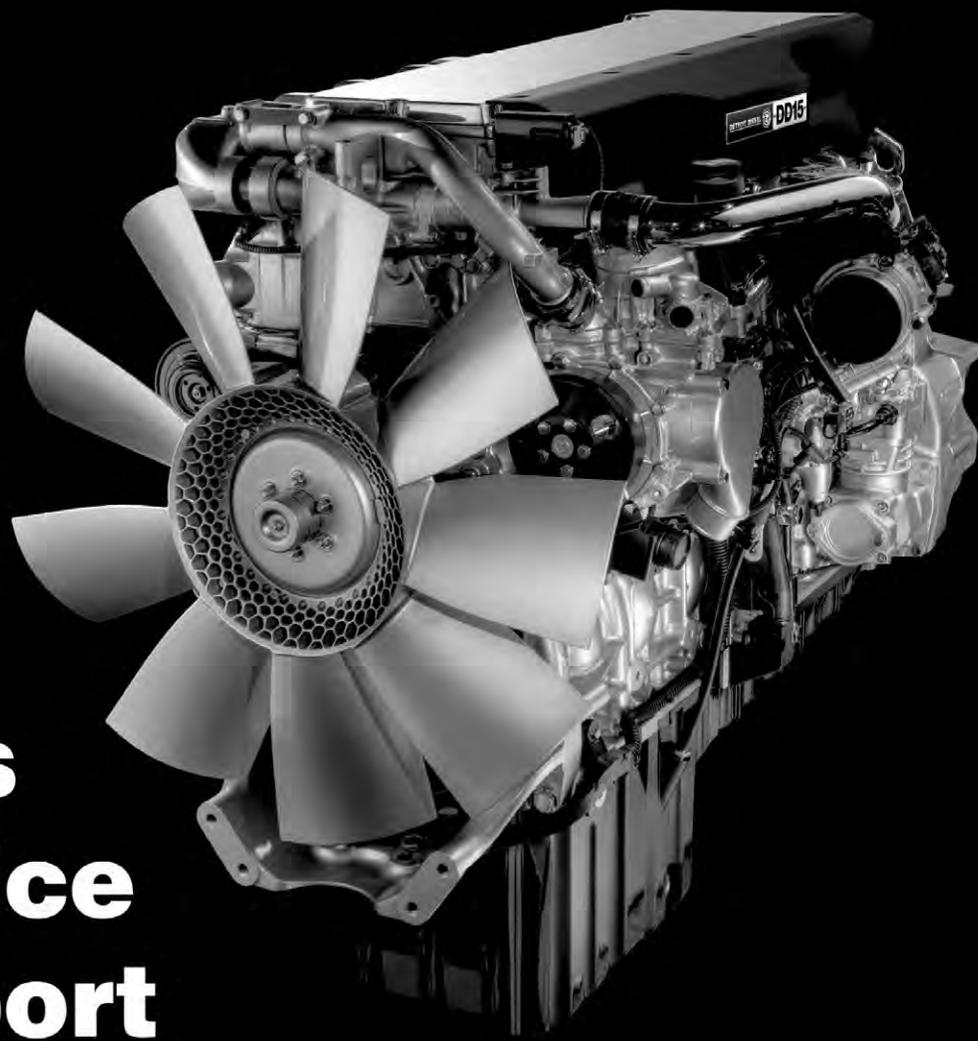
and time the training was completed, and a training certificate is available for each course completed through the online training management platform. The convenience of "on-demand" driver safety training will save time and money, allowing more time for productivity while complying with governmental and insurance carrier mandates. These courses are another added benefit to your annual membership in the association. This unique training platform is designed with input from truck drivers, owners, and other experts across the nation.

If your company is interested in utilizing this program to fulfill the theory requirement of the new ELDT rules please contact the association office at 701-223-2700 or email kacey@ndmca.org.

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2022 Events Calendar



NDMCA

NORTH DAKOTA MOTOR CARRIERS ASSOCIATION

SAVE THE DATE!

For more information, or to register, visit ndmca.org.

March 30

AVI/Pre Post Trip Inspections, Virtual Seminar

April 20

Driver Qualification, IFTA and IRP Registration, Virtual Seminar

April 27

Permitting/Size and Weight, Virtual Seminar

June 4 - Truck Driving Championship

Red River Valley Fair Grounds, Fargo



July 20

Cargo Securement, Fargo

September 13 - NDMCA Foundation Scholarship Golf Tournament

Fargo

September 13 & 14 - NDMCA Annual Convention

Delta by Marriott, Fargo

October 5

AVI/Pre Post Trip Inspections, Virtual Seminar

October 18

DOT Compliance, Fargo

October 25

DOT Compliance, Virtual Seminar



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