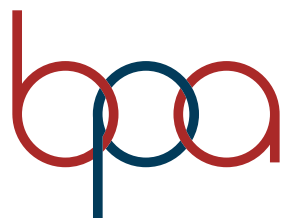




PROGRAM GUIDE

Competitions • Awards • Scholarships • Leadership • Service



**BUSINESS
PROFESSIONALS**
of AMERICA



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NATIONAL CENTER HEADQUARTERS

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It is the policy of Business Professionals of America that no person on the basis of race, color, religion, national origin or ancestry, age, sex, marital status, sexual orientation, or disability shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination in any program or activity for which it is responsible.

Members & Advisors

Welcome



STEVEN J. MITCHELL

Executive Director / Chief Executive Officer

I am elated to be the new Executive Director / Chief Executive Officer of Business Professionals of America. These past few months have truly been a whirlwind of wonderful onboarding experiences, and I am eternally grateful for the opportunity to serve in this capacity. I appreciate everyone for the patience, support, and warm welcomes extended to me during this transition.

We have an exciting year of awesome opportunities awaiting every BPA member and advisor, and I am eager to see all of you #DiscoverYourPurpose as we engage in everything BPA has to offer throughout this year.

As a former Career and Technical Student Organization (CTSO) chapter advisor and state advisor, I know firsthand how much hard work, dedication, and time are required to provide high-quality student experiences with excellence.

Your efforts, sacrifices, and commitment to BPA are appreciated, and the BPA National Center staff and I are looking forward to providing world-class support to all of you this year.



PAXTON CAVIN

Chair, National BPA Board of Trustees

It is with complete joy that I welcome you to the 2022–2023 membership year! Business Professionals of America is focused on creating innovative leadership growth initiatives, competitive events, community involvement, and connections to business and industry.

These incredible opportunities would not be possible without our student members, local advisors, state advisors, alumni, business partners, and national staff who provide valuable input and diligent effort to advance the mission of our organization.

Whether you are a returning member or new to BPA, you will soon DISCOVER that you have joined an immense system of support and opportunity that can change your life in as many ways as you allow.

I encourage you to take advantage of every opportunity offered, to be curious when listening to experts, and to meet as many people as possible—because the people you meet in BPA are the kind of people you will want to stay connected to throughout your life.

Thank you for choosing to be part of BPA, and know that as you DISCOVER YOUR PURPOSE this year, you have a vast support system celebrating you every step of the way!

Registration & Member Websites



Registration System

<https://register.bpa.org>

- Manage your chapter membership roster
- Update school and advisor information
- Set or reset student member passwords
- Print student membership cards and certificates
- Register for National Virtual Competitions
- Access the Torch Awards Portal
- Register for the National Leadership Conference
- Obtain national competition schedules and results
- Access and pay invoices (3% processing fee is added to debit or credit card payments)



Member Gateway

<https://members.bpa.org>

- Access members-only competitive event materials
- Download BPA marketing and advocacy resources
- Complete the student certification series
- Register for live webinars
- Access archived webinars and members-only learning resources
- Purchase WSAP test banks from previous years
- Submit application materials for BPA awards
- Apply for student member scholarships

NEW FOR 2022-2023

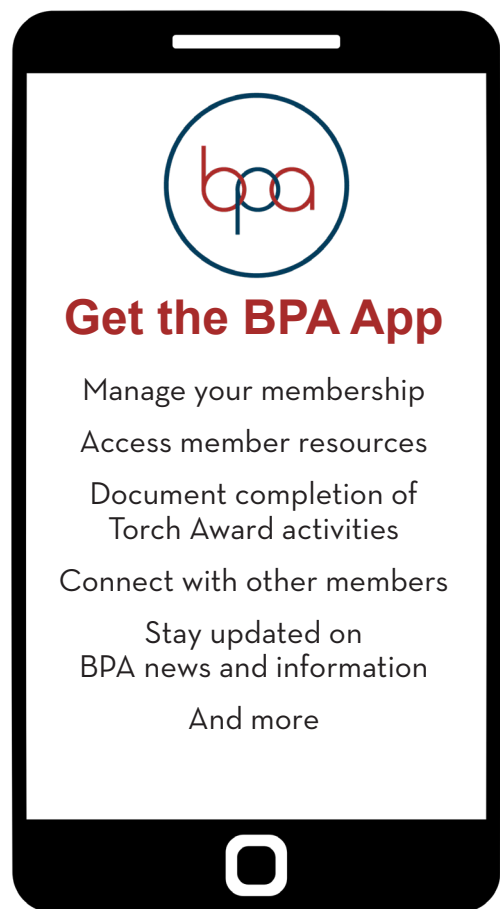
Chapter Affiliation Member Model Using Perkins V Funds

Many BPA state associations are offering a new, optional membership model that allows member dues to be paid from a school's Strengthening Career and Technical Education for the 21st Century Act funds (commonly known as "Perkins V").

The new Chapter Affiliation Membership model is designed to allow entire classes to join BPA and participate in opportunities available for members. The main difference, which some schools may find advantageous, is how chapter dues are calculated and paid.

Schools choosing the Chapter Affiliation option can use Perkins V funds to pay a tiered fee based on the total number of student members. Perkins V is a federal investment in Career and Technical Education (CTE). Advisors are encouraged to speak with the school's Perkins V coordinator about the Chapter Affiliation option.

The traditional membership model with individual students joining the BPA chapter and the new Chapter Affiliation (in participating states) are both available in the registration system at <https://register.bpa.org>.



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SEARCH "BPA ORG"



Competitive Events

With individual and team events; analytical topics and creative ones; and events involving presentations, projects, and exams, there is a competition to match every student interest!

Called the Workplace Skills Assessment Program, BPA's competitive events are linked to competencies, learning standards, and the National Career Clusters® Framework.



Competitive event guidelines and resource materials are available at [members.BPA.org](https://members.bpa.org).

Middle Level Competitions

Business Administration

Administrative Support Team
 Business Communication Skills Concepts - OPEN
 Business Fundamentals Concepts - OPEN
 Business Math Concepts - OPEN
 Spreadsheet Applications
 Word Processing

Digital Communication and Design

Graphic Design Promotion ^{1 2}
 Video Production Team
 Visual Design Team ^{1 2}
 Website Design Team

Finance

Financial Literacy

Management Information Systems

Computer Literacy Concepts - OPEN
 Digital Citizenship ³
 Digital Game Design Team

Management, Marketing & Communication

Entrepreneurship Exploration
 Human Resource Exploration
 Presentation Team
 Speech, Extemporaneous
 Speech, Prepared

Virtual Events (National Only)

2D Animation Team ^{1 2 4}
 Cybersecurity Digital Forensics ^{1 2}
 Financial Portfolio Management Team ^{1 2}
 Mobile Applications ^{1 2}
 Promotional Photography ^{1 2}
 Social Media Marketing Campaign Team ^{1 2 4}
 Software Engineering Team ^{1 2}
 Start-up Enterprise Team ^{1 2}
 Virtual Branding Team ^{1 2}
 Virtual Multimedia and Promotion Individual ^{1 2}
 Virtual Multimedia and Promotion Team ^{1 2}
 Web Application Team ^{1 2}



¹ Judged event

² Presubmitted project

³ Certification exam included at nationals

⁴ Pilot event

OPEN event exams are open to all members at regional, state, and national competitions.

Secondary Competitions

Business Administration

Administrative Support Concepts - OPEN
 Administrative Support Research Project ^{1 2}
 Administrative Support Team
 Business Law & Ethics
 Database Applications ³
 Integrated Office Applications ³
 Legal Office Procedures
 Office Systems & Procedures, Basic
 Office Systems & Procedures, Advanced
 Spreadsheet Applications, Fundamental ³
 Spreadsheet Applications, Advanced ³
 Word Processing, Fundamental ³
 Word Processing, Intermediate ³
 Word Processing, Advanced ³

Digital Communication and Design

Broadcast News Production Team ^{1 2}
 Computer Animation Team ^{1 2}
 Computer Modeling ^{1 2}
 Desktop Publishing, Fundamental
 Desktop Publishing, Advanced
 Digital Communications & Design - OPEN
 Digital Media Production ^{1 2}
 Graphic Design Promotion ^{1 2}
 Podcast Production Team ^{1 2}
 User Experience Design Team using Adobe XD® ^{1 2}
 Video Production Team ^{1 2}
 Visual Design Team ^{1 2}
 Web Design, Fundamentals of ³
 Website Design Team ^{1 2}

Finance and Accounting

Accounting, Fundamental
 Accounting, Advanced
 Accounting, Payroll
 Banking & Finance
 Economic Research Individual ^{1 2}
 Economic Research Team ^{1 2}
 Financial Analyst Team ¹
 Financial Math & Analysis Concepts - OPEN
 Personal Financial Management

Health Administration

Health Administration Leadership Special Topics ¹
 Health Administration Procedures
 Health Insurance & Medical Billing
 ICD-10-CM Medical Diagnostic Coding
 Medical Terminology Concepts - OPEN

Management Information Systems

C# Programming ³
 C++ Programming
 Computer Network Technology ³
 Computer Programming Concepts - OPEN EVENT
 Computer Security ³
 Device Configuration & Troubleshooting ³
 Information Technology Concepts - OPEN EVENT
 Java Programming ³
 Linux Operating System Fundamentals ³
 Network Administration Using Cisco®
 Network Design Team ^{1 2}
 Python Programming ³
 Server Administration Using Microsoft®
 SQL Database Fundamentals ³

Management, Marketing & Communication

Meeting and Event Planning Concepts - OPEN EVENT
 Digital Marketing Concepts - OPEN EVENT
 Entrepreneurship ^{1 2 3}
 Ethics & Professionalism ¹
 Global Marketing Team ^{1 2}
 Human Resource Management ¹
 Interview Skills ^{1 2}
 Interview Skills, Advanced ^{1 2}
 Management, Marketing & Human Resources Concepts - OPEN
 Parliamentary Procedure Concepts - OPEN EVENT
 Parliamentary Procedure Team ¹
 Presentation Individual ¹
 Presentation Team ¹
 Small Business Management Team ¹
 Speech, Extemporaneous ¹
 Speech, Prepared ¹

Virtual Events (National Only)

2D Animation Team ^{1 2 4}
 Cybersecurity Digital Forensics ^{1 2}
 Financial Portfolio Management Team ^{1 2}
 Mobile Applications ^{1 2}
 Promotional Photography ^{1 2}
 Social Media Marketing Campaign Team ^{1 2}
 Software Engineering Team ^{1 2}
 Start-up Enterprise Team ^{1 2}
 Virtual Branding Team ^{1 2}
 Virtual Multimedia and Promotion Individual ^{1 2}
 Virtual Multimedia and Promotion Team ^{1 2}
 Web Application Team ^{1 2}

¹ Judged event • ² Presubmitted project • ³ Certification exam included at nationals • ⁴ Pilot event • OPEN event exams are open to all members at regional, state, and national competitions

Post-secondary Competitions

Business Administration

Administrative Support Concepts - OPEN
 Administrative Support Team
 Business Law & Ethics
 Database Applications³
 Integrated Office Applications³
 Legal Office Procedures
 Office Systems & Procedures, Basic
 Office Systems & Procedures, Advanced
 Spreadsheet Applications, Fundamental³
 Spreadsheet Applications, Advanced³
 Word Processing, Fundamental³
 Word Processing, Intermediate³
 Word Processing, Advanced³

Digital Communication and Design

Broadcast News Production Team^{1 2}
 Desktop Publishing, Fundamental
 Desktop Publishing, Advanced
 Digital Communications & Design - OPEN
 Digital Media Production^{1 2}
 Graphic Design Promotion^{1 2}
 Podcast Production Team^{1 2}
 Video Production Team^{1 2}
 Visual Design Team^{1 2 4}
 Web Design, Fundamentals of³
 Website Design Team^{1 2}

Finance

Accounting, College
 Accounting, Advanced College
 Accounting, Managerial
 Accounting, Payroll
 Banking & Finance
 Financial Analyst Team¹
 Financial Math & Analysis Concepts - OPEN
 Personal Financial Management

Health Administration

Health Administration Leadership Special Topics¹
 Health Administration Procedures
 Health Insurance & Medical Billing
 ICD-10-CM Medical Diagnostic Coding
 Medical Terminology Concepts - OPEN

Management Information Systems

C# Programming³
 C++ Programming
 Computer Network Technology³
 Computer Programming Concepts - OPEN
 Computer Security³
 Device Configuration & Troubleshooting³
 Information Technology Concepts - OPEN
 Java Programming³
 Linux Operating System Fundamentals³
 Network Administration Using Cisco®
 Network Design Team^{1 2}
 Python Programming³
 Server Administration Using Microsoft®
 SQL Database Fundamentals³

Management, Marketing & Communication

Meeting and Event Planning Concepts - OPEN
 Contemporary Issues¹
 Digital Marketing Concepts - OPEN
 Entrepreneurship^{1 2 3}
 Ethics & Professionalism¹
 Human Resource Management¹
 Interview Skills^{1 2}
 Interview Skills, Advanced^{1 2}
 Management, Marketing & Human Resources
 Concepts - OPEN
 Parliamentary Procedure Concepts - OPEN
 Presentation Individual¹
 Presentation Team¹
 Project Management Concepts - OPEN
 Small Business Management Team¹
 Speech, Prepared¹

Virtual Events (National Only)

2D Animation Team^{1 2 4}
 Cybersecurity Digital Forensics^{1 2}
 Financial Portfolio Management Team^{1 2}
 Mobile Applications^{1 2}
 Promotional Photography^{1 2}
 Social Media Marketing Campaign Team^{1 2 4}
 Software Engineering Team^{1 2}
 Start-up Enterprise Team^{1 2}
 Virtual Branding Team^{1 2}
 Virtual Multimedia and Promotion Individual^{1 2}
 Virtual Multimedia and Promotion Team^{1 2}
 Web Application Team^{1 2}

¹ Judged event • ² Presubmitted project • ³ Certification exam included at nationals • ⁴ Pilot event • OPEN event exams are open to all members at regional, state, and national competitions

Stand out from the crowd

Industry Certifications

BPA is pleased to partner with leading certification companies to provide opportunities for members to earn industry-recognized certifications. Earning certification means an individual's knowledge and skills in a topic have been evaluated and verified by an independent authority. Certification demonstrates proficiency in a subject and can gain attention of future employers.

One Middle Level event and 18 Secondary and Post-secondary events include a certification exam as part of the national-level competition, at no extra cost to members.

Members and advisors attending the National Leadership Conference in Anaheim can purchase passes to the open certification labs, which offer these and dozens of additional certification exams.

Certification Key

C Certiport • **PE** Precision Exams by YouScience • **TO** TestOut

The following aligned certification exams are included in the national-level competitions.

Secondary/Post-secondary Event	Aligned Certification Exam
C# Programming	IT Specialist - Software Development (C)
Computer Network Technology	IT Specialist - Networking (C)
Computer Security	IT Specialist - Network Security (C)
Database Applications	MOS Access 2019 Expert (C)
Device Configuration & Troubleshooting	IT Specialist - Device Configuration and Management (C)
Entrepreneurship	Entrepreneurship & Small Business (C)
Integrated Office Applications	MOS PowerPoint 2019 Associate (C)
Java Programming	IT Specialist - Java (C)
Linux Operation System Fundamentals	Linux Pro (TO)
Python Programming	IT Specialist - Python (C)
Spreadsheet Applications, Fundamental	MOS Excel 2019 Associate (C)
Spreadsheet Applications, Advanced	MOS Excel 2019 Expert (C)
SQL Database Fundamentals	IT Specialist - Databases (C)
Web Design, Fundamentals of	IT Specialist - HTML and CSS (C)
Word Processing, Fundamental	Word Processing (YS)
Word Processing, Intermediate	MOS Word 2019 Associate (C)
Word Processing, Advanced	MOS Word 2019 Expert (C)
Middle Level Event	Aligned Certification Exam
Digital Citizenship	IC3 Global Standard 6 Level 1 (C)



National Virtual Competitions

Twelve virtual competitions are open to Middle Level, Secondary, and Post-secondary members. These events occur only at the national level, and entries are pre-submitted for judging.

Each event's top 10 entries in each membership division will be invited to the National Leadership Conference to display their work in the National Showcase and compete for Best in Show honors.

There is no limit to the number of members from a chapter who can participate. **Entry fees are \$10 for individual events and \$20 for team events.** Sign up to participate at register.bpa.org.

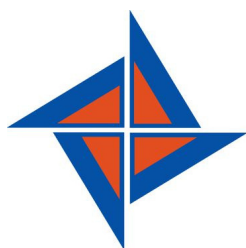


Virtual Competitions Deadlines

Dec. 1, 2022: Registration deadline | **Jan. 15, 2023:** Project submission deadline

Virtual Competitions

2D Animation Team - Pilot
Cybersecurity Digital Forensics
Financial Portfolio Management Team
Mobile Applications
Promotional Photography
Social Media Marketing Campaign Team - Pilot
Software Engineering Team
Start-up Enterprise Team
Virtual Branding Team
Virtual Multimedia and Promotion Individual
Virtual Multimedia and Promotion Team
Web Application Team



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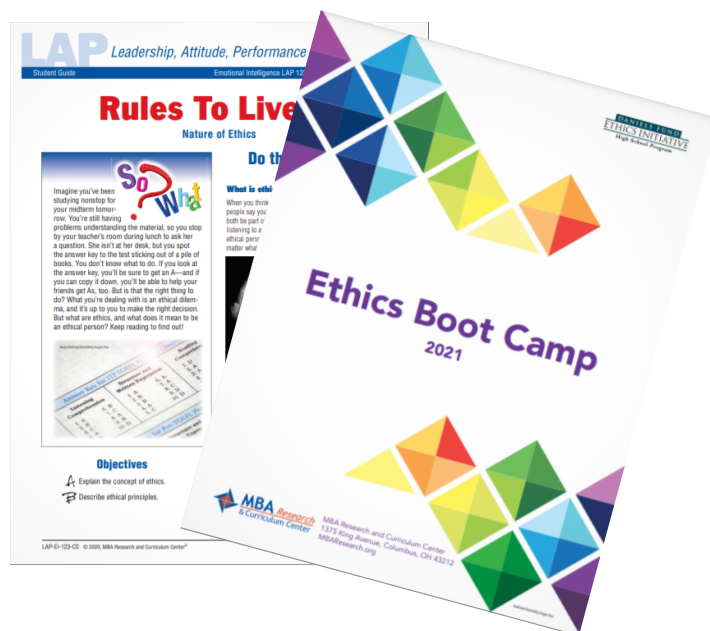
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- Training



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www.MBAResearch.org



Recognition for your achievements

Individual & Chapter Awards

BPA is delighted to honor local chapters, individual student members, advisors, and others for their leadership and community service, outstanding support for BPA, and proficiency in chapter management. Review the nearly 20 awards on the following page; set your goals; and you could be honored onstage at the 2023 National Leadership Conference in Anaheim, California.

Professional Awards Due March 1

Advisor of the Year

Recognizes a chapter advisor who has made significant contributions to BPA

Emerging Advisor of the Year

Recognizes a chapter advisor with five or fewer years of service who has made significant contributions

Emerging Professional of the Year

Recognizes an alumni member who has had professional achievements and contributed to BPA within their first five years of service

Hall of Fame

Recognizes individuals for significant contributions to BPA at the local, state, and national levels for 10 or more years

Outstanding Service

Recognizes individuals for outstanding service to BPA at the national level

Student of the Year

Recognizes members who have made significant contributions to BPA and participated in BPA activities

Service Learning Awards Due March 15

Community Service

Recognizes chapter involvement in service activities such as blood drives, clothing drives, food drives, disaster relief, or community shelters

Environmental Action/Awareness

Recognizes chapters for environmental stewardship activities or events such as recycling, composting, or promoting conservation

Safety Awareness

Recognizes chapters for involvement in safety programs such as workplace safety, traffic safety, seat belt use, personal safety, drug awareness, and anti-violence awareness

Service Learning Individual

Recognizes members with a minimum of 500 hours of service learning to the community and who have earned the President's Volunteer Service Award in the same membership year

Special Olympics

Recognizes chapters for support for the Special Olympics, BPA's national service project

Special Recognition Awards Due March 15

BPA Marketing and Public Relations

Recognizes chapters that have promoted BPA in the school or community through newsletters, outreach to local media, a website, or in other ways

BPA Merit Scholar Award

Recognizes members and advisors for knowledge of BPA's history, traditions, programs, and activities; *test administered at the National Leadership Conference*

Chapter Activities Award of Excellence

Recognizes chapters for outstanding achievements in activity participation and chapter management

Membership Explosion Award

Recognizes chapters that had at least 15 members in 2021–2022 and experienced at least a 30 percent increase in 2022–2023; *no application required*

Recruiter of the Year

Recognizes members who have achieved success in recruiting new BPA members and chapters

Social Media

Recognizes chapters that have achieved success in promoting chapter activities and events using social media

The Professional Cup

Recognizes BPA state associations for outstanding chapter participation in the BPA Cares Awards; *no application required*

Other Awards

President's Volunteer Service Award (PVSA)

BPA is a Certifying Organization for the PVSA, which recognizes the important role of volunteers in America's strength and national identity (**Due March 1**)

Quality Chapter Distinction

Recognizes chapters for active involvement, including electing officers, conducting monthly meetings, providing leadership development, and participating in other BPA programs (**Due March 15**)

More information

Complete award guidelines and application instructions are available at **members.BPA.org**.



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for BPA students

Our students have been accepted to



Torch Awards



DR. DANIEL H. SHOCKLEY

Torch Awards recognize members for completing activities that enhance their professionalism, leadership, and skills that will be valuable in future careers.

To participate in Torch Awards, members complete activities in seven Torch categories and document them in an online Torch résumé, which becomes a valuable record of leadership and service activities. Members can achieve four levels of recognition—from the chapter level to the national level—by earning the required points in each category and submitting the résumé by the appropriate deadline.



Torch Categories

Cooperation • Friendship • Knowledge •
Leadership • Love, Hope, and Faith •
Service • Patriotism

TORCH AWARD RECOGNITION LEVELS AT-A-GLANCE

Award	Award Coordinator	Points*	Student Recognition	Deadline
Executive	Chapter Advisor	10	Torch Award pin and certificate	Set by Chapter Advisor
Diplomat	Varies by state	30	Torch Award pin and certificate	Set by State BPA
Statesman	State BPA	50	Torch Award pin and certificate	Set by State BPA
Ambassador	National BPA	70	Torch Award pin, certificate, and Torch Ceremony at the National Leadership Conference	March 15, 2023

*Points required in each Torch category to earn the award

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Representing student members

2022-2023 BPA Executive Council



CONNECT WITH THE EXECUTIVE COUNCIL



@Officers_BPA



@Officers_BPA

BPA's student leaders, the Executive Council, represent the interests of student members; serve as BPA brand ambassadors at local, state, and national events; and develop and carry out a program of work designed to strengthen BPA.

Secondary (S) and Post-secondary (PS) members of the Executive Council are, front row, Engen Sundberg (PS-President), Lucy Christensen (S-Vice President), Lisa Kleman (PS-Vice President) and, back row, Daniyal Ghayasuddin (PS-Secretary/Treasurer), D'Schon Simmons (S-President), Liam Sternfeldt (S-Treasurer), and Adriel Bustillos (S-Secretary).

Student member voting delegates from each BPA state association elect officers at the National Leadership Conference.

Candidate applications for positions on the 2023–2024 Executive Council are due April 1, 2023.

Application Deadline:
April 1, 2023

Student Scholarships



NATIONAL TECHNICAL HONOR SOCIETY (NTHS) SCHOLARSHIP—Awarded to outstanding members based on membership in the NTHS, academic success, and involvement in BPA,

SHERRELL WHEELER SCHOLARSHIP—Awarded to one member who represents the extraordinary dedication that Sherrell Wheeler, former National Officer Coordinator, demonstrated in her work with BPA's student leaders

TOMORROW'S BUSINESS PROFESSIONALS SCHOLARSHIP—Awarded to outstanding Secondary and Post-secondary members who exemplify the core values of leadership, service, and extraordinary involvement



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BUSINESS PROFESSIONALS *of* AMERICA

NATIONAL LEADERSHIP CONFERENCE

April 26–30, 2023

Hilton Anaheim
Anaheim, California

REGISTRATION OPENS FEBRUARY 28, 2023

- National competitions
- Inspiring speakers
- Student and advisor workshops
- Day of Service activities
- Anaheim area tours
- Networking
- Amazing awards ceremonies
- And fun activities!

BUDGET PLANNING GUIDE*

Estimated expenses per attendee

Conference Registration	\$125
Travel to Anaheim	\$700
Hotel (4 nights/quad occupancy)	\$314
Meals (5 days)	\$250
Tours	\$150
Miscellaneous	\$150
Estimated cost per attendee	\$1,689

*The Budget Planning Guide provides an estimate for planning purposes only. Actual costs at the time of registration may vary.

NATIONAL EVENTS CALENDAR

SEPTEMBER 2022

- 1 Member Registration Opens
- 14 BPA Virtual Open House (3 pm ET, 5 pm ET)
- 20 New Advisor Certification Part I (3 pm ET)
- 22 New Advisor Certification Part I (5 pm ET)
- 26 Cultural Competence (3 pm ET)
- 27 New Advisor Certification Part II (3 pm ET)
- 28 Cultural Competence (5 pm ET)
- 29 New Advisor Certification Part II (5 pm ET)

OCTOBER 2022

- 6 Membership Recruitment, Retention & Planning (3 pm ET)
- 9–15 BPA Membership Drive Week
- 11 Membership Recruitment, Retention & Planning (5 pm ET)
- 13 Ordinary vs. Extraordinary Lesson Planning (5 pm ET)
- 18 Choose Your Toppings Part I (3 pm ET)
- 19 Ordinary vs. Extraordinary Lesson Planning (5 pm ET)
- 20 Choose Your Toppings Part I (5 pm ET)

NOVEMBER 2022

- 2 Show Me the Money (3 pm ET)
- 6–12 Cares Week
- 9 Parent Involvement & Career Readiness (3 pm ET)
- 10 Show Me the Money (5 pm ET)
- 15 Choose your Topping(s) Part II (3 pm ET)
- 16 Parent Involvement & Career Readiness (5 pm ET)
- 17 Choose your Topping(s) Part II (5 pm ET)

DECEMBER 2022

- 1 National Virtual Competitions registrations due

JANUARY 2023

- 11 Running for Executive Council (8 pm ET)
- 15 National Virtual Competitions submission deadline

FEBRUARY 2023

- 1–28 Career and Technical Education Month
- 8 National Leadership Conference for Advisors (8 pm ET)
- 10 Ambassador Torch Award early submission deadline for guaranteed review and student member resubmission (if necessary)

- 12–18 Business Professionals of America Week

- 15 National membership registration closes
- 22 Exploring the National Leadership Conference (8 pm ET)
- 28 National Leadership Conference registration opens

MARCH 2023

1 AWARDS DEADLINES

Advisor of the Year Award
Emerging Advisor of the Year Award
Emerging Professional of the Year Award
Hall of Fame Award
Outstanding Service Award
Student of the Year Award
The President's Volunteer Service Award

15 AWARDS DEADLINES

BPA Marketing and Public Relations Award
Chapter Activities Award of Excellence
Community Service Award
Environmental Action/Awareness Award
Quality Chapter Distinction Award
Recruiter of the Year Award
Safety Awareness Award
Service Learning Individual Award
Social Media Award
Special Olympics Award

- 15 Ambassador Torch Award deadline

APRIL 2023

- 1 Student certification deadline

1 SCHOLARSHIP DEADLINES

National Technical Honor Society
Sherrell Wheeler
Tomorrow's Business Professionals

- 1 Executive Council candidate applications due
- 1 National Leadership Conference registration closes
- 1 Conference pre-submitted projects due
- 6 Conference payments deadline
- 13 Conference refund request deadline
- 26–30 2023 National Leadership Conference - Anaheim, California

All deadlines are 11:59 pm Eastern Time.



Register for live events:
<https://members.bpa.org/webinars>