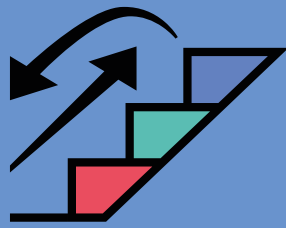




**USHA 50th Anniversary Conference**  
Loughborough University  
18-20 October 2022



# evaccess

evacuation & access

**Proud to have been at USHA since 2011**

**Our PEEPs expert Elspeth Grant is available to talk to on a 1:1 basis over the next few days. Please take advantage of this opportunity.**

Greg and Julia are also waiting to talk with you about your requirements for disability access and evacuation and can advise on a range of solutions.

- Conference offers are available
- We offer the greatest range of assisted evacuation devices
- Training and service on all makes and models

Fire evacuation is evolving  
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Recent disasters have caused a huge push for enhanced Government intervention for the disabled



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## Welcome to the Conference

USHA has a history of successful conference events, providing first-class speakers covering current issues and providing opportunities for networking. This year's 50th conference programme is no exception, which covers a range of current and emerging health and safety topics delivered by excellent speakers.

The entertainment will be outstanding and there are plenty of openings for networking, to take the opportunities to enhance your career overall. Set within the Loughborough Conference Centre, which only adds to the occasion and the opportunity for lasting memories beyond health and safety.

Finally, I would like to extend my best wishes for a successful and productive conference, and my thanks to the USHA Conference Planning Group.



**Vincent King**

MSc CMIOSH PIEMA CIWFM MISTR

USHA Chair

Director Health & Safety Operations,  
Health, Safety & Risk Directorate,  
University of Southampton

# Conference programme

## DAY 1: TUESDAY 18 OCTOBER

09.30-11.00	Conference Registrations, Enquiry Desk, Exhibition viewing and Refreshments		
11.00-11.10	<b>Welcome to USHA Annual Conference 2021 - Vincent King</b> USHA Chair and Director Health & Safety Operations, University of Southampton		
11.10-11.20	<b>Welcome to Loughborough - Richard Taylor</b> Chief Operating Officer, Loughborough University		
11.20-12.00	<b>Keynote 1: EHS programs at Massachusetts Institute of Technology (MIT)</b> Tolga Durak, Managing Director, MIT Environment, Health & Safety Office		
12.00-12.45	<b>Keynote 2: Behavioural Safety</b> - Tim Marsh, Anker and Marsh		
12.45-13.45	<b>Lunch and exhibition viewing</b>		
<b>Parallel sessions</b> (delegates to choose two out of the three sessions)			
13.45	<b>Session 1</b> Suzy Lamplugh Trust – (Arad Parsi)	<b>Session 2</b> David White and Jane Ball - Coaching for the Safety Professional	<b>Session 3</b> IOSH supporting members through their professional journey and delivering relevant CPD
15.45	<b>Exhibition viewing and refreshment break</b>		
16.15	<b>AGM</b>		
17.30	Day 1 close		
18.30	Gin tasting from Burleigh Gin		
20.00	Dinner with USHA Achievement Awards		

## DAY 2: WEDNESDAY 19 OCTOBER

09.00-09.30	Enquiry Desk, Exhibition viewing and Refreshments and plenary
09.30-10.30	<b>Keynote 3: HSE Building Safety - Francine Cheney</b> The new Building Safety Act and what it means for student accommodation
10.30-11.30	<b>Keynote 4: Legal Update and HE H&amp;S Focus</b> <b>Paul Verrico Eversheds Sutherland</b>
11.30-12.00	<b>Exhibition viewing and refreshment break</b>
12.00-12.30	<b>Keynote 5: “How can I have Legionella in my Buildings and not know”</b> <b>Gavin Harris - SMS Environmental</b>
12.30-13.30	<b>Lunch and exhibition viewing</b>

13.30	<b>Vice-Chancellor Address, Professor Nick Jennings</b>
13.45-14.45	<b>Keynote 6: “Making Dynamic Working a Success” - Richard Billingham, Executive Director of Human Resources and Organisational Development Aston University</b>
14.45-15.15	<b>Exhibition viewing and refreshment break</b>
15.15-16.15	<b>Keynote 7: “Creating Psychologically Safe and Healthy Universities” David Fletcher, Loughborough University</b>
16.15-16.30	Conference day 2 summary and close
18.30	Pre-dinner Drinks
19.30	Dinner with entertainment - after dinner speaker (Yeoman Warder David Phillips) and Celebration Cake Cutting

## DAY 3: THURSDAY 20 OCTOBER

09.00	Enquiry Desk, Exhibition viewing, refreshments and plenary		
<b>Parallel sessions</b> (delegates to choose two out of the three sessions)			
9.30	<b>Session 4</b> Hasmap Audit Module (using third party software solution) Scott Trim + Montgomery and Cooper.	<b>Session 5</b> Leadership Guidance Review - Monica Kanwar	<b>Session 6</b> Developing Effective Personal Emergency Evacuation Plans - Elspeth Grant. Evaccess
10.30-11.00	<b>Exhibition viewing and refreshment break</b>		
11.00-11.30	<b>Keynote 8: Public Health in Higher Education settings</b> Sophia Makki, Public Health Consultant, UKHSA		
11.30-12.30	<b>Keynote 9: Rope Theory</b> Sarah Valentine, Eversheds Sutherland		
12.30-13.30	<b>Lunch and exhibition viewing</b>		
13.30-14.30	<b>Keynote 10: Sarah Newton, Chair of the Health and Safety Executive</b>		
14.30-15.00	Closing remarks - Vincent King Chair of USHA		
15.00	Conference close		

# Speaker profiles

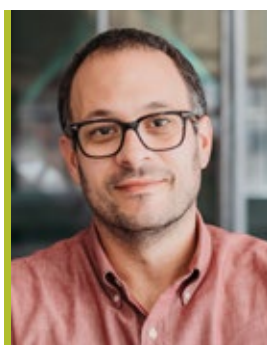


## **RICHARD TAYLOR** **CHIEF OPERATING OFFICER, LOUGHBOROUGH UNIVERSITY**

Richard previously worked at the University of Leicester as Director of Corporate Affairs and Planning before becoming the Deputy Registrar. Prior to this, Richard held posts at Durham and Loughborough Universities.

He grew up in Barnsley, South Yorkshire and attended Barnsley College before studying at Durham University where he was Students' Union President in 1994-95.

Richard was one of the prime leaders behind the successful search for King Richard III's remains in Leicester City in 2012 and the NFCC Simultaneous Evacuation Guidance.



## **TOLGA DURAK - KEYNOTE 1**

As MIT's Managing Director of Environment, Health and Safety (EHS) Programs, Durak is the responsible administrator for health, safety and environmental programs for all MIT academic and administrative units. Durak leads EHS to assure university activities are conducted in compliance with applicable laws, regulations, best business practices as well as by supporting development, implementation, and monitoring of prevention control strategies and initiatives. In addition to the main MIT campus, EHS provides support for and oversight over all off-site and international departments, laboratories and research centers.

Durak holds a BS in Mechanical Engineering, a MS in Industrial & Systems Engineering and a PhD in Building Construction / Environmental Design and Planning. He has over 25 years of experience in engineering and EH&S in higher education. During his career, he has served in the capacity of EHS Director, Authority Having Jurisdiction, Responsible Official, Fire Marshal, Risk Manager, Radiation Safety Officer, Laser Safety Officer, Safety Engineer, Project Manager and Emergency Manager for government agencies as well as universities with extensive healthcare and research facilities. He is a practicing professional engineer, certified safety professional, certified building and fire official and an associate in risk management. During his academic tenure, Durak held engineering and public health faculty appointments. In addition to occupational safety and health, he has research interests in building sciences with emphasis on performance, energy efficiency, retrofitting solutions, systems integration, integrated control strategies and smart building materials. Durak is a proud father of twins Sam and Sloane and a competitive rower who races nationally and internationally in masters category.



## **TIM MARSH - KEYNOTE 2**

Tim Marsh was one of the team leaders of the original UK research into behavioural safety (in construction) in the early 1990s. He is considered a world authority on the subject of behavioural safety, safety leadership and organisational culture, was awarded a "President's Commendation" in 2008 by the International Institute of Risk and Safety Management and was selected to be their first ever 'Specialist Fellow' in 2010. He was made visiting Professor at Plymouth University in 2015.

He has given key note talks around the world including the closing key note at the inaugural Campbell Institute 'International Thought Leaders' conference (Dallas, USA, 2014) as well as key note talks at major conferences in South Africa, New Zealand, Asia, India and the Middle East. In 2016 he was the key note speaker at the inaugural NEBOSH Alumni event.

Founder of Ryder Marsh Safety he has worked commercially with more than 500 major organisations around the world, including many international oil and gas, utility, chemical, transport, IT and manufacturing organisations as well as the European Space Agency, the BBC, the National Theatre and Sky. Founded Anker & Marsh in 2018 with Jason Anker to focus more closely on wellbeing and mental health issues.

His work as an expert witness includes the Cullen Inquiry into the Ladbroke Grove train crash (Definition of Culture; Changing Culture) as well as with many law firms.

He has worked with media such as the BBC (radio work and selecting and fronting a box set of their "disaster" series) and has written and produced many training videos such as "Drive Smarter" and the extensive "Safety Leadership" series with Baker-media and 'Crash Course' (a commercial spin off of the Staffordshire Police speed and safe driving awareness course). He features in "There's Always a Reason" and "Safety Watch".



#### **PAUL VERRICO - KEYNOTE 4**

Paul Verrico, CMIOSH and FIIRSM will address USHA on the subject of Assurance, using examples from recent cases to demonstrate why compliance alone is not an accurate measure of safety. Drawing from the field of Behaviour Change, he will also address the question of 'why do people not follow the system?' and, importantly, what can we do about it!

Paul is the pre-eminent safety defence lawyer operating in the UK. He leads the Global Eversheds Sutherland Health and Safety defence practice. He has been ranked in Chambers since 2010 and described varyingly over that period as 'a gifted and talented advocate; diligent; very responsive, pragmatic; an excellent tactician; brilliant.' Recently, Paul wrote the legal opinion on the new version of HASMAP, which is the chief safety auditing standard for Higher Education Institutions. Paul regularly assists IOSH in commenting on new guidance documents and is part of the committee re-writing the guidance on leadership of safety in HEIs.

He manages crises, ranging from explosions, suicide and falls from height on a regular basis, providing expert guidance on handling different stakeholders sensitively. As a solicitor-advocate he appears for organisations in Courts and Coroner's courts around the country; he is a Fellow of the University of South Wales with a research interest in the developing law around mental health. He is also a trustee of the niche cancer charity Team Verrico.

Alongside his legal qualifications, Paul is cross-qualified as a safety practitioner and as an academic, holding post graduate certificates in teaching and safety. He uses this to good effect in providing consultancy services to global companies, providing legally privileged deep dive reviews into structure and strategy and assisting safety departments in behavioural safety and psycho-social safety. In the last year he has worked in Hong Kong, Europe and Oman on investigations and culture transformation. He has also led teams looking at system integrity working in Northern and London universities.



#### **GAVIN HARRIS - KEYNOTE 5 MANAGING DIRECTOR – SMS ENVIRONMENTAL**

Gavin has over 20 years practical and research experience in the field of water treatment and control with specific expertise in application of the HSE's ACoP L8 and NHS Estates Health Guidance HTM 04/01. He acts as a consultant for health care trusts, county councils, universities, government departments and housing associations and has been instrumental in fostering a positive health and safety culture within SMS Environmental. In addition, Gavin has overseen the company develop one of the industries first health and safety compliance solutions, Opuz, and was the driving force behind SMS Environmental becoming the first water treatment provider to gain UKAS accreditation for the competency of their Legionella Risk Assessment Team.



### **PROFESSOR NICK JENNINGS - VICE-CHANCELLOR'S ADDRESS VICE-CHANCELLOR AND PRESIDENT, LOUGHBOROUGH UNIVERSITY**

Professor Nick Jennings is an internationally-recognised authority in the areas of AI, autonomous systems, cyber-security and agent-based computing.

He is a member of the UK government's AI Council, the governing body of the Engineering and Physical Sciences Research Council and chair of the Royal Academy of Engineering's Policy Committee.

Previously, Professor Jennings was the Vice-Provost for Research and Enterprise at Imperial College London, the UK Government's first Chief Scientific Advisor for National Security, and the Regius Professor of Computer Science (a post bestowed by the monarch to recognise exceptionally high quality research) at the University of Southampton.

Nick's personal research focuses on developing AI systems for large-scale, open and dynamic environments. In particular, he is interested in how to endow individual autonomous agents with the ability to act and interact in flexible ways and with effectively engineering systems that contain both humans and software agents. He is passionate about the real-world impact of research and has been involved with deployments of systems in domains such as business process management, smart energy systems, defence, telecommunications, sensor networks, disaster response and citizen science. He is also involved with a number of start-ups including Aerogility, Crossword Cybersecurity, Contact Engine, Darktrace, Rebellion Defence and Reliance Cyber Systems.

In undertaking this research, he has attracted grant income of £33M, published over 700 articles (with over 400 co-authors) and graduated over 50 PhD students (including two winners and one runner-up of the BCS/CPHC Distinguished Dissertation Award). With 90,000 citations, he is one of the world's most cited computer scientists. He was the founding Editor-in-Chief of the International Journal of Autonomous Agents and Multi-Agent Systems and a founding director of the International Foundation for Autonomous Agents and Multi-Agent Systems.

Nick was made a Companion of the Order of the Bath (CB) in the Queen's New Year Honours List in 2016 for his services to computer science and national security science. He has received a number of prestigious awards for his research including the Computers and Thought Award, the ACM Autonomous Agents Research Award, and the Lovelace Medal.

He is a Fellow of the Royal Society, Royal Academy of Engineering, the Institute of Electrical and Electronic Engineers, the British Computer Society, the Institution of Engineering and Technology, the Association for the Advancement of Artificial Intelligence (AAAI), the Society for the Study of Artificial Intelligence and Simulation of Behaviour (AISB), the Royal Society of the Arts, the City and Guilds of London Institute, the German AI Institute (DFKI) and the European Artificial Intelligence Association and a member of Academia Europaea



### **RICHARD BILLINGHAM - KEYNOTE 6 EXECUTIVE DIRECTOR OF HUMAN RESOURCES AND ORGANISATION DEVELOPMENT, ASTON UNIVERSITY**

Richard Billingham is the Executive Director of HR and Organisational Development at Aston University. He has extensive experience working with leaders and organisations, across public and private sectors, both in the UK and internationally, to bring about change.

He has previously held a number of executive level roles focusing on leading complex workforce and culture change. He joined Aston from Bristol City Council where he was Director of Human Resources and Change.

Richard is a governor of Aston University's Engineering Academy and also a pension trustee. He is recognised by friends and colleagues as an out and out, total enthusiast (and cricket fan)! He is passionate about working with organisations and people, to help them become the very best that they can be.





**DAVID FLETCHER - KEYNOTE 7**  
**DIRECTOR OF PERFORMANCE PSYCHOLOGY AND MANAGEMENT,**  
**LOUGHBOROUGH UNIVERSITY**

David Fletcher PhD CPsychol is the Director of Performance Psychology and Management at Loughborough University, United Kingdom. His experience of consulting with high-level performers spans the past 23 years and includes working closely with Olympic and world champions from a variety of sports, special forces and military personnel, and senior business executives and their leadership teams in FTSE 100 and Fortune 500 companies. David has published widely about performance and health psychology, including ground-breaking research studies in scientific journals and practical articles that demystify complex human phenomena. He currently serves in senior editorial positions for psychology- and sport-related peer-reviewed journals, and has been the recipient of multiple awards from international organisations for his professional practice and research. David is an experienced keynote speaker at corporate and academic events, and an expert media contributor for British television, radio, and newspapers.

**DR SOPHIA MAKKI - KEYNOTE 8**

Dr Sophia Makki currently works as a Public Health Consultant, in the Pan Regional Programmed Delivery Unit of UK Health Security Agency. From 2009 to 2021 she worked as a Consultant in Communicable Disease Control in the East Midlands Region of PHE. A medical doctor by background, she came in to Public Health Training in 2003 knowing that she wanted to work in Health Protection. This interest developed as a result of her varied experiences living and working in the Sudan, Hungary and England. The combination of bugs and human behaviour that leads to the development of outbreaks is fascinating but her drive comes from knowing that good public health management can reduce morbidity and mortality.



**SARAH VALENTINE - KEYNOTE 9**

Sarah is a Principal Associate in our Corporate Compliance Group where she is frequently called in to advise organisations following fatal and serious workplace incidents, where urgent assistance is required in the face of Police and other regulatory authority investigations (HSE, Local Authorities, Fire Authorities, Environment Agency, CQC and the ORR).

She regularly advises directors and organisations during criminal and regulatory investigations and provides representation from PACE interviews through to conclusion or prosecution. Sarah is a Solicitor-Advocate and frequently appears in the Magistrates' Court and Coroners' Court.

Sarah's recent contentious safety experience includes representing an organisation in the unplanned collapse of a boiler house where there were multiple fatalities, representing a manufacturing company where an employee received life changing injuries and a retailer in a complex inquest where 2 firefighters died.

Sarah is an Assistant Deputy Coroner for London Inner South. This judicial appointment compliments Sarah's existing coronial caseload as an advocate.

The Legal 500 has recognised Sarah as a 'Rising Star' in Health and Safety.



**SARAH NEWTON - KEYNOTE 10**

Sarah has thirty years' experience of strategic planning, leadership and change management, dealing with complex issues across the business, voluntary and governmental sectors. She has considerable experience of building partnerships between diverse people and organisations to deliver shared aims. She has served on a wide range of boards and is currently a Non-Executive Director of the Royal Cornwall Hospitals NHS Trust.

Between 2010 and 2019 she was an MP and served for three years as a Member of the Science and Technology Select Committee before becoming a Minister in the Home Office and latterly at the Department of Work and Pensions, where she had the honour of working with the HSE and leading the Health and Work unit. Amongst other responsibilities while at the Home Office she led work on tackling modern slavery, human trafficking and human exploitation.

Before entering the House of Commons, she was Director of the International Longevity Centre - UK, Age Concern England and American Express Europe. She also served as a Councillor in the London Borough of Merton.

Sarah was educated at Falmouth Comprehensive School and Kings College London. Sarah won a Rotary International postgraduate scholarship in the USA.

# Session speaker profiles

## **ARAD PARSI - SESSION 1** **HEAD OF BUSINESS DEVELOPMENT AT SUZY LAMPLUGH TRUST**

Arad took up the post at Suzy Lamplugh Trust in August 2018. A consultative business development specialist, experienced in concerted solution-driven sales, his career spans 14 years of working across private, public and third-sector organisations, from SMEs to multi-layered businesses and institutions, specialising in national and international sales in B2B and B2C settings. Arad's expertise revolves around stimulating and achieving growth in business engagement activities, new business development and effective account management through research-informed market-positioning, leading to formation of sustainable partnerships, greater income generation and revenue diversification.

## **DAVID WHITE - SESSION 2** **STARR COACHING**

David has been a lead coach facilitator with Starr Coaching for almost 20 years. His Learning & Development career extends way before that, having held senior L&D roles in First Direct, Egg Bank and Bookham Technology.

David has a reputation of openness, warmth and wisdom borne from his vast experience as a coach and consultant in the field. His style of challenge is both robust and compassionate, as he strives to create clarity and learning for the benefit of people. Basically, David loves what he does – and it shows.

## **JANE BALL - SESSION 2** **HEAD OF HEALTH AND SAFETY AT THE OPEN UNIVERSITY**

Jane is the Head of Health and Safety at the Open University with a demonstrated history of working in the Higher Education, Consultancy and National Charities. She is skilled in operational management, performance improvement, business planning, coaching and comfortable working with Chief Executives, senior manager and educators.

As a seasoned people manager, Jane is able to motivate and manage employee engagement and with a strong, committed focus on 'getting things done', she consistently delivering to tight timescales.

## **TONY GINDA - SESSION 3** **HEAD OF MEMBERSHIP ENGAGEMENT & DEVELOPMENT**

Tony has over 25-years' experience within commercial and professional bodies. He has created and delivered membership engagement and growth strategies that have delivered on raising standards, increasing growth with global markets and meeting members needs through delivering to customer value propositions.

## **DUNCAN SPENCER - SESSION 3** **HEAD OF ADVICE & PRACTICE, CFIO SH**

Duncan has over 30 years' experience as a safety professional, working for many national and international organisations. His safety experience has included working with uniformed services, government agencies, retail and distribution, health care, agriculture and other industries. Managing the research and content development function at IOSH, he is responsible for providing occupational health and safety thought leadership.



## **RIK HUTCHINS - SESSION 4** **DIRECTOR AND OWNER OF MONTGOMERY & COUPERS LTD**

Rik is the Director and owner of a health and safety consultancy and the originator and part owner of SOTERweb. SOTERweb is a digital web-based technical solution aimed at assisting organisations with the more challenging aspects of managing an Estate and specifically those within the HE sector.

Rik has been a Chartered Safety Practitioner for over twenty years and spent ten of those embedded within Estates department at the University of Leeds and responsible for implementation of best practice across all contractors related activities at a time of a £1billion capital development investment. During this time Rik was responsible for the implementation of many new systems including an electronic system known as SOTER a prerequisite of SOTERweb.

Rik has previously sat on the Strategic Forum for Construction an amalgamation of industry bodies given direct access to government policy makers and senior HSE representatives. He was also an active member of USHA Estates Group where he had led on production of CDM 2015 sector guidance. He remains involved with the CCLG (Construction Clients Leadership Group) an amalgamation of some of the UK largest public and private sector Clients promoting best practice and industry improvements in health and safety performance.



**SCOTT TRIM - SESSION 4**  
**DIRECTOR OF HEALTH, SAFETY & BUSINESS CONTINUITY, ASTON UNIVERSITY**

Scott Trim is Director of Health, Safety and Business Continuity at Aston University in Birmingham. Previously he was employed at Birmingham City University and Coventry University. Before working in the higher education sector, Scott was Managing Director and founder of Safety Improvements and Training Limited, a training and consultancy business who delivered services into the HE sector for almost 10 years.

Scott has over 28 years' experience in Occupational Health and Safety, working in Education, manufacturing, research and development and construction. His career in Health and Safety began in 1994 when he was employed to monitor the health and safety aspects of school placements for a local authority and following the completion of the NEBOSH National General Certificate in the same year he caught the "safety bug".

Scott is currently a Board Member of USHA, a post he has held since 2020, this is his second term on the USHA board having previously held a post from 2013 to 2015.

Having been involved with USHA since 2001, when his company was an exhibitor at a number of conferences, he became more actively involved when he took the role of Chair of USHA Auditing Group in 2012, a post he still holds. During his time as chair of the auditing group, Scott has led the development of the sector's Health and Safety Management Standard HASMAP through two major revisions, delivered auditing training to over 300 sector colleagues and recently led the development of a software-based auditing solution exclusively for the sector in partnership with Montgomery and Couper.



**MONICA KANWAR - SESSION 5**  
**DIRECTOR OF HEALTH, SAFETY & SUSTAINABILITY,**  
**UNIVERSITY OF HERTFORDSHIRE**

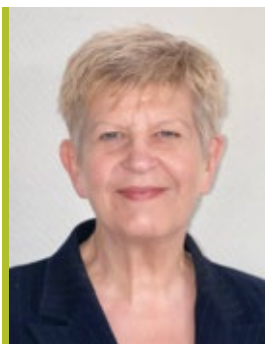
Monica leads a multi-disciplinary team of health and safety, workplace wellbeing, occupational health, and sustainability professionals to deliver a holistic service with a track record of transformational and continual improvement. She provides advice and assurance to the Executive Officers and the Board of Governors.

Monica has over ten years' senior leadership experience. She has a background which includes a BSc Biological Sciences, a MSc Environmental Engineering, a PgD in Occupational Health and Safety and more recently a PgC in leading through coaching.

Although Monica's career has been predominantly in HE, where she has spent many happy times in supporting students on field work in the UK and overseas, she has also enjoyed secondments to the environment agency as an environmental coordinator.

Monica's work on workplace wellbeing won one of the National Safety and Health Practitioner Awards in 2013 although she was shortlisted for two. More recently she has chaired the reviewing panel for the University Safety and Health Association Leadership and Management of Health and Safety in HEIs (2015) and is now leading the review again as the Chair of a newly formed USHA Specialist group

In 2020 Monica, has written a chapter on Stress and Workplace Wellbeing in a Higher Education and Research setting for the Royal Society of Chemistry. In 2021 Monica was invited to joining the leadership group UK Healthy University Network.



**ELSPETH GRANT - SESSION 6**

Elspeth has been delivering programmes for complex workplace legislative issues such as fire safety, fire risk assessments and equality & diversity for the past 18 years. Activities have included working closely with fire engineers, advising architects/designers on social housing major renovation programmes and the delivery of evacuation plans for disabled people from complex environments such as high-rise social housing assisted general needs accommodation.

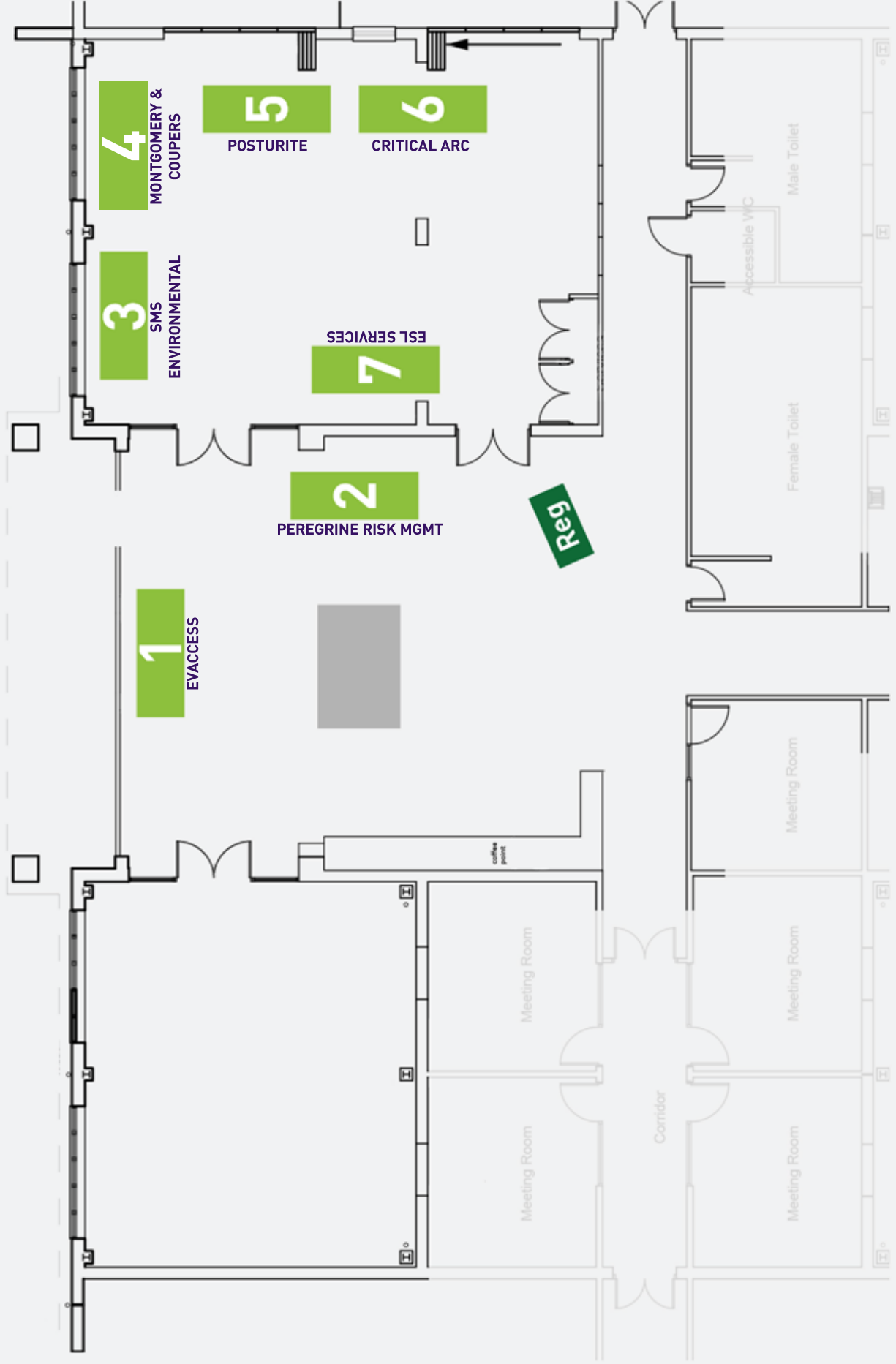
A qualified trainer, Elspeth has also been instrumental in the design of Triple A Solutions' elearning training courses. The PEEPs for Professionals Foundation Course has been accredited by the Institute of Fire Engineers who have awarded participants six hours Continuous Professional Development points for successful completion of the course.

Recently, Elspeth has sat on the BSI Steering Group for PAS79-2 Fire Risk Assessment Housing Code of Practice, was a B/559 Committee Member and also a reviewer of BS9991: Fire Safety in the Design, Management and Use of Buildings Code of Practice and the NFCC Simultaneous Evacuation Guidance.

# USHA Exhibition Floor Plan



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**Loughborough University**

Loughborough University have kindly sponsored the evening entertainment.

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## Exhibitors



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