Oregon Invasive Species Council Meeting Minutes

December, 13th 2016, 9:00 am-4:00pm Location: 151 Hawthorne St NE, Salem, OR, 97301

SUMMARY OF ACTIONS

- Wyatt moved to approve the minutes from October 27th, 2016
 - Jas seconded
 - Unanimous approval
- Jas moved to adopt the 10-yr strategic plan pending minor edits
 - Helmuth seconded
 - Unanimous approval
- Glenn moved to support the ODA request for \$150,000 from the emergency fund and that we declare the Japanese Beetle infestation in NW Portland an emergency.
 - Cat seconded
 - Unanimous approval
- Wyatt moved to approve the 2-year action plan as a working document with added key entities/partner information
 - Helmuth seconded
 - Unanimous approval (minus Jim no longer on the call)

OCTOBER MINUTES

- Wyatt moved to approve the minutes from October 27th, 2016 as presented
 - Jas seconded
 - Unanimous approval (Helmuth and Cat not present)

STATEWIDE STRATEGIC PLAN

- Jas and Jalene will do the final run-through to look for typos and make edits
- Goals of the statewide strategic plan discussion: Making sure everyone is on the same page with the [implementation] strategies for the strategic plan and the action plan. Standing meeting agenda item: review strategic plan progress and bring information/data to the group.
- Feedback so far: generally positive.
- "This is a lot of work how are we going to do it?"
 - 10 yr plan: longer-term strategies that allows us to have a vision and to see collaboration statewide; use as an outreach tool
 - Action plan: implemented over 2 years that gives us work to do on the ground

Statewide Strategic Plan Comments

Mark - who is responsible, should we write in the agency or person responsible under each objective/task?

 \rightarrow Jalene – recommends more engagement prior to assigning tasks to agencies

• Assign a lead organizer who is responsible for pushing it forward rather than being responsible for implementing the task

 \rightarrow Rian - not a fan of postponing the document to have the lead labeled and it is not ideal to have the objectives half-populated; leaning towards engagement first strategy \rightarrow Wyatt - highlight key agencies under each strategic objective; not advisable to "direct" agencies when filling in lead; when reviewing the document agencies will be flipping through the pages to see where they are listed

 \rightarrow Jas - the lead needs to be negotiated by the agencies, in part because of their overlapping spheres

 \rightarrow Jalene – how do we highlight the difference between those that are leading vs. those that are participating.

• Council will work through exercise to distinguish leads and partners during the meeting

 \rightarrow Tania - develop a list of partners that we would like to be more engaged and gain buy in if we include those in the plan

 \rightarrow Quintin – Opportunity for engagement; list out the key players and then ask partners to take the next step to be a key partner, 3mo roll out

 \rightarrow Shawna –who really needs to be involved for this whole large effort to be successful; for example, BLM doesn't sit at this table and if they are not part of the effort identified here, the question to ask is, "will it work without them [the key partner]"?

 \rightarrow Mark: flesh out the actions, add a few sentences explaining what could be done \rightarrow Jas – recommendation to approve the strategic plan today and create a deadline of the next OISC meeting as a target for shaping up the action plan

 \rightarrow Wyatt – would like to hand these out on January 1; potentially approve the action plan as a working document: the development of the action plan would be part of the process to implement it

 \rightarrow Rian - action plan next steps prior to approval: breaking out "lead agencies" and "key partners" and reviewing for typos

 \rightarrow Glenn: recommends adding a standing agenda item in council meetings to review the action plan

 \rightarrow Jalene: need to add language at the beginning of the objectives in the action plan to explain what lead/partners mean

Mark – are agency directors and the Governor's Office of Natural Resources aware of the plan?

 \rightarrow Rian: falls squarely on GNROs shoulders; high turnover makes it difficult to connect and share the plan

 \rightarrow Glenn: OMSB are aware of it

 \rightarrow Wyatt: ODF eager to read the plan; concerned for increased invasive pressures in forest

 \rightarrow Jas: lacked feedback early on in development of the plan; Lori, in concept, is supportive of the plans

 \rightarrow Clint: Unknown if conversation with recently-hired Alexis Taylor has been had, but Helmuth will have more information

 \rightarrow Mark: identify agency directors in the cabinet to push this forward; Richard with DEQ might be the ideal person and has been aware of the request for a long time

 \rightarrow Tania: SeaGrant Director participated in the summit and is aware of the plan

 \rightarrow Jas: It would help if the Ex Officio's bring this up with their Directors'; a major pressure point

 \rightarrow Glenn: Can make a request this week; it will be harder to have the time of the cabinet once the session starts

Plan typos/edits/changes

• Jalene and Jas will read through and incorporate edits from today's meeting prior to January 1st

Leads and Partners

 \rightarrow Wyatt: agencies will be looking for where they are listed and whom they can partner with

 \rightarrow Jalene: RE: what Shawna said earlier, think about it in terms of - if they were missing from the list, the objective would not be able to be accomplished

 \rightarrow Rian: there has been enough outreach and the plan will be the vehicle for having the conversation with agencies not at the table about the best person to be engaged with the council

 \rightarrow Jas: developing definitions for leads/partners during exercise; whether they would be called leads or key entities was not officially decided during the meeting

• Postpone vote on action plan until finishing lead/partner/key activity

LEADS/KEY ENTITIES	PARTNERS		
Objective 1 — Prevention			
ODFW	Travel Oregon		
Oregon State Marine Board	CWMAs		
DEQ	PSU		
ODA	OWEB		
ODOT	Trade and transportation agencies		
ODF	OSU		
Parks	Local CWMAs		
APHIS	Parenthetically – industry groups: nursery,		
US Fish & Wildlife	trade, aquaculture,		
National Parks	Customs & Border patrol		
Bureau of Land Management	Law enforcement/OSMB?		
US Forest Service			
Tribal Governments			
Objective 2 — EDRR			
OISC	Oregon State Marine Board		
ODA	DEQ		
ODF	OSU		
ODFW	PSU/OSU		
Parks	Portland Bureau of Environmental Service		
ODOT	Ports		
US Fish & Wildlife	Citizen Science Groups		
National Parks	CWMAs		
Bureau of Land Management	City and County Governments		
US Forest Service	Weed Districts		
Army Corps of Engineers	Watershed Councils		
Tribal Governments	Local Governments		
Oregon Department of State Lands	Private landowners		

Oregon Office of Emergency Management	Natural resource contractors OWEB		
	Power agencies, companies Industry ()		
Objective 3 — Control and Management			
ODA	NGOs		
ODF	Private landowners		
ODFW	Municipalities		
Parks	CWMAs		
ODOT	OWEB		
US Fish & Wildlife	Weed districts		
National Parks	Natural Resource Contractors		
Bureau of Land Management	SWCD		
US Forest Service	CSMA		
Army Corps of Engineers	DEQ		
Tribal Governments	OSMB Descent institutions		
Department of State Lands	Research institutions		
Oregon Department of State Lands	PSU/OSU		
Objective 4 — Education & Outreach			
OISC	OSU Extension		
PSU/OSU	NGOs (such as, Willamette Riverkeepers,		
Oregon Sea Grant	SOLVE, Dig In, Northwest Youth Corps,		
Tribal Governments	Outdoor School)		
	Outdoor retailers		
	Pet trade		
	Community groups		
	State & Federal Natural Resource Agencies		
	k-12 system		
	Universities		
	Nonformal education settings		
Objective 5 — Coordination & Leadership	Media Outlets		
GNROs	Industry groups		
Oregon Legislators	PSMFC		
OISC	PNWER		
Tribal governments	State & Federal Natural Resource Agencies		
OISC advisory committee	CWMAs		
,	SWCDs		
	National and Regional Invasive Species		
	Councils		
	NGOs		
	Oregon Office of Emergency Management		

OISC STYLE GUIDE

Developed for improved coordination and sharpening professional image in tandem with rolling out the strategic plan.

 \rightarrow Wyatt: full confidence for Samara to do what we have been doing with color and creative visuals

 \rightarrow Shawna: are the fonts standard on Mac and PC?; Yes for Mac, Jess will look into PC to make sure to make a change in necessary.

 \rightarrow Cat: clarification around how many texts to use; "don't use all 4"

 \rightarrow Tania: Opportunity for partners to have specific access to OISC branding to show that they are supporting something, part of roll out

 \rightarrow Jas: the strategic plan badge needs more work to convey what the plan is \rightarrow Logo changes: make the water blue in the logo or change the texture of the logo to denote the water

- Recommendation to have Jess make a few logos that the council then votes on (majority wins), changes water texture on logo, talk with Jas about strategic plan badge
- Jas moved to adopt the 10 yr strategic plan barring some minor edits
 - Helmuth seconds
 - Unanimous approval

Aquatic Invasive Species Presentation pt.1 — Glenn (OSMB)

- Dedicated funding source to prevent aquatic invasive species spread
- State regulations enacted: 2009/2011
- "Clean Launch": difficult to identify native and nonnative aquatics so created Clean Launch program where no organism is allowed (i.e. "clean")
- Permit fees started on January 1, 2010
- Launched on-line permit sales via website
- Fees: \$5 surcharge, includes outreach materials with permit, boat inspection station map, \$2 agent fee allowed; permits are purchased and can return unsold at the end of the year [REI biggest partner]
- Non-motorized boats: 10' length; transferrable, receive outreach flier in envelope with permit
- Licensed Guides: any terrain (hiking, hunting, fishing, etc.) goes through OSMB; chapter on AIS in Boater Safety Guide; many users unhappy with the annual application process and the increased (\$150) fee
- Overall permitting revenue: ~\$725 k each year
- AIS Biennial Budget = 1.7 mil: 60% ODFW, 23% Program management/education/outreach, 13% Law enforcement, 4% Admin
- Law Enforcement: contracts with County Sheriff Deputies and OSP Fish and Wildlife Troopers [expensive activity often charged as overtime, but the most effective; "the best laws are enforceable"]
- Recreational law implementation: warning heavy
- Keys to partnership with law enforcement: funding and time spent at annual meetings; contracts with each county
- Active inspection station in 4 counties impacting county sheriff budgets
- OSP hesitant, partnership began in 2016
- Outreach: annual report, border highway sign, posters, brochures, boat ramp signs
- L.C. Elements, Legislation 2017: drain all standing water, remove 10 ft cutoff length, Law Enforcement officer need authority to send pulled over boaters back to inspection station, housekeeping
- Collaboration created management plans for other groups, PNW planning efforts with new funding for Army Corps of Engineers, Western Regional Panel

on Aquatic Nuisance Species, Building Consensus between the laws/regulations of state, American Boat & Yacht Council: boat design and construction in consideration of AIS

Q: Vehicle numbers tracked/citation numbers tracked to see repeat offenders?

A: Yes, somewhat, but no direct access to that information right now

Q: What are boats? :: Navigational vehicles (i.e. does not include things in the surf zone)

Q: With invasive species hotline number on boat ramp signs ODA gets calls about the permitting, do we want to keep it that way? A: The signs are up for revisions next year and we can discuss best layout

• Glenn will bring up the boat ramp signs with the Council when the revision process begins

Aquatic Invasive Species Presentation pt.2 — Rick

- Invasive mussels found in Montana
- Goal: educate everyone
- Non-boaters education with school groups
- Ontario check station Oregon Tourism Department
- Lakeview check station on border
- Midland/Klamath Falls check station
- Ashland/Central Point Team check station
- Brooking Point of Entry/Gold Beach Team
- Notifications given from other states about incoming boats
- Compliance rate (stopped and were inspected): overall average 81% for the past 3 yrs.
- 2017 possible locations: Basque station but must create pull out, and Umatilla where contaminated boats have likely been entering into the state
- Reciprocity in (multi-state) Building Consensus document; concern: of 17 interceptions of IS, 49% of the boats were previously inspected in other states
- Interstate transfer/commerce Federal rule: varies by state interpretation

Q: Mussels seen in Lake Co outside of San Francisco via Lake County?

A: from Lake Co. News Alert :: Oregon has not been notified of this yet

Q: Does Oregon have a different attitude/more rigorous inspection approach than other states because we are uncontaminated and there is more at risk? A: Probably, Yes

Q: GIS layer with uninfected waters for firefighters?

A: Western AIS.org and USGS for safe/clean water bodies to use for firefighting effort

 \rightarrow Shawna: Call for partners interested in partnering on e-DNA EDDR sampling with Fish biologist at USFS

Jim Outreach Check In

• jim spoke with Meta at OWEB about an OISC member nomination, she is willing to suggest a nomination from OWEB, but will need a 1-week extension

- Travel Oregon: CEO, Todd, interested in playing an advisory role and receiving updates, currently in communication with PNW Invasive Plant Council (?)
- Jim should find out who he is in communication with and council will discuss internally best ways to involve advisory committee overall

OISC Education Campaign Review Presentation — Emily (PSU Student)

- Research Questions: Language and images used
 - Who/where campaigns are used
 - Method of delivery
- Campaigns reviewed: *Play Clean Go, Squeal on Pigs*, Buy it Where you Burn it, Clean.Drain.Dry, Don't Let it Loose
- Group Feedback Sessions focused on *Play Clean Go* and *Squeal on Pigs*: study bias sampled students in Environmental Sciences and Management department
- Handouts for Council including summaries of feedback on *Play Clean Go* and *Squeal on Pigs*
- Main recommendation:
 - standardization of online resources with google search inquiries in mind
 - creating an outreach network: retailers, campgrounds, recreation clubs, Audubon chapters, lake associations, etc.
 - think beyond online, but get people before entering outdoors, including end-users in design (i.e. information on Recreation.gov website)
- Jalene has access to final Google Drive folder with all feedback and research

Council Member Updates

- Helmuth Alexis Taylor recently appointed as new ODA Director, starting end of January; AGM seen on PODS (and other moving equipment) in border stations and would like to see commercial companies in compliance [Multi-agency discussion of border patrol between ODA/OSMB, Options being looked at that; start with commercial level]
- Shawna revamped weed-free forage brochure with Cat's class, would like to make it an inter-agency brochure; weed-free supplies limited in Oregon, possibly improve education effort across agencies to increase supply of hay/straw product
 - \rightarrow Wyatt to Helmuth: reach out to Randy to connect to producer network to get the word out about certifying hay/straw as weed-free
 - $\circ \rightarrow$ Dan can put effort into getting the word out in the Central valley
 - $\circ \rightarrow$ Helmuth: limited role currently in weed-free, primarily supplying certification materials
- Rick ODFW has two new candidates for ODFW Director interested in IS; new law about removing pike
- Rian Following a third public comment period for ballast water rulemakeing, Port of Portland removed its name from the coalition of industry parties that have suggested DEQ further postpone the rulemaking for 2 years. DEQ is preparing to revise the proposed rules based on comments received and intends to present a rule package to the Environmental QUality COmmision in

January for their consideration to adopt. DEQ continues to be without a permanent Director, hoever, Richard Whiatman (formerly of GNRO) was appointed interim Director in mid-October (3rd interim director in past year).

Forest Service Agency Update Presentation — Wyatt (ODF)

- New director, internal, background in Academia; appointed by Board
- Serve the Private Landowners (20-30 companies, state land, Small landowners)
- About 11.6 million acres, closer to 16 million including contracts with BLM
- Wildfire protection: goal to keep fires at <10 acres, \$17.4 million expense in 2016
- Funding: Close to 44 million in allotted funds
- Private Forests Division: Forest Practice Acts standards for any commercial activity involving the establishment, management, or harvest of trees (12 million acres); ODF Stewardship foresters are the on the ground workers across the state helping to enforce this act
- Vegetation management: replanting within 2 years, seedlings need to be "free to grow" within 6 years; herbicides used at site plant for competitive release
- Private Forests Division Forest Health Program: Forest Health Highlights packet; aerial mapping of pest infestations every year
- Incentives Program financial incentives for small landowners who are struggling to spray at the frequency required to reach competitive release in 6 years
- Recreation rules: will add ODF requirements for the use of certified weed free forage on all state managed forestlands; public nudity piece in Oregon State Forests not removed due to strong public opposition, contracts with sheriffs for increased presence, keep an eye out for littering, shooting, and weed-free twine; outreach at state managed forestlands about use of weed-free hay during hunting season
- ODF Herbarium initiated a reference and teaching collection for invasives and look-alikes
- Popular exotic plant ID & info request in 2016 slide: some on OR noxious weeds list and some not; *Digitalis* and *Brachypodium sylvaticum* beginning on roadway
- S.O.D. contained in Curry County on tan oak, 64 infestations documented this year (18 in 2015) control and management focused on leading front; a secondary lineage identified [EU1], spread by wind-driven spores in water droplets
- Oregon Forest Pest Detectors: training for professionals to identify damage and insects - Emerald Ash Borer and Asian longhorned beetles (over 200 trained in 2016); visit website for free online training at pestdetector.forestry.oregonstate.edu; send submissions to OISC hotline
- Invasive wood borer survey in partnership with ODA; two common exotic ambrosia beetles
- Emerald ash borer a great partnership with ODA, firefighters were involved with the on the ground work and would participate in similar efforts
- Recently identified: European greenhouse Thrips on the south coast that is affecting Salal
- European pine sawfly at RV park campground in Albany, limited area and only on exotic pine

• Emerging threat: Laurel Wilt affects Oregon myrtle and is pushing through the south

Japanese Beetle Presentation — Clint (ODA)

- Found in NW Portland (unincorporated Washington co in the Metro boundary); 1,000 acre treatment area
- Quarantine if JB were to invade: Limited export to CA for 5 gal containers and would prophylactically need to be treated with insecticide
- Fruit and nut crop: would require pesticide treatments
- Wine: vineyards threatened, emerging organic wine industry
- Locations: Beetles drawn to light and end up in fuselage and arrive at PDX frequently
- Beetles: isotope identification, they are coming from the Midwest
- 2016: 372 beetles trapped in NW Portland
- Project Approach community engagement, diverse team working on the project, acelepryn G insecticide, biological control in the woody riparian area, changes in green waste management and a control area within eradication boundaries, high density trapping
- Trapping effective as eradication when placed at a density of 700 traps/acre
- Successes with previous work in Orem, Utah to remove a larger infestation with immediate

Q: Fewer traps in mid-2000s a consideration of cost at ODA? A: Yes, budget constraints.

Q: Plant list of commodities regulated by quarantine? A: Primarily soil

Request for releasing funds from OISC emergency control account

Helmuth described the funding needs for the Japanese beetle eradication project including a – 5 year funding plan: must pass RFP >\$100k through DOJ.

2.6/2.8 million for e-board request for Japanese Beetle (JB) [\$400k at least for first year of treatment]; Nursery Industry will provide some support from emergency fund and will support under their own constraints; highlight the fact that by cutting trapping expense by \$100k and now it will cost millions for eradication, which demonstrates the effectiveness of prevention and early detection costs; asking for \$800k from the government. ODA will not implement the project if they cannot do it correctly and completely because it will drag on for many years if eradication treatments are not done appropriately.

 \rightarrow Glenn would like to see industry provide greater financial support

They are contributing from emergency fund. Other requests of their funds and outside source of outbreak.

 \rightarrow Mark: add information about previously successful eradication in Japanese Beetle letter; a case-study for the need for EDDR

 \rightarrow Wyatt: craft a media release to point out the need for increased funds in the OISC account

 \rightarrow Rian: When ODA requests funding from the E-board, could they include an additional \$150k in their request that could be used to reimburse the OISC Control

Account? If nothing else, this would be an opportunity to bring attention to the Control Account funding problem

 \rightarrow Mark: concern that we need to use the control account funds

 \rightarrow Jas: this is for the prevention of catastrophic economic losses; possibly use the full OISC emergency account to demonstrate that the control account is not a real emergency fund - need additional funds

 \rightarrow Tania: a real opportunity for us to demonstrate successful eradication project

 \rightarrow Wyatt: have OISC representation to testify to show the invasion curve, compare costs of EAB/JB/Zebra&Quagga; not our role to budget and that we need to demonstrate/illustrate the critical need for invasive species management

 \rightarrow Tania: do the major industries (cannabis, grape, hops) affected pay for the protection of their product? A: Nursery pays dues, but other industries do not

 \rightarrow Shawna: the Portland rose garden is very close to the area

- Glenn moved to support the ODA request for \$150,000 from the emergency fund and that we declare the Japanese Beetle infestation in NW Portland an emergency
 - Cat seconds
 - Unanimous approval (Jim no longer on call)

Nominations

- Applications sent: Quintin, Jim Seeley
- Potential: OWEB, APHIS PPQ person (seeking clarification), Emily at the Pacific Northwest College of Art, BLM. No confirmation about Craig's interest to come back with USFWS.
- Jas Adams possibly to stay on board for project work for the advisory committee
- Kevin and Jalene will meet about how he can participate on the advisory committee level
- Will accept applications until close of business on the 19th and proposing ex officio call on the afternoon of Wednesday, the 21st to make selection; Jalene coordinate
- \rightarrow Cat: legislative concept needed to discuss the limited term as well as other OISC
- \rightarrow Quintin: will discuss Parks nomination opportunity internally

Legislative Update

- OSMB will share the number for the Legislative concept with group when they have it, prepare information with status of emergency funds and status of the council
- ODA Weed Funding hoping to see a bill related to weed program funding

 \rightarrow Tania: leverage Outdoor School funding for invasive species education/outreach if that is going through the legislature

• Council: send upcoming bills to Rian who will send out to group

Budget/Finance

 \rightarrow Helmuth: lost non-lottery funds for OISC in the Governor's Recommended Budget (GRB) which then gets approved/worked on by the legislature, it is early on in the overall budget process; all ODA requested from general funds did not get approved for the next biennium.

 \rightarrow Wyatt: The Council has about an \$150 k budget and we are roughly \$100 k short; think about writing in OISC coordination into upcoming grants

 \rightarrow Tania: think about recording in-kind hours for staff time from individual groups that are implementing OISC projects, at a biennial scale

 \rightarrow Jalene: the budget is not quite lining up but between projected expenses and current expenses; and if we spend the way that we anticipated then we will be spending down the budget by the end of the biennium

• Jalene will pull meeting together in January for Budget committee

Bylaws

- According to the bylaws, we need to determine meeting dates for 2017: Jalene will discuss with Rick about general dates and Jalene will send out a doodle poll and glean council information about a general invasive species council calendar; meeting calendar proposal to be sent out
 - Location possibilities: Coast/Salem/Portland/East

 \rightarrow Tania: now that we have the strategic plan we need to begin implementing, justification for 4 meetings

Communications

 \rightarrow Jalene: Think about better mechanisms for communication about the council – communications horizontally within the organization and getting/giving feedback to Jalene

Advisory Committee

 \rightarrow Mark: possibly set up fora for improved engagement with the advisory committee

 \rightarrow Rian: Advisory Committee could consider supporting a PNW conference around the synergy between climate change and invasive species that is being discussed as a possible joint OISC/WISC event for the PNW

→ Shawna: Forest Service has extensive climate change information on website

 \rightarrow Tania: a topic for the advisory committee about diversity and inclusion as follow up to strategic plan

- \rightarrow Cat: tribal representation on council
 - Potential Agenda Item to bring in speaker about experience on national invasive species council

Education and Outreach

- Prepared draft cross-walk between ideas that have been shared and strategies
- Have the Ed/Outreach committee about short term and long term projects that we can move forward with, to discuss in next Ed. committee meeting
- Council/council agency connections: join the listserv if you want to participate in the Ed. committee meeting, and the meeting can extend to other people at the agencies
- Council: brainstorm on our own, how can we leverage the funding for measure 99

Open Public Comment Period

No in-person public attendance, but input from Robin Rosetta online:

→ Robin Rosetta - I just want to give the members a head's up that we have at least two, possibly more home landscapes that have come up positive for boxwood blight in the Portland Metro. Most boxwood blight prevention efforts have focused on nurseries but now there will be need to educate landscapers, Extension Consumer horticulturist, Master Gardeners, and the home gardeners about this disease and its prevention.

- Wyatt moved to approve the action plan as a working document with the added key entities/partner information
 - Helmuth seconds
 - Unanimous approval (Jim no longer on the call)

Willamette University	Council Member
Oregon DEQ	Council Member
ODFW	Council Member
Oregon State Marine Board	Council Member
Wild River Coastal Alliance	Council Member -
	Phone
	(half-day until 1 pm)
Oregon Sea Grant	Council Member
Oregon Sea Grant	Guest
SOLVE	Council Member
High Valley Enterprise LLC	Council Member -
	Phone
ODA	Council Member
ODF	Council Member
ODFW	Guest
Samara Group	Coordinator
Samara Group	Coordinator Team
Samara Group	Coordinator Team
USFS	Council Member
CBP	Council Member
ODA	Guest, Speaker
WMSWCD	Council Member
PSU	Council Member
	Oregon DEQODFWOregon State Marine BoardWild River Coastal AllianceOregon Sea GrantOregon Sea GrantSOLVEHigh Valley Enterprise LLCODAODFODFSamara GroupSamara GroupSamara GroupUSFSCBPODAWMSWCD

Attendees