**A person standing in front of a window posing for the camera

Description automatically generated**A person in a white shirt

Description automatically generatedA person wearing a suit and tie

Description automatically generatedA person wearing a suit and tie

Description automatically generated

**Right to Repair & Free ICT**

Tomas O’Leary, CEO & Co-Founder

Origina

**State of the Freelancer Market**

Jeff Wald, Co-Founder & President

WorkMarket, an ADP Company

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**How Does Worldwide Hybrid Maintenance Work and the Advantages**

Rainer Waiblinger, Head of Managed Services

K&P Computer Service

**SIA Welcome Message & State of the Association**

Thomas York, Chairman & President