MEMBERSHIP DEMOGRAPHICS

2,500+ Active Members

79 Countries

500+ MSL Professionals Trained

- 39% MSL, Sr. MSL, Medical Advisor
- 19% Other (Training, Recruiting, HR, etc)
- 18% Executive Management / Manager/ Director of MSLs
- 24% Aspiring MSL (students etc.)
The Largest Network of MSL professional in the World!

The MSL Society Newsletter
Newsletter
20,268+ subscribers

“Medical Science Liaison & Medical Affairs Networkers” group
The largest MSL/Medical Affairs group on LinkedIn
25,500+ members
MISSION AND VISION

MISSION
The Medical Science Liaison Society is exclusively dedicated to advancing the global MSL profession.

We provide numerous resources for those pursuing an MSL career as well as professional growth and development opportunities for current MSL Managers and individual MSLs.

VISION
The Medical Science Liaison Society is the primary global resource for MSL professionals in the Pharmaceutical, Biotechnology, Medical Device, CRO, and other healthcare industries.
OUR STORY

ABOUT US

The Medical Science Liaison Society is the only 501(c)(3) Non-Profit Organization exclusively dedicated to advancing the global MSL profession.

The society serves as a voice for the profession by building further awareness of the important contributions that MSLs make in advancing science which ultimately improves the quality of life for patients.

As the MSL role continues to grow and evolve, The Medical Science Liaison Society will provide resources to members to increase your industry knowledge, connect you with the global MSL community, and give you the tools and resources you need to advance in your career.
ADVISORY BOARD

Our Advisory Board consists of a diverse group of volunteers from across the MSL community who are among our many passionate and actively involved members.

Visit our website to see their full bios:
www.themsls.org/advisory-committee

Rita Zambelas, MSN
Associate Director, Clinical Science Liaison
AMICUS THERAPEUTICS

Cherie Hyder, PharmD
Medical Excellence & Operations Lead
BIOHAVEN PHARMACEUTICALS

Ralph Rewers, PharmD
Sr. Director Global Field Medical Excellence
ABBVIE

Jihad Rizkallah, MD
Director MSL, Team Lead
SUNOVION

Arthur Chan, PhD, MBA
Lead Medical Director
NOVARTIS

Tiama Chaar, PhD
Sr. MSL
ADVANCED ACCELERATOR APPLICATIONS

Josh Yoder, PhD
MSL
UNIQURE

Paul Ward
National MSL Lead
ASTRAZENECA

Ellen Shannon, PhD
US Head of Medical Affairs
VALNEVA

Christian Carney, PhD
Regional Medical Director
THERAPEUTICS MD

Larry Dollar, PharmD, MS
VP of Medical Affairs
SYNEOS HEALTH

Ravi Tayi, MD, MPH
Chief Medical Officer & Head of Medical Affairs
FERRING

Douglas Yau, PhD, MBA
Director, Oncology Field Medical Affairs
SANOFI GENZYME

Vitamin

Bieds

2020 MSL SOCIETY MEMBERSHIP BENEFITS GUIDE
The MSL Society Newsletter is where you can get exclusive MSL insights!

Over 20,000 MSL Professionals subscribe

Our newsletter includes recent publications, interviews, limited time offers, savings, and so much more!

Subscribe to our newsletter today to stay informed!
LIVE EVENTS / CONFERENCES
The Annual MSL Society conference is the largest gathering of MSL professionals in the world! Don’t miss the unique opportunity to network, share, and learn during our events.
Thanks to all the sponsors for the support over the years!

If you are interested in sponsoring, contact Janelle Rosa - Packages may vary depending on the event. Customized Packages are also available.
2020 ANNUAL CONFERENCE
September 8-10
400+ ATTENDEES EXPECTED!

The Largest Gathering of MSL Professionals in the World!

www.themsls.org/annual-conference/
CONGRATULATIONS TO ALL THE MSL OF THE YEAR AWARDS FINALISTS!

MSL MANAGER OF THE YEAR FINALISTS

Cristina Garcia | Persan Farma
Debra Lysett | Epizyme
Douglas Yau | Sanofi Genzyme
Sherif Roushdy | Sanofi
Susan Giacalone | Lexicon Pharmaceuticals

MSL OF THE YEAR FINALISTS

Adina Hirsch | Fresenius Kabi
Alyson Evans | Sun Pharma
Anne VanBuskirk | Takeda Oncology
Joan Hester | Alimera Sciences
Martina Riosalido | Norgine
Patty Riley | CSL Behring
Sarah Rodriguez | Takeda Oncology
Savi Chadha | Supernus Pharmaceuticals
Takara Scott | Ferring Pharmaceuticals
Yishan Chuang | Biodesix

MSL ROOKIE OF THE YEAR FINALISTS

Andrea Arla Ciommo | Janssen
Audra Johnson | Alimera Sciences
Christelle Chacar | Ferring Pharmaceuticals
Jason Howard | Sanofi Genzyme
Jonathan Margolin | Organogenesis, Inc.
Jonathan Ploeger | Astellas Pharma
Keelin Dahl | Aurinia Pharmaceuticals
Meredith Hart | Fresenius Kabi
Ryan Hinman | Takeda Oncology
Shelley Brown | Vericel Corporation
Tiyeko Teixeira | Merck

CONGRATULATIONS TO ALL THE MSL OF THE YEAR AWARDS FINALISTS!
CONGRATULATIONS
TO ALL THE WINNERS OF THE MSL OF THE YEARS AWARDS

MSL ROOKIE OF THE YEAR OUTSIDE THE US
TIYEKO TEIXEIRA
Merck

MSL OF THE YEAR OUTSIDE THE US
MARTINA RIOSALIDO
Norgine

MSL MANAGER OF THE YEAR OUTSIDE THE US
CRISTINA GARCIA
Persan Farma

MSL ROOKIE OF THE YEAR US
AUDRA JOHNSON
Alimera Sciences

MSL OF THE YEAR US
ANNE VANBUSKIRK
Takeda Oncology

MSL MANAGER OF THE YEAR US
SUSAN GIACALONE
Lexicon Pharmaceuticals, Inc.
LIVE MEET & GREETS

Berlin Marriott
MAY 17TH, 2019
BERLIN, GERMANY

Hotel Sofia Barcelona
MAY 20TH, 2019
BARCELONA, SPAIN

Lateral Velázquez
MAY 21ST, 2019
MADRID, SPAIN

The Hyatt Regency
San Francisco
JUNE 27TH, 2019
SAN FRANCISCO, CALIFORNIA
UNITED STATES
Have a suggestion for the next trip?

Please email Heliana Sula heliana.sula@themsls.org
ANNOUNCING THE FIRST EVER

INTERNATIONAL MSL DAY

March 27th, 2020
MSL BOARD CERTIFICATION MSL-BC®
Announcing the first-ever Board Certification for MSLs and MSL Leaders.

MSL-BC®
Developed by MSL leaders for the MSL profession!

www.themsls.org/msl-board-certification
ANNOUNCING!

Medical Science Liaison – Board Certification (MSL-BC®)

The MSL-BC® is an effort to set industry-recognized standards for the MSL profession by providing a test-based assessment of an individual’s industry knowledge.

The **FIRST-EVER**
Professional certification for MSLs and MSL Leaders!

**$100,000+ Invested**

**Timeline and Process**

**February 2017**
2 day live meeting in Denver with 16 MSL Leaders to conduct the first phase of a Job Task Analysis (JTA)

**December 2017**
JTA validation survey process with 209 MSLs.

**February 2018**
6 days of live Item writing /review with 17 MSL leaders

**March 2018**
4 hour review of questions

**May 2018 - July 2019**
Develop LMS and technology to administer exam

**February 2020**
MSL-BC® LAUNCHED
https://www.themsls.org/msl-board-certification/

**November 2019**
Standard Setting Study / “Cut Score”

**October 2019**
Pilot Exam launched with 68 MSLs from 8 countries

**October 2019**
Pilot Exam launched with 68 MSLs from 8 countries
Thank You for your involvement and support in helping create the first-ever certification for the MSL profession!
CONGRATULATIONS

For Passing the Pilot Exam and Achieving the Credential!

The First-Ever Board Certification for MSLs and MSL Leaders!
MEMBER RESOURCES
## BENEFITS BY MEMBERSHIP LEVEL

Become a member to gain access to multiple unique and exclusive resources to advance your MSL career!

<table>
<thead>
<tr>
<th>Member Benefits</th>
<th>Guest Membership Free</th>
<th>Student Membership $100 $75 Emerging Countries</th>
<th>Professional Membership $290 $145 Emerging Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Free MSL Reports</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to the MSL Guidelines</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to SocialLink Networking Platform</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to eLearning Platform (coming soon)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to all MSL Society Conference Presentation Slides</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to the recordings of all of our “MSL Expert Webinar” series</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Member discount for the MSL Store Items</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Member discount to all MSL Society conferences</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Member discount to all Online Training Programs</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Access to the Global MSL Member Directory</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Latest Annual Global MSL Salary &amp; Compensation Report</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Complimentary digital subscription to The MSL Journal (new issue coming soon)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Eligibility for the MSL Mentoring Program</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Member discount for the MSL Board Certification (coming soon)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Member discount for posting jobs to our exclusive MSL Job Board</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Unlimited access to full reports of our global research and surveys</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
MEMBER RESOURCES
BY THE NUMBERS

Certification for Medical Science Liaisons - MSL-BC
New MSLs and MSL Managers mentored in free Mentor Program
Guidelines written for MSL activities
Original MSL Focused Research Reports since 2014
Webinar Recordings
Original MSL Focused Research Posters
Only job board dedicated exclusively to MSLs and MSL managers
Global directory specifically for MSL community

115+
MSL careers launched as a result of our training programs
18+
Hours
146
Presentations by MSL Leaders

1st

1st

1st

1st

1st

1st

1st

1st

Global

US

Global

Global

2020 MSL SOCIETY MEMBERSHIP BENEFITS GUIDE
MSL GUIDELINES

✓ 40 MSL leaders
✓ 2 Years in the making
✓ 879 Individuals from 68 countries involved
✓ 5 Conference calls with PhRMA

The First-Ever Official Guidelines for MSL Activities

Download the MSL Guidelines

eLearning Training Program Coming Soon!
MEMBERS ONLY
DIRECTORY

Gain access to our **global directory with thousands of active members** to network and reconnect with colleagues.
The MSL Society Mentorship Program is a unique program that exemplifies our mission of being dedicated to helping MSLs and MSL Managers advance in their careers.

This program was developed by highly experienced MSL Leaders, with extensive experience in managing mentor programs. Each mentee selected to the program will be matched with 2 current experienced MSL mentors for a period of 1 year.

The program is a complimentary resource available to all “professional level” members.

Learn More

Mentor Program by the numbers

- **36** Mentors
- **90** Mentees
- **70+** Companies
- **20+** TA’s
The MSL Society conducts multiple global surveys each year to gain insights on various aspects of the MSL profession. As a result, we have produced 82 original benchmark reports. These reports are THE most comprehensive and authoritative insights on important topics related to the MSL profession and are complimentary with membership.

- **2018 Global MSL Salary & Compensation Survey**: 5th annual survey. The MSL Society conducted the first-ever MSL salary survey in 2014. This is the largest MSL Salary & Compensation Database in the world and includes 14 individual Country reports.

- **2015 MSL Performance & Competencies Report**: First survey identifying which competencies contribute most to MSL success according to MSL Leaders!

- **2017 MSL Excellence Study**: First survey on MSL Excellence Programs being utilized at companies.

- **2015 Global MSL KPI and Metrics Survey**: First global survey on which KPI's and metrics are used to measure MSLs across pharmaceutical, biotechnology, medical devices and other healthcare companies.

- **2019 Technology Platforms Utilized by MSLs to Engage Remotely with KOLs**: First survey to understand which technology platforms are utilized by MSL teams to engage remotely with KOLs.

- **2018 The Device and Most Important Resource Utilized by MSLs when Preparing to Engage with a KOL**: First survey to understand which devices and Most Important Resources Utilized by MSL when Preparing to Engage with a KOL.
MORE REPORTS

2017 Global Survey
The Best/Most Common Term Used for Key Opinion Leaders (KOLs)

2018 Most Challenging Aspects MSLs Face When Engaging With KOLs

2018 Global Survey
Technology Utilization in KOL Engagements

2018 Global Survey
Insights on MSL/KOL presentations including frequency, time spent organizing, and materials utilized

2017 Global Survey
KOL Engagement Planning - What is ACTUALLY happening?

2018 Most Common Term Companies Utilize to Describe Investigator Research

2017 Global MSL Salary & Compensation Survey

2017 MSL & MSL Manager Salary Pay Gap Based on Gender

2016 Global MSL Salary Survey: Is There a Gap in Pay Based on Gender?

2016 Global MSL Salary & Compensation Survey

2016 MSL Onboarding & Training Survey

2015 Global MSL Salary Survey

See All
THE 2019 SALARY SURVEY BY THE NUMBERS

2019 Global MSL Salary & Compensation Survey

The largest database of MSL salary information in the world!

1,978 MSL PROFESSIONALS

710 15 COUNTRIES INDIVIDUAL COUNTRY REPORTS

The authoritative resource on global MSL salary and compensation levels
1,655 (2018) to 1,978 (2019) = 19.5% Growth
The MSL Society conducted the first-ever MSL salary survey in 2014. The 2019 survey was the 6th annual global survey on MSL Salary and Compensation levels conducted by the MSL Society.

The primary purpose of the survey is to gain insights into current global MSL salary and compensation levels across pharmaceutical, biotechnology, medical devices, and other healthcare companies that employ MSLs.

A global report and 14 country reports are available to members of the MSL Society and to all individuals that participate in the survey.

Source: 2019 MSL Salary & Compensation Survey - USA Results
n = 1,978

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Average Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1 year</td>
<td>$144,284</td>
</tr>
<tr>
<td>1-2 years</td>
<td>$152,612</td>
</tr>
<tr>
<td>3-4 years</td>
<td>$167,746</td>
</tr>
<tr>
<td>5-6 years</td>
<td>$175,519</td>
</tr>
<tr>
<td>7-8 years</td>
<td>$181,133</td>
</tr>
<tr>
<td>9-10 years</td>
<td>$186,486</td>
</tr>
<tr>
<td>11-15 years</td>
<td>$194,011</td>
</tr>
<tr>
<td>15+ years</td>
<td>$199,029</td>
</tr>
</tbody>
</table>
THE 2019 SALARY SURVEY INFOGRAPHIC

WHO ARE MEDICAL SCIENCE LIAISONS

USA

53% 47%

GENDER

HOW MUCH THEY MAKE

$167,192 Average Base Salary

WHERE THEY WORK

37%

TOP 8 THERAPEUTIC AREAS THEY SUPPORT

- 27% ONCOLOGY
- 16% CNS / Neurology / Neuroscience
- 13% Rare Diseases / Orphan Diseases
- 10% Immunology
- 9% Cardiovascular / Thrombosis
- 9% Hematology
- 7% Diabetes / Metabolic Disorders / Endocrinology
- 6% Dermatology

THEIR EDUCATION

- 40% PharmD
- 37% PhD
- 11% Master’s
- 6% MD / MBBS
- 3% Other Doctorate
- 2% Bachelor’s
- 1% Other Degree

Source: 2019 MSL Salary & Compensation Survey - USA Results
N=1,978

We have multiple other infographics
MSL EXPERT WEBINAR SERIES

Explore our MSL Expert Webinar Series recordings anytime to stay up-to-date on the latest industry trends and to gain insights into MSL best practices.

Our Webinars have resulted in:

- **11,867 Total Registrations between 2015-2019**
- **18+ Hours of Webinar Recordings with MSL Leaders**
- **Multiple Reports**

We have an awesome reach within the Global MSL community

_Since 2013 the MSL Society has conducted over 15 webinars._
_Our average webinar registration consists of 615 MSL Professionals from 53 countries!_
We have had **12 Conferences in 3 countries since 2013**. Missed a past conference but want to review a presentation? We have you covered. All members of the MSL Society have access to all presentations from all our past events. It’s a great way to learn about hot topics being discussed by global MSLs and MSL Leaders. These resources include:

- **146+ Presentations**
- **20 Original Research Posters**
The MSL Journal is ONLINE and features original content covering:

- Professional Development
- Industry Leaders
- Industry News And Events
- Book Reviews
- Industry Announcements & Career Opportunities

Cherie Hyder, PharmD  Editor-in-Chief
Austine Mah  Managing Editor
Our training programs are based on real-world experience from best-in-class MSL teams. The training content has been developed using a variety of best practices that are currently utilized by successful MSL teams.

Some of the recent training topics include:

- New MSL team launch strategy
- Effectively working with cross-functional teams (i.e. sales, marketing, etc)
- Building effective, value-added ethical KOL relationships
- Emotional intelligence for MSLs
- Developing a specific strategy and plan for each KOL
- Insight Gathering and Competitive Intelligence
- Maximizing MSL performance
- Investigator led research (IITs ISTs etc) communication strategy
- How to critically evaluate and read a research paper
- Active listening for MSLs
- Body language for MSLs
- Pre and post KOL visit strategy and creating objectives for each visit
- Developing and utilizing MSL KPI’s and Metrics
- Conference planning and strategy
- Effectively managing Advisory Boards
- Advanced presentation and communication skills
- Investigator led research (IITs ISTs etc) communication strategy
- Insight Gathering and Competitive Intelligence
- Maximizing MSL performance
- Investigator led research (IITs ISTs etc) communication strategy

www.themsls.org/customized-medical-science-liaison-training/

Countries where we have conducted customized MSL Training Programs

200+
New and senior MSL trained since 2013

Pharma, Biotech, and Medical Device Companies

20+
Countries where we have conducted customized MSL Training Programs

10

How to Critically Evaluate a Research Paper

Learn how to get an in-depth look at scientific papers and the tools used to evaluate them

Live MSL Training

Upcoming Dates
How to Critically Evaluate a Research Paper

Learn how to critique scientific papers and use tools to evaluate them

Topics Covered through Gamification

- Understand the clinical significance of a paper
- The various sections of a paper and what information is significant in each
- Assess the reliability of results
- Distinguish facts from interpretation
- Spot potential weaknesses in study design
- Templates for extracting information to create a map of a clinical trial in order to prepare for talks with KOLs
- Understand clinical trials, scientific literature, data visualization and statistics
GATHERING INSIGHTS FROM KOLs

TOPICS COVERED

• What is an insight?
• How is an MSL insight different from routine MSL scientific exchange?
• How do MSL insights impact the role, function, company?
• How are MSL insights captured?
• What makes an insight actionable?
• When should insights be communicated?
• How do MSL Insights impact MSL Performance and Metrics?
• What are some examples of valuable MSL insights gathered
ASPIRING MSL
TRAINING PROGRAMS
3-Day Live Aspiring MSL Presentation & Communication Skills Program

The Aspiring MSL Presentation & Communications Skills Program from the MSL Society is the first of its kind 3-Day live training offered anywhere in the world. Gain all the skills necessary to break into the MSL career.

www.themsls.org/3-day-live-msl-candidate-presentation-communication-skills-program
3 Day Live MSL Training

Candidates that are interested in breaking into the MSL role but lack presentation skills or need skills training on how to communicate as an MSL find this class very beneficial.

- Effective MSL Presentation skills
- Defining a KOL and how to effectively engage with them
- Communication Skills
- Engage with multiple MSL hiring managers
- And Many More!

www.themsls.org/3-day-live-msl-candidate-presentation-communication-skills-program
LIVE ASPIRING MSL ONLINE TRAINING

Become a Medical Science Liaison: Learn what it takes to break in from those who actually hire MSLs!

During the program, you can ask two current MSL Managers your specific questions!

3 Hours Online
One of the most rewarding aspects of the MSL Society is being a part of helping launch the careers of the next generation of MSLs. Go to the link below to see a few of those we have helped through our training programs.

www.themsls.org/careers-launched
The MSL Society Job Board is the industry’s first and only comprehensive niche job board 100% dedicated, focused, and built to serve the Medical Science Liaison (MSL) career.

Our job board is unique because we only list MSL and MSL management jobs making searching for roles or finding talent much easier!

Our jobs are widely shared

- Automatically shared as an announcement and discussion in our LinkedIn group “Medical Science Liaison & Medical Affairs Networkers”, which is the largest group on LI for Medical Affairs and MSLs with 24,500+ members
- Shared on our Facebook company page and Twitter account
- Distributed through our highly targeted newsletter which goes to over 13,000+ MSL professionals

Learn more: https://careercenter.themsls.org

Unique Insights

Video interviews with HR and Hiring managers. These provide further insight into what a hiring manager is looking for in a candidate.

Our goal is simple: Connect highly qualified MSLs and MSL management with recruiters and employers!
Our Store Merchandise is a FUN way of letting the world know you are part of the MSL community!

We love sharing photos that companies and individuals send us using MSL Society gear! Send us your photos to share!

100% of all revenue goes directly to the MSL Society to create resources for our members and the global MSL community.

https://store.themsls.org/
Ready To Be Empowered?

JOIN NOW
WHERE TO START

The MSL Society is focused on you and your career advancement! This guide was designed as a useful tool to familiarize yourself with where to find resources and the benefits of membership – from events and members-only resources, to professional development tools, training programs, networking opportunities, and much more!

UPDATE YOUR MEMBER PROFILE ONLINE

Keep your profile information up-to-date to maximize networking opportunities.

Visit our members-only website to login using your username and password.

Need help with your account? Contact Janelle Rosa
Member Services Coordinator
janelle.rosa@themsls.org
+1-919-935-8464

ACCESS THE MEMBERS-ONLY SITE TO:

✓ Update your profile
✓ Renew your membership
✓ Explore the MSL Society resources
✓ Network with other members
✓ Download the MSL Guidelines
✓ Register for upcoming events and training programs
QUICK ACCESS

Explore the quick links below to access our main resources, events, training programs, and more. For the latest news and updates, connect with us on social media and visit www.themsls.org to network within our global Member Directory.

ADVOCATE
Share this guide with your network of colleagues and peers to educate them on the value of membership.

RESOURCES PORTAL
Get access to all the MSL Society resources at a click of a button and expand your knowledge.

MSL MENTORING
Managed by highly experienced MSL leaders who have extensive experience in managing mentor programs.

EVENT CALENDAR
View the upcoming live and online MSL Society events.

MSL GUIDELINES
The first-ever official global non-regulatory industry-wide guidelines for MSL activities.

MSL JOB BOARD
Our simple goal is to connect highly qualified MSLs and MSL management with recruiters and employers.

MEMBER DIRECTORY
Search our global directory of active members to network and reconnect with colleagues.

CUSTOMIZED TRAINING
Training programs based on real-world experience and insights gained from best-in-class MSL teams.

MSL STORE
Proudly display your career and have some fun with our MSL gear.

MEMBER PROFILE
Log in to view and update your member profile instantly.

ANNUAL U.S. CONFERENCE
Our flagship conference provides the opportunity to learn about the latest trends shaping the industry, whilst enhancing MSL skills.

MSL OF THE YEAR AWARDS
Recognizing excellence within the MSL profession.