

The Carnivale of Risk



48TH CONFERENCE & EXPO

February 27 – March 2, 2022

Attendee Brochure

The Carnivale of Risk

48th Annual Conference & Expo



February 27–March 2, 2022

DISNEYLAND® HOTEL, ANAHEIM, CA

WELCOME MESSAGE



Within our mission statement, we are dedicated to the professional development of all California public agency personnel with responsibility for risk management. During the pandemic, our organization, like many others, was forced to cancel our in-person conference and

move to a virtual platform. With the Board's mantra to stay relevant during the pandemic and the outstanding support of our sponsors, we were able to have a successful virtual conference. We hope that the worst of the pandemic is behind us and it is with that I hope, I present to you our in-person conference, The Carnivale of Risk at the Disneyland® Hotel.

All great carnivals around the world include a parade and PARMA is no different. Working tirelessly behind the scenes is the Mistick Krewe of PARMA, those responsible for assembling and delivering the parade of solutions and education to combat the parade of horrors that many public agencies face. No matter your challenge, and in today's climate there are many, there is someone among the PARMA Krewe who has the answer, and the 2022 conference is the place to hone your craft and gather those risk management strategies.

Together we are strong and together we are the Mistick Krewe of PARMA! Welcome to the 48th Annual Conference, The Carnivale of Risk.

Karen Bianchini, *PARMA President*

Board of Directors & Conference Planning Committee

Officers

Karen Bianchini President
Jeff Rush Vice President
Larry Costello Secretary/Treasurer
Catherine Jones Immediate Past President

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Keith Epstein	Alex Mellor	Jim Thyden
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Gabriella Hubbard	Caryn Rinaldini	

Staff

Gloria Peterson Executive Director
Becky McGuire Event Manager
Julie Wallner Exhibits and Sponsorships
Allie Johnson Membership

PARMA Identity Statement

PARMA is a professional community of California public agency personnel with responsibility for risk management, and a network of risk management service providers.

Mission Statement

PARMA is dedicated to the professional development of all California public agency personnel with responsibility for risk management, and to the promotion of risk management as a critical component for public agency fiscal health.

PARMA Social Media Links

Facebook page: <https://www.facebook.com/PublicAgencyRiskManagementAssociation/>

LinkedIn: <https://www.linkedin.com/in/parma2762>

Twitter: <https://twitter.com/PARMA2762>

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Vimeo: <https://vimeo.com/parmavideos>

Instagram: <https://www.instagram.com/parma2762/>

How to Register

Three Ways to Register!

ONLINE:

www.PARMA.com

MAIL TO:

PARMA
One Capitol Mall, Suite 800
Sacramento, CA 95814

FACSIMILE:

(916) 444-7462

Registration Pricing

REGISTRATION PRICING	MBR EARLY	MBR REGULAR	MBR ONSITE	NONMBR EARLY*	NONMBR REGULAR*	NONMBR ONSITE*
Public Entity Registration – 1st Person	\$350.00	\$450.00	\$550.00	\$500.00	\$600.00	\$700.00
Public Entity Registration – 2nd and Additional Registrations	\$320.00	\$420.00	\$520.00	\$380.00	\$480.00	\$580.00
Associate Registration (Non Public Entity)	\$800.00	\$900.00	\$1,000.00	\$1,000.00	\$1,100.00	\$1,200.00
Sponsor Additional Registrations	\$425.00	\$425.00	\$525.00	\$425.00	\$425.00	\$525.00
Guest (Includes all meals at the Disneyland® Hotel and the Reception on Monday Night)		\$350.00	\$350.00	\$350.00	\$350.00	\$350.00
Exhibitor Registration (After the First Two Comps)	\$425.00	\$425.00	\$525.00	\$425.00	\$425.00	\$525.00

Attendee Pricing for Non-PARMA Members

**Registration includes a one-year, non-refundable membership (public entity only) to PARMA. Only one person from each company needs to register at the nonmember rate. All others from the same company/entity can use the additional member pricing above.*

Important Deadlines

12/3/2021 Early Bird Pricing End Date (Register on or Before this Date)

12/4/2021 Regular Pricing Start Date

2/22/2022 Onsite Registrations Rates Apply

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 3, 2021 will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 3, 2021 will be subject to a \$100.00 service charge. No reimbursement will be given after January 18, 2022 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

There are no refunds on golf fees or membership dues.

In the event PARMA must cancel this conference for any reason, liability is limited to the registration fees paid only. PARMA is not responsible for any other expenses incurred, including travel and accommodation fees.

Special Needs

If for any reason, you require assistance or special accommodations, please indicate so on the registration form. PARMA conference management will contact you to ensure proper accommodations are made.


COVID-19 Protocols

For the latest updates regarding the COVID-19 protocols, [click here](#). These guidelines are subject to change between now and the opening of the Annual Conference. IT IS YOUR RESPONSIBILITY TO BE AWARE OF THE REQUIREMENTS IN FORCE WHEN THE CONFERENCE BEGINS.

You are aware that any interaction with the public poses an elevated risk of being exposed to COVID-19 and communicable health risks more generally. You further acknowledge that you will undertake all measures to protect your own health and well-being and those of others in attendance at PARMA's 2022 Annual Conference. By attending PARMA's Conference, you and any guests voluntarily assume all risks related to exposure to infectious diseases, including COVID-19 and agree not to hold PARMA or any of their affiliates, directors, officers, employees, agents, contractors, or volunteers liable for any illness or injury.

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 Instagram: <https://www.instagram.com/parma2762/>

Conference Location & Accommodations



Conference Location

Disneyland® Hotel Conference Center

1150 West Magic Way, Anaheim, California 92802

Hotel Reservations

Upon completion of and payment of your registration, you will receive a confirmation email with details on reserving a hotel room.

Room Rates

Disney's® Grand Californian Hotel & Spa \$289.00 / night

Disneyland® Hotel \$239.00 / night

Prices do not include room fees and taxes.

Cancellation & Change Policy: fourteen days prior to arrival. Final day to book hotel is February 1, 2022. PARMA requires a one-night nonrefundable deposit.

Parking

Self-parking \$20.00 / night

Valet parking \$30.00 / night

Discounted Special Group Theme Park Tickets Available

You may purchase discount special group rate theme park tickets when making your hotel reservation by using the hotel link provided in your PARMA registration email confirmation.

Theme park tickets must be purchased through the link before February 26, 2022 at 6:00pm. You will not be able to purchase discounted theme park tickets after this date or onsite.

Guest Tickets for the Tuesday Reception at California Adventure Park may be sold during the conference based on availability. More information to follow.

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Keynote Speaker – Dr. Wendy Suzuki



Good Anxiety: Harnessing the Power of the Most Misunderstood Emotion

Dr. Wendy Suzuki


In her new book and presentation, *Good Anxiety: Harnessing the Power of the Most Misunderstood Emotion*, Dr. Suzuki transforms the definition of anxiety from one of our least favorite emotions to one of the most powerful self-help tools we never knew we had. Weaving in her own personal anxiety story with cutting edge research as well as some of the most recent findings from her own lab, Dr. Suzuki gets at the complex web of interactions that make up anxiety's underlying brain pathways and reveals how all of us can learn not only how to better manage difficult, negative emotions, but also use the learning and wisdom that come from those negative emotions to improve our daily lives. Dr. Suzuki's innovative approach puts us in charge of our own anxiety once and for all.

Dr. Wendy Suzuki is a Professor of Neural Science and Psychology in the Center for Neural Science at New York University and a celebrated international authority on neuroplasticity. She was recently named one of the ten women changing the way we see the world by *Good Housekeeping* and regularly serves as a sought-after expert for publications including *The Wall Street Journal*, *Shape*, and *Health*. Her TED talk has more than 31 million views on Facebook and was the 2nd most viewed TED talk of 2018.

<https://www.wendysuzuki.com/>


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Conference at a Glance

Session Color Codes

Sessions are color coded by their educational focus.

 GENERAL	 RISK MANAGEMENT	 LIABILITY	 INSURANCE
 SAFETY/HEALTH	 WORKERS' COMP	 LEADERSHIP	

Sunday, February 27, 2022

1:00pm-6:00pm Conference Registration

Monday, February 28, 2022

7:00am-5:00pm Conference Registration

7:00am-8:30am Continental Breakfast

8:45am-10:00am Welcome and Keynote Speaker, Wendy Suzuki

10:00am-10:30am Networking Break and Dedicated Exhibit Time

10:00am-5:00pm Exhibit Hall Open

10:30am-12:00pm	A1 Am I Covered? CE	A2 First Amendment Issues in a Politically Charged World CE/MCLE	A3 Evolution of Risk Management	A4 Cal/OSHA Appeal Process - Far From Abstract CE/MCLE	A5 Pandora's Box - Remote Depositions, Hearings, Arbitrations and Trials; Why We Will Never Completely Return to "Normal" CE	A6 California Cumulative Trauma Defense: A Workers' Compensation Hierarchy of Needs CE/MCLE
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12:15pm-1:15pm Lunch, Annual Membership Meeting and Sponsor Appreciation

1:15pm-1:45pm Dessert in the Exhibit Hall

2:00pm-3:15pm	B1 State of the Market - Trends Driving the Market Today	B2 Bent, But Not Broken...Emerging from COVID More Resilient, Creative and Hopeful	B3 Why do Your Employees Become Represented in Their Workers Comp claims	B4 Challenging Employees and Claims in the "New" Workplace/ The Rob and Marc Show 2022	B5 The Carnivale of Proposals - To RFI, RFQ or RFP: Which One is Right for You? CE	B6 Reducing the Risk of Testimony: Cross-Exam Survival Skills for Deposition & Trial CE/MCLE
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3:15pm-3:45pm Networking Break in the Exhibit Hall

4:00pm-5:00pm	C1 Anatomy of a Catastrophic Liability Loss CE	C2 Captives - A View from the Ground Up CE	C3 Carnivale of Accident Causation CE	C4 Avoiding the Brain Drain	C5 The Mountainous Expedition of Presumption Injuries CE
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5:00pm-6:30pm PARMA's Disney® Character Reception

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Conference at a Glance

Session Color Codes

Sessions are color coded by their educational focus.

GENERAL	RISK MANAGEMENT	LIABILITY	INSURANCE
SAFETY/HEALTH	WORKERS' COMP	LEADERSHIP	

Tuesday, March 1, 2022

7:30am-8:30am	Chapter Breakfast – Grab Your Breakfast and Join Your Chapter					
7:30am-5:00pm	Conference Registration					
8:00am-2:00pm	Exhibit Hall Open					
8:30am-10:00am	D1 Sexual Assault And Molestation Claims Against Public Entities: Legal Updates, Liability Exposure and Defense Strategies CE/MCLE	D2 The Truth About Lying CE/MCLE	D3 Cyber Security Isn't an IT Problem	D4 Liability Claim Resolving and Case Evaluation	D5 Presumption Statutes and the Burden of Proof CE/MCLE	D6 I've Fallen and I Do Not Want to Get Up and Other Injury Stories from a Biomechanical Engineer CE
10:00am-10:30am	Networking Break and Dedicated Exhibit Time					
10:45am-12:15pm	E1 Schools Roundtable	E2 When the Carnivale of Life Leads to a Claim of PTSD: A Guide for Rebutting and Defending Against this New Presumption CE/MCLE	E3 So There's a Breach, Now What?	E4 Risky Business - A Primer on Minimizing Risk in Dangerous Condition and Inverse Condemnation Cases CE/MCLE	E5 Key to Success: Cross-Departmental Collaboration for COVID-19 Initiatives	E6 Controlling Liability During Construction While Accounting For Recent Hazardous Materials Regulatory Changes CE
12:15pm-1:45pm	Lunch and Dedicated Exhibit Time					
2:00pm-3:15pm	F1 Where Has All The Coverage Gone? CE/MCLE	F2 Self Insurance and Related Funding Decisions CE	F3 A Proactive Approach to Promoting Mental Health Through Traumatic Times: Critical Incident Debriefing	F4 Ch-ch-ch-changes in the Universe of Insurance Requirements in Contracts	F5 The Importance of Return-To-Work and How to Effectively Manage the Process	F6 Mental Stress Related Claims, They aren't Like Broken Bones CE
3:15pm-3:30pm	Break					
3:30pm-4:45pm	G1 How COVID-19 Has Changed the Insurance Landscape from An Underwriting, Claims and Litigation Perspective – Update 2022 CE	G2 Workers' Comp Bingo 2022	G3 Diversity and Inclusion Requires More Than Just A Policy CE/MCLE	G4 The Good, Bad, and Ugly Claims: Liability Lessons Learned	G5 Red Flag Law and Reality CE/MCLE	G6 Running Government Like a Business: Understanding the Risks
7:30pm-11:00pm	The Carnivale of Heroes – Disney California Adventure® Park – Hollywood Lounge and The Hyperion Queue (Guest tickets may be sold during the conference.)					

Wednesday, March 2, 2022

8:00am-9:00am	Continental Breakfast					
9:00am-10:15am	H1 The Carnivale of Risk – Why Traditional Risk Management Still Matters! CE	H2 How Effective Leaders Enhance Worker Safety in the Public Sector CE	H3 Keeping it Real: Loss Adjusting Practices and Insights CE	H4 Social Worker, Therapist, Cop: Managing Today's Police Risk/Finding an Impartial Jury in the Wake of Defund the Police CE	H5 Working From Home, and a Possible Hybrid Future CE	H6 What's Work Got to Do With It?: Emerging Law and Litigation over "Vocational Apportionment" CE
10:15am-10:30am	Refreshment Break					
10:30am-11:45am	Closing Session – Mark Pew					

Special Events



PARMA's Disney® Character Reception

Monday, February 28, 2022

5:00pm - 6:30pm

Network with colleagues, enjoy hors d'oeuvres, and have your photo taken with special guests.

The Carnivàle of Heroes

Tuesday, March 1, 2022

7:30pm – 11:00pm

PARMA will host a dessert reception inside the Hollywood Lounge and the Hyperion Queue at *Disney California Adventure®* Park.

The fun will continue from 9:00pm – 11:00pm in the Avengers Campus with private access to Web Slingers: A Spider-Man Adventure and Guardians of the Galaxy: Mission Breakout!

Guest tickets may be sold on site at the conference. However, they are subject to availability. Subject to change without notice.



Stop by the PARMA Booth

Located at Booth #107-109

Connect with Chapter Leaders

Get Help with the Conference App

Be sure to pick up your Attendee Gift

PARMA 2022 Conference Sessions

Monday, February 28, 2022

10:30am–12:00pm

A1: Am I Covered?

Focus: Insurance **Level:** Beginner

Session Summary: One of the most common but also most feared insurance questions, before or after a loss, is Am I Covered? We are expected to have the right answer even though sometimes the issues are fuzzy and easy answers are impossible to provide. This session will provide attendees the tools they need, including a systematic, comprehensive approach to analyzing claims, to confidently answer that question, and precisely identify the issues involved in any coverage dispute.

Presented by: Marcus Beverly, Alliant Insurance Services, Inc.

CE Session

A2: First Amendment Issues in a Politically Charged World

Focus: Liability **Level:** Intermediate

Session Summary: In light of recent events, including months of civil unrest, increased political polarization, and increased conversations regarding issues related to diversity, equity, and inclusion, speech and social media postings by public employees are being placed under the microscope. No one is exempt from this scrutiny from the intern to the city manager. These social changes will undoubtedly result in public agencies addressing complaints about things employees post or say and whether the agency can and/or should discipline an employee for such conduct. Whether in the office, at work-sanctioned events, or on social media, this presentation will focus on the very latest developments of First Amendment law and will use real-life case studies to explore how to navigate free speech issues during tumultuous times.

Presented by: Mark Meyerhoff, Liebert Cassidy Whitmore

CE/MCLE Session

A3: Evolution of Risk Management

Focus: Leadership **Level:** General Interest

Session Summary: The last two years have seen significant challenges for public entity risk managers, including the pandemic, civil unrest, and the continued impact of climate change and social inflation. These challenges and more continue to reshape the risk management landscape.

In this live Out Front Ideas session, Kimberly George and Mark Walls will lead a panel discussing how their risk management priorities have changed the past two years, what new risks have emerged, how the insurance marketplace is responding, and what they are concerned about for the future.

Presented by: Michael Alio, Orange County, John Chino, Arthur J. Gallagher, Kimberly George, Sedgwick, Jim Thyden, California JPIA, Mark Walls, Safety National, Dawn Watkins, LAUSD

A4: Cal/OSHA Appeal Process – Far From Abstract

Focus: Safety/Health **Level:** Advanced

Session Summary: Far from being abstract, the Cal/OSHA appeal process is precise and if you miss a deadline or sign on the wrong line, you may be stuck with no recourse. From the moment the closing conference ends, start planning the response. In this session, the presenter explains the elements necessary for a citation to stick and discusses key issues for a successful appeal. Would you know what documents to produce, whether to sign the citation or decline, whether independent employee action provides a defense, or whether the logical time defense applies? No worries, Dick pulls back the curtain to reveal powerful insider information about how compliance officers gather evidence to establish their case and how employers can successfully navigate the appeal process.

Presented by: Lisa Prince, The Prince Firm

CE/MCLE Session

A5: Pandora's Box – Remote Depositions, Hearings, Arbitrations and Trials; Why We Will Never Completely Return to Normal

Focus: Risk Management **Level:** Intermediate

Session Summary: Will courtrooms ever return to traditional in-person settings? How do we adapt and move forward in a remote litigation environment? Our seasoned trial and litigation experts, Seymour Sy Everett (civil litigation) and William Davis (workers' compensation) will review current realities of each system and the common challenges we face in the remote litigation landscape. Come hear the pros and cons of litigating remotely and why it is here to stay.

Presented by: William Davis, Hanna Brophy Law Firm, Seymour Everett, Everett Dorey, LLP

CE Session

A6: California Cumulative Trauma Defense: A Workers' Compensation Hierarchy of Needs

Focus: Workers' Comp **Level:** Intermediate

Session Summary: Cumulative trauma (CT) claims are wrecking the California work comp system. Nearly every litigated work comp claim has a cumulative trauma aspect to it.

David H. Parker will provide members with relevant labor code laws on legal defenses and how various medical conditions play a key role in cumulative trauma claim defense. Additionally, the state of California has made it extremely difficult for employers to defend cumulative trauma claims, which David will educate members on when to settle your claim or take the claim to trial.

Presented by: Megan Lucchesi, Brian, Duncan, Darren Van Doren, Parker, Kern, Nard & Wenzel

CE/MCLE Session



PARMA 2022 Conference Sessions

Monday, February 28, 2022

2:00pm–3:15pm



B1: State of the Market – Trends Driving the Market Today

Focus: Insurance **Level:** Beginner

Session Summary: This session will include an overview of market trends and hot topics that risk management professionals should pay close attention to. The session will cover trends in sex abuse, law enforcement, COVID-19, natural catastrophes, and more.

Presented by: Lauren Tredinnick, Munich Re Specialty Insurance

B2: Bent, But Not Broken...Emerging from COVID More Resilient, Creative, and Hopeful

Focus: Leadership **Level:** General Interest

Session Summary: Over the past 18 months, COVID has consumed our lives and taken us out of our comfort zone. Yet, we have learned to adapt, learned new technology, and new ways of delivering services. This session will look at how COVID has affected our resilience, our creativity and comfort levels. You will learn positive, uplifting strategies to focus on, so we don't come out of the pandemic the way we came into the pandemic. We are bent, but not broken.

We have all been impacted by COVID... from working at home, to balancing family/work, to shopping online, wearing masks, and worrying about exposure. As Covid subsides, this session will help us find ways to take what we've mastered during Covid and move forward more resilient and hopeful.

Presented by: Kathy Espinoza, Keenan & Associates

B3: Why do Your Employees Become Represented in Their Workers' Comp Claims

Focus: Workers' Comp **Level:** General Interest

Session Summary: The session considers the action points in a workers' comp claim when employees are most likely to hire an attorney, and presents alternative approaches to avoid the need for representation. A risk manager and claims director will discuss specific interventions to support employees with claims. An applicant's attorney will discuss why your employees become his clients. A defense attorney will consider when you want your employee to hire an attorney.

Presented by: Anne Hernandez, Mullen and Filippi, Beverly Jensen, City of Lodi, Jeanette Mason, Athens Administration, Alan Sessoms, Sessoms Law Firm

B4: Challenging Employees and Claims in the New Workplace/The Rob and Marc Show 2022

Focus: Risk Management **Level:** General

Session Summary: Workplaces, regulations, supervisory standards, and employee expectations have all changed. This session will provide practical guidance on civil and workers' compensation exposures, guidance on the new concepts of safe return to work, heightened standards for employee management, particularly in light of actual or perceived changes in approach to leaves of absence and workplace absence from employees and medical care providers. Practical scenarios will be used to demonstrate guidance intended to be readily transferable and applicable to most workplaces.

Presented by: Rob Cutbirth, Freeman Mathis & Gary, LLP, Marc Leibowitz, Laughlin, Falbo Levy & Moresi, LLP

B5: The Carnivale of Proposals – To RFI, RFQ or RFP. Which One is Right for You?

Focus: Risk Management **Level:** Intermediate

Session Summary: Developing a request for proposal (RFP) allows you to identify the right vendor to solve your organizational challenges. However, receiving the best proposals that will help you accurately evaluate vendor capabilities begins with a well-written RFP. In this session, the panel will provide guidance and helpful recommendations for writing an effective RFP or improve one that you may already have. The panel will also go over items you need to include and what prospective vendors need to know about your project in order to provide an accurate bid and remove misunderstanding. Clarity will reduce additional questions being submitted by prospective bidders, which reduces the amount of research you need to do to provide answers.

Presented by: Marcus Beverly, Alliant Insurance Services, Inc., Courtney Chase, City of Chula Vista, Agnes Hoeberling, Intercare Holdings Inc., Tyrone Spears, City of Los Angeles

CE Session

B6: Reducing the Risk of Testimony: Cross-Exam Survival Skills for Deposition & Trial

Focus: Liability **Level:** General Interest

Session Summary: Featuring our time-tested techniques used by hundreds of our public employee and police officer clients, MKERT's cross-exam survival training is a one-hour and fifteen minute session that teaches beginners how to be more effective defense witnesses and experienced courtroom veterans how to become star witnesses. With extensive review of the standard cross-exam "mind tricks" of aggressive attorneys, this session teaches attendees how to overcome various witness exam traps while still keeping one's cool and presenting an effective case for the defense.

Presented by: Tony Sain, Lewis Brisbois

CE/MCLE Session

PARMA 2022 Conference Sessions

Monday, February 28, 2022

4:00pm–5:00pm

C1: Anatomy of a Catastrophic Liability Loss

Focus: Liability

Level: Advanced

Session Summary: Very large liability claims come in various guises. Some are known to be large from the outset. Others develop over time. This session will help attendees identify claims with the potential to become very large losses. Once a claim is identified, an excess reporting protocol is needed as well as a strategy to bring multiple insurance company claims teams together to reach resolution of the matter - whether through trial or settlement. Attendees will learn from speakers with direct experience in catastrophic liability claims.

Presented by: Zachary Gifford, The California State University, Tracey Matthews, City of Anaheim

CE Session

C2: Captives - A View from the Ground Up

Focus: Insurance

Level: Intermediate

Session Summary: Captives offer the California pooling community a means to increase program offerings, decrease dependence on the commercial insurance market, and potentially enhance investment earnings. If you're considering how a captive could benefit your pool, or if you're still not sure what a captive is, join our roundtable of pool executives and actuarial and investment professionals as we discuss the path to captive formation and the day-to-day operations of a captive. Come ready with your questions!

Presented by: Mike Harrington, Bickmore Actuarial, Lesley Murphy, PFM Asset Management LLC, Walter "Andy" Sells, Association of CA Water Agencies JPIA, Janet Selby, North Bay Schools Insurance Authority

CE Session

C3: Carnivale of Accident Causation

Focus: Safety/Health

Level: Beginner

Session Summary: This session will provide a very simple, but profound way to categorize accident causation. The theory builds upon the foundation of Herbert Heinrich and his accident causation theory modifying and expanding that theory into a framework that can be applied to accident prevention, accident/incident investigation and follow-up, and overall safety management. The session also explores how the Injury and Illness Prevention Program provides the perfect safety management overlay for incident/accident prevention.

Presented by: Catherine Jones, Bakersfield College

CE Session

C4: Avoiding the Brain Drain

Focus: Leadership

Level: General Interest

Session Summary: Some studies conclude that written information like policies, procedures, manuals, and documents account for only 10% of the knowledge that any one employee possesses regarding their job. The real gems are the remaining 90% – the specific experience in their head. How is this essential knowledge captured? Which positions are most critical to capture? With close to one third of the water industry staff looking to retire in the coming years, it is imperative to develop a plan to capture this knowledge before it disappears.



This session will help organizations determine the most important positions to address now – where your agency is most vulnerable. Information shared will help mitigate the impact when institutional knowledge walks out the door because of a better opportunity, retirement or for any reason. Ideas, tools, and checklists shared can be taken back and used immediately at your agency.

Presented by: Patricia Slaven, ACWA JPIA

C5: The Mountainous Expedition of Presumption Injuries

Focus: Workers' Comp **Level:** Intermediate

Session Summary: In the late 1970's the term rebuttable presumption became synonymous with workers' compensation and specific employee classifications. Since that time, some statutes have expanded the benefits afforded, and new presumptions have been added, such as PTSD and COVID. Join us as we discuss the evolution of presumptive injuries in California and take a look at how other states are addressing the push for legislation in this area.

Presented by: Nichole Martinez, City of Tempe, Jeff Rush, California JPIA, De Ann Wagner, Sedgwick, Steve Siegel, Siegel, Moreno & Stettler

CE Session

PARMA 2022 Conference Sessions

Tuesday, March 1, 2022

8:30am–10:00am

D1: Sexual Assault And Molestation Claims Against Public Entities: Legal Updates, Liability Exposure, and Defense Strategies

Focus: Liability

Level: Advanced

Session Summary: The liability exposure issues for sexual assault and molestation cases against public entities are rapidly changing after the passage of A.B. 218, which extended and re-opened the statute of limitations on sexual assault and molestation cases, and the new decision protecting public entities against Unruh claims in *Brennon B v. Superior Court (Contra Costa)* (2020) 57 Cal.App.5th 367.

This session will discuss the legal theories on which these claims are made by plaintiffs, and will discuss the defenses that can be levied against these claims. This session will explain how to defend against these cases, how to protect against such claims being asserted against the public entity in the future, the recent cases and legal decisions on sexual assault and molestation cases that all public entities should know, and the strategies moving forward. Attendees will learn the law in this area, the risks of these cases, and how to protect against such incidences occurring in the future.

Presented by: Anthony DeMaria, DeMaria Law Firm

CE/MCLE Session

D2: The Truth About Lying

Focus: Workers' Comp **Level:** General Interest

Session Summary: The saying goes a lie can travel halfway around the world while the truth is putting on its shoes. This dynamic session will provide an inside look into lies people tell to try and steal Workers' Compensation benefits and how they are caught. Learn the latest Workers' Compensation fraud schemes and which lies that are most common, on the rise, trending, and some that are hilarious. Get an inside look at Workers' Compensation fraud by a Lead Prosecutor and an SIU fraud expert as they share their true stories of liars who were recently prosecuted. This high-energy, multi-media presentation provides insurance professionals with insights they can utilize immediately to successfully identify lies, combat abuse, and prosecute fraud. This presentation is a must-see for claim professionals, insurance program leadership, employers, defense attorneys, investigators, risk managers, and fraud specialists.

Presented by: Dalene Bartholomew, VRC Investigations, Janelle Crandell, Goyette, Ruano & Thompson

CE/MCLE Session

D3: Cybersecurity Isn't an IT Problem

Focus: Risk Management **Level:** Intermediate

Session Summary: The need for good cybersecurity continues to increase. Cities have been crippled by ransomware and data breaches. Costs have been in the millions. Is your City prepared? Many in local government think cyber risk are IT risks. However, this is the wrong view. Cyber risk is an organization issue. In this session you will learn strategies to reduce cyber risk, strategies to address new and emerging cyber threats, and what you can do to make your City cyber safe.

Presented by: Donald Hester, City of Livermore



D4: Liability Claim Reserving and Case Evaluation

Focus: Liability

Level: Intermediate

Session Summary: This session will discuss the various means by which third party administrators and claims managers properly set reserves on liability claims and lawsuits and what effect that has on finance departments, pools, and insurers. We will also delve into the process of analyzing what claims and cases are actually worth and then go about explaining the most efficient manner in which to resolve them. Finally, we will discuss what factors affect the valuation of each and every claim or case, in both a litigated and non-litigated environment.

Presented by: Chris Kustra, Carl Warren, Michael Wroniak, Collins & Collins, Paul Zeglovitch, California JPIA

D5: Presumption Statutes and the Burden of Proof

Focus: Workers' Comp

Level: General Interest

Session Summary: This session will provide clarity with regard to 2021/2022 presumption statutes, most specifically who is covered, diagnostic information, causation, reasonable links, and presumption periods. Content will also provide sights on anti-attribution clauses, apportionment, labor codes, and more. Learn valuable information that will have a lasting impact.

Presented by: Laura Banker, Michael Sullivan & Associates, Rod Coppedge, Michael Sullivan & Associates

CE/MCLE Session

D6: I've Fallen and I Do Not Want to Get Up and Other Injury Stories from a Biomechanical Engineer

Focus: Safety/Health

Level: Intermediate

Session Summary: This presentation focuses on forensic injury biomechanics. First, a simple view of biomechanics, injury causation, and injury mechanisms is provided. Then the differences between a biomechanist and a medical doctor are described. Finally, case studies from auto collisions, slip and fall incidents, etc. are discussed.

Presented by: Mohammad Atarod, Jensen Hughes

CE Session

PARMA 2022 Conference Sessions

Tuesday, March 1, 2022

10:45am–12:15pm

E1: Schools Roundtable

Focus: Leadership **Level:** General Interest

Session Summary: Schools face unique and seemingly ever evolving challenges both big and small. Come and bring your issues, questions, solutions, and best practices to the Schools Roundtable. Topics are provided by attendees. Past topics have included pandemic diseases, active shooter policies and protocols, rules and regulations regarding pesticides, Cal/OSHA compliance, and Emergency Management Plans. Have your science chemicals been inventoried lately? Yes or no, come bring your questions and/or your answers.

Presented by: Russ Olsen, Ventura County Schools Self-Funding Authority

E2: When the Carnivale of Life Leads to a Claim of PTSD: A Guide for Rebutting and Defending Against this New Presumption

Focus: Workers' Comp **Level:** Intermediate

Session Summary: There has been a recent legislative shift chipping away at prior legislation that raised the bar required for employees to establish compensable industrial psychiatric claims. With the enactment of LC 3212.15 in 2019, the legislature established a presumption that PTSD among police and firefighters is compensable, placing the burden on employers to disprove industrial causation. Since then, each year has seen additional bills introduced that would expand the presumption. We will explore from a forensic standpoint what is required in psych reports to establish substantial evidence of a PTSD diagnosis, which employees are subject to the Presumption, and the legal defenses available to employers to successfully rebut the Presumption. We will also discuss trends surrounding these Presumption claims since the enactment of LC 3212.15 in 2019.

Presented by: Dr. Ron Heredia, East LA College/Westwood Eval and Treatment Center, Vicki Lindquist, Laughlin, Falbo, Levy & Moresi LLP, Tyrone Spears, City of Los Angeles

CE/MCLE Session

E3: So There's a Breach, Now What?

Focus: Insurance **Level:** General Interest

Session Summary: The sudden transition to remote working, the Colonial Pipeline hack, and the JBS meat processing cyber incident all brought even greater exposure to one of the most urgent issues facing public agencies, cybersecurity. This session will focus on what your agency should be prepared to experience once your agency has a cyber incident. You will hear from industry experts whose primary responsibility is helping agencies like yours respond and recover from a cyber incident. An incident at your agency is inevitable; make sure you are prepared to know what outside resources you have at your disposal.

Presented by: Todd Doss, Ankura, Jessica Blushi, Keenan & Associates, Steve Robles, County of Los Angeles, John Loyal, Cipriani & Werner

E4: Risky Business - A Primer on Minimizing Risk in Dangerous Condition and Inverse Condemnation Cases

Focus: Liability **Level:** Intermediate

Session Summary: This interactive session will provide participants with an updated version of our perennially popular presentation on dangerous conditions of public property and inverse condemnation matters. This year, the panel will explore the use of additional key immunities available to entities in dangerous condition of public property claims and will provide updated information and case studies to illustrate particular issues related to recreational trails and roadways. Whether you are looking to learn the basics about dangerous condition and inverse condemnation claims or already are an expert looking to enhance your knowledge of new legal developments, this session will provide the information you need for a broad understanding of dangerous condition liability, including tips and advice on how public entities can minimize risk and exposure.

Presented by: Ilana Kohn, Richard Osman, Michael Wenzel, Bertrand, Fox, Elliot, Osman & Wenzel

CE/MCLE Session

E5: Key to Success: Cross-Departmental Collaboration for COVID-19 Initiatives

Focus: Risk Management **Level:** Advanced

Session Summary: Public entities, like private businesses, are faced with numerous policies, rules, laws and public opinions regarding COVID-19. These are sometimes conflicting. This session will explore how collaboration between Departments will help public entities navigate these various issues and the novel challenges presented by COVID-19 with a focus on workers' compensation and serious and willful claim handling, Cal/OSHA safety violations, benefit entitlement, and interactive process considerations with a panel of experts in these areas.

Presented by: William Davis, Hanna Brophy Law Firm, Natalie Dempsey, City of Sacramento, Jeannette Herrera, Hanna Brophy Law Firm, Katharine McCall, Kronick, Moskovitz, Tiedmann & Girard

E6: Controlling Liability During Construction While Accounting For Recent Hazardous Materials Regulatory Changes

Focus: Safety/Health **Level:** Advanced

Session Summary: A quick review of liability based on hazardous materials that most mistakenly believe can be transferred by contract language (building/facility owners), or avoided by not addressing them (Architects, Construction Managers, General Contractors). Neither regulatory nor civil liability can be transferred or avoided, but it can be controlled if you are aware of the liability and take the proper steps.

Presented by: Michael Sharp, Janus Corporation

CE Session



PARMA 2022 Conference Sessions

Tuesday, March 1, 2022

2:00pm–3:15pm

F1: Where Has All The Coverage Gone?

Focus: Insurance **Level:** Intermediate

Session Summary: This session will address the trend towards claims-made and claims-made and reported policies, defense cost-erosive policies, policies providing separate sub-limits of liability for certain types of coverages and group aggregate limits. The session will also address the effect of such changes on claims handling and settlement decisions, as well as considerations with respect to the maintenance of excess coverage. A detailed outline addressing these topics, including relevant case law, will be available for all participants at the session.

Presented by: Robert Kretzmer, Self-Insured Schools of California, Nicholas Rasmussen, McCormick Barstow, LLP, Debbie Yokota, Special District Risk Management Authority

CE/MCLE Session

F2: Self Insurance and Related Funding Decisions

Focus: Risk Management **Level:** Intermediate

Session Summary: In this session participants will hear the expertise and experience of three actuaries who serve the public sector on this subject matter. The decision to self-insure or join a pool requires evaluating various funding alternatives and risk tolerance. The funding comprises various components including reinsurance. Reinsurance requires a cost benefit analysis of how much risk to retain (Self-Insured Retention). Self-insuring is a long run proposition and incorporates surplus needs and surplus targets to absorb annual volatility due to the credibility of loss volume.

Presented by: John Alltop, Prism, Mike Harrington, Bickmore Actuarial, Tracy Fleck, Aon

CE Session

F3: A Proactive Approach to Promoting Mental Health Through Traumatic Times: Critical Incident Debriefing

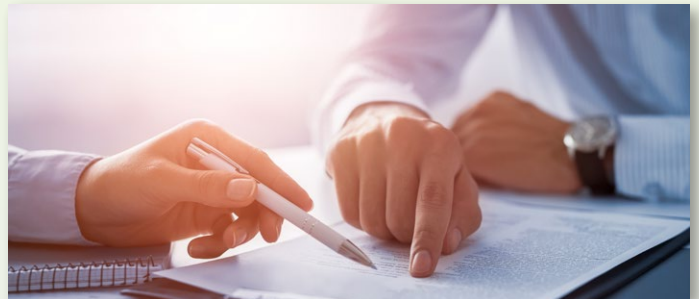
Focus: Safety/Health **Level:** Beginner

Session Summary: This past year has put a spotlight on mental health, as people deal with the stresses of illness, death, civil unrest, isolation and so many other difficult situations. We have seen a significant increase in depression, anxiety, crippling fear and other mental health issues, especially for essential workers, and it is crucial that these challenges are addressed and not ignored.

Critical incident debriefing was recently expanded to address COVID-19 traumatic stress—a syndrome that is developing due to the significant strains of the pandemic. Employees are feeling increased anxiety and/or fear as they prepare to re-integrate to the workplace after a COVID-19 exposure or illness. This program can help alleviate the stresses associated with the pandemic by focusing on a patient-centered approach to addressing mental health challenges.

This presentation will demonstrate how a city in Southern California partnered with its third-party administrator to implement a critical incidence and COVID-19 traumatic stress debriefing program for city employees.

Presented by: Tyla DiMaria, CorVel, Sharon L'Heureux Dressel, City of Beverly Hills



F4: Ch-ch-ch-changes in the Universe of Insurance Requirements in Contracts

Focus: Liability **Level:** General Interest

Session Summary: Heraclitus said, "The only constant in life is change." Little did he know 2,500 years ago how applicable his words would be to risk management practitioners dealing with Insurance Requirements in Contracts (IRIC)! In this session, the presenter will address some of the emerging risks and their treatment in contracts. We will look at new coverage forms and how they can be handled in agreements. Bring your experiences and ideas to this collaborative approach to dealing with constant change.

Presented by: Dan Howell, Alliant Insurance Services, Inc.

F5: The Importance of Return-To-Work and How to Effectively Manage the Process

Focus: Workers' Comp **Level:** Intermediate

Session Summary: This presentation will closely examine the importance and benefits of having a formalized Return-To-Work (RTW) program, how to make a RTW program successful and how to effectively manage the RTW process with careful consideration to avoid common mistakes. Not only will implementing a RTW program reduce the number of days lost to work related injuries, the organization gains productivity as its best asset, its employees, are valued, regaining normalcy quicker during the recovery process.

Presented by: Erik Peterson, NPA Return-to-Work Services

F6: Mental Stress-Related Claims, They Aren't like Broken Bones

Focus: Workers' Comp **Level:** Intermediate

Session Summary: A panel presentation offering our experience in supporting stress-related claims in emergency services. A popular joke in the fire service is What are two things' firefighters hate? Change and things staying the same! In fact, most people struggle with change. It is often easier to maintain a status quo, simply because it's what 'we've always done', or we lack the permission and confidence to do something different. Join our panel to discuss the way we have ventured outside the traditional process to provide timely, effective, and fiscally efficient support to employees suggesting job related mental stress injuries.

Presented by: Tina Casola, First Alarm Wellness, Jena Covey, City of Bakersfield, Alan Ernst, City of Modesto, Christi Tenter, City of Bakersfield

CE Session

PARMA 2022 Conference Sessions

Tuesday, March 1, 2022

3:30pm–4:45pm

G1: How COVID-19 Has Changed the Insurance Landscape from an Underwriting, Claims and Litigation Perspective – Update 2022

Focus: Insurance **Level:** Intermediate

Session Summary: This presentation will address the still evolving issues presented by the COVID-19 pandemic, now two years after it started, including the effects on the property and liability markets and the multiple coverage issues arising from the variety of claims which have arisen and will continue to arise. In addition, the presentation will address how legislation has impacted coverage and the markets as well as how COVID has resulted in long-term changes impacting how business is conducted, claims are adjusted and disputes are litigated in the post-COVID world.

Presented by: Kevin Hansen, McCormick Barstow, LLP, Ryan Telford, AmWINS Insurance, Brian Frost, AmWINS Insurance

CE Session

G2: Workers' Comp Bingo 2022

Focus: Workers' Comp **Level:** Intermediate

Session Summary: This will be the 22nd annual presentation of Workers' Comp Bingo at the annual PARMA conference, with all new cases, new laws, and new and fun trivia.

Presented by: Keith Epstein, Ruben Pineda, Hanna Brophy Law Firm

G3: Diversity and Inclusion Requires More Than Just A Policy

Focus: Risk Management **Level:** Intermediate

Session Summary: This session will focus on the risks, and costs, of simply relying on a stated policy of diversity and inclusion, rather than actively implementing measures to develop a culture of diversity, at all levels, in the workplace.

In almost every lawsuit, there is a point in time when a misunderstanding becomes a dispute that leads to litigation. It is often missed, or ignored. If this point is timely identified, and addressed, it will greatly reduce the number, time, and costs of employment lawsuits.

This session includes discussion of the probability and costs of employment lawsuits; hidden misunderstandings arising from diversity; how to recognize when a dispute arises from a diversity-based misunderstanding, rather than a genuine employment-based dispute; and practical ideas for meaningfully implementing diversity and inclusion policies to develop a genuine culture of diversity and inclusion.

Presented by: Cyrus Khosh-Chashm, Molly Thurmond, Harmonized Workplaces, Harmonized Workplaces

CE/MCLE Session

G4: The Good, Bad, and Ugly Claims: Liability Lessons Learned

Focus: Liability **Level:** Intermediate

Session Summary: Verdicts and settlements in excess of \$5 million were once considered an anomaly. Now they seem to be the new norm. Districts are attached to liability even in the event an incident occurs off school district premises or after hours. In this session, we will examine recent verdicts and settlements against school districts in an effort to identify new areas of risks.

Districts need to be aware of these type of cases and implement practices to avoid these type of high dollar verdicts and settlements.

The ultimate goal is to keep funding in school district programs and services and not use for claims.

Presented by: Stephan Birgel, Reshan Cooray, ASCIP

G5: Red Flag Law and Reality

Focus: Risk Management **Level:** General Interest

Session Summary: Employers, coworkers, and teachers are now eligible to seek a Gun Violence Restraining Order (GVRO) pursuant to AB 61, effective 9/1/20. The bill greatly expanded the red flag law of those eligible to seek a GVRO against an individual who is deemed a threat to themselves or others. A GVRO requires a person to surrender all guns, ammunition, and magazines that he/she currently owns for up to five years. Once only in the purview of family or law enforcement, is this expansion of the law the answer to prevent workplace violence or false hope and potential liability? This session, presented by two police officers, will outline how the GVRO works, what it does, what it does not do, and its limitations.

Presented by: Ted King, Bobby Woolard, Bakersfield Police Dept.

CE/MCLE Session

G6: Running Government Like a Business: Understanding the Risks

Focus: Leadership **Level:** General Interest

Session Summary: Working for government is a risky business. Well, not really, but should it be? Perhaps not on the financial investment portfolio side, but what about on the policy, service, and strategic side? The idea of running government like a business certainly isn't a new one. While most industry insiders believe doing so would be beneficial to some degree, most can't agree on how to do it. Some point to government red tape as the reason government cannot be run like a business. Others point to the lack of public sector competition. Once a decision is made for government to do something (provide a service, build a bridge, implement a policy, etc.), what must government do to set-up that decision for success? This session will address the risks and rewards of running government like a business and much more.

Presented by: Robert Cardenas, City of Menifee



PARMA 2022 Conference Sessions

Wednesday, March 2, 2022

9:00am–10:15am

H1: The Carnivale of Risk – Why Traditional Risk Management Still Matters!

Focus: Risk Management **Level:** Beginner

Session Summary: Public entity risk management is not a new discipline but a continually improving art and science, and its core principles remain relevant today. Our discussion begins with the origins of America's risk control and risk financing techniques; examine today's broad risk competencies including Loss Control, Safety, Claims Management, and EHS; and explores how risk management supports decision-making in both day-to-day business operations and emerging responses related to the COVID-19 pandemic.

Presented by: Wendell Bosen, Alisco Risk Management, Leonardo Costantino, LA Community College District, Robin Flint, ACWA JPIA

CE Session

H2: How Effective Leaders Enhance Worker Safety in the Public Sector

Focus: Safety/Health **Level:** Advanced

Session Summary: Certain leadership styles can influence occupational safety performance among employees in the public sector. Establishing which leadership style to use, and when, depends on factors such as the organization's function, objectives, employee needs, and executive management's influence. Good safety performance, leadership, and the resulting financial benefits are important incentives for achieving safety excellence. Occupational injuries continue to be a source of high and increasing costs for employers and employees in the government sector. Public agencies and their employees incur direct costs associated with these injuries, including: medical treatment, lost wages, overtime, insurance premiums, and staffing backfill. In addition, indirect costs—lower productivity, decreased morale, and administrative time spent handling injuries—push the total cost even higher.

Presented by: Jorge Garcia, City of Pismo Beach, Tim Karcz, California JPIA

CE Session

H3: Keeping it Real: Loss Adjusting Practices and Insights

Focus: Insurance **Level:** Intermediate

Session Summary: Timeliness means everything, and service is the name of the game. Whether a property loss is big or small, public agencies must mitigate damages and restore operations as quickly and as efficiently as possible. Now is the time to leverage the calm before the proverbial storm and develop an effective game plan that can be launched at a moment's notice. Knowing the loss adjusting process and what types of services can benefit a public agency is central to success. It is also important to identify key members of the loss adjusting team and define each individual's role. This includes identification of an executive adjuster who can drive the process and harness resources on behalf of your organization, including established relationships and the latest technology advancements. Attendees will benefit from a wide range of perspectives as well as practical case studies and examples that illustrate how to streamline the process.

Presented by: Ron Perley, Young & Associates, Steve Grutzmacher, Sedgwick, Melaina Francis, CJPIA, Deb Sherrington, Sacramento Schools

CE Session

H4: Social Worker, Therapist, Cop: Managing Today's Police Risk/"Finding an Impartial Jury in the Wake of Defund the Police"

Focus: Liability **Level:** Intermediate

Session Summary: This presentation will cover two segments: interactions with the mentally-ill and jury selection. Two timely and engaging topics in one session.

The first segment will address the latest in law enforcement interactions with the mentally-ill: (1) how the law is ever-changing against police; (2) how policies, training, and the law are changing vis-à-vis crisis intervention; and (3) how cities are responding to public sentiment (e.g., more and more are creating non-armed mental-health teams, like the CAHOOTS program in Eugene, OR).

The second segment will address how to best pick a jury amidst the current climate. It will delve into what questions to ask, biased jurors, and how to combat plaintiff's counsel preconditioning the jury.

Presented by: Kevin Allen & John Robinson, Allen, Glaessner, Hazelwood & Werth, Thomas Sims, Watsonville Police Department

CE Session

H5: Working From Home, and a Possible Hybrid Future

Focus: Workers' Comp **Level:** Intermediate

Session Summary: As we transition out of the pandemic, many employers are eager to return their employees to the traditional workplace. However, will that be a reality in our future given fears employees have regarding contracting illness? Understanding how to assess reasonableness of work from home accommodations as well as what considerations are important in regards to employer risk and employee safety in work from home and hybrid environments will be key in moving forward. Join us as we discuss best practice options and the potential risks to consider as to consider when offering a work from home option in the future.

Presented by: Ruben Pineda, Hanna Brophy Law Firm, Rachel Shaw, Shaw HR Consulting, Incorporated

CE Session

H6: What's Work Got to Do With It?: Emerging Law and Litigation over Vocational Apportionment

Focus: Workers' Comp **Level:** Intermediate

Session Summary: Apportionment is a trending topic currently in Workers' Compensation Jurisprudence. Much of the focus of the California Applicant's Attorney's Association of late has been on developing new ways to increase permanent disability Awards. This session will discuss recent case law on apportionment and recent shifts in Applicant challenges to apportionment, including attempted upheaval of the concept of medical apportionment by pushing to relying on vocational evaluator evidence. How might this apply to high exposure cases including COVID-19 related cases? Do not fall behind the curve by relying on outdated understanding of your exposure for permanent disability.

Presented by: Kate Lozano, Laughlin, Falbo, Levy & Moresi LLP, Amy Shen, Boxer and Gerson, Nick Corso, Corso Vocational Counseling Inc.

CE Session



COVID Induced Resilience

Mark Pew

The COVID-19 pandemic and other societal stressors, including changes in the structure of jobs and work interaction, have impacted stress levels and well-being levels for each of us as individuals and as employers and employees. People often don't know the level of resilience they have until it's needed, and since March 2020 the entire world has learned a lot more about themselves. This session will offer perspective and encouragement to a sometimes beleaguered industry deal with the new changes and stressors.

Mark Pew is an award-winning international speaker, blogger, author and jurisdictional advisor. He launched The RxProfessor LLC consulting firm in August 2021. Mark has focused on the intersection of chronic pain and appropriate treatment since 2003 using a BioPsychoSocialSpiritual treatment model. Mark received the WorkCompCentral Magna Comp Laude award in 2016, IAIABC's Samuel Gompers Award in 2017 and was named "Top 100 Healthcare Leader" by IFAH in 2021. He is the driving force and co-founder of The Transitions and is on the Advisory Boards of Simple Therapy, Harvard MedTech and Goldfinch Health.

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12/3/2021..... Early Bird Pricing Last Date

12/4/2021..... Regular Pricing Start Date

2/22/2022..... Onsite Registration Only

Registration Information

Please fill in contact information
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Registration Pricing

	MEMBER EARLY	MEMBER REGULAR	NON-MBR EARLY*	NON-MBR REG*
Public Entity (1st Person)	\$350.00	\$450.00	\$500.00	\$600.00
Public Entity (2nd and Add'l Registrations)	\$320.00	\$420.00	\$380.00	\$480.00
Associate Registration (Non Public Entity)	\$800.00	\$900.00	\$1,000.00	\$1,100.00
Sponsor Additional Registrations	\$425.00	\$425.00	\$425.00	\$425.00
Guest (Does not include Tuesday's Reception)	\$350.00	\$350.00	\$350.00	\$350.00
Exhibitor Registration (After 1st Two Comps)	\$425.00	\$425.00	\$425.00	\$425.00

Attendee Pricing for Non-PARMA Members

*Registration includes a one-year, non-refundable membership to PARMA.

Only one person from each company needs to register at the nonmember rate.

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☐ Check here to opt-out of the PARMA membership.

Attendees

Type (see chart above)	Fee (see chart above)	Name	Title	Email
Total \$		Upon completion of and payment of your registration you will receive a confirmation email with details on reserving a hotel room.		

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Credit Card Number

Exp. Date

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Billing Address (include postal code)

Name on Card

Signature

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 3, 2021 will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 3, 2021, will be subject to a \$100 service charge. No reimbursement will be given after January 18, 2022 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

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Registration – COVID Notice

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Main Contact

Contact Address

City / State / Zip

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Important Notice Regarding COVID-19 (REQUIRED)

☐

By checking this box, you are acknowledging that you are aware that any interaction with the public poses an elevated risk of being exposed to COVID-19 and communicable health risks more generally. You further acknowledge that you will undertake all measures to protect your own health and well-being and those of others in attendance at PARMA's 2022 Annual Conference, such measures include (a) maintaining social distance; (b) washing/sanitizing hands frequently; (c) adhering to Centers for Disease Control guidelines, and laws, ordinances and mandates in the locale of the conference; and (d) following Public Agency Risk Management Association's published COVID-19 safety guidelines for the event. THESE GUIDELINES ARE SUBJECT TO CHANGE BETWEEN NOW AND THE OPENING OF THE ANNUAL CONFERENCE. The guidelines will be published on the PARMA website by February 1, 2022. IT IS YOUR RESPONSIBILITY TO BE AWARE OF THE REQUIREMENTS IN FORCE WHEN THE CONFERENCE BEGINS. By attending PARMA's 2022 Conference, you and any guests voluntarily assume all risks related to exposure to infectious diseases, including COVID-19 and agree not to hold PARMA or any of their affiliates, directors, officers, employees, agents, contractors, or volunteers liable for any illness or injury.

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