



PEACE LOVE

and Risk Management

The Disneyland Resort™ Anaheim, CA
February 23-26, 2025

Attendee Brochure

PEACE LOVE and Risk Management



February 23-26, 2025
The Disneyland Resort™

WELCOME MESSAGE



What does a great organization like PARMA do after a highly successful 50th anniversary conference? We go to the happiest place on earth to start our next half century! And we're not just returning to one of our favorite conference venues; we're bringing the positive vibes with our "Peace, Love, and Risk Management" theme.

To help kick off this year's conference on the perfect positive note, we're happy to welcome Steve Gross from Life is Good. This prominent clothing company has spent three decades embodying their motto, "Do what you like, like what you do". Speaking of what you do, there's no better place for you to get better at what you do (aka managing public sector risk) than our annual conference and this year will be no exception.

Our planning committee has compiled a program featuring over 40 sessions and over 100 subject matter experts to educate you on a variety of risk management topics. You'll learn ways to better manage your agency's risks and enjoy the opportunity to network with your fellow attendees at a dessert reception inside Disneyland®!

We're also delighted to have one of PARMA's most beloved speakers, Kathy Espinoza, deliver what's sure to be a memorable closing keynote. We hope you make your plans to join us for a groovy time in Anaheim.

Jeff Rush
PARMA President

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.

Board of Directors & Conference Planning Committee

Officers

Jeff Rush President
Larry Costello Vice President
Karen Bianchini Past President
Paul Zeglovitch Secretary/Treasurer

Directors

Tony Giles Charles Johnson
Tanesha Welch Carrie Willson

Planning Committee

Felicia Amenta	Tammy Daniels	Alex Mellor
George Bierly	Laura Day	Shawnee Nishimura
Conor Boughey	Janet Hamilton	Brandi Shores
Devora Brainard-DeLong	Kelsey Harper	DeAnna Soria
Theresa Bucci	Susan Hastings	Tyrone Spears
Lynn Cavalcanti	Anne Hernandez	Jenny Thompson
Tani Corona	Toni Hoang	Sunny White
	Karen Lara	

Staff

Gloria Peterson Executive Director
Becky Denhalter Event Manager
Allie Johnson Membership

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>
 <https://X.com/PARMA2762>

PARMA's 2025 Conference Hashtag: Hashtag: #PARMACon2025

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

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



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	\$449.00	\$549.00	\$649.00	\$619.00	\$719.00	\$819.00
Public Entity Registration - 2nd and Additional Registrations	\$399.00	\$499.00	\$599.00	\$489.00	\$589.00	\$689.00
Associate Registration (Non Public Entity)	\$999.00	\$1,099.00	\$1,199.00	\$1,299.00	\$1,399.00	\$1,499.00
Sponsor Additional Registrations	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
Exhibitor Registration (After the First 2 Comps)	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
Guest (Includes all meals and special events)				\$449.00	\$549.00	\$649.00

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

12/6/2024..... Early Bird Pricing End Date (Register on or Before this Date)

12/7/2024..... Regular Pricing Start Date

2/12/25..... Onsite Registrations Rates Apply

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 6, 2024, will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 6, 2024, will be subject to a \$100.00 service charge. No reimbursement will be given after January 9, 2025, 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.



PARMA Social Media Links

Facebook page:

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

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

X: <https://X.com/PARMA2762>

PARMA's 2025 Conference Hashtag: Hashtag: #PARMACon2025

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

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



Conference Location

Disneyland® Hotel Conference Center

1150 West Magic Way, Anaheim, California 92802

Hotel Reservations

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

Room Rates

Disney's® Grand Californian Hotel & Spa\$379.00/night

Disneyland® Hotel \$299.00/night

Pixar Place Hotel \$279.00/night

Prices do not include room fees and taxes.

Cancellation & Change Policy:

Cancellation or changes must be made fourteen days prior to arrival. The final day to book a hotel is January 27, 2025. However, the guestroom block is subject to sell out before this date. PARMA requires a one-night nonrefundable deposit.

Parking

Self-parking \$35.00/night

Valet parking \$50.00/night

Discounted Special Group Theme Park Tickets Available

This Ticket Store is open from **Tuesday, September 3, 2024**, through 9:00 pm PST on **Friday, February 21, 2025**.

You may purchase discount special group rate theme park tickets starting September 3, 2024, by using the hotel link provided in your PARMA registration email confirmation.

These special ticket prices are not available once you arrive at the Resort and are intended only for guests who are participating in this Event. Only the registered attendee is allowed to purchase tickets from this discounted ticket store link, and they can purchase up to 6 tickets maximum. We reserve the right to contact the ticket purchaser to request event registration confirmation. If it is discovered that the purchaser of the ticket is not participating or attending this event it will be considered a misuse of this offer and ticket, and the ticket(s) will be blocked and will not be eligible for a refund. In addition, these tickets cannot be purchased for the purpose of being resold.

Tickets are valid from Wednesday, February 19, 2025, through Sunday, March 02, 2025.

PARMA Social Media Links

Facebook page:

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

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

<https://X.com/PARMA2762>

PARMA's 2025 Conference Hashtag: Hashtag: #PARMACon2025

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

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



STEVE GROSS — LIFE IS GOOD, THE PLAYMAKER PROJECT

February 24, 2025 | 8:30am - 10:00am



In the late 80s, Steve Gross, MSW, began running playgroups for homeless children in Greater Boston. His only goal was to help our most vulnerable kids.

His focus on play, joy, relationships, and environment caught the attention of trauma response experts.

By the early 90s, Steve was called upon to lead widespread healing efforts for communities impacted by war, natural disaster, gun violence, poverty, addiction, and illness.

Following his field experience, Steve and a trusted team of researchers and colleagues developed the Playmaker project — a series of transformative workshops, retreats, and tools that serve more than 16,000 teachers and early childhood educators and help more than 1 million kids overcome trauma every year.

Today, Steve inspires audiences with true stories of how optimism can be harnessed to overcome adversity, and how early childhood educators can cultivate a more optimistic disposition to insulate children against toxic stress and create life-changing relationships to help them heal, learn and grow.



PARMA Social Media Links

Facebook page:
<https://www.facebook.com/PublicAgencyRiskManagementAssociation/>
 LinkedIn: <https://www.linkedin.com/in/parma2762>
 X: <https://X.com/PARMA2762>

PARMA's 2025 Conference Hashtag: Hashtag: #PARMACon2025

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

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



Session Color Codes

 SAFETY/HEALTH	 WORKERS' COMP	 MANAGEMENT
 RISK MANAGEMENT	 LIABILITY	 INSURANCE

Sunday, February 23, 2025

1:00pm-6:00pm Conference Registration is Open

Monday, February 24, 2025

7:00am-5:00pm Conference Registration is Open

7:00am-8:30am Continental Breakfast

8:30am-10:00am Welcome and Keynote Speaker, Steve Gross

10:00am-10:30am Networking Break in the Exhibit Hall

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

10:25am* Cash Drawings in the Exhibit Hall

10:30am-12:00pm	Automating Risk Transfer Indemnity & Insurance Requirements, CE	Top Ten Mistakes Employers Make When Administering Leaves of Absence, CE/MCLE	Risk Management Through an Equity Lens	Legal Risks When Utilizing Artificial Intelligence in Employment Decision-Making, CE/MCLE	Refrain, Retrain, Restrain -- How to Meet the Mandate of SB 553, Workplace Violence	Navigating the Intersection: Mastering Good-Faith Defense in WC & Employment Litigation, CE/MCLE
-----------------	---	---	--	---	---	--

12:15pm-1:15pm PARMA Lunch, Annual Membership Meeting and Sponsor Appreciation

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

1:40pm* Cash Drawing in the Exhibit Hall

2:00pm-3:00pm	Choosing Your SIR – It's More Than a Number, CE	We've Gone Nuclear: The Terrifying Impact of Nuclear Verdicts and What We Can Do About It, CE/MCLE	HR: First Line of Defense for the Safety of Youth	Upcoming 2025 Critical Changes to Medicare Set-Asides and Reporting Penalties, CE	Integrating Workers' Compensation and Safety for Enhanced Public Agency Resilience	Tipping the Scales and Finding Balance: Assessing the Use of Weight Loss Medications in WC, CE/MCLE
---------------	---	--	---	---	--	---

3:00pm-3:30pm Networking Break in the Exhibit Hall

3:45pm-5:00pm	Insurance Requirements in Contracts (IRIC), CE	Make Peace with Employment Laws, Not War: Crafting Your Best Defense, CE/MCLE	Empowerment Through Inclusion: Navigating the Interactive Process for Workplace Wellness, CE	Increasing "Cross-Over" Exposures – Avoiding the Whipsaw of WC and Civil Exposures, CE/MCLE	Cal/OSHA Update: A Look Back at 2024 and a Glimpse Forward to 2025, CE/MCLE	Public Safety Cancer and PTSD Claims-Successful Management with a Holistic Approach, CE/MCLE
---------------	--	---	--	---	---	--

5:00pm-6:30pm PARMA's Welcome Reception Featuring Disney® Characters

PARMA Social Media Links

Facebook page: <https://www.facebook.com/PublicAgencyRiskManagementAssociation/>
 LinkedIn: <https://www.linkedin.com/in/parma2762>
 X: <https://X.com/PARMA2762>

PARMA's 2025 Conference Hashtag: Hashtag: #PARMACon2025

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

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



Session Color Codes

 SAFETY/HEALTH	 WORKERS' COMP	 MANAGEMENT
 RISK MANAGEMENT	 LIABILITY	 INSURANCE

Tuesday, February 25, 2025

7:30am-5:00pm **Conference Registration is Open**

7:30am-8:30am **Breakfast, Please Sit with Your Chapter Affiliate (not required)**

8:00am-2:00pm **Exhibit Hall Open**

8:30am-9:45am	OCIP 101: The Do's and Don'ts of a Successful Program, CE	Supervising Your Counsel – How to Best Partner with Your Legal Counsel, CE/MCLE	Addressing Implicit Bias in WC and Claims Management, CE	Construction, Deconstruction, and Vacant Building Risks, CE	Is the Air in Here Safe?	Golden Nuggets Part 2- Peace and Love Version, CE
----------------------	---	---	--	---	--------------------------	---

9:45am-10:15am **Networking Break in the Exhibit Hall**

10:10am* **Cash Drawings in the Exhibit Hall**

10:30am-11:30am	Preparing for a Deadly Weapon Event and Avoiding the "It Won't Happen to Me" Fallacy	Sexual Abuse & Misconduct: Protecting More than Just Kids	Workplace Investigations: The Do's and Don'ts From Our Time in the Trenches, CE/MCLE	Special Education: An Evolving Risk	The Role of Safety in Managing Work: An Integrated Framework	Revolutionizing WC: The Power of Generative AI for Faster Claims Processing and Better Outcomes
------------------------	--	---	--	-------------------------------------	--	---

11:30am-2:00pm **Lunch in Exhibit Hall**

1:30pm* **Cash Drawing and Exhibitor Prize Drawings in the Exhibit Hall**

2:00pm-3:00pm	Excess Insurance: The Forgotten Layer	Navigating Police Pursuit Claims: From Claim Presentation to Defense, CE/MCLE	Managing Safety of the Mind: A Unique Approach to Workplace Mental Health	Issues to Watch in 2025	Stronger, Safer, Healthier: Strategies for Championing and Revitalizing Workplace Ergonomics	Alternative Dispute Resolution (ADR) – Peace, Love or Contention? CE/MCLE
----------------------	---------------------------------------	---	---	-------------------------	--	---

3:00pm-3:15pm **Refreshment Break**

3:15pm-4:30pm	The Perfect Storm in Builder's Risk, CE	UPDATE – Practical Defenses for Revived Childhood Sexual Abuse Claims, CE/MCLE	Using the Wedge to Achieve Peace and Harmony on Your Team	Workers' Comp Bingo 2025 – Case Law Update, CE/MCLE	The G.O.A.T. Accident Prevention Principle? Situational Awareness	Psychiatric Injuries, Changing Times, and Evolving Approaches, CE
----------------------	---	--	---	---	---	---

7:00pm-11:00pm **Peace, Love, and Risk Management.....a Galaxy Far Away – Star Wars Launch Bay, Disneyland® Park**

Wednesday, February 26, 2025

8:00am-8:30am **Continental Breakfast**

8:30am-9:15am	Making Utilization Review Work, CE	Municipalities Risk Management and the Homeless Crisis	Schools Roundtable
----------------------	------------------------------------	--	--------------------

9:15 am-9:30 am **Refreshment Break**

9:30 am-10:45 am **Closing Session Speaker, Kathy Espinoza – You've Come a Looong Way, Baby! Career Burnout Prevention**



PARMA's Welcome Reception Featuring Disney® Characters

Monday, February 24, 2025

5:00 pm - 6:30 pm

Disneyland® Hotel

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



Peace, Love, and Risk Management...a Galaxy Far Away

Tuesday, February 25, 2025

7:00 pm - 11:00 pm*

Star Wars Launch Bay Complex, Disneyland® Park

In a galaxy far, far away, where the Force binds all beings together, there exists a creed upheld by the wise Jedi and the astute practitioners of risk management.

For in a galaxy where peace, love, and risk management intertwine, the journey towards harmony is both a noble quest and a calculated endeavor, guided by the timeless wisdom of the Force.

**Time is subject to change without notice.*



Monday, February 24, 2025

10:30am-12:00pm

Automating Risk Transfer Indemnity & Insurance Requirements

Focus: Insurance **Level:** Advanced

Participants will be provided with handout materials that include:

Sample indemnity boilerplate language avoiding common contract problems. Sample insurance requirements detailing provisions providing maximum vendor coverage. Detailed examples of common Restricted Coverage Endorsements. Automated program services to accomplish successful risk transfer and verification. **CE**

Speakers: Robert Marshburn, Certified Risk Managers LLC

Top Ten Mistakes Employers Make When Administering Leaves of Absence

Focus: Liability **Level:** Intermediate

With so many statutory leave obligations as well as policy and MOU/CBA obligations, managing leaves of absences can be an incredibly challenging part of any HR professional's day and can easily lead to mistakes. A mismanaged leave can lead to employee relations issues, challenges by labor unions, and legal exposure. In this session, we will explore ten of the most frequent mistakes that employers make in managing their employees' leaves of absence, including the interplay of leaves and evaluations, the ever-changing conflicts between state and federal law, the overlap of leave with disability accommodation obligations, and the issues presented by poorly drafted policies. In addition to highlighting legal obligations, this session will also focus on practical applications to assist HR Professionals in implementing better leave management processes. **CE/MCLE**

Speakers: Kelly Trainer Policky, CA JPIA; Katy Suttrop, Judicial Council of California

Risk Management Through an Equity Lens

Focus: Management **Level:** Beginner

Participants will learn foundational concepts of equity, including developing shared language, and learn best practices for incorporating equity into the work of Risk Management, especially focusing on disaster preparedness, accessibility & accommodations, the worker's compensation process, and internal communications. Participants will also learn the importance of transferable skills like courage and adaptability in both Risk and Equity work. Case studies, small group discussions, and take-home handouts will be used to enhance learning along with an engaged and collaborative teaching style that encourages participation.

Speakers: Brae Hunter, County of San Mateo; Lauren Zalona, RTGR Law LLP; Rosalinda Romero, City of Hayward



Legal Risks When Utilizing Artificial Intelligence in Employment Decision-Making

Focus: Risk Management **Level:** Beginner

The process of hiring and onboarding new employees has long been fraught with legal risk, and recent changes in technology and the law will make the process even more burdensome. In this session, we will identify the most common traps for public employers and discuss strategies for minimizing the risk of litigation and for complying with all applicable regulations. This will be an introductory course on a topic that is still emerging in the law and Human Resources fields. We intend to invite a panelist from the local EEOC office to discuss the agency's recent enforcement efforts in this area. Also on the panel will be a professional in Risk Management and/or Human Resources to discuss their use of AI. Topics for discussion will include anti-discrimination laws, elimination of bias in hiring and recruitment, the potential disparate impact of algorithm use on employees with protected statuses, monitoring of job performance, perceived cultural fit testing, performance bonus calculations, and other uses of AI in the workplace. **CE/MCLE**

Speakers: Kellen Crowe, Allen, Glaessner, Hazelwood Werth, LLP; Taylor Markey, U.S. Equal Employment Opportunity Commission's Los Angeles District Office

Refrain, Retrain, Restrain – How to Meet the Mandate of SB 553, Workplace Violence

Focus: Safety **Level:** Intermediate

There is no simple definition of workplace violence and no simple way of managing threats. And yet, SB 553, signed into law on September 20, 2023, has attempted to do just that. Employers are grappling with SB 553's expansive definition of workplace violence and the requirement that a safety policy be in place by July 1, 2024. It also describes a detailed process for obtaining Temporary Restraining Orders (TROs) against a perpetrator that may have far-reaching implications not envisioned by the Legislature. This panel will offer proactive strategies using the disciplinary process; how language in a workplace violence prevention policy can be designed to proactively respond to threats; use case scenarios to provide examples; and discuss the nuances of obtaining a Workplace Violence TRO and demonstrate how unions can become strategic partners in this process.

Speakers: Steven Shaw, Sloan Sakai Yeung & Wong LLP; L. David Nefouse, City of Manteca; Bonnie Kolesar, Management Strategies Group

Navigating the Intersection: Mastering Good-Faith Defense in Workers' Comp & Employment Litigation for Employers

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

Join these presenters as they discuss the Good Faith Personnel Action Defense and how it intersects with civil litigation. The speakers will discuss best practices to coordinate strategies in different litigation arenas to produce the best outcome for the employer. The speakers will discuss discovery strategy, joint defense agreements, and settlement negotiations. **CE/MCLE**

Speakers: Ruben Pineda, Hanna Brophy; Jacob Montejano, Hanna Brophy



Monday, February 24, 2025 2:00pm-3:00pm

Choosing Your SIR — It's More Than a Number

Focus: Insurance **Level:** Intermediate

In these times of hard markets and economic uncertainty it's especially important to consider your options when it comes to your Self-Insured Retention (SIR). You may be forced to take a higher retention than you'd like, or you may have to accept less coverage. This session will explore the objective and subjective factors that influence the SIR decision and show that in the end you never know how it will turn out. **CE**

Speakers: Marcus Beverly, Alliant Insurance Services; Mike Harrington, Bickmore Actuarial

We've Gone Nuclear: The Terrifying Impact of Nuclear Verdicts and What We Can Do About It

Focus: Liability **Level:** General Interest

The ever-increasing number and size of so-called nuclear verdicts, along with the resulting increased settlement values, have disrupted the economics of insuring liability claims leading to extremely hard market conditions over the last decade. This session will detail the interrelated factors that have created the environment where "Going Nuclear" has become a liability claims reality and will illustrate the impact on claims costs, insurance premiums, and society in general. **CE/MCLE**

Speakers: Kevin Bibler, Alliant Insurance Services; Michael Pott, PRISM

HR: First Line of Defense for the Safety of Youth

Focus: Management **Level:** Intermediate

Childhood Sexual Assault (CSA)/Adult sexual misconduct in schools and youth-serving organizations has reached epic proportions. Budgets and program outcomes are impacted when CSA prevention is not a priority. In response to the impact on student safety and the significant jump in claims, ASCIP developed the (Child-Anti Assault Response & Education) Initiative. CAARE includes a wide array of strategies to support districts in scaling up efforts to prevent, mitigate, and respond to CSA. This presentation will reflect best practices for Human Resources such as recruitment, screening, training, and responding to allegations concerning staff misconduct. Panelists will share misconduct case scenarios, policy templates, press releases, and tools to promote buy-in that can be implemented and effective for all youth-serving organizations.

Speakers: Heidi Cisneros, ASCIP; Clover Codd, Moreland School District; Diana Perez, Walnut Valley Unified School District

Upcoming 2025 Critical Changes to Medicare Set-Asides and Reporting Penalties

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

Please join an exciting panel discussion for their insights into the implications of these reporting requirements and the potential impact on your organization.

In this engaging and informative presentation, Heather, Marinda, and Doug will delve into the newly finalized rule by The Centers for Medicare & Medicaid Services (CMS), which empowers CMS to

impose civil money penalties (CMPs) of up to \$1,000 per day, per claim. These penalties will be directed at noncompliant workers' compensation, general liability, and/or no-fault self-insured entities and carriers, also known as responsible reporting entities (RREs), that fail to report Medicare beneficiary claims and settlements in a timely manner. Heather and Doug will also provide an in-depth analysis of the anticipated changes for MSA reporting through Section 111, which are anticipated to come into effect in April 2025. CMS recently finalized this rule that will have far-reaching implications for organizations responsible for reporting claims under Section 111. **CE**

Speakers: Heather Sanderson, Sanderson Firm, Marinda Griese, CJPRMA, Douglas Gibb, Athens Administrators

Integrating Workers' Compensation and Safety for Enhanced Public Agency Resilience

Focus: Safety **Level:** Intermediate

Attendees will embark on a transformative journey to explore the substantial benefits and actionable strategies for integrating Workers' Compensation (WC) and Safety programs within public agencies. Drawing on real-world experiences and practical examples, this presentation will illuminate the often-overlooked synergies between these two critical areas of risk management. Participants will learn how to leverage injury data trends for proactive safety planning, engage in cross-disciplinary training for comprehensive risk mitigation, and foster a culture of collaboration and communication that bridges the gap between WC and Safety. By the end of this session, attendees will be equipped with the knowledge and tools to effectively combine these disciplines, leading to enhanced employee safety, optimized recovery outcomes, and significant cost savings for their organizations.

Speakers: Aaron Holmberg, County of Inyo; Jennifer Peters, Golden State Risk Management; Tyler Nguyen, City and County of San Francisco

Tipping the Scales and Finding Balance: Assessing the Use of Weight Loss Medications in Workers' Compensation

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

Whether spotlighted on celebrity entertainment shows, splashed across social media, or featured during the evening news, weight loss medications are all the rage, and they are even making their way into the workers' compensation arena. Some of the more burning questions surrounding these popular drugs are 1.) What are these medications? 2.) How do they work? 3.) What are the potential side effects? 4.) How much do they cost? 5.) Are they really effective? With a significant portion of the US population characterized as overweight or obese, people are actively seeking miracle medications to shed unwanted pounds. One way they have been introduced in workers' compensation is when an injured worker is a candidate for surgery; to increase the chances of success, the surgeon may ask the patient to lose weight before the procedure. Issues can arise afterward in determining a plan for ongoing care and whether to continue the use of these drugs. It is important for risk management professionals to be aware of new developments and their projected impact. **CE/MCLE**

Speakers: Teresa Bartlett, Sedgwick; Jennifer Hamelin, PRISM; Brenna Hampton, Work Comp by Design; Jody Moses, Sedgwick



Monday, February 24, 2025

3:45pm-5:00pm

Insurance Requirements in Contracts (IRIC)

Focus: Insurance **Level:** Beginner

This session introduces attendees to the basics of contractual risk transfer and goes beyond to provide a valuable reference manual that is updated every year to provide the latest guidance in this critical risk management function. Learn what to look for and what to avoid when reviewing contracts, recommending insurance specifications, and reviewing the insurance documents you requested. **CE**

Speakers: Marcus Beverly, Alliant Insurance Services

Make Peace with Employment Laws, Not War: Crafting Your Best Defense and Embracing Peaceful Practices in the Evolving World of Employment Liability

Focus: Liability **Level:** Intermediate

Step into the vibrant world of the 70s as we delve into the realm of employment law with a focus on nuclear employment practices liability lawsuits. This engaging presentation combines the timeless themes of peace and love with cutting-edge legal insights to help you develop your best defense strategy. Join us for a journey through the lessons learned from past lawsuits, accompanied by a general employment law update for the new year (2025), including recent senate and assembly bills that have gone into effect. Get ready to groove into the future of compliance to maintain peace and avoid war! **CE/MCLE**

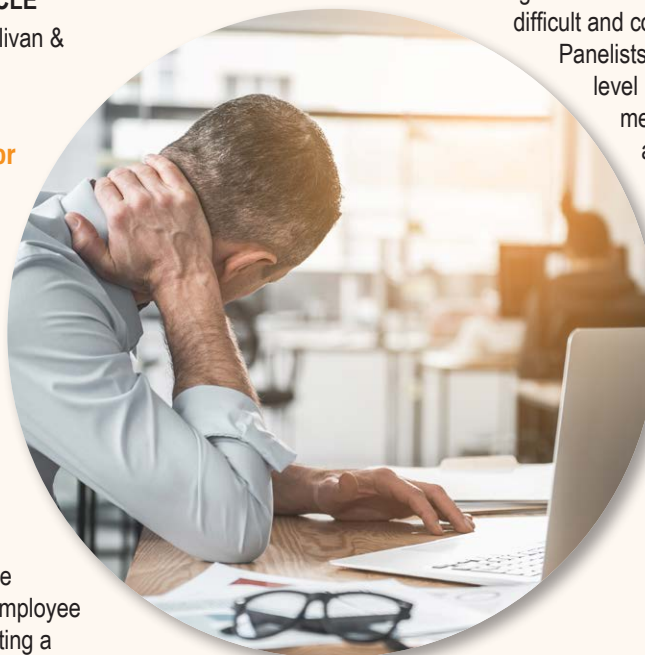
Speakers: Eric De Wames, Michael Sullivan & Associates

Empowerment Through Inclusion: Navigating the Interactive Process for Workplace Wellness

Focus: Management
Level: Advanced

Unlock the power of the Interactive Process (TIP) as a pivotal tool in fostering inclusivity and compliance within public agencies. Join esteemed Mediator Dr. Debra Dupree and JPA Program Manager Felicia Amenta in exploring best practices for navigating the intersection of law, compassion, and efficiency in accommodating medical conditions in the workplace. Gain insights into fostering employee retention, increasing morale, and cultivating a culture of diversity, inclusion, and equity. Explore real-world scenarios, legal nuances, and practical solutions for effectively accommodating medical conditions in the workplace. **CE**

Speakers: Felicia Amenta, San Diego County Office of Education; Debra Dupree, Relationships At Work, Inc.



Increasing "Cross-Over" Exposures — Avoiding the Whipsaw of Workers' Compensation and Civil Exposures

Focus: Risk Management **Level:** Intermediate

There has been an increase in civil claims arising from the handling of actual/alleged emotional or physical workplace injuries, including return-to-work programs and leaves of absence. Changes in approach by employees, physicians, and legal standards need to be considered in taking protective actions that can avoid the "whipsaw" effect of moving the claim from the workers' compensation system to the civil system, and "double dipping" by employees and their attorneys in seeking damages, large attorney fee awards, and "protected" misconduct.

CE/MCLE

Speakers: Marc Leibowitz, Laughlin, Falbo, Levy & Moresi; Rob Cutbirth, Law Offices of Robert A. Cutbirth

Cal/OSHA Update: A Look Back at 2024 and a Glimpse Forward to 2025

Focus: Safety **Level:** General Interest

This is our annual review of Cal/OSHA changes with an emphasis on how that affects the appeals process. **CE/MCLE**

Speakers: Lisa Baiocchi, The Prince Firm

Public Safety Cancer and PTSD Claims —Successful Management with a Holistic Approach

Focus: Workers' Comp **Level:** Advanced

San Diego has taken a leadership role in managing the most difficult and costly workers' compensation claims.

Panelists will discuss the integrated department-level program designed to coordinate medical treatment needs with personnel and legal issues with a Wellness Coordinator. **CE/MCLE**

Speakers: Anne Hernandez, Mullen & Filippi LLP; David Picone, San Diego Fire Rescue Department; Joseph Sousa, City of San Diego; Deanna Dotta, San Diego Police Dept



Tuesday, February 25, 2025
8:30am-9:45am

OCIP 101: The Do's and Don'ts of a Successful Program

Focus: Insurance **Level:** Intermediate

The OCIP (Owner Controlled Insurance Program) 101 Session will provide participants with comprehensive insights into the fundamentals of OCIPs, offering a clear understanding of what constitutes a successful program. Throughout the session, attendees will delve into the essential do's and don'ts of OCIP implementation and management. Key topics covered will include the identification of critical components, best practices for planning and execution, and the importance of regulatory compliance. Real-world examples and case studies will be examined to illustrate effective strategies for OCIP management. By the end of the session, participants are equipped with the knowledge and tools necessary to confidently implement and oversee OCIPs within their respective organizations. **CE**

Speakers: David Barragan, Barragan Corp International; Jeffrey L. Hunter, County of Riverside; Mike Davidson, Alliant Construction Services

Supervising Your Counsel — How to Best Partner with Your Legal Counsel

Focus: Liability **Level:** Intermediate

Attorneys are a primary resource in avoiding claims and disputes, and then litigated matters when necessary. This program will help attendees identify ways to work with counsel to help manage costs, reduce net claim exposures, and enhance lines of communication necessary to ensuring that you receive the earliest and most complete information for your decision-making process. The goal is to help maintain strong relationships with counsel, while avoiding common frustrations and disputes that can arise, including billing, report timing and quality, and preparation and representation of your interests. **CE/MCLE**

Speakers: Marc Leibowitz, Laughlin, Falbo, Levy & Moresi; Rob Cutbirth, Law Offices of Robert A. Cutbirth

Addressing Implicit Bias in WC and Claims Management

Focus: Management **Level:** General Interest

Do you believe you may have implicit bias in your decision-making processes? We all think we do our job fairly, but do we? Effective workers' compensation management is essential for ensuring employees receive the care and support they need after a workplace injury. However, implicit biases can undermine the effectiveness of these programs and lead to employees being unfairly treated or excluded. It can lead to discriminatory treatment, resulting in unfair claim settlements and damaging the company's reputation. Addressing implicit bias is

not only the right thing to do but also the smart thing to do within the organization and in the workers' compensation program. In this session, we will address what implicit bias is and how to recognize it; we will review some case examples of implicit bias, and review some strategies to improve our practices, risk reduction, and combat implicit bias. **CE**

Speakers: Angie Jung, ISYS Solutions, Inc.

Construction, Deconstruction, and Vacant Building Risks

Focus: Risk Management **Level:** Intermediate

The challenging budgetary landscape for school districts coupled with curriculum and program shifts are generating surplus property risks for school districts throughout the state. These risks span a broad continuum from workers' compensation to property. Further complicating matters is the process of consolidation and relocation isn't well practiced. In this session, participants will get a better understanding of the exposures generated by consolidation and relocation, as well as practices to mitigate the risk during the process. Join us in an engaging discussion about construction, deconstruction, and vacant building risks. **CE**

Speakers: Marco Guardi, Sedgwick; MaryAnn Boice-Ceja, CA Schools JPA

Is the Air in Here Safe?

Focus: Safety **Level:** Intermediate

A mishandled response to an Indoor Air Quality (IAQ) situation can wipe out the peace and love in a workplace pretty fast. A mishandled response can also be unnecessarily expensive. In this session, we will discuss several real case scenarios covering what went wrong and what went right. The session will highlight how a proper response to an IAQ situation need not be difficult, break the bank, or ruin trust. Exposure to contaminants in indoor environments is a different safety problem than in industrial environments. Even the most basic IAQ situation can cause the peace train to run off the rails if ignored or mishandled.

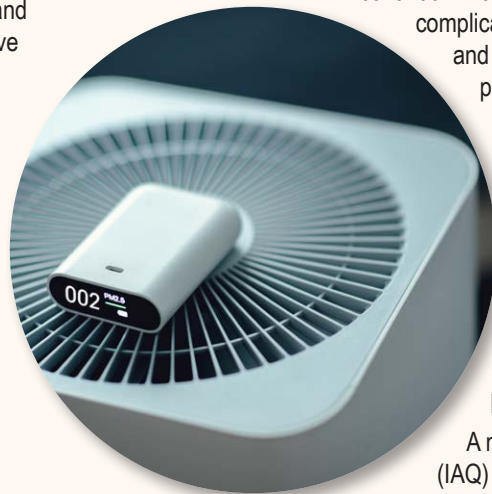
Speakers: Michelle Rosales, Forensic Analytical Consulting Services; Catherine Jones, Bakersfield College

Golden Nuggets Part 2 – Peace and Love Version

Focus: Workers' Comp **Level:** Beginner

The panel will share tips and pitfalls of working with the various services. The services include UR, NCM, Pharmacy Benefit Management, Copy Service, Translation, Transportation, and Investigations. Participants will leave with a basic understanding of the value of the usage of auxiliary services. **CE**

Speakers: Jenny Thompson, County of Fresno; Susan Hastings, Laughlin Falbo Levy & Moresi; Lynn Cavalcanti, AIMS





Tuesday, February 25, 2025

10:30am-11:30am

Preparing for a Deadly Weapon Event and Avoiding the It Won't Happen to Me Fallacy

Focus: Insurance **Level:** General Interest

A deadly weapon event in your organization will greatly impact your people, brand, reputation, finances, and other critical assets. Your decisions, actions, and words in the immediate hours that follow will determine the short and long-term consequences, and whether they will be defining. Many organizations are not fully prepared for a deadly weapon event because they don't believe it will happen to them. They put off planning and training that might otherwise eliminate or mitigate the exposure. Insurance coverage exists to protect your organization. Are you covered? Join Beazley for a discussion about the risks and impacts of these events to your organization, tools to prepare for or prevent a violent event in your workplace, and the coverage options that insurance can provide to protect your organization's resiliency and future.

Speakers: Kyle Rolf, Beazley Group; Harry Rhulen, Crisis Risk Strategies; Dennis Mulqueeny, Alliant Insurance Services

Sexual Abuse & Misconduct: Protecting More than Just Kids

Focus: Liability **Level:** Intermediate

Allegations of sexual abuse within organizations are all too familiar. Survivors have increased opportunities to speak up, seek civil and criminal recourse, and pursue a path toward healing. National and California trends and an ever-growing chorus for change continue to push programs to implement prevention measures and raise the bar on safety expectations.

The conversation may feel more familiar to schools and parks and recreation. But the current climate and call for change include community colleges, public health, justice facilities, senior centers, and more. Whether you're leading an initiative within your agency or looking for ideas to begin the conversation, this panel of thought leaders will explore why abuse risk remains an iceberg, how some agencies have prioritized prevention at the highest levels, and how you can reframe your risk narrative to ensure protection of all vulnerable individuals.

Speakers: Susan Thomson, Safety National; John Chino, Gallagher; Candace Collins, Praesidium

Workplace Investigations: The Do's and Don'ts From Our Time in the Trenches

Focus: Management **Level:** General Interest

Your organization just received its second anonymous complaint of harassment and retaliation. Or a manager just told you they suspect an employee is putting in for overtime they didn't work. What do you do, especially when you fear litigation could follow? In this session, seasoned workplace investigators and litigators will walk you through the essential parts of the investigation process, from deciding whether to investigate to determining what to do after you have reviewed the investigation report. This presentation will not only explore best practices for workplace investigations, but also explore what not to do, and why. **CE/MCLE**

Speakers: Morin Jacob, Liebert Cassidy Whitmore

Special Education: An Evolving Risk

Focus: Risk Management **Level:** Beginner

The field of special education has changed and grown over the decades. This training will provide an overview of the foundations of special education and associated laws, and how they play into the risks seen at various schools and agencies. Using real data and scenarios, we will dive into the key areas of risk typically seen by district or agency employees and look into the trends of newer emerging risks. Participants will leave with strategies and resources to help strengthen policies and training for their employees to create safer work environments.

Speakers: Joseph Diebert, ASCIP

The Role of Safety in Managing Work: An Integrated Framework

Focus: Safety **Level:** Intermediate

The Work Management Theory (WMT) is an integrated framework outlining best practices for work management and work performance. It is a holistic view to create a culture where the right person is hired for the job and the methods necessary to ensure acceptable work performance are identified and in place. The framework outlines elements in the following phases: pre-employment, job placement, work performance management, and a remedial process to address performance issues. This session will highlight the role of safety in creating and maintaining an environment where employees can succeed and perform as desired. The framework is designed to address underlying legal parameters so employment decisions are objective, appropriate, and defensible.

Speakers: Catherine Jones, Bakersfield College

Revolutionizing Workers' Compensation: The Power of Generative AI for Faster Claims Processing and Better Outcomes

Focus: Workers' Comp **Level:** Beginner

The transformative influence of generative AI is sweeping through industries, revolutionizing workplaces with its capacity for speed and accuracy. From hastening diagnoses in healthcare to expediting drug discovery in pharmaceuticals, generative AI-driven predictive models are reshaping the realm of possibilities.

Workers' compensation professionals and the industry as a whole can benefit greatly from generative AI. By expediting claims processing, this innovative technology facilitates swift access to care for injured workers, fostering expedited return-to-work outcomes and overall improved results.

In this presentation, our speakers will spotlight practical AI-based solutions such as AI Augmented File Notes, Universal AI Viewer, and AI as a Service. These tools not only enhance claims processing efficiency but also alleviate administrative burdens, empowering adjusters to devote more time to direct interactions with injured workers. This streamlined approach promises improved care quality and processes.

Speakers: Alex Rossi, LA County Department of HR; Bryan Piattoni, CorVel Corporation



Tuesday, February 25, 2025

2:00pm-3:00pm

Excess Insurance: The Forgotten Layer

Focus: Insurance **Level:** Advanced

Understanding layers of insurance coverage is an important aspect of managing the issues in a WC claim. Knowing who holds the financial risk for portions of a claim helps the claims examiner, parties, and judge know where the risk lies during crucial aspects of a claim.

This presentation will help individuals working on all aspects of the liability claim understand their rights and obligations when a self-insured retention ends and layers of insured risk begin.

Speakers: Medy Beauchane, Mullen & Filippi LLP

Navigating Police Pursuit Claims: From Claim Presentation to Defense

Focus: Liability **Level:** Intermediate

This session offers a thorough examination of managing police pursuit claims, encompassing the entire process from initial presentation to defense in litigation. Attendees will learn strategies for conducting comprehensive investigations, developing effective defense tactics, and understanding potential immunities. Real-life case examples and best practices will be shared to enhance participants' ability to navigate and defend against police pursuit claims successfully, ultimately reducing risks and safeguarding interests throughout the claims process.

CE/MCLE

Speakers: Tasso Mavroudis, Intercare; Ken Chetcuti, South San Francisco Police Department; Todd Master, Ridley Master

Managing Safety of the Mind: A Unique Approach to Workplace Mental Health

Focus: Management **Level:** General Interest

Mental health, especially as a workplace-related concept, is sometimes viewed as taboo which places it at an ideal stage for change.

Generational differences lead to drastically different approaches and beliefs in sharing personal information, managing your emotions, and discussing mental wellness with anyone outside of your closest family and friends. While many employers address mental health in the workplace using health benefits and employee assistance programs, these are generally more reactive responses. This session will present concepts and processes to address workplace mental health more proactively; as a function of risk management.

Speakers: Eric Preston, Keenan

Issues to Watch in 2025

Focus: Risk Management **Level:** Intermediate

A PARMA favorite. Kimberly George and Mark Walls discuss their 20 Issues to Watch in 2025. These issues are related to risk management, employee benefits, and healthcare. Some of them may be familiar to you but others may not be on your radar yet. This session will get you thinking about trends to watch, challenges ahead, and emerging problems.

Speakers: Mark Walls, Safety National; Kimberly George, Sedgwick

Stronger, Safer, Healthier: Strategies for Championing and Revitalizing Workplace Ergonomics

Focus: Safety **Level:** Intermediate

This session goes beyond the basics of workplace ergonomics, focusing on effectively advocating for and implementing robust ergonomic initiatives. Participants will learn strategies for kick-starting or revitalizing ergonomic teams and programs, including ergonomic training, observations, and fostering a culture of ergonomic well-being. The session will also cover how to sell ergonomic concepts to upper management and navigate the intersection of ergonomics and business goals to breathe new life into an organization's commitment to health, safety, and productivity.

Speakers: Steve Thompson, Aspen Risk Management Group, a TRISTAR Company

Alternative Dispute Resolution (ADR) – Peace, Love or Contention?

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

This panel has first-hand experience in implementing and working with public entities who have full and partial ADR Carve-outs. The panel will discuss the implementation, the basics, the fundamentals, and the benefits of an ADR program. Hear from the experts on the benefits and risks of a Carve-out and the advantages for employers and injured workers. ADR programs aim to handle questions and concerns promptly and resolve disputes quickly through the assistance of neutral third parties such as IMEs, ombudspersons, mediators, and arbitrators. Attendees will learn how to identify their own WC problems and design a Carve-out program to meet their goals and expectations. **CE/MCLE**

Speakers: Dr. Tyrone Spears, City of Los Angeles; Matthew Howard, City of Pasadena; David Thomas, Hanna Brophy





Tuesday, February 25, 2025

3:15pm-4:30pm

The Perfect Storm in Builder's Risk

Focus: Insurance **Level:** General Interest

Builders Risk Insurance Programs used to be an afterthought in construction projects. Things have changed! The cost of coverage has increased dramatically, especially for wood frame projects. New underwriting requirements for security, including AI applications, have made insurance placements and project management more complex. In this session, the presenters will provide insights from their collaboration on a statewide portfolio of over \$1 billion constructed value projects. The presentation will highlight current market conditions for Builders' Risk Insurance, the impact of increased code enforcement of Building Code & NFPA, and a review of the overall impact on construction projects. Attendees will learn what to expect, how to define insurance specifications and pitfalls in the process. **CE**

Speakers: Edward Villanueva, CSU, Office of the Chancellor; Shadi Jalali, Alliant Insurance Services, Michelle Praxmarer, Alliant Insurance Services

UPDATE — Practical Defenses for Revived Childhood Sexual Abuse Claims

Focus: Liability **Level:** Intermediate

In 2019, AB 218 temporarily lifted the statute of limitations on childhood sexual abuse claims resulting in a flood of lawsuits until the provision ended at the close of 2022. This session will serve as an update to a presentation given in 2024 regarding defenses and strategies for litigating decades-old claims of abuse. Challenges to AB218 are in flux, several cases and defenses are pending appeal, and this presentation will update attendees on the current state of the law and strategies that have been successful in challenging these controversial claims. **CE/MCLE**

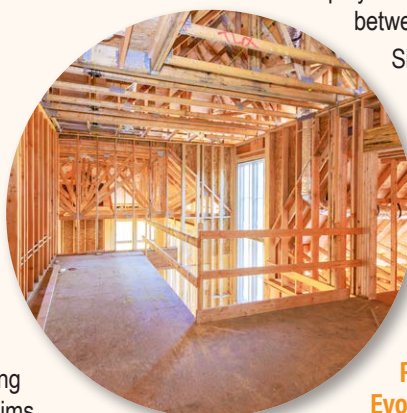
Speakers: Megan Lieber, Collins + Collins LLP; Christie Swiss, Collins + Collins LLP

Using The Wedge to Achieve Peace and Harmony on Your Team

Focus: Management **Level:** General Interest

Because conflict will always happen, the absence of conflict is not how we define success. The difference between great teams and dysfunctional teams is not the absence of conflict, it is the collective ability to not let the conflict define the team. When harmful conflict happens, the byproduct is wedges driven into relationships. Wedges, left unattended, are the catalysts that destroy teams, departments, and organizations. Each of us needs a well-developed Human Interaction Toolbelt with all the skills necessary to successfully engage one another. This session will focus on helping participants sharpen some of those tools and obtain a Wedge Remover to add to their Toolbelt. When team members use their Wedge Remove and encourage others to do likewise, they can be assured that their teams will be characterized by greater harmony, productivity, and effectiveness. That is when Peace & Love abounds!

Speakers: Gerry Preciado, 34th Street Consulting; Rida Freeman, City of Santee



Workers' Comp Bingo 2025 — Case Law Update

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

This is the 25th annual presentation of Workers' Comp Bingo at PARMA's Annual conference, with all new cases, new laws, new fun, and trivia. **CE/MCLE**

Speakers: Ruben Pineda, Hanna Brophy; Rachel Hochstetler, Hanna Brophy

The G.O.A.T. Accident Prevention Principle? Situational Awareness

Focus: Safety **Level:** Intermediate

Accidents NEVER just happen! Accidents result from unsafe acts and/or unsafe conditions intersecting normal production, resulting in one of four predictable outcomes: a near miss, minor injury, major injury, or a fatality. And unfortunately, according to the National Safety Council, 85-95% of all accidents are caused by the unsafe acts of employees.

Employers that choose to ignore this are leaving the margin between a Band-Aid and a casket to luck.

Situational awareness is the ability to understand and process what is happening around you. In practice, situational is the confluence of three simple questions: what has happened in the past, what is happening right now, and what could happen in the immediate future. Diminishing or magnifying any of those three questions dramatically impacts an employee's situational awareness.

Speakers: Ed Pratt, Safety National

Psychiatric Injuries, Changing Times, and Evolving Approaches: Proactively Managing Your Workers' Compensation Program in a Post-COVID-19 Workforce

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

Please join us for an interactive discussion on post-COVID-19 psyche claims for police, fire, and school districts. Changing societal norms have rapidly shifted the workers' compensation claim landscape. We perceived that more and more psyche claims are filed and that evaluators are increasingly more likely to find industrial causation and, importantly, temporary disability. This session will discuss those rising issues, provide strategies for early assessment, including through use of AI, discuss the litigation path to challenge a claim, and the treatment course to mitigate. With panelists that include a psyche expert, claims manager, and defense counsel, each speaker will bring a different viewpoint on the scope of the problem and the optimal handling for solutions. We will discuss diagnoses, and getting your employees back to work to improve outcomes and mitigate exposure. The session will discuss when personnel situations make their way into the workers' compensation arena, and how increased public vigilance on police, teachers, and schools may be fueling an increase in claims in those employees. **CE**

Speakers: Sunny White, Athens Administrators; Dr. Ron Heredia, Good Mood Legal



Wednesday, February 26, 2025

8:30am-9:15am

Making Utilization Review Work

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

California employers and claims administrators and enjoyed the benefits of utilization review for over 20 years. Although some medical care may not comply with all aspects of the Medical Treatment Utilization Schedule (MTUS), there are often good reasons to approve care. Three workers' compensation managers and a prominent attorney who represents injured workers will discuss the benefits of actively managing the utilization review process and the benefits for employers and their injured employees. **CE**

Speakers: Alex Rossi, Los Angeles County; Tyrone Spears, City of Los Angeles; Jeff Rush, California JPIA; Adam Dombchik, Gordon Edelstein

Municipalities Risk Management and the Homeless Crisis

Focus: Risk Management **Level:** Intermediate

During this session, we will discuss with the Risk Manager of the City of Fresno, Sumeet Malhi, how the City is working to solve the homelessness crisis and the additional exposures these policies bring. We will also discuss how the City is implementing various State grants, the increased exposures these programs created for the City, and how the City is dealing with the increased risks.

Speakers: Kyle Powell, Aon; Sumeet Majli, City of Fresno

Schools Roundtable

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

Schools face unique and seemingly ever-evolving risk management challenges both big and small. Join us and bring your issues, questions, solutions, and best practices to the Schools Roundtable. The topics will be provided by you, the attendee. Past topics have included pandemic diseases, employment practices liability, cyber liability, childhood sexual assault prevention, active shooter policies and protocols, pesticides, Cal/OSHA compliance, and more! This session has the same title every year, but it is a completely different session. Someone in the room has had the same issues you are facing. Please bring your questions. Please bring your answers.

Speakers: Russ Olsen, Ventura County Schools Self-Funding Authority



Wednesday, February 26, 2025

9:30am-10:45am

CLOSING SPEAKER

KATHY ESPINOZA

You've Come a Looong Way, Baby! Career Burnout Prevention

Focus: Management **Level:** General Interest

Avoiding career burnout for Risk Management professionals is easier said than done. How do people stay motivated after many years of working in the field? How do working adults juggle work, relationships, and kids? We each set the tone for our organizations, coworkers, and family, as we interact and move through life. Knowing when you are out of balance is half the battle. This session will offer you practical tips to help you become a balanced leader who can nurture career, family and stay motivated over the long haul.

Speakers: Kathy Espinoza, Kathy Espinoza Speaks

JOIN US FOR THE

PUBLIC AGENCY RISK MANAGEMENT ASSOCIATION



GOLF TOURNAMENT



registration 6:30 am | shotgun start 8:00 am
scramble | contests | prizes | awards

Coyote Hills Golf Course

1440 E. Bastanchury Road Fullerton, CA 92835

February 23, 2025

Entry: \$200 per player | \$800 per foursome

*All proceeds go to the
Susan Eldridge and Ben Francis Scholarship Funds*

www.parma.com

Registration Form



Register Online! www.PARMA.com

Registration Information



Other Options:

MAIL TO: PARMA
One Capitol Mall, Ste. 800
Sacramento, CA, 95814

FACSIMILE: (916) 444-7462

Company/Public Entity _____

Main Contact _____

Contact Address _____

City / State / Zip _____

Cell Phone _____

Fax _____

Email _____

Special Needs? Diet Restrictions? Let us know:

Hotel Reservations

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

Important Deadlines

12/6/2024..... Early Bird Pricing Last Date

12/7/2024..... Regular Pricing Start Date

2/12/2024 Onsite Registration Only

Refund Policy: See page 3 for details.

PARMA is excited to provide each attendee with a 2025 Conference commemorative T-shirt! If you register before December 13th we will guarantee your preferred style (men's or women's) and size. Please indicate your preferences below:

Men's Shirt Women's Shirt XS (women's only) S M L XL XXL

Shirts are 80% cotton and 20% polyester and are pre-washed therefore they will have minimal to no shrinkage.

REGISTRATION PRICING	MBR EARLY	MBR REGULAR	MBR ONSITE	NONMBR EARLY*	NONMBR REGULAR*	NONMBR ONSITE*
Public Entity Registration - 1st Person	\$449.00	\$549.00	\$649.00	\$619.00	\$719.00	\$819.00
Public Entity Registration - 2nd and Additional Registrations	\$399.00	\$499.00	\$599.00	\$489.00	\$589.00	\$689.00
Associate Registration (Non Public Entity)	\$999.00	\$1,099.00	\$1,199.00	\$1,299.00	\$1,399.00	\$1,499.00
Sponsor Additional Registrations	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
Exhibitor Registration (After the First 2 Comps)	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
Guest (Includes all meals and special events)				\$449.00	\$549.00	\$649.00

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.** All others from the same company/entity can use the additional member pricing. 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.

Payment Information

Credit Card Check (Check Number _____)

Credit Card Number _____ Exp. Date _____ Security Code _____

Billing Address (include postal code) _____

Name on Card _____

Signature _____