Welcome Message

Dear Colleagues,

On behalf of the Public Agency Risk Management Association (PARMA), I am proud to present our 45th Annual Risk Management Conference! Themed Risk Wars: The Agency Strikes Back, the annual meeting will be held at the Disneyland® Hotel, February 10-13, 2019. Join risk management colleagues from across the state for what is sure to be a high-quality educational experience.

Our strategic plan and our mission to promote, develop, and facilitate educational and leadership training, have been incorporated into our 2019 conference. We have developed an outstanding list of interactive sessions that are taught by renowned speakers with immense knowledge of the risk management industry. Attend in-depth sessions on liability, safety, workers' compensation, risk management, and professional development.

Don’t miss out on this exciting educational experience at this fun location! I look forward to seeing you in February.

Sam Mann, 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.

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.
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

<table>
<thead>
<tr>
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<th>MBR EARLY</th>
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<th>NON MBR EARLY*</th>
<th>NON MBR REGULAR*</th>
<th>NON MBR ONSITE*</th>
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<tr>
<td>Public Entity Registration - 1st Person</td>
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<td>Public Entity Registration - 2nd and Additional Registrations</td>
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<td>Exhibitor Registration (Additional Registrations After First Two Comps)</td>
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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

12/3/2018 Early Bird Pricing End Date (register on or before this date)
12/4/2018 Regular Pricing Start Date
2/4/2019 Onsite Registration Fees Apply

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 3, 2018 will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 3, 2018 will be subject to a $100 service charge. No reimbursement will be given after January 16, 2019 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

No refunds on golf fees or membership dues.

If 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.

When registering online, please check the appropriate box to indicate the requirement of vegetarian meals.

PARMA Social Media Links

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LinkedIn: https://www.linkedin.com/in/parma2762/
Twitter: https://twitter.com/PARMA2762/
Vimeo: https://vimeo.com/parmavideos/
Instagram: https://www.instagram.com/parma2762/

PARMA 2019 Conference Hashtag: #PARMAConf2019

ONLINE: www.PARMA.com
MAIL TO: PARMA
One Capitol Mall, Suite 800
Sacramento, CA 95814
FACSIMILE: (916) 444-7462
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
$254.00 / night
Disneyland® Hotel
$194.00 / night
Disney’s Paradise Pier® Hotel
$174.00 / night
Prices do not include room fees and Taxes.
Cancellation Policy: 14 Days Prior to Arrival.
Final day to book hotel is January 16, 2019.
PARMA requires a one-night nonrefundable deposit.

Parking
Self-parking $10.00 / night  Valet parking $22.00 / 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 5, 2019 at 9:00pm. You will not be able to purchase discounted theme park tickets after this date or onsite.

Surprise Keynote Speaker
Our surprise presenter will show us how to maintain confidence under pressure. Confidence is the ground of effective action, constructive dialogue, and innovative solutions when stressful circumstances arise. Attendees of this session will learn how to stay connected to clients and colleagues when conflict arises.

Our surprise guest speaker has presented more than 2,500 times over the last 30 years to audiences that have included such dignitaries as Bill Gates, President Clinton, the Prime Minister of Canada and to hundreds of Fortune 500 companies. The speaker will address how to succeed in challenging circumstances and achieve best outcomes while navigating difficult conversations.

He attributes his success to years of practice with challenging circumstances and his experience consulting with both non-profits and private sector corporations.

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## Conference at a Glance

### Session Color Codes

<table>
<thead>
<tr>
<th>Color</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>Risk Management</td>
</tr>
<tr>
<td>Wellness/Safety</td>
<td>Workers’ Compensation</td>
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<tr>
<td>Liability</td>
<td>Leadership</td>
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</tbody>
</table>

Sessions are color coded by their educational focus.

### Sunday, February 10, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00 am - 1:00 pm</td>
<td>2019 PARMA Annual Golf Tournament (Separate Fee $150.00)</td>
</tr>
<tr>
<td>1:00 pm - 6:00 pm</td>
<td>Conference Registration</td>
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### Monday, February 11, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 am - 7:15 am</td>
<td>Morning Walk</td>
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<tr>
<td>7:00 am - 5:00 pm</td>
<td>Conference Registration</td>
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<tr>
<td>7:00 am - 8:30 am</td>
<td>Chapter Officer Training</td>
</tr>
<tr>
<td>8:30 am-10:00 am</td>
<td>Welcome Breakfast (Plated) and Surprise Keynote Speaker (Exhibit Hall to be Closed)</td>
</tr>
<tr>
<td>10:00 am - 5:00 pm</td>
<td>Exhibit Hall Open</td>
</tr>
<tr>
<td>10:00 am - 10:30 am</td>
<td>Networking Break and Dedicated Exhibit Time</td>
</tr>
<tr>
<td>10:30 am - Noon</td>
<td>A1 Avoiding the Danger Zone - Minimizing Risk and Defending Claims for Dangerous Condition of Public Property, Inverse Condemnation CE/MCLE</td>
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<tr>
<td></td>
<td>A2 Insurance 101 - “Am I Covered?” CE/MCLE</td>
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<td></td>
<td>A3 How Are the Current Public Entity Carve Outs Doing?</td>
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<td>A4 Spin the Wheel, Permanent Disability Edition!!</td>
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<tr>
<td></td>
<td>A5 It Takes a Jedi: Balancing ADA/FEHA and Industrial Injury Claims CE/MCLE</td>
</tr>
<tr>
<td>12:00 pm - 1:15 pm</td>
<td>Lunch, PARMA Annual Membership Meeting and Sponsor Appreciation</td>
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<tr>
<td>1:15 pm - 1:45 pm</td>
<td>Desert in the Exhibit Hall</td>
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<tr>
<td>2:00 pm - 3:15 pm</td>
<td>B1 Actuarial Hocus Pocus - The Magic Explained</td>
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<tr>
<td>3:15 pm - 3:45 pm</td>
<td>Networking Break and Dedicated Exhibit Time</td>
</tr>
<tr>
<td>4:00 pm - 4:45 pm</td>
<td>C1 The Life of a Construction Defect Claim Workshop CE/MCLE</td>
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<td>C2 The Hits Keep Coming: Our Ever Changing Understanding of CTE</td>
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<td>C3 Using Video to Monitor and Modify Risky Driving</td>
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<td></td>
<td>C4 The Evolution of Vocational Rehabilitation Experts in Workers Compensation Claims</td>
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<td></td>
<td>C5 Engage Afterburners: Assessing Wildfire Impacts, It’s More than the Heat</td>
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<tr>
<td>9:00 pm - 11:00 pm</td>
<td>Star Wars Launch Bay – Risk Wars: The Agency Strikes Back Reception</td>
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### Tuesday, February 12, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:30 am - 7:15 am</td>
<td>Morning Walk</td>
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<tr>
<td>7:30 am - 8:30 am</td>
<td>Breakfast, Please Sit with Your Chapter Affiliate</td>
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<tr>
<td>8:00 am - 5:00 pm</td>
<td>Conference Registration</td>
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<tr>
<td>8:00 am - 2:00 pm</td>
<td>Exhibit Hall Open</td>
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### Tuesday, February 12, 2019 continued

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:30 am - 10:00 am</td>
<td>D1 Complexity, D2 The Art of Non-Submission, D3 Out Front Ideas Live: Biggest Risk Management Challenges Facing Public Entity Employers, D4 Cal/OSHA, Surviving an Inspection, CE/MCLE, D6 The ABCs of Cyber - Assessing Vulnerabilities, Balanced Responses and Coverage Pitfalls CE/MCLE, D6 Gimme Shelter: The Homeless Dilemma for Cities</td>
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<tr>
<td>10:00 am - 10:30 am</td>
<td>Networking Break and Dedicated Exhibit Time</td>
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<tr>
<td>10:45 am - 12:15 pm</td>
<td>E1 Early Resolution ~ Sorry InWorks, E2 Workers' Comp Bingo 2019, E3 Contractual Risk Transfer Overview, E4 Cal/OSHA, Top Citations and Why They Stick CE/MCLE, E5 Student Rights, Safety, and Responsibilities CE/MCLE, E6 Collaboration Workshop: Mining the Experience of Your Peers to Solve Real Problems</td>
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<tr>
<td>12:15 pm - 1:45 pm</td>
<td>Lunch in the Exhibit Hall and Exhibitor Prize Drawings</td>
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<tr>
<td>3:15 pm - 3:30 pm</td>
<td>Refreshment Break</td>
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<tr>
<td>3:30 pm - 4:45 pm</td>
<td>G1 Advanced Technology - Levels of Autonomous Vehicles and Collision Avoidance, G2 Going Cold Turkey: Opioids, Prop 215 and Other Drugs - Strategies to Manage and Minimize Abuse, G3 Contractual Risk Transfer Hot Button Issues, G4 Active Shooter and Workplace Violence on Campus – Preparedness, Response and Recovery, G5 The Benefits of Structured Settlements - (Are They Still Relevant as a Negotiation Tool?) G6 Winning a Public Agency’s Risk Culture War: ISO 31000 Strikes Back!</td>
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<tr>
<td>6:30 pm - 7:30 pm</td>
<td>PARMA Reception</td>
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### Wednesday, February 13, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>6:30 am - 7:15 am</td>
<td>Morning Walk</td>
</tr>
<tr>
<td>8:00 am - 8:45 am</td>
<td>Continental Breakfast</td>
</tr>
<tr>
<td>9:00 am - 10:00 am</td>
<td>H1 Schools Interchange, H2 Psychiatric and Stress Claims How Not To Go Crazy Just Because Your Employee Did, H3 Third-party Negligence, Subrogation, and Workers Compensation, H4 Accident Reconstruction – How Can It Help You? CE/MCLE, H5 From Start to Finish: Implementing Effective Workplace Wellness Programs Citywide</td>
</tr>
<tr>
<td>10:00 am - 10:15 am</td>
<td>Refreshment Break</td>
</tr>
<tr>
<td>10:15 am - 11:30 am</td>
<td>Ed Rush, Closing Speaker</td>
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### Top Gun Success and Fighter Pilot Precision for Risk Management

In this fast-paced, energetic presentation, former F-18 Top Gun pilot Ed Rush will show you how to get more done in less time, and with less waste. With principles learned in his 13-year Marine Corps career, Ed will demonstrate the 3 keys to speed and success as a leader.

In fact, Ed will show you how he went from failing Kindergarten to flying $40 Million-dollar supersonic fighters in combat. The principles come from “in the trenches” experience and will be carefully tailored to your community.

Ed will demonstrate the principles for getting more done in less time with less waste, thereby increasing productivity and decreasing error.

He will also show the secrets to seamless, effective communication. Drawn from his fighter pilot career and extensive business experience, this principle alone will dramatically increase your communication skills and effectiveness.

In final, he will show your team & leadership the 3 keys to success and how to implement them to experience more speed & fulfillment in their work.
A1: Avoiding the Danger Zone - Minimizing Risk and Defending Claims for Dangerous Condition of Public Property, Inverse Condemnation (CE/MCLE Session)

Focus: Liability Level: Intermediate

Session Summary: This interactive session will provide participants with tips and advice on how public entities can minimize risk and exposure in dangerous condition of public property, inverse condemnation and violation of mandatory duty claims. Topics will include specific claim stage pre-litigation strategies that can result in dismissal of lawsuits or reduction in exposure, indemnity and additional insured protections and pitfalls, do’s and don’ts of early investigation of claims and communicating with claimants, training public works and other entity employees on claim investigation, defending against subrogation claims, litigation strategies including the use of cross-complaints, demurrers/motions for judgment on the pleadings, summary judgment motions and frivolous lawsuit fee shifting statutes, and key immunities available to immunize entities from dangerous condition of public property and violation of mandatory duty claims, including trail immunity, reasonable inspection immunity and immunity for failing to inspect and/or ameliorate dangerous conditions on private property when under a mandatory duty.

Presented By: Gregory Fox, Bertrand, Fox, Elliot, Osman & Wenzel, Michael Wenzel, Bertrand, Fox, Elliot, Osman & Wenzel

A2: Insurance 101 - “Am I Covered?” (CE/MCLE Session)

Focus: Insurance Level: Beginner

Session Summary: One of the most common and most feared questions received by risk managers, 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 impossible to provide. This session provides attendees the tools needed to confidently answer that question and precisely identify the issues involved in any coverage dispute. Attendees will learn a systematic, comprehensive framework for analyzing claims, the same approach used by major insurance companies to train their adjusters. After attending this session and applying the framework you will be able to confidently review, analyze and interpret coverage for any type of claim under any type of policy. Then, the next time someone asks, “Am I Covered?” you won’t be tempted to run and hide.

Presented By: Marcus Beverly, CPCU, AIC, ARM-P, Alliant Insurance Services

A3: How are the Current Public Entity Carve Outs Doing?

Focus: Workers’ Compensation Level: Intermediate

Session Summary: Mark Cronin and Tyrone Spears will discuss the issues, challenges and experience in establishing a complete carve out for the very large Los Angeles Police union. Bill Stafford will discuss the Golden Gate Bridge District program, which principally involves the transit operators union. This program is in its second year. Kim Greer will discuss Richmond’s programs for Police and Fire, both of which are in the second year. Both Bill and Kim will provide available financial information. Session attendees will come away with an in-depth understanding of how the current complete carve out programs are functioning, which will enable the attendee to better advise his/her employer as to involvement in a carve out.

Presented By: Bill Stafford, Golden Gate Bridge Highway and Transportation District, Kim Greer, CSP, ARM-P, AIC, City of Richmond, Mark Cronin, Los Angeles Police

A4: Spin the Wheel, Permanent Disability Edition!

Focus: Workers’ Compensation Level: Intermediate

Session Summary: Come join us for a fun, interactive and informative discussion about current trends and legal strategies affecting Permanent Disability exposures. Has Almaraz/Guzman become the rule instead of the exception? Do vocational experts still have a place in Permanent Disability disputes? Are psychological, and sleep disorders still alive and kicking? Why are doctors suddenly adding impairments instead of combining? How are the rules affecting apportionment changing? Audience members will spin the wheel to find out, and may win a prize! You will hear from experienced workers’ compensation attorneys, one arguing the applicant’s position, and one arguing for the defense, to gain insights into these and other issues.

Presented By: Dana Miller, Mullen & Filippi, LLP, Paula White, Mullen & Filippi, LLP

A5: It Takes a Jedi: Balancing ADA/FEHA and Industrial Injury Claims (CE/MCLE Session)

Focus: Risk Management Level: Intermediate

Session Summary: Properly handling an employee who has a workers’ compensation claim and need for disability accommodation under the ADA/FEHA is one of the most challenging issues faced by Human Resource professionals. Making a mistake in these situations can lead to significant liability and protracted litigation for public employers. This session, led by an experienced employment lawyer, former Human Resource Director, and workers’ compensation defense attorney, will cover the interaction of workers’ compensation and disability accommodation including: the impact of “permanent and stationary” and “permanent” disability ratings, doctors’ notes that conflict with QME/AME reports, transitional work assignments, light duty, “4850” leave, the interactive process, when to order a Fitness for Duty examination, and much more.

Presented By: Marc Leibowitz, Laughlin, Falbo, Levy & Moresi LLP, Robert Cutbirth, Tucker Ellis, LLP

A6: I’m Going to Shoot Up the School (CE Session)

Focus: Risk Management Level: Beginner

Session Summary: Too often, educators rely upon the expert of the month that they have encountered in a training, instead of trusting their instincts, their creativity, and their interpretation of the law. What happens, however, when a problem presents itself and there is no expert to show the way? The Norris School District found themselves in this precarious predicament in light of the increase of school shootings and no practical training on how to best protect their colleagues and students in the unlikely event of a violent intruder. Dan and Jon are lifelong educators who developed a system of school self-defense and threat assessment that was offered to all school districts in Kern County. Discover why even though the training was well received by the hundreds of participants that attended their seminars, only a handful of the 47 districts that took part in the training were able to implement the system in their schools. This story will provide you with an insight into the minds of educators and administrators. Their system can be viewed on YouTube, and people are encouraged to use this system, free of charge, to protect themselves. Hear their story and obtain a free copy of their Permission To Live presentation.

Presented By: Dan Weirather, Norris School District Jon Boles, Norris School District

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LinkedIn: https://www.linkedin.com/in/parma2762
Twitter: https://twitter.com/PARMA2019
Instagram: https://www.instagram.com/parma2762/
PARMA 2019 Annual Risk Management Conference
MONDAY, February 11, 2019
2:00 pm- 3:15 pm

B1: Actuarial Hocus Pocus - The Magic Explained
Focus: Insurance  Level: General Interest
Session Summary: The actuarial report is a great tool for the risk manager in quantifying costs and identifying trends. This session will explain the results of a typical actuarial report, including outstanding liabilities for completing financial statements and projected program costs for budgeting purposes. The concepts of data quality, loss development, ultimate losses, reserves, discounting, and confidence levels will all be addressed. We will also discuss how to interpret trends in frequency, severity, and loss rates. All these “exciting” concepts will be explored in plain and simple English and with some “actuarial entertainment” along the way!

Presented By: Mike Harrington, Bickmore, Mujtaba Datoo, Aon, John Alltop, CSAC-EIA

B2: Lessons From a Black Swan and Other Odd Ducks
Focus: Leadership  Level: General Interest
Session Summary: This session provides an overview of several influential risk management books and thinkers, to share some concepts that will help you be a more effective risk manager. Included are a number of “lessons learned” that attendees may apply in their own lives.

Presented By: Marcus Beverly, CPCU, AIC, ARM-P, Alliant Insurance Services

B3: What Happens When the Service Dog Eats the Comfort Hamster: Managing Mental Illness In the Workplace (CE/MCLE Session)
Focus: Risk Management  Level: General Interest
Session Summary: The session will discuss the prevalence of mental illness in the workplace and get past the stigma to provide an understanding of the obligations under the law for an employer. Discuss the practice of accommodating a mental health issue and the obligations of the interactive practice. During the discussion we will address concerns about service and comfort animals and creative accommodations.

Presented By: Robert Greenfield, ACWA JPIA, Golnar Fozi, Meyers Fozi & Dwork LLP, Julie Kossick, JD, North Orange County Community College District

B4: Pulling at the Heart Strings of Safety - Making the Emotional Connection
Focus: Safety  Level: Beginner
Session Summary: As safety professionals, we provide information but how do we translate that information into action? This session will help you understand how to make the emotional connection with your employees and make them ‘want’ to work safer. You will learn the importance of delivering safety by influencing the way they feel about it. Appealing to your employee’s emotion in safety training makes the connection between training and action. Turn your safety information into active training at the worksite!

Presented By: Kathy Espinoza, Keenan & Associates

B5: Let’s Talk About Sexual Harassment (CE/MCLE Session)
Focus: Workers’ Compensation  Level: Intermediate
Session Summary: We will have an engaging panel including a public entity risk manager and workers’ compensation expert litigators discuss common traps that employers fall into when conducting investigations and discovery while litigating sexual harassment-based workers’ compensation claims. We will also discuss best practices for identifying and preparing witnesses from within the organization to maximize positive outcomes.

Presented By: Brenna Hampton, Hanna Brophy LLP, Teresa McGinity, Hanna Brophy LLP, Tyrone Spears, City of Los Angeles Personnel Dept., Workers’ Compensation Division

B6: Best Practices for Vacant Building Protection
Focus: Risk Management  Level: Intermediate
Session Summary: We’ve all heard about, and in some cases, felt the effects of Mother Nature and the havoc wreaked by wildfires in California and the hurricanes and floods that hit Florida and Texas. Property losses sustained as a result of natural disasters are widely unpredictable and unpreventable. However, the exposure created by unprotected vacant buildings is one risk that is all too often ignored although there are proven methods that will reduce the risk of loss. During this session, the panel will lead a thought provoking discussion on the effect of vacant building losses on the insurance market, to include placement of coverage, as well as creative ways to identify cost effective ways to reduce the risk of loss.

Presented By: Charles Williams, CSAC EIA, Sarah Bruno, CSAC EIA, Tom Bryson, Alliant Insurance Services

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Rehabilitation expert testimony has been used to rebut the Permanent Disability Rating Schedule as evolved with changes in the Labor Code. This session examines the history of the use of vocational rehabilitation expert testimony and how it is used today in order to limit liability.

Presented By: Christian Kerry, Hanna Brophy LLP, Curtis Wheaton, Hanna Brophy LLP

C5: Engage Afterburners: Assessing Wildfire Impacts… It’s More than the Heat

Level: Wellness/Safety

Session Summary: The immediate risk of a wildfire is obvious to everyone, however the secondary environmental health impacts of these events often catch property owners/managers and community members in surrounding areas by surprise. Is the air OK? What’s in the ash? Is my property damaged? Is my building safe to go into? What about the run-off and mud? What do I tell the inquiring workers, community members and press? This presentation will discuss these risks and associated solutions in the context of real-world experiences addressing them both during and after recent catastrophic wildfire events. Attendees will learn about the dynamics of these issues and how to protect their people, resources and reputation in order to stop a bad situation from becoming worse.

Presented By: Michelle Rosales, MPH, CIH, Forensic Analytical Consulting Services

C6: The Force on Fraud

Focus: Risk Management Level: Intermediate

Session Summary: In this session, we will demonstrate on how the employer involvement is the key in combating fraud as they are the first line of defense. They are the ones who know about the employee’s background, family business, outside activities, friendships or social media presence. Their involvement and willingness to invest in surveillance and other avenues of investigation are critical.

Presented By: Sergio Cazorla, Baldwin Park Unified School District, Maggie Jaltorossian, Intercare, Bill Werner, Intercare

Stop by the PARMA Booth #118

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Vimeo: https://vimeo.com/parmavideos
Instagram: https://www.instagram.com/parma2762/
they saw through your fence? Do you have to fetch them a ladder if they ask for one? Should you restrict/limit their access? If you don’t know the answers to these questions then this session is for you; it provides the true inside story of the Cal/OSHA inspection process.

Presented By: Dick Monod, Cal/OSHA Retired CSHO

D5: The ABCs of Cyber - Assessing Vulnerabilities, Balanced Responses and Coverage Pitfalls (CE/MCLE Session)

Focus: Insurance Level: Intermediate

Session Summary: This session will build the base knowledge that public entities are starting to establish and introduce new levels of understanding. It will explain the coverages for cyber risks under standard ISO form policies, the emerging specialization coverages, and the potential overlap or gaps between them. Additionally, it will provide forward perspectives on where risk mitigation from cyber coverage can progress.

Presented By: Graham Van Leuven, McCormick Barstow, LLP, Leif Knutson, McCormick Barstow, LLP, Jim Wagoner, McCormick Barstow, LLP

D6: Gimme Shelter: The Homeless Dilemma for Cities

Focus: Liability Level: Intermediate

Session Summary: Homelessness continues to be a growing challenge to public entities in California. From 2016-2017, California experienced an absolute increase of 13.7% in its homeless population, the largest in the nation. In 2017, nearly half of the unsheltered people in the United States were in California with California having four of the top 10 major cities with the largest number of people experiencing homelessness. Despite these statistics, many cities and municipalities have few resources to accommodate the increasing number of homeless individuals within their jurisdictions. However, public entities attempting to address issues through local ordinances and enforcement may find themselves in hot constitutional water as local and federal courts continue to scrutinize city ordinances and efforts. This seminar will provide an in-depth view of the law in regard to various constitutional concerns relating to the homeless, including camping ordinances and personal property rights; provide risk management advice in order to avoid a potential constitutional challenge to existing ordinances; and offer defense strategies when faced with such lawsuits.

Presented By: Kimberly Chin, Allen, Glaessner, Hazelwood & Werth LLP, Joe Kriskovich, City of Manteca
PARMA 2019 Annual Risk Management Conference
TUESDAY, February 12, 2019
10:45 am - 12:15 pm

E1: Early Resolution -- Sorry InWorks
Focus: Risk Management  Level: General Interest
Session Summary: This session will educate attendees on the topic of Early Resolution using Sorry Works. The history and background of the development of Apology Laws will be discussed along with its applications in real claim scenarios. In addition, this session will describe experience with implementation of Early Resolution practices in a California public entity medical provider setting. Outcomes, expectations and lessons learned will be presented. Handouts will be available summarizing real case scenarios and their outcomes.
Presented By: Steven Robles, County of Los Angeles, Kevin Duffis, Intercare, Kristi Calder, Intercare

E2: Workers’ Compensation Bingo 2019
Focus: Workers’ Compensation  Level: Intermediate
Session Summary: The audience will actively participate in the 19th annual presentation of Hanna Brophy’s Workers’ Compensation Bingo, which is a very popular program because of its case law update content, and because everyone loves to play Bingo, and win prizes while learning workers’ compensation law at the same time.
Presented By: Keith Epstein, Hanna Brophy LLP, Gregory Stanfield, Hanna Brophy LLP

E3: Contractual Risk Transfer Overview
Focus: Risk Management  Level: Beginner/Intermediate
Session Summary: This Introductory Session to Contractual Risk Transfer will cover the following:
- An Overview of the Principles of Contractual Risk Transfer
- How Contracts Transfer the Risk to your Vendor/Contractor
- How the Scope of Work Determines the Contract Insurance Requirements
- The Two Principal Methods of Transferring Risk
- Changes in the Insurance Market that Endanger Your Coverage
- Why Less than Explicit Contract Requirements will Cost You Coverage
- Understanding the Impact of the New Additional Insured Endorsements
- Update & integrate Key Contract Terms & Conditions to Trigger Coverage
- How to Effectively Use a Summary of Indemnity and Insurance Requirements
Presented By: Bob Marshburn, R.J. Marshburn & Associates

E4: Cal/OSHA, Top Citations and Why They Stick (CE/MCLE Session)
Focus: Safety  Level: Intermediate
Session Summary: How confident are you that if a Cal/OSHA inspector cited your agency that you could successfully appeal it and prevail? How confident are you that you could avoid a citation in the first place? A 30-year veteran of Cal/OSHA will discuss the top citations, the regulatory wording that makes such citations easy to cite, and why some employers are setting themselves up for failure by adding in extra language in their policies, or by reading the regulations incorrectly. There will also be a discussion on the citation and appeal process, and the penalty framework. Multi-employer worksites, heat illness, fall protection, fire prevention, and IIPP enforcement are top priorities for Cal/OSHA – this session provides the inside look at the key areas of these topics and why citations in these areas are issued.
Presented By: Dick Monod, Cal/OSHA Retired CSHO

E5: Student Rights, Safety, and Responsibilities (CE/MCLE Session)
Focus: Liability  Level: Intermediate
Session Summary: Events such as the tragedy at Stoneman Douglas High School have heightened awareness and caused anxiety among students, teacher and parents who don’t want children living in fear. State and Federal law dictate how and when schools should protect students to a certain extent. From there, it is left to the schools on how to best keep students safe. This program will address the duties and responsibilities of schools to protect students from violence; deal with campus disturbances; school safety plans; levels of discipline; and best practices to prevent tragedies before they occur. The program will also address the rights of students, including rights relating to privacy and free speech.
Presented By: Mark Hazelwood, Allen, Glaessner, Hazelwood, & Werth LLP, Peter Glaessner, Allen, Glaessner, Hazelwood & Werth LLP

E6: Collaboration Workshop: Mining the Experience of Your Peers to Solve Real Problems
Focus: Leadership  Level: General Interest
Session Summary: Tap the rich experience and expertise of your peers in this interactive session where you will identify the challenges that keep you up at night and have the opportunity to work in small groups to problem solve. Walk away with practical ideas and a new perspective to energize your work back in your agency.
Presented By: Jim DeLizia, CAE, DeLizia Consulting Services

PARMA Social Media Links
Facebook: https://www.facebook.com/PublicAgencyRiskManagementAssociation/
LinkedIn: https://www.linkedin.com/in/parma2762
Twitter: https://twitter.com/PARMA2762
Vimeo: https://vimeo.com/parmavideos
Instagram: https://www.instagram.com/parma2762/

PARMA 2019 Conference Hashtag: #PARMAConf2019
F1: How FEMA Grants and Property Insurance Can Maximize Recovery for the Public Agency
Focus: Insurance  Level: Advanced
Session Summary: This session brings together elements that help the public agency after a federally declared disaster. Mr. Santaguida will introduce the basic concepts of FEMA grant writing including eligible work, FEMA coverage for damage not covered under property insurance, and the requirements imposed on the public agency once they accept a FEMA grant. Mr. Frey will discuss how limits of property insurance can be overcome through FEMA grant writing.

Presented By: Steve Santaguida, Steve Santaguida Construction Consulting, Robert Frey, Alliant Insurance Services

F2: Defending a Public Entity Case at Trial - Analyzing Trial Issues and Explaining the Trial Process Step-by-Step
Focus: Liability  Level: Intermediate
Session Summary: The participants will be introduced to the concept of the public entity as a defendant and looking at the potential of a trial over a disputed litigation issue. The participants will learn about the critical analysis process in determining whether or not a case should be brought to trial and what types of methods can be used to attempt to win a case before trial, resolve a case before trial or prepare a case for the trial. This includes analysis of the pretrial motions on which a case can be won, such as a motion for summary judgment, and the discovery and evidence required to bring a motion for summary judgment as well as the timing of the motion. This includes analysis of the critical depositions and discovery in order to analyze the case for trial. We will analyze whether or not evidence that we deem good evidence, or evidence that we deem bad evidence that harmful to our case, is likely to be admitted into evidence, and how the public entity can and should judge not just whether or not the evidence is good or bad, but the likelihood that a jury will ever hear it. We will discuss mediation, court settlement conferences and early neutral evaluation, and how to approach them each, including whether or not to “put the cards on the table” at these sessions. (When to reveal all of your good evidence, and when to hold some back.) This also includes potential mock jury sessions and how they operate and focus group sessions and how they operate. The session will then discuss the use of statutory offers and settlement negotiations before trial. Additionally, we will also discuss the status of the prohibition against confidential agreements, and how making agreements to “not publicize” a settlement can be structured. This session will then go through the entire trial process so that the participants and attendees understand what they are going to go through, and what their public entity is going to go through, when they go to trial, including: The initial pretrial hearing and what takes place at those hearings (including which ones they must attend, personally. The pretrial motions, pretrial jury instructions, and efforts to exclude evidence by both sides. And much more.

Presented By: Anthony DeMaria, McCormick, Barstow, Sheppard, Wayte & Carruth, LLP

F3: Contractual Risk Transfer Indemnity & Additional Insured Issues
Focus: Risk Management  Level: Intermediate/Advanced
Session Summary: This Intermediate Session for Contractual Risk Transfer will Cover the Following:
- The 3 Types of Indemnity in California
- Which Contracts to Use for Each Indemnity Type
- Your Vendor/Contractor’s Insurance Coverage Required to Cover Your Indemnity
- How Indemnity Differs from Additional Insured Endorsements
- How Your Relationship to the Vendor/Contractor Determines the Correct Additional Insured Form
- Differences Among the Additional Insured Endorsements & Which One(s) to Use
- How the New Additional Insured Endorsements Limit and Restrict Coverage
- Why Your Contract Insurance Requirements Must be Explicit and Clear – or there will be NO Coverage!
- How to Effectively Use a Summary of Indemnity and Insurance Requirements Sample Forms to Use for Indemnity and Additional Insured Endorsement Requirements

Presented By: Bob Marshburn, R.J. Marshburn & Associates

F4: Settlement and Closure of Safety Officer Claims – Analysis and Solutions
Focus: Workers’ Compensation  Level: Intermediate
Session Summary: Look at any public agency’s loss run and you can tell who has safety officers on their employment rolls. The loss run contains a high number of unresolved claims or future medical claims where the sworn officers will not consider settling their claim via a Stipulated Award, much less a Compromise and Release. It’s a phenomenon every agency grapples with and no one seems to have the “secret” to settling out safety officer cases. Is it the statute of limitations or the type of injuries they suffer? Are they being told to not settle their claim? Learn from the various experts why officers will not settle out claims, even after statutes have tolled. Collectively explore ideas to settle out these types of claims.

Presented By: Keith Epstein, Hanna Brophy LLP, Alex Wong, Alex Wong Esq, Jones/Clifford, Frank Grigurina, City of Sunnyvale

F5: The Education Code v. Workers’ Compensation (CE/MCLE Session)
Focus: Workers’ Compensation  Level: Intermediate
Session Summary: The presentation will include an understanding of employee classification, industrial accident or illness leave, sub-differential pay, and how sick and vacation time plays a role. We will also discuss the re-hire list and issues associated with 132a. The presentation will include slide presentation, handouts and interactive materials to engage the audience.

Presented By: Megan Lucchesi, Parker Kern Nard & Wenzel, Brian Binkley, Parker Kern Nard & Wenzel, Darren VanDoren, Parker Kern Nard & Wenzel

F6: Natural Disasters and Risk Management
Focus: General  Level: Advanced
Session Summary: The last two years has seen an unprecedented number of natural disasters including hurricanes, wildfires, flooding, and even volcanos. It is imperative for risk managers to have a complete disaster response plan so that when the unthinkable happens they are prepared. In this live “Out Front Ideas with Kimberly and Mark” session, a panel of risk managers will discuss their efforts around natural disaster response planning along with lessons learned from actual emergencies.

Presented By: Mark Walls, Safety National, Kimberly George, Sedgwick Claims Management Services, Inc.
G1: Advanced Technology – Levels of Autonomous Vehicles and Collision Avoidance

Focus: Risk Management  Level: General Interest

Session Summary: This presentation will provide risk management, claims and legal professionals with information about the latest technology and capabilities in collision avoidance and accident reconstruction, including self-driving/autonomous vehicles and driver-assist systems. Interactive case studies with examples of recent vehicle collisions involving autonomous vehicles will be presented.

As crash avoidance technology is advancing in cars and trucks, more and more data is being recorded or transferred to cloud storage. The data can potentially help risk managers, claims adjusters and litigation professionals better assess liability. This presentation will discuss numerous types of digital data sources and methods to extract the data.

Presented By: Anthony Andreoni, PE, MBA, ASE, Jensen Hughes, Felix Lee, MS PE, Jensen Hughes

G2: Going Cold Turkey: Opioids, Prop 215 and Other Drugs - Strategies to Manage and Minimize Abuse

Focus: Workers’ Compensation  Level: Intermediate

Session Summary: This program will discuss the advantages of proactive policies to address opioid and other drug abuse issues resulting from treatment in workers’ compensation claims. Participants will learn about measuring current use of medications through morphine equivalent, MTUS and other treatment guidelines. Emphasis will be on how and what to do at the employer and claims level to coordinate medical treatment and privacy concerns. When is litigation appropriate? What are the best strategies to best achieve control or when to pursue detoxification? We will also discuss the impact of the cost of these medications in workers’ compensation claim settlements and the means by which to effectively handle increasing costs (particularly with MSAS). This session will emphasize successful management of chronic pain cases utilizing opioids requires the teamwork of employer, claims administrator based upon sound legal advice.

Presented By: Jesus Mendoza, Laughlin, Falbo, Levy & Moresi LLP

G3: Contractual Risk Transfer Hot Button Issues

Focus: Risk Management  Level: Intermediate/Advanced

Session Summary: This Advanced Session for Contractual Risk Transfer will cover the Following:

- Cyber Risk and Tech Liability Exposures – How They Differ
- Sorting Through the Confusion of Cyber & Tech Liability
- Sample of Specific Contract Requirements for Transfer of Risk to Cyber & Technology Vendors & Contractors
- How to Verify this Non-Standard Insurance Coverage Compliance with Your Contract Requirements.
- Restricted General Liability Coverage Policies: How to Identify, Understand, and Correct Their Risks
- Specific Insurance Endorsements that Restrict or Exclude Coverage
- Why Certificates of Insurance do NOT Verify Coverage Compliance©
- Coverage Compliance Verification© of Your Contract Requirements
- How to Simplify and Automate Coverage Verification©

Presented By: Bob Marshburn, R.J. Marshburn & Associates

G4: Active Shooter and Workplace Violence on Campus – Preparedness, Response and Recovery

Focus: Safety  Level: Beginner

Session Summary: In recent months there have been unprecedented armed attacks in just about every country around the globe. The attacks range from being totally random to sophisticated planned incidents. During this panel session you will hear from 3 experts in their selected fields on the importance for preparing for and understanding the event including coping with the recovery post-incident. No one can predict when an incident is likely to occur but understanding your vulnerabilities and identifying the threat indicators or attack potential in order to behave correctly may prepare you. Panelists will touch on techniques every-day citizens can practice such as “Stop the Bleed” in order to become trained, equipped and empowered to help during one of these events. Additionally, the panel will discuss how you can prepare for the recovery and what to do immediately after one of these tragic events occurs through the importance of event management and overall crisis management support.

Presented By: Joe Carrera, NYA Risk, Paul Mills, AIG

G5: The Benefits of Structured Settlements (Are They Still Relevant as a Negotiation Tool?)

Focus: Liability  Level: General Interest

Session Summary: This presentation will focus on why structured settlements remain an important negotiation tool and how proposals can be utilized by all parties in the settlement process.

Some people, on both sides of the settlement table, dismiss structured settlements as an appropriate tool for settlement negotiations and back into “a plan” at the final stage of settlement once a number has been reached. The truth is, the more capable or sophisticated the parties, the more likely they recognize structures are a powerful tool to the process.

Injured parties are “unique investors”. A one-time injury and large settlement, make them targets of well-intended but mis-directed advice. Consultative consideration to the “needs” of an injured party, can bring about a “Win-Win” solution for all parties and critically, enhance the life of the injured party and their family.

Presented By: Michael Zea, Z Settlement Advisors, a Member of Ringler

G6: Winning a Public Agency’s Risk Culture War: ISO 31000 Strikes Back!

Focus: Risk Management  Level: Beginner

Session Summary: In this session participants will measure the efficacy of organizational culture on a public agency’s risk management program and through an in-depth case study explore risk culture challenges affecting three critical Enterprise Risk Management (ERM) areas: mandate and commitment, “risk-sensing” capabilities and aligning ERM with strategy. A seasoned and diverse team of risk management professionals will facilitate an interactive exercise where participants identify culture challenges within their public agency and utilize the ISO 31000 framework to illustrate the causes, effects and solution sets for those challenges.

H1: Schools Interchange

Focus: General  Level: General Interest

Session Summary: Schools face unique and seemingly ever evolving challenges both big and small, come and bring your issue, questions, solutions, and best practices to this reincarnation of the cracker barrel. The Schools Interchange. This session is designed to be an open forum for discussion and exchange of ideas providing real solutions from peers in the trenches. Whether you have answers or solutions, if your business is schools, then this session is for you.

Last year the discussion included the ever confounding teachers having sex with students, active shooter policies ad protocols, new Department of Pesticide rules regarding pesticide notifications, and much more. Do you have your Education Code timelines for Classified and Certificated staff properly worked out for industrial leave? Yes or no, come bring your questions and your answers.

Presented By: Paul Baxter, Merced Community College District, Russ Olsen, Ventura County Schools Self-Funding Authority

H2: Psychiatric and Stress Claims How Not to Go Crazy Just Because Your Employee Did

Focus: Workers’ Compensation  Level: Beginner

Session Summary: This program will discuss the legal basis and medical evidence needed to defend psychiatric workers’ compensation claims. A panel of physicians, employment lawyer, and workers’ comp attorney will discuss the pitfalls of these claims, and how to manage and successfully conclude them. Particular emphasis will be made in understanding the formulation of psychiatric reporting and testing. Employment Law perspective to provide guidance discipline, “personnel action”, and RTW issues to avoid discrimination. Workers’ compensation perspective to provide legal thresholds for claims, needed evidence to establish, and defense of these claims with emphasis on establishing “good faith personnel action”. Program will emphasize the need for coordinated decision-making to effectuate successful handling of these claims. Presenters will include workers’ compensation and employment law attorneys, and an employer with first-hand success.

Presented By: Marc Leibowitz, Laughlin, Falbo, Levy & Moresi LLP, Robert Cutbirth, Tucker Ellis, LLP

H3: Third-Party Negligence, Subrogation, and Workers’ Compensation

Focus: Workers’ Compensation  Level: Intermediate

Session Summary: With regard to the subrogation presentation, the seminar is designed to educate workers’ compensation insurance adjusters and risk managers on the general concept of subrogation relative to a workers’ compensation matter; that is third party liability recovery and it’s impact on the workers’ compensation claim. The seminar further assist with issue spotting, determining whether or not there is third party liability, and the appropriate course of action to be taken to preserve all rights to the employer/workers’ compensation carrier relative to the negligence of a third-party.

Presented By: Medy Beauchane, Mullen & Filippi, LLP

H4: Accident Reconstruction – How Can it Help You?

Focus: Liability  Level: Beginner

Session Summary: Want to know what really happened in that accident? This presentation offers a basic explanation about what accident reconstruction is and how it is used in liability and damages cases. Explains typical information gathering activities and presents various case studies that utilize modern techniques such as the interpretation of surveillance videos and electronic data recorders. Provides a timeline for gathering evidence and the importance of early investigation. Common terms will be explained, and specific examples will be shown to illustrate the use of modern technology.


H5: From Start to Finish: Implementing Effective Workplace Wellness Programs Citywide

Focus: General  Level: Intermediate

Session Summary: Due to rising medical claims and costs, many cities are looking for ways to mitigate this liability. We will share a city’s step-by-step process in developing and implementing a grassroots workplace wellness program. Components of an effective workplace wellness program will be discussed. We will identify the key personnel required to execute the program and the data needed to evaluate its effectiveness.

Presented By: Felicia Gomes, PhD, Pinnacle Training Systems and Wellness Solutions, Tom Kline, ARM, Bickmore, Patrice Hildreth, City of Porterville

Closing Speaker

Wednesday, February 13, 2019
10:15 am - 11:30 am

Top Gun Success and Fighter Pilot Precision for Risk Management

In this fast-paced, energetic presentation, former F-18 Top Gun pilot Ed Rush will show you how to get more done in less time, and with less waste.

With principles learned in his 13-year Marine Corps career, Ed will demonstrate the 3 keys to speed and success as a leader.

In fact, Ed will show you how he went from failing Kindergarten to flying $40 Million-dollar supersonic fighters in combat. The principles come from “in the trenches” experience and will be carefully tailored to your community.

Ed will demonstrate the principles for getting more done in less time with less waste, thereby increasing productivity and decreasing error. He will also show the secrets to seamless, effective communication. Drawn from his fighter pilot career and extensive business experience, this principle alone will dramatically increase your communication skills and effectiveness.

In final, he will show your team & leadership the 3 keys to success and how to implement them to experience more speed & fulfillment in their work.
Registration Form

Registrant Information

Company/Public Entity

Main Contact

Contact Address

City / State / Zip

Phone

Fax

Email

Registration Pricing

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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.

Hotel Reservations

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

Important Deadlines

12/3/2018 Early Bird Pricing Last Date
12/4/2018 Regular Pricing Start Date
2/4/2019 Onsite Registration Only

Attendee Information

Type (see chart above) Fee (see chart above) Name Email

Total $ 

Payment Information

Credit Card Check (Check Number ___________

Billing Address (include postal code)

Signature

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 5, 2018, will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 5, 2018, will be subject to a $100 service charge. No reimbursement will be given after January 16, 2019 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

Special Needs? Diet Restrictions? Let us know:
2019 PARMA Annual Golf Tournament
February 10, 2019
Registration: 7:30am|Shotgun Start: 9am
Coyote Hills Golf Course
1440 E. Bastanchury Road, Fullerton, CA 92385
All proceeds go to the Susan Eldridge and Ben Francis Scholarship Fund

Registration and Sponsorship Form

Company:________________________________________________________________________
Contact:________________________________________________________________________
Telephone:_________________________________________Email:________________________

Player Registration
$150 per player $600 foursome

Player:____________________________________Email:_____________________________Handicap/Ave. Score:__________
Player:____________________________________Email:_____________________________Handicap/Ave. Score:__________
Player:____________________________________Email:_____________________________Handicap/Ave. Score:__________
Player:____________________________________Email:_____________________________Handicap/Ave. Score:__________

Sponsor Registration and Payment

Payment Information:
Total Payment: ____________________________
□ Payment by Check (include completed form and check.)
□ Payment by Credit Card

Number:_______________________Sec.Code:_______________________
ExpDate:____________Signature:___________________________

Mail to:
PARMA
1 Capitol Mall, Suite 800
Sacramento, CA 95814

Questions:
Brenda Johnson
johnson@parma.com
(209) 832-6961

Note: If you are submitting artwork (logo) please make sure it is in high resolution, Adobe Illustrator or vector format.

Item | # Available | Cost | Payment Information:
--- | -------- | ---- | ---------------------
Title Sponsor | SOLD | $1500 | Total Payment: ____________________________
Lite Breakfast | 2 | $500 | □ Payment by Check (include completed form and check.)
Driving Range | 1 | $300 | □ Payment by Credit Card
Putting Contest | 1 | $350 | Number:_______________________Sec.Code:_______________________
Golf Carts | 1 | $1500 | ExpDate:____________Signature:___________________________
Beverage Cart | 2 | $750 | 
Specialty Tee Boxes | 6 | $750 | 
Hole Sponsorships | 12 | $400 | 
Lunch | 2 | $750 | 
After Golf Nibbles | 2 | $750 | 
Cash Award Sponsor | 2 | $500 | 

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Player:____________________________________Email:_____________________________Handicap/Ave. Score:__________

Sponsor Registration and Payment

Payment Information:
Total Payment: ____________________________
□ Payment by Check (include completed form and check.)
□ Payment by Credit Card

Number:_______________________Sec.Code:_______________________
ExpDate:____________Signature:___________________________

Mail to:
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1 Capitol Mall, Suite 800
Sacramento, CA 95814

Questions:
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johnson@parma.com
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# 2019 PARMA Annual Golf Tournament

**February 10, 2019**  
**Registration: 7:30am | Shotgun Start: 9am**  
**Coyote Hills Golf Course**  
**1440 E. Bastanchury Road, Fullerton, CA  92385**  
*All proceeds go to the Susan Eldridge and Ben Francis Scholarship Fund*

## Sponsor Information

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<th>Sponsor</th>
<th>Description</th>
<th>Quantity</th>
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<tr>
<td><strong>Title Sponsor</strong></td>
<td>Includes 12’ Banner with Company Name at Registration and at reception. Four company representatives working registration. A golf cart during the tournament so two company representatives can act as tournament ambassadors. Recognition on PARMA website and at awards reception.</td>
<td></td>
<td>SOLD $1500</td>
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<td><strong>Lite Breakfast</strong></td>
<td>Includes signage at registration and recognition at awards reception.</td>
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<td><strong>Driving Range</strong></td>
<td>Includes signage at driving range and recognition at awards reception.</td>
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<td><strong>Putting Contest</strong></td>
<td>Includes table and chairs at putting green. Signage at putting green and awards reception. Two company representatives will monitor contest to greet golfers and will be able to hand out marketing materials and refreshments. Prize NOT included.</td>
<td></td>
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<td><strong>Golf Carts</strong></td>
<td>Includes half windshield overlay with company logo/name on all golf carts.</td>
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<td><strong>Beverage Cart</strong></td>
<td>Hosted waters, sodas and energy drinks, signage and company logo on beverage cart.</td>
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<tr>
<td><strong>Specialty Tee Boxes</strong></td>
<td>Includes ability to display company tent and have two representatives at assigned tee box. Able to greet golfers and serve alcohol which you can provide. Alcohol must be served by golf course staff. Can choose a Par 3 Closest to the Pin (4) or a Mens or Womens longest Drive (2). You can provide and award the prize or we will provide a $50 gift card for each contest. Includes green flag with logo on it.</td>
<td></td>
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<tr>
<td><strong>Hole Sponsor</strong></td>
<td>Includes signage and a flag with logo on the green.</td>
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<tr>
<td><strong>Lunch Sponsor</strong></td>
<td>Includes company logo at lunch station, 2 company reps at location, signage and recognition at awards reception.</td>
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<tr>
<td><strong>After Golf Nibbles/Cash Bar</strong></td>
<td>Includes signage at the event and while food is being served as well as recognition at the awards</td>
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<td><strong>Cash Award Sponsor</strong></td>
<td>Our cash prizes in your company envelopes. Signage and recognition at reception. You award the prizes</td>
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