



THE

*Sweet
Success*

OF RISK MANAGEMENT

49TH ANNUAL CONFERENCE

FEBRUARY 7-10, 2023

SACRAMENTO CONVENTION CENTER

The Sweet Success OF RISK MANAGEMENT



49th Conference & Expo

FEBRUARY 7-10, 2023

SAFE CREDIT UNION CONVENTION CENTER, SACRAMENTO, CALIFORNIA

WELCOME MESSAGE



Welcome to PARMA's
49th annual conference

— ***The Sweet Success
of Risk Management!***

PARMA continues to raise
the bar in risk management
education. There's nothing
sweeter than being able to
get solutions to your sticky

risk management issues and our planning committee
worked hard to select all the right ingredients to make
2023 a sweet success!

Whether you are looking for solutions in workers' comp,
liability, risk management, insurance, or safety, and
whether you are a city, county, school, JPA, or business
partner, there are sessions for you. We're a big bag
of treats and there's something for everyone! For the
icing on the cake, we've sprinkled in some exciting
networking activities too!

Yep, we've baked up a heck of a layer cake, and I hope
to see you there. Come get a slice of PARMA 2023!

Karen Bianchini, *PARMA President*

Board of Directors & Conference Planning Committee

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

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Becky McGuire Event Manager
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Allie Johnson Membership

PARMA Identity Statement

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

Mission Statement

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

PARMA Social Media Links

Facebook page:

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

HOW TO REGISTER

Three Ways to Register!

ONLINE:

www.PARMA.com

MAIL TO:

PARMA
One Capitol Mall, Suite 800
Sacramento, CA 95814

FACSIMILE:

(916) 444-7462

Registration Pricing

REGISTRATION PRICING	MBR EARLY	MBR REGULAR	MBR ONSITE	NONMBR EARLY*	NONMBR REGULAR*	NONMBR ONSITE*
Public Entity Registration – 1st Person	\$350.00	\$450.00	\$550.00	\$500.00	\$600.00	\$700.00
Public Entity Registration – 2nd and Additional Registrations	\$320.00	\$420.00	\$520.00	\$380.00	\$480.00	\$580.00
Associate Registration (Non Public Entity)	\$800.00	\$900.00	\$1,000.00	\$1,000.00	\$1,100.00	\$1,200.00
Sponsor Additional Registrations	\$425.00	\$425.00	\$525.00	\$425.00	\$425.00	\$525.00
Guest (Includes all meals and special events.)		\$350.00	\$350.00	\$350.00	\$350.00	\$350.00

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

12/6/2022 Early Bird Pricing End Date (Register on or Before this Date)

12/7/2022 Regular Pricing Start Date

2/1/2023 Onsite Registrations Rates Apply

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 4, 2022 will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 4, 2022 will be subject to a \$100.00 service charge. No reimbursement will be given after January 9, 2023 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

There are no refunds on golf fees or membership dues. In the event PARMA must cancel this conference for any reason, liability is limited to the registration fees paid only. PARMA is not responsible for any other expenses incurred, including travel and accommodation fees.

Special Needs

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

COVID-19 Protocols

These guidelines are subject to change between now and the opening of the Annual Conference. IT IS YOUR RESPONSIBILITY TO BE AWARE OF THE REQUIREMENTS IN FORCE WHEN THE CONFERENCE BEGINS.

You are aware that any interaction with the public poses an elevated risk of being exposed to COVID-19 and communicable health risks more generally. You further acknowledge that you will undertake all measures to protect your own health and well-being and those of others in attendance at PARMA's 2023 Annual Conference. By attending PARMA's Conference, you and any guests voluntarily assume all risks related to exposure to infectious diseases, including COVID-19 and agree not to hold PARMA or any of their affiliates, directors, officers, employees, agents, contractors, or volunteers liable for any illness or injury.

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CONFERENCE LOCATION & ACCOMMODATIONS



Conference Location

Sacramento Convention Center

1401 K Street Sacramento, California 95814

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

Sheraton Grand Hotel..... \$219.00 / night
Hyatt Regency Sacramento..... \$229.00 / night

Prices do not include room fees and taxes.

Cancellation & Change Policy: Cancellation or changes must be made fourteen days prior to arrival. Final day to book hotel is January 15, 2023. However, the guestroom block is subject to sell out prior to this date. PARMA requires a one-night nonrefundable deposit.

Parking

Sheraton Grand and Hyatt Regency

Self Parking \$25.00/night

Valet Parking \$35.00/night

Rates are subject to change without notice.

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KEYNOTE SPEAKER — THE CAKE BOSS

Wednesday, February 8, 2023 | 8:45am - 10:00am



The Cake Boss — Everybody's Buddy

Buddy Valastro

For *New York Times* best-selling author Buddy Valastro, 43, mixing eggs, sugar, butter and flour means a lot more than “making a cake.” As a fourth-generation baker, it’s a constant source of pleasure, pride and creativity. Creating amazing cakes connects Buddy with the memory of his father Buddy Sr. and his extended Italian family history. His talent and passion for the family business, Carlo’s Bakery, has earned the straight-talking cake expert the moniker, and TLC TV show, *Cake Boss*.

While *Cake Boss* has helped make Carlo’s Bakery popular with tourists, it was well known even before the show began airing. Locals often lined up out the door under the simple “Carlo’s City Hall Bake Shop” sign in Hoboken, eager for a piece of the pie. Each week, the business averaged around 60 wedding cakes, 500 birthday cakes, thousands of cannolis and more. The noises from the crowd caught the attention of local mayor, Dawn Zimmer, who said, “We feel very lucky to have Buddy and Carlo’s Bakery. Hoboken was known before, but now it’s even more known.” Ernst & Young has also recognized Buddy for his extraordinary success and personal commitment to his businesses and community by honoring Buddy as Humanitarian of the Year. The true origin of the charming and humble baker’s unwavering dedication comes from his father’s handed down teachings. “I found my dream job and passion when I was 11 and I still have it. I love what I do and I am good at it, which makes me incredibly lucky and blessed.” So, how does a man who’s already achieved so much continue to find inspiration? Simple. “I can see cakes in anything. I just open my eyes.”

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CONFERENCE AT A GLANCE

Session Color Codes

Sessions are color coded by their educational focus.

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

Tuesday, February 7, 2023

1:00pm-6:00pm Conference Registration

Wednesday, February 8, 2023

7:00am-5:00pm Conference Registration

7:00am-9:00am Continental Breakfast

8:45am-10:00am Welcome and Keynote Speaker, The Cake Boss

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

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

10:30am-12:00pm	A1 Underwriting Public Entity Risks in the Twenty-First Century: Underwriting and Legal Issues CE	A2 Defense Litigation Strategies for Public Entities (<i>How to Win Cases, Minimize Verdict Amounts and be Prepared for Court</i>) CE/MCLE	A3 Like Peanut Butter & Chocolate: Bringing Employment Law & Workers' Compensation Risk Principles Together in Harmony CE/MCLE	A4 Cal/OSHA Update: What We've Learned Over the Last Couple of Years and What to Watch for in 2023 CE	A5 A Proactive Approach to Reducing Presumptive Mental Health Injuries CE	A6 Risks, Rewards & Results of Service Providers
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12:15pm-1:15pm Lunch, Annual Membership Meeting and Sponsor Appreciation

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

2:00pm-3:15pm	B1 Nonsense, Lying, and Bullshit	B2 The Growing Mental Health Crisis: Effective Strategies for Managing and Defending Against Claims of Psychiatric Injury in a Post-Pandemic Workforce CE	B3 The Tension Between Privacy and the Need to Share Information in the Workplace MCLE	B4 Injury Prevention Training - The Secret Sauce to Sweet Success	B5 Cyber Liability - Proactive Risk Management in an Evolving Market	B6 On-Street Dining Risks: Managing Tensions Between Safety and Supporting Businesses
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3:15pm-3:45pm Networking Break in the Exhibit Hall

4:00pm-5:00pm	C1 State of the Market - Trends Driving the Market Today	C2 Case Studies: Successful Strategies Utilizing Immunities as a Defense Against Dangerous Condition Claims CE/MCLE	C3 Out Front Ideas Issues to Watch in 2023	C4 Keeping Your Workplace Safe: An Update on OSHA Compliance Obligations - Part 1 of 2 CE	C5 When is an Incident an Injury? Understanding the AOE/COE Aspect of Work Injury Claims CE	C6 Liability of Public Entities for Imposition and Application of COVID-19 Related Regulations, Mandates, and Exemptions CE/MCLE
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5:00pm-6:30pm Welcome Reception

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CONFERENCE AT A GLANCE

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Sessions are color coded by their educational focus.

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

Thursday, February 9, 2023

7:30am-8:30am	Plated Breakfast – Grab Your Breakfast and Join Your Chapter					
7:30am-4:00pm	Conference Registration					
8:00am-2:00pm	Exhibit Hall Open					
8:30am-10:00am	D1 Better Together: Strategic Partnerships Between Police Departments, Risk Managers, and Human Resources	D2 Understanding the Cost for Not Understanding Cal/ OSHA (Fines, Penalties, and Sanctions...Oh My!) Part 2 of 2 CE	D3 How to Make a Perfect Layer Cake - Understanding the Key Elements of Your Insurance Tower	D4 Demystifying the California Tort Claims Act CE/MCLE	D5 It's 10 am, Do You Know Where Your Employees Are? Employers' Considerations of Remote Work	D6 What is a Violent Act, Catastrophic Injury, or Sudden and Extraordinary Event?
10:00am-10:30am	Networking Break and Dedicated Exhibit Time					
10:45am-12:15pm	E1 How COVID-19 Changed the World of Workers' Compensation and Disability Accommodation CE/ MCLE	E2 Run, Hide, Fight – Who's in Charge?	E3 Insurance 101	E4 Managing Employment Practices Liability Exposures – Where Do You Start?	E5 Preventing Childhood Sexual Assault: Safeguards and Strategies CE/ MCLE	E6 PD Ratings - Update on Kite and Hikida Cases CE/ MCLE
12:15pm-1:45pm	Lunch and Dedicated Exhibit Time					
2:00pm-3:15pm	F1 How Sweet It Is... To Avoid EPLI Claims! CE/MCLE	F2 Is Your Safety Program Measuring Up? CE	F3 Get Your Excess WC Carrier to Pay CE	F4 DEI Done Right	F5 The Secrets for Success in Claims Management: How Sweet it Can Be? CE	F6 Does Your Organization Practice Risk Management
3:15pm-3:30pm	Refreshment Break					
3:30pm-4:45pm	G1 The Restless Workforce - Mental Health Challenge Post COVID-19	G2 Now You are in Charge of Safety & Loss Control: County of Fresno Case Study	G3 Hitting the Sweet Spot – Having an Insurance Requirement in Contracts Process that Works Efficiently and Industry Updates	G4 Defending Safety Officer Heart Presumption Claims: The LV Mass Index and the Diagnosis of Left Ventricular Hypertrophy CE/MCLE	G5 The Sweet Flavor of Transparency in Your TPA Services Program	G6 Communicate Like a Leader
8:00pm-11:30pm	A Sweet Reception					

Friday, February 10, 2023

8:00am-8:45am	Continental Breakfast		
9:00am-10:15am	H1 Workers' Compensation Bingo 2023 - Case Law Update CE/MCLE	H2 Schools Roundtable	H3 Municipal Risk Panel – A Discussion of Emerging Risks for Cities and Towns
10:15am-10:30am	Refreshment Break		

SPECIAL EVENTS

PARMA's Welcome Reception

Wednesday, February 8, 2023

5:00pm - 6:30pm

Held at the end of Wednesday afternoon, the welcome reception is open to all. The reception is an opportunity to meet valued and influential risk managers who are instrumental in the field. Join us for a beverage, hors d'oeuvres and chat. It's a great way to kick-off your networking participation at this prestigious event.



A Sweet Reception

Thursday, February 9, 2023

8:00pm - 11:30pm

Make a wish, count to three,
a Golden Ticket you may see.
Let your imagination run wild.
You never know what we've compiled.
Lollipops, gummy bears, cupcakes galore,
join us to see what's in store.
Network with colleagues, dance with friends,
enjoy the hottest sugar trends.
You won't want to miss this Sweet Reception,
and an amazing candy collection.

Stop by the PARMA Booth

Located at Booth #409-411

Connect with Chapter Leaders

Get Help with the Conference App

Wednesday, February 8, 2023
10:30am-12:00pm

A1 Underwriting Public Entity Risks in the Twenty-First Century: Underwriting and Legal Issues

CE Session

Focus: Insurance **Level:** Intermediate

This session will be presented by insurer and JPA underwriters addressing property, liability and cyber risks, and also by attorneys addressing legal issues involving underwriting, including the effect of indemnity agreements, additional insured endorsements, loss payable endorsements, certificates of insurance, rescissions and reformations of policies.

Presented by: Dave Weller, Amwins Insurance Brokerage of CA - (Property); Derek Broadus, Allied World Insurance Company - (Liability); Debbie Yokota/Wendy Tucker, SDRMA; Kevin Hansen, McCormick Barstow LLP; Nicholas Rasmussen, McCormick Barstow LLP; Graham Van Leuven, McCormick Barstow LLP



A2 Defense Litigation Strategies for Public Entities (How to Win Cases, Minimize Verdict Amounts and be Prepared for Court)

CE/MCLE Session

Focus: Liability **Level:** Advanced

This session will explain the litigation process with a focus on how the public entity defendant can use the best strategies to defend cases, including defending against the reptile theory, being prepared for the case throughout the discovery process to win cases, keep damages minimized and use all defense tools to avoid runaway verdicts. Preparation and consistency from the start of litigation, and all through the public entity discovery process, is critical to a successful defense.

Presented by: Anthony DeMaria, DeMaria Law Firm

A3 Like Peanut Butter & Chocolate: Bringing Employment Law & Workers' Compensation Risk Principles Together in Harmony

CE/MCLE Session

Focus: Risk Management **Level:** Intermediate

The nexus between industrial injury Workers' Comp objectives and its overlap with ADA and other employment law compliance mandates continues to be one of the most challenging areas for Risk Managers and HR Professionals to master. In this session, presenters will breakdown the interplay between workers' comp and employment law issues, discuss return to work procedures, provide strategies for implementing the interactive process, and cover the most complex issues facing HR and Risk Management.

Presented by: Brad Keenan, AP Keenan & Associates; Eric De Wames, Michael Sullivan & Associates

A4 Cal/OSHA Update: What We've Learned Over the Last Couple of Years and What to Watch for in 2023

CE Session

Focus: Safety **Level:** Intermediate

We've just weathered a period of time like no other in recent history. Workplace Safety Professionals were almost immediately thrown into the fire with constantly changing protocols and emergency standards.

We will review what happened, what didn't happen and how Cal/OSHA responded. We will review what happened, what didn't happen, Cal/OSHA's response and how it's affecting citations and the appeal process even now. We will also cover best practices for dealing with worksite incidents and what to do when the inspections start. As always, we will share a few war stories for good measure.

Presented by: Lisa Baiocchi, The Prince Firm

A5 A Proactive Approach to Reducing Presumptive Mental Health Injuries

CE Session

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

First Responder Wellness presents a popular and in-depth presentation that examines reducing your organization's presumptive workers' compensation mental health injuries. Attendees will learn what can be done to get ahead of the inevitable mental health crises that public safety employees who are exposed to trauma endure and create a new "Brain Health" culture for their organizations, where prevention and resiliency are essential elements to support the organization's desire for employee health and longevity. The effects of internal culture and leadership are also explored as impediments or propellants of a healthy organization, along with recommendations for creating a safe, confidential, and accessible Behavioral Care System.

Presented by: Dr. Stephen Odom, First Responders Wellness; Andy McCurdy, First Responders Wellness; Amy Manning, III-A

A6 Risks, Rewards & Results of Service Providers

Focus: Leadership **Level:** General Interest

The insurance industry has a long history of outsourcing business processes and related technology, and these service providers often play a vital role in a company's growth strategy. The most common outsourcing services include TPAs, medical bill review, defense counsel, subrogation recovery, investigation, regulatory compliance, and enterprise-level software. In this session, you will hear the survey results collected from a variety of industry thought leaders on their methodology for successful service provider relationships, as well as the results of research and first-hand experiences of the dynamic presenters. While the outsourcing selection, due diligence and contract negotiation are important initial elements, the engagement and discussion of this session focuses on critical next steps in the service provider relationship. Join us as we examine the rewards gained for both sides, explore new ways to measure, quantify and leverage results, plan for more consolidation in the industry, and identify and solve ever-changing risks.

Presented by: Debbie Ehsan, Kaiser Permanente; Joanne Thomas, Stander Reubens Thomas Kinsey; Dalene Bartholomew, ALC Claims Collaborations

Wednesday, February 8, 2023

2:00pm-3:15pm

B1 Nonsense, Lying, and Bullshit

Focus: Leadership **Level:** General Interest

This session presents the dynamics of bullshit (BS) and why it is the enemy of Gravitas. In the era of “fake news” and false claims one must wonder, is that true or is it BS? Why does it matter to classify something as BS and not simply as nonsense or a lie? There’s an important distinction. And what does BS have to do with the safety and risk management profession? This session presents an exploration of the dynamics of BS, how it is shaping society, and how safety and risk management professionals can overcome BS traps.

Presented by: Catherine Jones, Bakersfield College

B2 The Growing Mental Health Crisis: Effective Strategies for Managing and Defending Against Claims of Psychiatric Injury in a Post-Pandemic Workforce

CE Session

Focus: Workers’ Comp **Level:** Intermediate

A steady rise in mental health problems during COVID-19 has also spilled over into the workforce, resulting in claims of work-related mental injuries. The presenters will provide an insightful discussion of the evaluation methods and reporting requirements to correctly diagnose the most common psychological disorders being seen in workers’ compensation claims. This session will also provide tips and strategies to equip employers and claims administrators with the tools they need to understand how to defend these claims, including how to distinguish between “stress” and potentially compensable psychiatric injury claims, and how to challenge a doctor’s diagnosis of a mental disorder as a method to rebut mental injury claims. Attendees will gain an understanding of practical strategies to defend these claims from inception, and where an employer’s good faith personnel actions operate as a viable defense.

Presented by: Tyrone Spears, City of Los Angeles; Vicki Lindquist, Laughlin, Falbo, Levy & Moresi LLP; Dr. Ron Heredia, Good Mood Legal

B3 The Tension Between Privacy and the Need to Share Information in the Workplace MCLE

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

Employees regularly provide confidential, personal health information (PHI) to employers and claims administrators through the onboarding process, requests for leaves of absence (LOA) or disability accommodation, and in response to workers’ compensation claims. PHI might then be stored, shared, and used by Human Resources, Benefits, Risk Management, Claims Administrators, and others. Even with good intentions, such acts (and omissions) may create risk exposures in terms of statutory privacy violations, may harm or negate your ability to best manage LOA/disability accommodation requests, or result in a loss of defense to claims. This session will demonstrate safe practices to help avoid these risks, including tips on how to respond when unfortunate errors in this area occur.

Presented by: Rob Cutbirth, Slovak, Baron, Empey, Murphy and Pinkney; Marc Leibowitz, Laughlin, Falbo, Levy & Moresi LLP

B4 Injury Prevention Training – The Secret Sauce to Sweet Success

Focus: Safety

Level: General Interest

There are two major aspects to preventing injuries to employees of any job description. Let’s face it, nobody wants to be in pain so it should be a lot easier to get employees to buy-in and to be eager to learn new things about preventing potentially life-altering injuries. Then why are organizations around the world baffled as to how to REACH through to employees? Teaching people how to prevent painful injuries requires scientific knowledge about the related subjects and ???? What is that second aspect? It is the magic sauce that gets the hardest audiences to accept instruction and your help. What good is training if no one uses it afterwards? In this session, you will learn the key to employee buy-in and how to prevent those \$40,000 claims.

Presented by: Dennis Downing, Future Industrial Technologies

B5 Cyber Liability – Proactive Risk Management in an Evolving Market

Focus: Insurance

Level: Intermediate

The cyber insurance coverage and underwriting market continue to change dramatically as California public agencies are increasingly targeted for cyber-attack. In addition to vulnerabilities exacerbated by the COVID-19 pandemic, remote work and connectivity demands, other challenges continue to impede progress in the area of cyber security risk management – aging infrastructure, budgetary constraints, the Internet of Things (IoT), etc.

Public agency risk managers need additional support and the ability to work proactively with their stakeholders. Our panel will discuss the current underwriting and coverage environment as well as support strategies in the areas of security, infrastructure enhancement, and underwriting compliance.

Presented by: Jon Paulsen, Sedgwick; Seth Cole, Alliant Insurance Services, Inc.

B6 On-Street Dining Risks: Managing Tensions Between Safety and Supporting Businesses

Focus: Liability

Level: Intermediate

The COVID-19 pandemic has led to a significant increase in outdoor business activities within the public right-of-way. While dining decks, parklets, strategies, and other similar outdoor dining areas have contributed greatly to helping local businesses survive the pandemic, their proximity to moving vehicles creates safety concerns. Public agencies are now faced with managing a difficult tension between supporting local businesses and public safety.

Presented by: Victor Manalo; Rob Reiter, Storefront Safety Council



Wednesday, February 8, 2023
4:00pm-5:00pm

C1 State of the Market – Trends Driving the Market Today

Focus: Insurance **Level:** Beginner

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

Presented by: Lauren Tredinnick, Munich RE Specialty Insurance

C2 Case Studies: Successful Strategies Utilizing Immunities as a Defense Against Dangerous Condition Claims

CE/MCLE Session

Focus: Liability **Level:** General Interest

This session will explore how governmental immunities can provide an absolute defense against dangerous conditions claims and how they can be successfully utilized at the summary judgment stage and/or at trial. First, a general overview of what entails a properly pleaded dangerous condition of public property claim under Gov. Code sections 830(a) and 835 will be discussed. The session will then dovetail into applying the aforementioned immunities to various fact patterns, including, inter alia, motor vehicle accidents, bicycle accidents, and trip and fall sidewalk accidents. The case studies will analyze how various immunities are best utilized at the summary judgment stage and at trial. Finally, we will discuss how public entities can assist their counsel in asserting immunities, including proper approval of plans at the time of design and construction, retention of documents, and supporting declarations/testimony.

Presented by: Maria Nozzolino, Allen Glaessner Hazelwood & Werth LLP; Jordan Scott, Allen Glaessner Hazelwood & Werth LLP; Tony Giles, CJPRMA

C3 Out Front Ideas Issues to Watch in 2023

Focus: Risk Management **Level:** Intermediate

Each year, Out Front Ideas with Kimberly and Mark, releases their Issues to Watch highlighting risk management, healthcare, and leave of absence challenges on their radar for the year. Join Kimberly George and Mark Walls as they highlight their 2023 issues and discuss how these could impact public entities and their risk management programs.

Presented by: Mark Walls, Safety National; Kimberly George, Sedgwick

C4 Keeping Your Workplace Safe: An Update on OSHA Compliance Obligations - Part 1 of 2

CE Session

Focus: Safety **Level:** Intermediate

This two-part session will include OSHA 101- an update on OSHA regulatory developments; compliance obligations; reporting and record-keeping requirements; the importance of identifying safety hazards in the workplace; safety tips; audits; preventing, identifying, and assessing serious injuries in the workplace, and required COVID-19



safety protocols. OSHA 102-a discussion of the top 10 OSHA citations, a review of willful to other-than-serious citations, the impact of OSHA citations on workers' compensation claims, and key tips for preventing and responding to OSHA citations.

Presented by: Bernadette O'Brien, Floyd Skeren Manukian Langevin, LLP; Sarah Bruno, PRISM; Danielle Buri-Beaton, Intercare

C5 When is an Incident an Injury? Understanding the AOE/COE Aspect of Work Injury Claims

CE Session

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

One of the biggest challenges adjusters face, at the onset of a claim, is determining whether or not a reported workplace incident arises to the level of a reportable claim resulting in injury. "Arising out of" and "in the course of" employment are not always issues that are easy to identify. This presentation will help to take some of the mystery out of those initial inquiries and aid the claims examiner in making a timely and good faith determination on compensability.

Presented by: Medy Beauchane, Mullen & Filippi, LLP

C6 Liability of Public Entities for Imposition and Application of COVID-19 Related Regulations, Mandates, and Exemptions

CE/MCLE Session

Focus: Liability **Level:** Intermediate

This session will address legal issues associated with Legislative actions, Ordinances, and Executive Orders enacted at all levels of California Government imposing mask mandates, social distancing, eviction moratoriums, and vaccine mandates together with necessary religious exemptions to vaccine mandates. The discussion will address what qualifies as an employer's undue hardship as well as acceptable reasonable accommodations such as face coverings, remote work, and social distancing.

Presented by: Robert Landen, McCormick Barstow LLP; Maria Valencia, McCormick Barstow LLP; Rachele Berglund, Herr Pedersen Berglund, Leif Knutson, McCormick Barstow LLP

Thursday, February 9, 2023

8:30am-10:00am

D1 Better Together: Strategic Partnerships Between Police Departments, Risk Managers, and Human Resources

Focus: Leadership **Level:** General Interest

The session will outline the development of the collaborative risk management approach used by the city of Bakersfield's Risk Management Manager and the Bakersfield Police Department's Quality Assurance Unit to develop a successful network for collaborating on police department-specific risk-related issues. The program will include a discussion on the issues leading to the program development, the reason such collaborations are successful in these settings, how to begin building similar structures in other organizations, lessons learned, and if time allows Q&A discussion.

Presented by: Christopher Bagby, City of Bakersfield Police Department; Jena Covey, City of Bakersfield; Christi Tenter, City of Bakersfield

D2 Understanding the Cost for Not Understanding Cal/OSHA (Fines, Penalties, and Sanctions...Oh My!) Part 2 of 2 CE Session

Focus: Risk Management **Level:** Intermediate

Over the course of the pandemic, measures implemented by OSHA and Cal/OSHA regarding employee safety greatly impacted employers. Emergency Temporary Standards created questions, confusion, and some chaos as employers scrambled to comply with new regulatory hurdles. Employers unable to keep up with the unending changes were faced with costly fines, penalties, and citations.

We will guide you through the foundations of the Cal/OSHA process including a review of the inspection/citation process. By laying the foundation, we can begin to discuss ways in which employers can consider updates to their safety processes to mitigate their financial experiences. We will provide the most up-to-date information on legislative changes for employers to be aware of.

Presented by: David Thomas, Hanna Brophy; Jeannette Herrera, Hanna Brophy; Sharneel Kumar, City of Sacramento

D3 How to Make a Perfect Layer Cake – Understanding the Key Elements of Your Insurance Tower

Focus: Insurance **Level:** Beginner

If you work for a public entity, there is a high probability that even without any formal risk management training, you may someday end up (or have already) been voluntold that you are responsible for risk management. If so, this session is for you. Our panel will break down the complex risk financing vehicle of an Insurance Tower into language that all of us can understand and provide some actual cases and an overview of who is involved in creating the tower.

Presented by: Dave George, Schools Excess Liability Fund; Jon Paulsen, Sedgwick; Carrie Willson, State of California

D4 Demystifying the California Tort Claims Act CE/MCLE Session

Focus: Liability **Level:** Intermediate

How has the COVID-19 pandemic affected deadlines relating to claim presentation? Can a claim be presented by email? When does a claim

for indemnity need to be presented? What if more than one claim is presented? What do you do when a claim is presented a year after the cause of action has accrued? What information should an adjuster provide to a claimant during the claim presentation period? What information must be included in notices relating to the sufficiency or timing of tort claims?

The claims presentation requirements in the California Tort Claims Act can sometimes be a dizzying and mystifying web of statutes for even the most experienced claims adjuster. This was made even more difficult during the COVID-19 pandemic when a series of executive orders changed claim presentation deadlines. However, knowing the ins and outs of the claim presentation process can sometimes be the difference between litigation and no litigation.

This presentation will untangle the statutes relating to claims presentation and provide attendees with clear information regarding the claim's presentation requirements – from presentation to petition for relief from the claim presentation requirements.

Presented by: Kimberly Chin, Allen Glaessner Hazelwood & Werth LLP; Christian Carmona, George Hills Company

D5 It's 10 am, Do You Know Where Your Employees Are? Employees' Considerations of Remote Work

Focus: Risk Management **Level:** Intermediate

The pandemic has changed what the workplace looks like for many going forward. This session will discuss all of the challenges related with managing remote employees including creating a policy, determining which employees qualify, wage and hour issues, and best practices for management.

Since March of last year, millions of Americans have worked from home, on at least a part-time basis. For many of these employees, it has been their first meaningful experience with telework. Because work from home has proven to be a benefit that numerous employees wish to continue, many employers are now implementing formal and more permanent "work from home" programs. The current level of telework is unlikely to continue as the pandemic abates, but many workplaces are unlikely to return to the pre-2020 structure in which employees largely were expected to be physically present in the office five days each week. Accordingly, employers should be mindful of the legal issues that are likely to arise as teleworking continues and becomes a more permanent arrangement.

Presented by: Robin Flint, Rob Greenfield, ACWA JPIA, Tanesha Welch

D6 What is a Violent Act, Catastrophic Injury, or Sudden and Extraordinary Event?

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

This session, lively and entertaining, considers how psych permanent disability has returned to physical injuries via the ever-expanding definition of these exceptions. The 2013 reform precluded psychiatric permanent disability as a result of a physical injury in most cases. The limit has been dramatically eroded with unfavorable case law. We will review specific scenarios where judges have determined these concepts apply, awarding psy permanent disability for a physical injury.

The session will assist employers to better anticipate and control exposure for admitted physical injuries by understanding when the door to psychiatric disability is opened.

Presented by: Anne Hernandez, Mullen & Filippi; Katherine O'Brien, Mullen and Filippi

Thursday, February 9, 2023

10:45am-12:15pm

E1 How COVID-19 Changed the World of Workers' Compensation and Disability Accommodation

CE/MCLE Session

Focus: Leadership **Level:** Intermediate

Public entity employers continue to deal with the fallout of COVID-19. At the same time, employers are taking what they have learned from COVID-19 and applying it to improve their processes and procedures. This session will address the following challenges:

- The strain that the influx of COVID-19 claims has placed on workers' compensation administrators
- Why workers' compensation claims for COVID-19 are litigated, the discovery that is involved, and emerging case law
- The additional burden placed on employers when reasonably accommodating employees and restrictions related to COVID-19
- The best practices for employers to follow in administering workers' compensation claims and requests for reasonable accommodation

Presented by: Kelly Policky, California JPIA; Rick Weyuker, Cuneo, Black, Ward & Missler; Jeff Rush, California JPIA

E2 Run, Hide, Fight – Who's in Charge?

Focus: Safety **Level:** General Interest

This panel discussion as to who is in charge during an active shooter/armed intruder situation will explore the unique dynamic of shifting authority and responsibility, particularly within the Run Hide Fight model. The discussion is intended to push beyond the obvious objective of stopping the shooter. Jurisdictions have varying emergency operation protocols. When is control relinquished and to whom? The session is intended to help participants collaborate better with responding agencies and improve response actions. The principles of National Incident Management Systems (NIMS) and the Incident Command System (ICS) will also be explored as a guide to improving response.

Presented by: Sergeant Cliff Hoffman, Stockton Police Department; Catherine Jones, Bakersfield College; Jim Ellenberger, Clovis Police Department

E3 Insurance 101

Focus: Insurance **Level:** Beginner

Insurance is an important aspect of the risk management process and an integral part of most public agencies' own risk management portfolio. This session will introduce participants to the insurance coverages typically purchased by public agencies for themselves and required of others who do business with them. Topics include risk financing, when and how to use insurance, typical types of coverage, special risks, and insurance, how to read and analyze a policy for coverage, and resources for more information.

Presented by: Marcus Beverly, Alliant Insurance Services

E4 Managing Employment Practices Liability Exposures – Where Do You Start?

Focus: Liability **Level:** Intermediate

Managing EPL exposures can feel overwhelming in today's workplace. With the Fair Employment and Housing Act providing a broad platform for employee protection and employees becoming increasingly emboldened and litigious, you have to have a strategy to combat these exposures. This session will show you how to prepare and train your managers, conduct pre-claim collaboration with qualified counsel and smartly litigate EPL cases.

Presented by: Paul Zeglovitch, California JPIA; Chris Kustra, Carl Warren

E5 Preventing Childhood Sexual Assault: Safeguards and Strategies

CE/MCLE Session

Focus: Risk Management

Level: Intermediate

Childhood sexual assault (CSA) has become a national health crisis and the number of incidents continues to climb at alarming rates. In response to these increases and the significant jump in the number of claims, ASCIP committed to the development of a framework to support prevention efforts of our members. The framework identifies 1) Screening and Training, 2) Agency/School Culture, 3) Incident identification, and 4) Incident Recovery as the four key pillars critical to effective and efficient implementation of CSA prevention safeguards. An overview of strategies to facilitate a custom action plan, as well as methods for rolling out, gaining momentum, and ultimately buy-in for this comprehensive strategy will be shared. In addition, an overview of fiscal and legal trends, analysis of jury reactions, and reflections on the impact of AB 218 will be provided. The scope of prevention will be beneficial to all child-serving agencies and school districts.

Presented by: Heidi Cisneros, ASCIP; Reshan Cooray, ASCIP; Stephan Birgel, ASCIP

E6 PD Ratings – Update on Kite and Hikida Cases

CE/MCLE Session

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

A rundown of the Kite and Hikida cases and how they are being applied by the applicant's attorneys and the WCAB to justify ratings of PD that are greater than under a strict application of the current Permanent Disability Rating Schedule.

Presented by: Michael Giachino, Hanna Brophy; William Davis, Hanna Brophy



Thursday, February 9, 2023

2:00pm-3:15pm

F1 How Sweet It Is...To Avoid EPLI Claims!

CE/MCLE Session

Focus: Liability **Level:** Intermediate

It is human nature to avoid conflict, especially in employment situations because it makes most people uncomfortable. However, doing so can result in EPLI claims and lawsuits which are far more uncomfortable than addressing budding employment issues. This panel will discuss lessons learned from real-life cases and provide advice to help leaders avoid EPLI claims and lawsuits.

Presented by: Amy Evans, Intercare; Steve Shaw, Sloan, Sakai, Yeung & Wong, MD; David Nefouse, City of Manteca, Graham M. Cridland, Intercare Insurance Services

F2 Is Your Safety Program Measuring Up?

CE Session

Focus: Safety **Level:** Intermediate

Individual cities, counties, and schools, as well as pools, face significant challenges simply keeping up with day-to-day responsibilities. As a result, measuring safety programs is often delayed or shelved, indefinitely. However, measuring and evolving a safety program will positively impact the health of an organization. When considering pools that have multiple entities sharing risk, the effects can benefit the collective health of all member entities.

This will be a panel discussion providing perspectives from insurance experts and pool administrators who will share their expertise and perspectives on the impact of actively measuring your safety program, how often you should measure and what you should or could measure. In addition, we will discuss the likely positive outcomes that will be realized and how the time required to measure will decrease over time as entities improve their safety programs.

Presented by: Ariel Jenkins, Safety National; Cindy Wilkerson, Schools Insurance Group; Tom Strasburger, PublicSchoolWORKS; Maria Brunel, Poms & Associates

F3 Get Your Excess WC Carrier to Pay

CE Session

Focus: Insurance **Level:** Advanced

Excess WC carriers often refuse to reimburse their self-insured for myriad reasons, many of which are often of dubious merit. This presentation will pull the curtain back on these coverage issues and provide self-insureds with the tools to effectively posture their large WC claims for reimbursement. This is a rapidly developing area of the law and self-insureds need to keep up to date on the legal issues as they impact not only reimbursement but negotiation of policy renewals. The presentation will have numerous hypotheticals from actual claims which will illustrate the challenges with obtaining reimbursement on cumulative trauma claims (what is the last day of last exposure) and where apportionment is raised as an impediment to reimbursement, and how to overcome those challenges.

Presented by: Albert Haverkamp, Lucas & Haverkamp



F4 DEI Done Right

Focus: Intermediate **Level:** Leadership

Learn from three of the state's most prominent law firms how they started their own DEI program, the objectives they're pursuing, and how the steps they're taking are creating more diverse and inclusive workplaces.

Presented by: Brenna Hampton, Hanna Brophy; Darlene deGuzman, Mullen & Filippi, LLP; Erin Walker, Laughlin, Falbo, Levy & Moresi LLP

F5 The Secrets for Success in Claims Management: How Sweet it Can Be?

CE Session

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

Often times we see Workers' Compensation Management programs that are disjointed, inefficient, and non-cohesive, resulting in an employer feeling powerless to effectively manage their work injury claims. The presenters will provide an insightful discussion on how to set up, customize and maintain a successful workers' compensation management program that seamlessly allows the employer, the claims team, and legal to achieve their mitigation goals together. This session will also provide tips and strategies to equip employers and claims administrators with the tools they need to manage the claims from inception to the interactive process and settlement. Attendees will gain an understanding about practical strategies to also settle and resolve their claims early as well as identify the most damaging claims early on.

Presented by: Jeanette Mason, Athens Administrators; Felicia Reynoso, City of Redwood City; Kate Lozano, Laughlin, Falbo, Levy & Moresi LLP

F6 Does Your Organization Practice Risk Management

Focus: Risk Management **Level:** Advanced

Insurance cycles by necessity jump started formal risk management programs. Risk Management operations have waxed and waned over the decades and in some organizations, they have been taken for granted. Does your organization follow good risk management practices? This session will discuss the history of Public Entity Risk in California, where the function fits in the organization, tips on managing and evaluating risk programs, and how attendees can experience the Sweet Success of Risk Management.

Presented by: David Nunley, Nunley Risk Consulting

Thursday, February 9, 2023

3:30pm - 4:45pm

G1 The Restless Workforce – Mental Health Challenge Post COVID-19

Focus: Leadership **Level:** Beginner

Not since the industrial revolution have employees held this much power in the workplace. In August of 2021, employees of all generations started what's being called the 'Great Resignation' or the 'Great Reshuffle'. Looking for higher pay, more rewarding work, flexibility, work/life balance, employees have had enough. It's predicted that we are likely to see this talent reshuffle for the next two years.

This session will help supervisors rethink what's good for the organization AND the employees, as well as reflect on their current employer/employee relationships. We will discuss the millennial tsunami making up today's workforce and how they are influencing the job market. How can you ease the restless workforce? By learning what matters to each generation and what they want in a career.

Presented by: Kathy Espinoza, Keenan & Associates

G2 Now You are in Charge of Safety & Loss Control: County of Fresno Case Study

Focus: Safety **Level:** Intermediate

A survey of the pitfalls and successes of implementing an effective safety program by examining the case of the County of Fresno.

Presented by: David Barragan, Barragan Corp International; Stephen Johnson, County of Fresno; Sam Mann, County of Fresno

G3 Hitting the Sweet Spot – Having an Insurance Requirement in Contracts Process that Works Efficiently and Industry Updates

Focus: Insurance **Level:** Intermediate

The editors of Alliant's Insurance Requirements in Contracts (IRIC) Manual will review the recent updates to the manual for 2023, focusing on new language and caselaw. Also, the presenters will discuss contract review and verification of coverage processes and efficiencies.

Presented by: Dan Howell, Alliant Insurance Services, Inc.; Shadi Jalali, Alliant Insurance Services

G4 Defending Safety Officer Heart Presumption Claims: The LV Mass Index and the Diagnosis of Left Ventricular Hypertrophy

CE/MCLE Session

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

The speakers will discuss the LV Mass Index to diagnose left ventricular hypertrophy and how to calculate the LV Mass. There will be a discussion of echocardiograms and other diagnostic tools to diagnose Left Ventricular Hypertrophy such as Cardiac MRI's. We will review the literature and methodology behind the use of the LV Mass Index. We will discuss the use of Benson to reduce liability on heart presumption claims.

Presented by: David Thomas, Hanna Brophy; Pooya Hajibagheri, Hanna Brophy

G5 The Sweet Flavor of Transparency in Your TPA Services Program

Focus: Insurance **Level:** Intermediate

The definition of success in a TPA services program can be illusive for even the most experienced program managers. This is due to the cost of a program being influenced by multiple factors throughout the claims and medical care continuum. Identifying the true cost, and ultimately measure the program's success, requires the analysis of the claims and managed care strategies employed in addition to transparency to specific metrics of the program.

Presenters will share normative data on claims and managed care costs in the state of California to use as a benchmark for determining if your program is performing at, or above, state averages.

Presented by: Tom Hebson, TRISTAR Insurance Group; Mary Ann Lubeskie, TRISTAR Insurance Group; Michael Simmons, WKS Restaurant Group

G6 Communicate Like a Leader

Focus: Leadership **Level:** Intermediate

Studies tell us 70% of mistakes in the workplace are a direct result of poor communication! Business professionals must have rules and tools for communicating effectively. Leaders need a firm foundation in listening mechanics and conflict resolution, every leader must develop these communication skills, or face considerable hardship navigating organizational life, its stressors, and the unique demands inherent in leading others.

Presented by: Jessica Mirabile, California Employers Association



Friday, February 10, 2023

8:45am-10:15am

H1 Workers' Compensation Bingo 2023 – Case Law Update CE/MCLE Session

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

This is the 23rd annual presentation of Workers' Comp Bingo at the annual PARMA conference, with all new cases, new laws, and new fun and trivia.

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

H2 Schools Roundtable

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

Schools face unique and seemingly ever-evolving challenges both big and small. Come and bring your issues, questions, solutions, and best practices to the Schools Roundtable. Topics are provided by attendees. Past topics have included pandemic diseases, employment practices liability, cyber liability, active shooter policies and protocols, pesticides, Cal/OSHA compliance, and more! It 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.

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

H3 Municipal Risk Panel – A Discussion of Emerging Risks for Cities and Towns

Focus: Risk Management **Level:** Advanced

Our panel consists of municipal risk professionals working with over 300 California cities and towns, including one of California's largest cities. Join us for a panel discussion on emerging municipal risks, successful risk management approaches to date, as well as proactive initiatives currently in development.

Presented by: Jonathan Hobbs, City of Elk Grove, Kristine Mollenkopf, City of Lincoln, Beth Lyons, PERMA, Jon Paulsen, Sedgwick



10:30am-11:45am

Closing Session – Thirteen Years After Oscar Grant: The Impact of Body Camera Video on Risk Assessment of Police Use of Force

Focus: General

Level: General Interest

See detailed description on next page. —————>

Thirteen Years After Oscar Grant: The Impact of Body Camera Video on Risk Assessment of Police Use of Force

Friday, February 10, 2023 10:30am – 11:45am



Dale Allen, Allen, Glaessner, Hazelwood and Werth, LLP

This presentation will be a follow-up to the Oscar Grant case presented at PARMA ten years ago. The emphasis, as outlined below, is the cultural shift of how the public perceives use of force by police due to video and the resulting impact on risk management of law enforcement.

Thirteen years ago, Oscar Grant was shot and killed by former Officer Johannes Mehserle on a BART station platform in full view of more than fifty people. Many of the witnesses had cell phones, and a few managed to capture some part of the interactions and shooting. BART also had a platform camera that captured some part of the lead-up to the shooting. All the relevant video was collated and presented in the criminal trial of Mehserle, and he was convicted of involuntary manslaughter, leading to a global settlement of Grant's mother and child's suit for \$2.5 million dollars.

Eight years later, Derrick Chauvin and three other officers were convicted of the murder of George Floyd, and the settlement was \$37 million dollars. During the interim, the vast majority of law enforcement in the United States has now equipped their officers with body cameras and audio, and exponentially more people have cell phones, and they are willing and able to use them at the slightest hint of police action. The video and audio have been used to help officers defend their actions and also have highlighted police abuse and credibility that may never have been exposed in the past. Whatever a person's view, the critical inflection point has passed, and video is going to be seen or asked about in the courtroom. Video or lack thereof is something all entities must consider in how and when force is used, and evaluation of any police action and lawsuit that follows.

This presentation will review the impact of video since the Grant case up through the present, and what consideration must be given to the use of experts in preparing evaluations of suits and preparation for trial. The session can be viewed as a longitudinal follow-up to the session previously presented at the PARMA conference on the Mehserle case.

Three Ways to Register!

ONLINE:
www.PARMA.com

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

FACSIMILE:
(916) 444-7462

Hotel Reservations

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

Important Deadlines

12/6/2022..... Early Bird Pricing Last Date

12/7/2022..... Regular Pricing Start Date

2/1/2023..... Onsite Registration Only

Registration Information

Please fill in contact information
on reverse



Registration Pricing

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

Attendee Pricing for Non-PARMA Members

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

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

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.		

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Credit Card Number

Exp. Date

Security Code

Billing Address (include postal code)

Name on Card

Signature

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 4, 2022, will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 4, 2022, will be subject to a \$100 service charge. No reimbursement will be given after January 9, 2023, 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:

REGISTRATION – COVID NOTICE

Registration Information

(Please use the address where you plan to participate in the conference.)

Company/Public Entity

Main Contact

Contact Address

City / State / Zip

Cell Phone

Fax

Email

Important Notice

Regarding COVID-19 (REQUIRED)

☐

By checking this box, you are acknowledging that you are aware that any interaction with the public poses an elevated risk of being exposed to COVID-19 and communicable health risks more generally. You further acknowledge that you will undertake all measures to protect your own health and well-being and those of others in attendance at PARMA's 2023 Annual Conference, such measures include (a) maintaining social distance; (b) washing/sanitizing hands frequently; (c) adhering to Centers for Disease Control guidelines, and laws, ordinances and mandates in the locale of the conference; and (d) following Public Agency Risk Management Association's published COVID-19 safety guidelines for the event. THESE GUIDELINES ARE SUBJECT TO CHANGE BETWEEN NOW AND THE OPENING OF THE ANNUAL CONFERENCE. The guidelines will be published on the PARMA website by February 1, 2022. IT IS YOUR RESPONSIBILITY TO BE AWARE OF THE REQUIREMENTS IN FORCE WHEN THE CONFERENCE BEGINS. By attending PARMA's 2023 Conference, you and any guests voluntarily assume all risks related to exposure to infectious diseases, including COVID-19 and agree not to hold PARMA or any of their affiliates, directors, officers, employees, agents, contractors, or volunteers liable for any illness or injury.



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GOLF TOURNAMENT



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

Haggin Oaks Golf Complex
Alister MacKenzie Golf Course
3645 Fulton Avenue, Sacramento CA 95821

February 7, 2023
Entry: \$125 per player | \$500 per foursome

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

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