

COVID-19 Restrictions & Precautions

It is our hope this policy in no way discourages attendance of a firm group event, but rather encourage attendance by promoting a safer environment in which all may gather. Due to the current nature and status of the COVID-19 pandemic, it is imperative COVID-19 restrictions and precautions are implemented and strictly followed for firm events. This policy is in effect until further notice.

Either of the following is required for all to attend firm group events (5 people or more):

- Proof of vaccination, or
- Negative COVID-19 test (taken within 72 hours of event)
 - Cost of COVID-19 test for you and your guest will be reimbursed regardless of the outcome of the test. Results will remain confidential. Please submit your receipt to Catherine Graham (cgraham@parkerirwinlaw.com) for reimbursement.
 - Time off needed to take a COVID-19 test will be compensated by the firm with no deduction to your Paid Time Off account.
 - Find a COVID-19 Testing Location:
 - [Los Angeles County](#)
 - [San Bernardino County](#)
 - [Riverside County](#)
 - [Orange County](#)
 - [San Diego County](#)
 - [Statewide Resources](#)
 - Or call your primary care physician

Submitting your documentation:

Please submit your required documents to Catherine Graham, Director of Administration. Management will keep your vaccination status confidential. It is highly encouraged you send your documents before the scheduled firm event.

- Photo or scan of the above documentation can be sent to
 - Text image to Catherine's cell phone directly: 909-353-5562
 - Email image to Catherine's secure email account: cgraham@parkerirwinlaw.com
- On the day of the event, present a hardcopy of your documents. A photograph will be taken of your documents by management and kept confidential.
- If you are unable to produce these documents, you will be asked to leave.
 - *No exceptions will be made – do not ask.*

If you are exhibiting the following symptoms, we ask that you do NOT attend any company events or functions (regardless of vaccination status):

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue

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- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea
- [Full list of symptoms here](#)

If you have been diagnosed with COVID-19 and have NO symptoms for 10-days, you may attend with proof of negative COVID-10 test.

Those who opt to NOT receive the COVID-19 vaccination are firmly reminded to:

- Socially distance yourself 6ft away from others
- Wear a mask in indoor public areas
- [Full list of "How to Protect Yourself & Others"](#)

This policy is not a substitute for medical advice. If you have any questions regarding yourself and COVID-19 concerns, please speak to your health care professional.

For additional COVID-19 information and resources, please visit:

- [CDC – Centers for Disease Control and Prevention](#)
- [State of California Resources](#)
- Your health care professional

It is our goal to always promote a safe, healthy, and enjoyable work environment for all at all times.