



Dear NORM Members

We recognize you may have questions and concerns regarding COVID-19 precautions and safety at our NORM Conference in Phoenix, AZ Oct 7-9, 2021.

First, we want you to know our priority is the safety and health of our members, corporate members, and vendors. Currently, our plan is to move forward by hosting the face-to-face conference with a virtual component.

NORM intends to do our best to provide a safe face-to-face conference. To do so, we are implementing the following safety protocols during the event:

- The venue staff, as well as NORM staff, will be masked and will have enhanced cleaning procedures in place.
- Our larger gatherings such as receptions and dinners will be outdoors.
- There will be tables outdoors with umbrellas for breakfast and lunch to allow attendees the opportunity to eat outside before re-masking and visiting vendors indoors.
- The indoor meeting spaces will be laid out to accommodate social distancing to the best of our ability given our contractual and space limitations, and we encourage our members to stay six feet apart when possible.
- NORM is providing masks and personal hand sanitizers for all participants.
- There will be hand sanitizer stations around the hotel.
- NORM will follow CDC, Arizona, and community guidelines for COVID-19.

Guidance for face-to-face attendees:

- NORM will NOT require or collect proof of vaccination to attend the event, but we strongly recommend being fully vaccinated before attending.
- NORM will NOT require or collect proof of negative COVID test, but we suggest all attendees get a COVID test within 72 hours before traveling so you can make an informed decision about your attendance. Latest research indicates that even vaccinated people can be infected and spread COVID-19 without symptoms.
- If you do test positive or have symptoms of COVID-19 prior to the event, we ask you to join us virtually.
- Properly worn masks are recommended and expected for use by ALL participants during our event, regardless of vaccination status.



If you wish to change from face to face to virtual, you must notify Tammy (tammy@normgroup.org) by September 10.

If you choose to attend virtually, here is what you will find available:

- Our general sessions will be live streamed.
- One breakout session during each time will be live streamed. The other breakouts will be recorded and posted within a week of the conference.
- All sessions will be available for all participants on demand for 30 days after the conference.
- All participating virtually will have to take quizzes to earn CEUs.

We would love to see you face-to-face, and we surely miss your smiles, but we also understand that this is a personal decision. If you attend face-to-face, there is an expectation to properly wear masks when indoors and in groups as well as respect social distancing as much as possible. If you are unable to meet these expectations, you may need to reevaluate your decision to join us live in Phoenix.

The NORM Board continues to meet frequently and assess the overall situation and will continue to update you with changes in policies. We believe that so much of the value of our organization comes from the interactions and conversations we have with one another, especially in person at our annual conference. We missed that last year, and we hope to be with our colleagues in Phoenix to continue to grow as an organization and build relationships amongst our members.

Sincerely,

The NORM Board