

WHAT'S NEW – EMPLOYMENT PRACTICES AND FIDUCIARY LIABILITY PRODUCT ENHANCEMENTS



ENHANCED COVERAGE. SIMPLIFIED OPTIONS. UNMATCHED PROTECTION.

- ▶ Modular employment practices liability (EPL) and fiduciary coverage forms
- ▶ Full web quoting experience in USLI-SNAP
- ▶ Refreshed rate filing and flexible retentions
- ▶ Enhanced Fair Labor Standards Act (FLSA) sublimit, including defense costs and indemnity (all states excluding California and Florida) and defense costs only coverage (Florida)
- ▶ Workplace Violence Expense Sublimit endorsement for eligible risks
- ▶ Defense Expense for Immigration Claims endorsement for eligible risks
- ▶ Addition of timely notice and resolution incentive (up to \$10,000)
- ▶ Addition of lifetime occurrence reporting provision in EPL coverage form for directors and officers of the insured organization
- ▶ Now offering third-party liability coverage for eligible private country clubs
- ▶ Bodily injury and property damage exclusion carve back
- ▶ Option for Settlor coverage via endorsement for fiduciary liability
- ▶ Plan included in the definition of insured for fiduciary liability
- ▶ Voluntary settlement program coverage provides coverage for plan participation in all voluntary settlement programs including any fees, fines, penalties or sanctions paid for by the plan for their inadvertent noncompliance with any statute, rule or regulation (\$150,000 sublimit)
- ▶ Expanded definition of claim in EPL form
- ▶ Expanded definition of wrongful employment act
- ▶ Broadened definition of harassment and discrimination
- ▶ Expanded reporting threshold for subsidiaries acquired midterm
- ▶ Extended reporting period purchase time extended to 60 days
- ▶ Cancellation for nonpayment increased to 20 days' notice
- ▶ Definition of employee revised to include "any natural person past, present or prospective"
- ▶ Claim reporting: increased to 90 days post-expiration when extended reporting period (ERP) is not purchased
- ▶ Hammer clause: softened to 80/20 in favor of the insured (previously 75/25)
- ▶ Liberalization clause added
- ▶ Revised change in control provision (no longer fully earned)

This document does not amend, extend or alter the coverage afforded by the policy. For a complete understanding of any insurance you purchase, you must first read your policy, declaration page and any endorsements and discuss them with your agent. A sample policy is available from your agent. Your actual policy conditions may be amended by endorsement or affected by state laws. USLI companies are members of the Berkshire Hathaway family of companies and have an A++ Superior rating for financial stability from AM Best. The insuring company names are United States Liability Insurance Company, Mount Vernon Fire Insurance Company, and U.S. Underwriters Insurance Company.