

INSURED ACKNOWLEDGEMENT – EMPLOYMENT PRACTICES LIABILITY



Purchasing employment practices liability (EPL) coverage from an A++ rated carrier can help you protect yourself and your business in the event of a claim. Currently, charges against employers for discrimination, harassment, wrongful termination, retaliation and wage and hour violations are at an all time high. If you do not elect coverage, you may be responsible for covering defense costs and jury awards if you experience an EPL claim. Average defense costs can exceed \$150,000, and jury awards can exceed \$250,000.

- ▶ Broad definition of a wrongful employment act: We cover discrimination, harassment, retaliation, wrongful termination, workplace torts and negligent violations of certain employment laws
- ▶ \$100,000 sublimit for defense and loss for wage and hour claims (not available in California and Florida or on accounts with prior claims)
- ▶ Unlimited defense costs outside the limit (for accounts with up to 200 employees if a limit of \$500,000 or greater is chosen)
- ▶ Duty to defend: We investigate, defend and with your consent, negotiate the settlement of any claim
- ▶ Defense outside the limit up to 200 employees if a \$500,000 or higher limit is chosen (does not apply to violations of the Fair Labor Standards Act)
- ▶ Workplace Violence and Kidnapping Expense sublimit (subject to class eligibility)
- ▶ Immigration Expense sublimit (subject to jurisdiction and class eligibility)
- ▶ Ability to package fiduciary liability coverage with EPL or write as a it stand-alone policy
- ▶ Lifetime Occurrence Reporting Provision (directors and officers only)
- ▶ Timely notice and resolution incentive
- ▶ Business Resource Center: free human resources (HR) hotline with unlimited number of calls and no time limits plus discounted HR services such as background checks and online HR training modules

IF YOU HAVE ELECTED NOT TO PURCHASE EPL COVERAGE, PLEASE READ AND SIGN BELOW.

1. We acknowledge that our agent has fully explained the potential employment practices liability risks associated with the operation of our company/organization.
2. We understand that we have the option of purchasing employment practices liability insurance that can protect our company/organization against the potential for significant monetary loss, including cost of defense from employment practices liability claims. We further acknowledge that our agent has recommended that we purchase the coverage and has provided us with one or more quotes.
3. We understand that by electing not to purchase such insurance, we are foregoing valuable protection which means our company/organization will be responsible for paying the cost of defending and settling any and all employment practices liability claims made against us.

Name:	
Title:	Date:
Signature:	