Why You Need Employment Practices Liability Insurance

- Charges against employers for discrimination, harassment, wrongful termination, retaliation and wage-and-hour violations are at all time highs
- The legal landscape for employers continues to change with the passage of laws like the Lilly Ledbetter Fair Pay Act of 2009 and The Americans with Disabilities Act Amendments Act of 2008
- Layoffs, downsizing, salary freezes and reductions in benefits can be used by past and present employees as evidence of "tangible adverse employment actions" to file charges of discrimination, harassment, retaliation and wrongful termination against employers

What Can You Do To Protect Yourself?

- Purchase EPL coverage from an A++ rated professional liability insurance company
- As you do with all insurance, look at the cost of transferring the risk:
  - $150,000 = the average cost of defense
  - $250,000 = the average jury award if the case goes to a verdict
  - $???,??? = settlements are private and not a matter of public record

What Coverage Are We Offering?

COVERAGE FEATURES	USLI	COMPETITORS
Broad definition of Wrongful Employment Act – We cover discrimination, harassment, retaliation, wrongful termination, workplace torts and negligent violations of certain employment laws.	✓	?
$100,000 sub-limit for defense and loss for wage-and-hour claims (not available in CA and FL 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		
Business Resource Center – free 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 claim(s) made against us.

Name			
Title		Date	
Signature			

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.