

Employment Practices Liability



What is Employment Practices Liability Insurance?

Employment Practices Liability Insurance (EPLI) is a coverage designed to protect the insured against the risks associated with running a business. EPLI policies cover a range of risks such as wrongful termination, sexual harassment, contract violations, and wage and hour law violations. In a world where courts tend to favor the employee, whether they are right or wrong, an EPL policy can be the difference between keeping a business open or not.

Why Have Employment Practices Liability Insurance?

Employee discharge is a big risk for an employer. While an employer has the right to hire and fire and will, an employee can threaten to sue for wrongful termination. Even if the employer is innocent, the legal fees to prove it can add up quickly so the easiest way is to simply settle the suit.

- The average total cost associated with EPL-related events is over \$70,000
- Over 99,000 charges were filed with the U.S. Equal Opportunity Commission in 2012
- The number one area for litigation in the past three years has been labor and employment matters
- Your company doesn't have to do anything wrong to be sued, but will still have to pay for defense

Many non-buyers mistakenly believe that their General Liability policy will cover EPL-related events, but they will need the complete Employment Practices Liability coverage for full protection.

Coverage May Include:

Insurance for wrongful termination, sexual harassment, discrimination, invasion of privacy, false imprisonment, breach of contract, emotional distress, and wage and hour law violations.

- FLSA available on most risks
- Defense Outside the Limit may be available up to 200 employees if \$500,000 limit or higher chosen (doesn't apply to FLSA violations)
- Full Prior Acts coverage for claim-free accounts in most states and for most classes

Quote Information

Primary Applicant's name: _____

Location address: _____

City: _____ State: _____ Zip: _____

Web address: _____

Email address of primary contact: _____

Description of Operations:

Full-time employees ____ Part-time ____ Temporary/ Seasonal ____ Independent contractors ____ Leased ____

How many of the above are located in: California ____ Florida ____ Louisiana ____ Outside the U.S. ____

Gross revenue for the last fully completed fiscal year: _____