



**Small business  
owners are  
vulnerable to  
employment  
practices claims.**

Now you can protect them.



**Badger Mutual**<sup>®</sup>  
INSURANCE



## Employment Practices Liability (EPL) offers valuable protection to small business owners

In today's workplace, small business owners must protect themselves from employment claims brought by employees, independent contractors, or even volunteers. Discrimination, sexual harassment, and wrongful termination are just a few of the types of unlawful employment practices charges that employees and others can make against a business. Defense costs and settlements associated with employment practices lawsuits can seriously threaten the financial stability of a business.

### Affordable coverage

In partnership with HSB, this EPL solution provides comprehensive coverage at affordable premiums for small businesses. Our EPL coverage endorsement can be easily attached to a business owner's underlying Commercial Policy.

### Coverage highlights

- Liability and defense costs from claims that allege unlawful employment practices brought by full-time, part-time, seasonal and temporary employees, recognized volunteers, independent contractors, and applicants.
- Prior acts occurring before policy's inception date.
- Punitive damages (where insurable under state law).
- Claims made and reported form in most states.
- Defense within limits, duty to defend basis.
- Optional third-party coverage for discrimination and harassment claims brought by customers or vendors.



## Coverage highlights (cont'd)

### **Risk management services**

- A legal advice line helps business owners avoid employment practices by providing general counsel on employment issues. This service provides insureds access to specialized employment attorneys who can offer best practices and guidance on a broad range of employment-related inquiries.
- A risk management website provides online access to a wide variety of employment policies and procedures designed to help protect insureds from employment practices claims.
  - Online sexual harassment and other training modules are also available to help employers provide effective employee training to minimize potential EPL claims.

### **Claim services**

- HSB's experienced EPL claim specialists fully manage claims.
- Specialized employment law firms provide defense for employers.

### **Implementation services**

- Turnkey full implementation services.
- Form development, filings support, ongoing product management, systems support, training, and marketing and communications support.

### **Limits of liability**

- Annual aggregate limit options between \$25,000 and \$1,000,000.

### **Deductibles**

- Per claim deductibles between \$2,500 and \$25,000.

### **Underwriting**

- Underwritten on a portfolio basis with premiums customized to the book of business profile.
- No separate application is required on all portfolio business.
- Referral option flexibility for risks with unique needs.

### **Eligibility**

- Available to businesses with up to 100 employees.
- Broad eligibility available to vast majority of classes of business in all states.
- Excluded classes include entertainment businesses, cannabis-related businesses, employment agencies including temporary or leasing agencies, private membership golf or country clubs, municipalities, and schools.
- EPL coverage must be attached as an endorsement or coverage part to underlying policy.
- Broader eligibility and program parameter requests can be considered by HSB on an exception basis.



## Three ways to protect a business from these claims



Train managers and employees in applicable laws and policies



Follow changes and updates in laws and employment regulations



Cover the business with Employment Practices Liability (EPL) insurance

With employment-related claims on the rise, small businesses may be particularly vulnerable because they don't have the resources to protect themselves. EPL coverage provides small business owners with comprehensive coverage at affordable premiums, providing valuable protection from the exposures they face.

### Learn more

For more information about this EPL Program, visit our website at [badgermutual.com/EPL](https://badgermutual.com/EPL)

