



# Employment Practices Liability Insurance

As a business owner, you need to protect your company from the unexpected and financially crippling costs resulting from employment-related claims and lawsuits.

Employment Practices Liability Insurance protects an employer against claims made by employees, former employees, and even potential employees. It covers discrimination (age, sex, race, disability, etc.), wrongful termination of employment, harassment, and other employment-related allegations. Coverage can also be extended to cover claims of discrimination and harassment made by third parties such as customers and vendors. The policy provides coverage for the costs associated with defending these types of claims and any settlements or judgments that result.

An Employment Practices Liability claim can devastate a business! Please complete the information below and mail, call or fax your insurance agent for a fast quote.

Name of Applicant: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Nature of Business: \_\_\_\_\_

**Total number of Employees:**

Full Time \_\_\_\_\_

Part Time, Temporary & Seasonal \_\_\_\_\_

Independent Contractors & Leased \_\_\_\_\_

**EPL premiums start at \$500 for a \$100,000 limit and \$1,000 for a \$1,000,000 limit (minimum premiums vary by state).  
Deductibles start at \$1,000 for most classes in most states.**

**Why you need Employment Practices Liability Insurance:**

- ▶ Three out of five employers are sued by former employees every year.
- ▶ Forty percent of claims are brought against firms with fewer than 100 employees.
- ▶ A private company is more likely to have an Employment Practices claim than a General Liability or Property claim.
- ▶ Almost 75% of all litigation against corporations involves employment disputes.
- ▶ Gender and age discrimination along with retaliation claims are on the rise. There are more women and “Baby Boomers” in the workplace than ever before. Recent Supreme Court decisions have lowered the standard for what constitutes retaliatory treatment.
- ▶ The average cost to defend an Employment Practices claim is \$150,000 and the median jury award is \$250,000.

## Can you afford to spend \$150,000 to defend yourself against an employment practices claim, even a frivolous one?