

# Does Your Business Need to Reduce Financial Risk?

**“Employee – Employer Disputes” Are About  
75%  
Of All Recent Company Litigations.**

**Unanticipated, Substantial Litigation Expense & Judgments  
Can Substantially Impair Company Working Capital,  
Forcing a Middle Market Company  
to Shrink-Back, or Even Close!**

**Recommendation: Risk Someone Else’s Capital,  
Instead of Your Own. Obtain Employment  
Practices Liability Insurance**

# Many Lawyers Specialize in Labor Law.

- Plaintiff lawyers even accept most of their **fees on a contingency basis**, similar to auto accident cases.
- If you wouldn't want to drive a car without insurance, most certainly it's a good idea to obtain Employment Practices Liability Insurance; Protection against:

– Wow. Get a look at the next pages ---

# If an employee feels mistreated at work ( Or even from an interview ):

- A Potential Employee
- A “Trusted” Existing Employee
- A Past Employee

All may seek money damages claiming Violations of Federal and/or State Law, by:

1. FILING COMPLAINTS WITH STATE & FEDERAL REGULATORY AGENCIES,
2. HIRING A LAWYER AND INSTITUTING A LAWSUIT AGAINST YOUR COMPANY & POSSIBLY COMPANY PERSONNEL!

# Possible Employee

## “Mistreatment” Causes of Action Include :

- Denial of interview
- Failure to employ
- Failure to grant tenure
- Failure to provide adequate workplace
- Failure to provide adequate procedures & employment policies
- Improper performance review
- Improper change of work hours or shift
- Improper change of position or transfer
- Improper treatment of whistle blower
- Deprivation of career opportunity
- Negligent or gross negligent evaluation

# Additional Employee “Mistreatment” Causes of Action Include:

- Negligent release of personal medical information
- Disparaging or derogatory remarks
- Defamatory statements made as part of an employee reference
- Sexual harassment
- Workplace harassment of any kind
- Sex discrimination
- Race discrimination
- Age discrimination
- Disability discrimination

# More Alleged Employee “Mistreatment”

## Causes of Action Include:

- Unilaterally requiring mandatory arbitration of EPL claims
- Improper denial of vacations and time off
- Invasion of privacy
- Libel, slander, defamation of character
- Misrepresentations related to employment
- Failure to promote or transfer
- Wrongful termination or discharge or dismissal
- Breach of contract of employment
- Adverse or unfair reprimand
- Wrongful or improper discipline

# More Employee “Mistreatment” Causes of Action Include:

- Retaliation against employee
- Improper discipline
- Wrongful infliction of emotional distress
- Employee benefit plan mismanagement
- Denial of training
- Violation of equal pay act
- Civil rights violations relating to other improper/wrongful acts

# Did you know that?

- *Generally “standard business liability insurance policies” **exclude** some or all Employment Practices Liability type Perils from insurance coverage.*
- *However, “Employment Practices Liability Insurance” is relatively **inexpensive**.*



# What is Employment Practices Liability Insurance?

- Employment Practices Liability Insurance usually covers the employers' "compensatory money damages" resulting from a claim, lawsuit, & judgment, plus litigation legal fees; "damages" may result from violations of federal or state employment laws.
- Even if the employee's claim is spurious and lost at trial, the expenses for the defendant's legal fees are generally substantial (Often running to six figures) with coverage provided by the insurance policy.
- Cover Agency specializes in securing low cost Employment Practices Liability Insurance, enabling sale by our Retail Brokers. Contact Information for wholesale EPL Insurance is on the next slide.

# Employment Practices Liability Insurance Wholesale Insurance:

## **Cover Agency, Ltd**

Priscilla Li, Vice President

Direct: (347) 886-9778

Office: (718) 591-2400

[priscillali@coveragency.biz](mailto:priscillali@coveragency.biz)

## Wholesale Insurance To The Trade