

# WHY CHOOSE USLI'S EPL POLICY OVER A BUSINESS OWNER'S POLICY OR GENERAL LIABILITY SUBLIMITS



In a world where business risks are increasingly complex, generic solutions are insufficient. USLI's Employment Practices Liability (EPL) product offers a robust safeguard against the intricate and potentially costly landscape of employment litigation. With employee-related lawsuits on the rise, the financial impact of a single claim can be substantial, often reaching six or seven figures – a risk no business should bear alone.

**Enhanced Coverage Limits:** USLI's EPL policy provides higher coverage limits than a business owner's policy (BOP) or a general liability (GL) policy for EPL coverage. With limit options of \$500,000 or more available for most risks, USLI's EPL policy dwarfs the sublimits offered on other policies, which often range from \$10,000 to \$25,000. This is crucial, considering the average cost of settling an employment lawsuit can easily escalate beyond the limited provisions of standard policies.

**Broad Definition of Wrongful Act:** USLI's EPL policy covers a diverse array of employment liability claims, including those related to disability, age, gender and other forms of discrimination. This coverage is essential for modern businesses facing a variety of potential employment issues. Our policy is crafted with the understanding that every business faces unique challenges in managing its workforce.

**Protection Against EPL Claims Impact:** A claim under a BOP or GL policy can compromise your other coverage lines and potentially lead to nonrenewal. USLI's EPL policy offers dedicated protection, ensuring one claim doesn't jeopardize your entire insurance portfolio.

**Business Resource Center Access** Alongside USLI's EPL policy, gain access to the USLI Business Resource Center. This resource center is not just a support hub, it's a proactive tool to reduce the likelihood of costly employment disputes. It offers expert HR consultations, online training tailored to reduce legal risks, industry-specific resources and tools for navigating complex HR landscapes.

**FLSA Coverage/Wage and Hour Protection:** For eligible risks subject to eligibility restrictions, USLI's EPL policy includes coverage for claims under the Fair Labor Standards Act (FLSA) or similar state and local laws, addressing wage and hour disputes. This is critical as many BOP and GL policies exclude such claims, which are increasingly common and can result in significant financial liabilities.

**Comprehensive Third-party Liability Coverage:** For eligible risks, USLI's EPL policy offers a key advantage by extending coverage to include third-party liability. In this context, a "third party" refers to any individual or entity that is not an employee of your company but interacts with your business. This can include clients, customers, vendors, service providers and even visitors. Such coverage is critical in today's interconnected business environment where interactions with these external parties are frequent and can lead to claims of discrimination, harassment or other wrongful acts. Often overlooked in standard BOP and GL endorsements, this aspect of a stand-alone EPL policy ensures comprehensive protection for your business, safeguarding against potential legal challenges that arise from interactions beyond your immediate workforce.

**Prevent Policy Erosion:** In the face of a claim, BOP or GL sublimits can rapidly diminish, leaving your business vulnerable. USLI's EPL policy ensures that defense costs are separate, preserving the integrity of your coverage limits.

*Choosing USLI's EPL policy is not just about purchasing insurance; it's about investing in the long-term stability of your business. The reality of employment litigation is not just its prevalence but also its potential to cause significant financial strain. By opting for our comprehensive EPL coverage, you are proactively safeguarding your business against these risks.*

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. USLI companies are members of the Berkshire Hathaway family of companies and have an A++ Superior rating for financial stability from AM Best. The insuring company names are United States Liability Insurance Company, Mount Vernon Fire Insurance Company, and U.S. Underwriters Insurance Company.