

## Member Spotlight: Employment Practices Liability

*You are not immune!*

The number of lawsuits filed by employees against their employers continues to rise and law firms are not immune. To help protect you from employment claims, Ahern Insurance Brokerage (AIB) and Beazley Insurance Company (Beazley) are now offering a new Employment Practices Liability (EPL) program featuring wrongful termination, sexual harassment and discrimination insurance coverage exclusively available to San Diego County Bar Association (SDCBA) members.

According to W. Brian Ahern, founder and president of AIB, "Many law firms do not have Employment Practices Liability Insurance because the cost is thought to be too high. This new program will allow SDCBA members to receive vital coverage at the best possible rates which have dramatically reduced over the past several years."

AIB is the trusted insurance broker to many local attorneys and law firms and is SDCBA's Endorsed Broker for professional liability insurance. AIB is the largest independently owned insurance brokerage firm specializing in the insurance needs of law firms throughout California.

In addition to the standard coverages available in a typical EPL policy the AIB-Beazley Employment Practices Liability program includes new policy features and premium discounts,

as well as risk management support to SDCBA members.

The program features additional new policy enhancements such as a new privacy violation coverage, which covers employers for liabilities they may incur in the event of a loss or theft of employee personal information; employment event coverage, which provides employers with a sublimit to cover the cost of hiring a professional firm to cope with the aftermath of layoffs, public allegations of harassment, or workplace disaster; and a wage & hour sublimit for defense coverage for an additional premium.

SDCBA members can receive a \$250,000 defense sublimit for claims involving partnership agreement disputes; a \$150,000 additional defense limit; up to a three-year optional extended reporting period policy; a favorable consent to settle provision; third party coverage; and access to BeazleySource, an online risk management resource, to help firms avoid employment related claims and Risk Management Hotline.

The rates for Employment Practices Liability Insurance are based upon several factors including the number of employees, claims history, written procedures such as a comprehensive employee handbook, turnover and termination rates, employee demographics, profitability of the firm and the number of exempt and non-exempt employees. AIB

will work closely with each SDCBA member throughout the application process to ensure the most competitive rates are obtained.

W. Brian Ahern encourages firms to think of Employment Practices Liability Insurance coverage as a vehicle for managing the risk of employee lawsuits. "At a minimum, a law firm's executive committee should be made aware of the coverage options and the cost. Although competent counsel and consultants can provide the most updated risk management techniques to minimize employment practices exposure, the potential for a frivolous or a non-meritorious claim is still an unfortunate reality."

Beazley Insurance Company, Inc., the program carrier for the new SDCBA program, is one of the most prominent writers of employment practices liability insurance globally and the U.S. division admitted program has an A.M. Best rating of "A" (Excellent).

For more information about the new Employment Practices Liability Insurance program, SDCBA members are encouraged to contact an AIB specialist at 858-571-9030 or visit [www.sdcba.org/AIBoverview](http://www.sdcba.org/AIBoverview).