

UNIVEST

INSURANCE SOLUTIONS

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EMPLOYMENT PRACTICES LIABILITY INSURANCE – IMPORTANT PROTECTION FOR BUSINESS

Employment Practices Liability Insurance (EPLI) has grown significantly in recent years. EPLI insurance protects employers against claims filed by past and present workers who feel their legal rights have been violated. It provides protection against numerous kinds of employee lawsuits, including:

- Sexual Harassment
- Discrimination
- Wrongful Termination/Demotion
- Workplace Harassment
- Hostile Work Environment
- Wrongful Failure to Hire
- Infliction of Emotional Distress

The number of EPLI claims filed each year have risen dramatically with the expansion of employee rights in the United States. Ten percent of all federal court cases are now employment law cases. Not only are there more laws protecting employees, but awareness is also very high. Statistics confirm an employer is more likely to have an employment claim than a property or general liability claim. These lawsuits can be very expensive. Defense of the average EPLI case, through trial, costs over \$45,000*. The median compensatory award in EPLI cases is \$218,000. Sixty seven percent of all litigated employment cases result in a judgment for the plaintiff.*


All companies are at risk but smaller to midsize companies are particularly at risk since they may not have the resources to keep up with changing employment laws. Forty-one percent of all EPLI claims are brought against small employers consisting of 15 to 100 employees.*

The cost of EPLI coverage depends upon various criteria including the number of employees, the employment claims history and the employment procedures currently in place. The policies will reimburse the employer for the cost of defending a lawsuit in court regardless if the employee wins the suit, and for judgment and settlement costs.



*Tom Morrissey, Commercial Insurance
Producer at Univest Insurance, Inc.*

In today's litigious world, the protection that is provided from EPLI coverage should be given serious and thoughtful consideration for almost every business. There are a number of insurance carriers that can provide superior coverage, pricing and service in this area.

To find out more about Employment Practices Liability Insurance, contact Univest Insurance. 

* Statistics according to American Management Corporation Insurance Services.

WE'RE HERE TO HELP

Place your trust in the experienced agents at Univest Insurance. For more information or a FREE evaluation, contact the Univest Insurance location nearest you.

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PROPERTY INSURANCE LIMITS AT RISK

Whether you're building a new facility or are the proud owner of an existing site, you must always have a plan for restoring your business in the event of serious fire loss or storm damage. Over the past few years the costs of building materials have risen sharply, contributing to the increase in the expense of building new and/or replacing an existing property. Owners who haven't taken higher replacement costs into account when buying or renewing insurance for their properties may be underinsured. You can work with your agent to determine what inflationary, if any, protections are already built into your policy and be prepared to request adjustments when necessary.

In addition to general inflation of building or reconstruction costs, keeping insurance limits in line with inflation enables you to repair and replace property with property of comparative value. However, any reconstruction changes because of state or

building code revisions that have occurred post-original construction will not be covered. State and local building codes regulate construction standards and specifications primarily to protect people from the dangers of fire and building collapse. In addition, the Americans with Disabilities Act of 1990 added standards for new construction and alterations.



*Chip Schofield, CIA, Vice President
of Univest Insurance, Inc.*

Insuring increased reconstruction costs for building ordinances requires more effort than simply updating limits for inflation adjustments. First, automatic adjustments and annual renewal evaluations which are based on construction costs from previous years, do not reflect code upgrades. Second, property insurance policies exclude or limit amounts that may apply to the increased costs to repair damaged property due to building ordinances.

Keeping current with construction costs isn't enough to ensure adequate insurance limits. You need to be aware of changes in local building requirements that add to reconstruction costs. A close relationship with a knowledgeable contractor and good communication with your insurance agent on significant changes is advised. ♥

WHY ARE SECOND OPINIONS SO IMPORTANT?

Kay L. Breuninger, Assistant Vice President of Univest Insurance, Inc.

Shopping for insurance can be overwhelming. Most people hate to shop for insurance so they just pay their premiums. Unless the rate has increased significantly, they will most likely continue to pay their renewal premiums without giving a second thought to "Did I buy the right coverage?"

When buying insurance, the relationship you have with an agent should be built on trust. Does the agent look out for your best interests? Do they advise you of new products that would better protect you and your family? Do you have your insurance reviewed annually and does the agent assist in that process? If that isn't the case, consider finding a new agent.

Sometimes other influences in your life distract you from taking a second look at your insurance needs. By taking the first step, you could lower your insurance premiums significantly, have better coverage, avoid duplication of coverage, eliminate any gaps in coverage and then relax because you know you're properly insured.

At Univest Insurance, Inc., we build solid relationships with our customers. We've helped you with your business insurance over the years. Why not give us an opportunity to provide insurance solutions for your personal home and automobiles? Call **1.800.220.3077** for a free evaluation or email us at insurance@univest.net. ♥

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