



Chubb Bermuda A Comprehensive Employment Practices Liability Solution

Combined Primary & Excess
EPL/W&H Products

CHUBB®

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Why EPL Coverage?

The financial consequences of employee claims for harassment, discrimination, wrongful termination, retaliation, and other workplace torts can have a devastating impact on even the largest corporations. Chubb Bermuda's Employment Practices Liability (EPL) policy can help mitigate losses from past, present, and prospective employees alleging wrongful employment practices.

Why W&H Coverage?

Wage and hour claims have become more prominent in recent years. Employers continue to face increased litigation regarding misclassification of employees and independent contractors as well as pay practices. These often result in large amounts of financial loss, which are usually excluded from the EPL policy. Chubb Bermuda's Wage and Hour (W&H) policy can help mitigate losses from employees and independent contractors alleging misclassification and improper pay practices.

The Solution

For buyers of large EPL and W&H insurance programs, Chubb Bermuda now offers companion primary Employment Practices Liability and primary Wage and Hour coverage, in addition to our longstanding excess coverage offering.

These new primary coverage offerings are claims reported, a differentiating feature for Chubb Bermuda, and can be issued as either a standalone or blended policy for the complete-solution insurance protection large employers want when building an EPL and W&H tower.

A Tower Built By You & For You

We offer tailored solutions specific to client needs. When you engage with our underwriters, you get tailored coverage that fits your particular risk profile.

We practice the art of insurance craftsmanship allowing us to construct your primary and excess EPL and W&H tower in a variety of ways, providing you with individualized – and far more effective – protection.

It could be that your ideal tower combines, for instance, standalone primary and excess EPL coverage or blended primary EPL/W&H coverage with standalone excess EPL coverage. Chubb Bermuda will partner with you to design a program you need, giving you the protection that you can trust.



Coverage Details at a Glance

EPL:

- All industry classes considered
- Standalone EPL and blended EPL/W&H programs
- Choice of Defense Counsel
- Coverage includes but is not limited to:
 - Discrimination
 - Sexual harassment
 - Wrongful discipline, retaliation or termination
 - Failure to promote
 - Breach of employment contract
- Full punitive damages coverage
- Claims reported trigger/bordereau reporting
- Coverage for both single-plaintiff and class-action claims
- Coverage includes defense costs, settlements, and judgments
- The flexibility of form and wording
- Broker-specific amendatory endorsements, with key enhancements and features

Wage & Hour:

- All industry classes considered
- Standalone W&H and blended W&H/EPL programs
- Choice of Defense Counsel
- Coverage for both single-plaintiff and class-action claims
- Coverage includes defense costs, settlements, and judgments
- Full punitive damages coverage
- Claims reported trigger/bordereau reporting
- Covers alleged violation of the U.S Fair Labor Standard Acts (FLSA), and federal, state, and local laws governing compensation
- Coverage includes but is not limited to:
 - Misclassification of employees
 - Inaccurate payment of wages or overtime
 - Failure to provide required rest and meal breaks
 - Failure to compensate for off-the-clock work
- The flexibility of form and wording
- Broker-specific amendatory endorsements, with key enhancements and features

Limits & Attachments

Chubb Bermuda writes primary EPL and W&H coverage, as well as excess EPL and W&H coverage:

- \$25M max aggregate limits
- Minimum Retentions
 - \$1M (Single Plaintiff) and \$1.5M (Mass/Class action)
 - \$1.5M (Single Plaintiff) and \$2.5M (Mass/Class action) for higher profile industries



We Understand Your Business

Our close partnership with you doesn't end once your tower is built. It is ongoing, and most important when a major loss occurs. Because we have a history with your business, we understand your priorities, and can immediately step up for you, advocating to ensure the best possible resolution.

Even before a loss penetrates our coverage layer, our leadership teams are working together, mining prior experience with the world's most complex and catastrophic losses, to better mitigate your loss.

Confidence Building Blocks

Our client retention rate is consistently above 90 percent, and we know why:

- We build strong partnerships with every client.
- We offer the longstanding ability to deliver creative, large-scale capacity.
- We have a broad underwriting appetite.
- We are willing to handle emerging exposures in innovative ways.
- We offer industry-leading property, excess casualty, financial lines, and political risk coverages.
- All of our coverages are designed in collaboration with our clients to meet their unique risks.

All of which enables you – our client – to successfully insure your most complex, difficult risks with confidence.

Clients Are Well-Informed

We support you in becoming well-informed about your risks (and the emerging risks in your industry, too). This means that we will work with you to assist in making smart decisions about the insurance you need to mitigate those risks. That's because we are the industry leader in providing large loss and limits benchmarking data.

We invest in research and data-mining to assess the legal liability landscape and potential risks associated with such, for example, U.S. punitive damages, the benefits of arbitration in dispute resolution, or to calculate sufficient liability limits for specific risks.

We share our knowledge and data with you, so your risk mitigation strategies account for current and emerging changes to your risk landscape and ensure you are equipped to respond accordingly.

Trusted Protection & True Partnership

Our clients' partner with us because of our market-leading, multi-line capacity supported by decades of underwriting and claims experience and backed by the world-class financial strength of Chubb.

Our clients remain with us because we offer stable, skillfully crafted capacity and insights combined with the expertise to mitigate complex risks and resolve large claims.



About Chubb

Chubb is the world's largest publicly traded property and casualty insurer. With operations in 54 countries, Chubb provides commercial and personal property and casualty insurance, personal accident and supplemental health insurance, reinsurance, and life insurance to a diverse group of clients.

As an underwriting company, we assess, assume, and manage risk with insight and discipline. We service and pay our claims fairly and promptly. We combine the precision of craftsmanship with decades of experience to conceive, craft, and deliver the very best insurance coverage and service to individuals and families, and businesses of all sizes.

Chubb's core operating insurance companies maintain financial strength ratings of AA from Standard & Poor's and A++ from A.M. Best. Chubb Limited, the parent company of Chubb, is listed on the New York Stock Exchange (NYSE: CB) and is a component of the S&P 500 Index.

Chubb. Insured.SM

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