



ALLEGIANCE
EXECUTIVE & PROFESSIONAL
LIABILITY INSURANCE SERVICES, INC.

Employment Practices Risk Management Services

ALLEGIANCE UNDERWRITING GROUP is pleased to offer EPLI Pro™, a multi-faceted EPL Risk Management Service providing insureds unlimited telephone support for their specific human resource and employment law needs. Staffed with human resource professionals, EPLI Pro™ can walk insureds through their most difficult situations, and offers the added benefit of an Online Human Resource System and more.

Please find information on EPLI Pro™ in this document, or go to www.EPLIpro.com.

Why EPLI Pro™?

Employers face complex, constantly changing state and federal employment laws and ongoing employee issues. Questions arise about Wage/Hour, Hiring, Workers' Compensation, Discrimination and Harassment, Termination, Benefits, the ADA, and more.

EPLI Pro™ recognizes these challenges, and provides human resource support to deliver best practice advice and step by step guidance on many of the human resource and employment law issues that our clients face. Clients receive unlimited access to human resource professionals and an Online Human Resource System.

The EPLI Pro™ human resource professionals have over 75 combined years of experience. They are experts in both simple and complex human resource and employment law issues, and respond to client inquiries on a same-day basis. Their responses are documented and kept confidential.

What are the EPLI Pro™ benefits?

EPLI Pro™ is a value-add and loss reduction service which is automatically included with all Allegiance Underwriting EPL policies. The service includes the following components for each insured.

Employer Hotline

- Unlimited phone and email support providing individualized advice and best practices on over 60 different human resource and employment law issues for employers in all 50 states plus the District of Columbia.
- Documented, confidential answers and guidance to insured's specific questions, and detailed responses by the end of the next business day.



The EPLI Pro™ Online Human Resource System

- Continuous updating of Federal and State HR and employment law and regulation changes. 4 employee handbooks per state to meet employer needs (that's over 200 total); customizable policies; required forms, posters and much more... **Monthly EPLI Pro™ Updates**
- Insureds are kept up-to-date with monthly newsletters send directly to their email. Each newsletter includes a Main Article, Brain Teaser, Did you Know facts, and state and federal updates. EPLI Pro™ also emails Alerts on breaking employment law news issues.

EPLI Pro™ Training

- Online training is available through EPLI Pro's™ Human Resource System on topics such as sexual harassment, hiring and termination.
- **Monthly Manager Training** – Short trainings for insureds to review with their managers, emailed each month.
- **Podcasts** – Online management training for insureds to download to review on the go.
- **Animated Training** – Cutting edge sexual harassment training.
- **Audio Conferences** – EPLI Pro™ offers audio conferences featuring EEOC officials or employment law attorneys every 3-4 months on human resource issues affecting employers nationally.

EPLI Pro™ is utilized by organizations of all sizes and in all states. Employers of any size see the value and individualized support of EPLI Pro™. Regardless of size, all employers have questions, and EPLI Pro™ provides the answers.

1. How do I avoid a wrongful termination claim?
2. When do I have to pay overtime?
3. Do I have to provide employees with medical leave?
4. Can I have my exempt employees work overtime?
5. How do I address a sexual harassment issue in the workplace?



60 Different Human Resource Issues

- Age Discrimination (ADEA)
- Americans with Disabilities Act (ADA)
- Application/Interview Process
- Attendance Issues
- At-Will Employment
- Benefit Plans
- Child Labor
- COBRA Administration
- Crime Victims' Leave
- Data Security Issues
- Disciplinary Action
- Discrimination Issues
- Domestic Violence Leave
- Drug Testing
- Earned Income Tax Credit
- EEO-1 Basics
- Employer Response Procedures to Harassment/Discrimination Claims
- Employment Background Screening
- Exempt vs. Non-Exempt Employees
- Family Medical Leave (FMLA)
- Files - Organization and Maintenance
- Flu Plan
- Forms for Employee Requests
- Harassment Issues
- HIPAA Compliance Advice
- Hiring Issues
- Human Resource Audits
- Illness and Injury Prevention Plans
- Independent Contractors
- Job Descriptions
- Jury or Witness Service
- Leave & Time Off
- Military Leave (State and Federal)
- National Origin and Language Issues
- New Hire Forms and Information
- Non-Workplace Injury or Illness
- Payroll Issues
- Performance Reviews Administration and Forms
- Pregnancy Disability
- Process a Resignation
- Racial Issues
- Religious Issues
- Required Federal and State Posters
- Retaliation Issues
- Safety
- School Leave
- Sexual Discrimination Issues
- Sexual Preference and Orientation Issues
- Smoking: No Smoking Policies
- State Disability Law
- State Required Leaves
- State Specific Handbooks
- Termination Review and Procedures
- Training
- Violence Issues
- Voting Rights Laws
- Wage and Hour state and federal (FLSA) compliance
- WARN Act guidance
- Whistleblower Law
- Workers' Compensation



Employers of all size will benefit from the human resource expertise provided by EPLI Pro™. Human resource professionals are available for start to finish guidance on complicated issues or second opinions when companies have the expertise of human resource staff or in house council. Access is always available, unlimited, and included in EPLI Pro™.

EPLI Pro™ tailors their support to the needs of the employer.

Small employers – Typically, these companies don't have internal human resources, and benefit from the guidance provided by EPLI Pro™ as well as the policies and procedures available on line, saving the time and expense of developing necessary documents themselves.

Mid-size employers – While these companies may have human resource staff, it's beneficial to have human resource professionals to call and get a second opinion or assistance with complicated issues.

Large employers – Though it may seem these companies don't need external support, they will benefit as well. The human resource professionals at EPLI Pro™ handle complicated issues each day, while in house human resource staff may not. Being able to call a professional for additional support and guidance saves time, and reassures internal human resources that an issue is being handled properly.

Find out more at www.EPLIpro.com

Please make sure to include your contact information in the Employment Practices Coverage Section information section of the EPL Application so our representatives can reach out to you and provide you the benefits of our dynamic EPL Risk Management Services.

Contact Information

To become an appointed agent or broker, please contact:

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