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Employment Practices Risk Management Program available upon Policy Inception

The Executive Liability Division of Great American Insurance Group is committed to offering industry-leading customer service and risk management assistance to its insureds.

Great American has partnered with Jackson Lewis, a national law firm specializing in employment, labor and benefits law, in an effort to provide a risk management program for insureds. This program is available with the following Great American policies: Employment Practices Liability, Non-Profit Organization Executive Protection, and ExecPro® Directors', Officers', Insured Entity and Employment Practices Liability (for private companies).

For over 40 years, Jackson Lewis has placed a high premium on preventive strategies and positive solutions in the practice of workplace law. Jackson Lewis partners with employers to devise policies and procedures promoting constructive employee relations and limiting disputes. Jackson Lewis is experienced in all aspects of workplace law.

Loss Prevention Services from Jackson Lewis Include:

- **Avoiding Workplace Claims Guide** – Upon policy issue, you will receive access to an online copy of the Jackson Lewis' Guide to Avoiding Workplace Claims. The Guide contains general information about such diverse workplace law issues as the legal basis for employment claims; the hiring process; pre-employment testing; employee grievances; investigation of sexual harassment and other workplace-related problems; conducting effective discharge and discipline; and maintaining personnel records.
- **Sample Policies** – Through a web site link-up, sample policies will be available to provide guidance with respect to: preserving employment-at-will status; managing medical leaves of absence; complying with the Federal Family and Medical Leave Act; developing an open-door problem resolution procedure; prohibiting harassment in the workplace; and establishing a code of conduct to avoid employee misconduct.
- **Access to Jackson Lewis "Hotline Service"** - As part of the risk management program, the Executive Liability Division has arranged for Jackson Lewis to provide telephone consultation pertaining to policies provided in the Guide, as well as basic workplace issues, via a toll-free number.
- **Jackson Lewis Training Session** – Jackson Lewis has agreed to offer policyholders a discount on the cost of optional seminars on management training and compliance with federal equal employment laws.
- **Preventive Strategies Newsletter** – The firm publishes a bi-monthly bulletin which provides regular analysis and commentary about legal, legislative and political developments that affect the law of the workplace.
- **Discounted Rates** – Jackson Lewis will offer discounted billing rates to Great American insureds to assist in developing preventive practices, preparing employee handbooks and training supervisors.

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