



AXIS PRO® Staffing Insurance Solutions

Comprehensive Coverage for Staffing Companies

AXIS PRO® Staffing Insurance Solutions protects temporary and permanent placement firms against errors and omissions claims arising from alleged negligent placement, breach of staffing contract and personal injury as well as employment practices liability (EPL) claims such as discrimination, sexual harassment and wrongful termination.

With every policy for EPL-related claims issues, your customers enjoy the peace of mind that comes with a toll-free loss-prevention hotline exclusively available to AXIS PRO Staffing Insurance Solutions policyholders. Consultation with a senior-level attorney is just a phone call away.

Count on the unparalleled expertise available only through AXIS PRO, a leader in Miscellaneous Professional Liability Insurance. Coverage is backed by the exceptional financial strength and solid claims-paying ability of the AXIS insurance companies, rated “A+” (Strong) by Standard & Poor’s and “A” (Excellent) XV by A.M. Best.

Coverage Highlights

- World-wide coverage
- Experienced claims and underwriting staff
- Loss prevention program available for EPL-related claims

E&O Benefits and Coverages:

- Occurrence form
- Negligent placement
- Breach of staffing contract
- Personal Injury - libel and slander

EPL Benefits and Coverages :

- Claims made form
- Bi-Lateral Extended Reporting Period option
- Discrimination
- Sexual harassment
- Wrongful demotion
- Wrongful termination of employment, including retaliatory or constructive discharge

- Hostile work environment
- Lawsuits or charges of discrimination filed with a federal, state or local civil rights entity employment-related regulatory agency such as the Equal Employment Opportunity Commission (EEOC), the Human Rights Commission (HRC), or other federal, state, or local civil rights entities

Quotation Requirements

Fully Completed Application – we can accept a competitor’s new business application as long as it contains a full warranty statement.

Classes Insured

Coverage available to all temporary and permanent placement firms except firms involved in the placement of temporary drivers, security guards, or medical personnel of any kind.

Alpharetta

11680 Great Oaks Way
Suite 500
Alpharetta, GA 30022
Phone: (678) 746-9400
Fax: (678) 746-9444

Berkeley Heights

300 Connell Drive
Suite 2000
Berkeley Heights, NJ 07922
Phone: (908) 508-4339
Fax: (908) 508-4301

Chicago

303 West Madison Street
Suite 500
Chicago, IL 60606
Phone: (312) 977-0700
Fax: (312) 977-0401

Hartford

One State Street
Suite 1700
Hartford, CT 06103
Phone: (860) 707-1701
Fax: (860) 707-1725

Kansas City

2300 Main Street
Suite 800
Kansas City, MO 64108
Phone: (866) 282-0565
Fax: (816) 471-6119

Los Angeles

725 South Figueroa St
Suite 2250
Los Angeles, CA 90017
Phone: (213) 452-4700
Fax: (213) 452-4756

New York

430 Park Avenue
4th Floor
New York, NY 10022
Phone: (212) 500-7600
Fax: (212) 500-7574

San Francisco

101 California Street
Suite 3070
San Francisco, CA 94111
Phone: (415) 262-6844
Fax: (415) 262-6880

Please direct all
submissions to

axisprosubmissions@
axiscapital.com



Claims Examples

The claims examples below illustrate the types of exposures placement companies can face.¹

Employment Practices Liability Claims Examples

Religious Discrimination:

A former employee of a temporary agency sued her former employer, alleging that she was denied a promotion to manager because she was not a member of a particular religious group that predominated at the company. She claimed that a member of the religious group received the promotion even though the plaintiff had six years more experience and an MBA (unlike the woman who received the position). A jury awarded \$647,174 in pain and suffering and \$5,900,000 in punitive damages.

National Origin Discrimination and Retaliation:

The EEOC sued the temporary agency and its client because the client directed the agency to fire 13 employees because of their national origin and five other employees as retaliation for being friends with an employee who had threatened to file a complaint with the EEOC. The parties settled, with the client paying \$456,000 and the temporary agency paying \$144,000.

Sex/Race Discrimination:

The EEOC sued a temporary staffing agency for unlawfully coding applicants by race and gender in compliance with its clients' requests that only employees of a certain race or gender be submitted for consideration. The parties settled, with the defendant agreeing to pay \$285,000 and three of its clients paying \$50,000 in administrative costs.

Age/Disability/National Origin/Race/Sex Discrimination:

The EEOC sued a temporary employment agency for allegedly engaging in the following discriminatory actions. First, that the agency complied with its clients' requests not to refer applicants who were racial minorities or women. Second, that the agency screened out applicants with disabilities by forcing them to fill out a "medical questionnaire" requesting disclosure of such disabilities. Third, that the agency terminated an employee because of her pregnancy. Fourth, that the agency retaliated against an employee who questioned the company's discriminatory policy against people with disabilities. Fifth, that the agency failed to refer older workers to its clients. After the EEOC sued the clients for making the discriminatory requests, the temporary agency settled for \$500,000 and two of the clients of the temporary agency agreed to pay \$80,000.

Errors & Omissions Claims examples

Negligent Placement:

An agency's client discharged a temporary employee because he was using his Internet connection at work to download sexually explicit material. The disgruntled employee then deleted work-related computer files. The employment agency's carrier defended and settled the resulting claim.

Breach of Staffing Contract:

A head-hunter for high-dollar management positions for corporate clients placed a woman with management background as a senior officer in a prominent company. The agency discovered subsequently that it had neglected to check her credentials, and when it did so, it learned that contrary to her representations, she did not possess the requisite college degrees. The employer demanded and received significant damages.

Misrepresentation:

An employment agency recruited a California resident to move to England to take a position with a British company. Once there, however, she couldn't get a work permit and eventually the British company terminated the contract with her and hired a British subject. She sued the employment agency for all she lost by giving up her old job.

¹ Some of the above are claims AXIS PRO® has handled. In others, AXIS PRO was not directly involved. Coverage for these claims is not to be inferred from this list but must always be determined in reference to a particular insurance policy, which is the controlling document, as well as the facts and circumstances of each claim and applicable law.