

# BENEFITS

## STRATEGIC

### Types of losses or Gains that could Occur

- Loss of key person or hiring of key person
- Reputational damage or enhancement
- DEI, reputation, liability against Directors and Officers
- Mergers and Acquisitions
- Breach of Fiduciary Duty
- Succession Planning
- Geographic Expansion (Domestic or International)
- Staffing hiring

### Prevention Strategies

- Governance
- Operating agreements and employee contracts
- Compensation plans w/ Golden Handcuff Plans
- Company clarity and leadership training
- Employee Contracts to include Non-compete/non-solicitation/non-piracy
- Benefits Prevention Utilization
- Health cost containment
- Executive Coaching and consistent outside view of company

### Mitigation Strategies

- Public Relationship company partnership and prevention modeling
- Executive Fitness Programs (MDVIP)
- Telehealth
- Disease Management

### Types of insurance that are typical to this Category

- Fiduciary Liability
- Key Man Life and Disability (golden handcuff strategies)
- Competitive Employee Benefits
- Carve Out benefits for Executives
- Captive insurance products

## BUSINESS

### Types of Losses or Gains that could Occur

- Employment practices
- Compliance & Regulatory requirements

### Prevention Strategies

- HR and Compliance structure and reviews (rules, guidebooks, management)
- Management training on EEOC/HIPAA/ADA

### Mitigation Strategies

- Third Party HR Consultant support
- Outsource Compliance (shift liability)

### Types of Insurance that are typical to this Category

- Medicare
- Business Travel Accident (BTA)
- Global travel, medical, evacuation insurance

## HAZARD

### Types of Losses that could occur

- Worker injury (occupational or non-occupational) and @home
- Illness
- Mental health

### Prevention Strategies

- Data and analytics to understand risks more in-depth
- Health and wellness prevention (mental and physical)
- Incentive programs for safety and wellness

### Mitigation Strategies

- Telehealth
- Disease management

### Types of Insurance typical to this Category

- Stop Loss captive or self funding
- Fully funded plans
- Captive insurance
- Health Insurance
- Vision
- Dental Insurance
- Workers Compensation
- Life insurance
- Disability insurance
- Long Term Care insurance

# SMALL COMMERCIAL

## STRATEGIC

### Types of Losses or Gains that could Occur

- Loss of key person or hiring of key person
- Reputational damage or enhancement
- Investment (loss or gain)
- DEI, reputation, liability against Directors and Officers
- Mergers and Acquisitions
- Breach of Fiduciary Duty
- Intellectual Property theft (both directions)
- Copyright/Trademark Infringement
- Succession Planning
- Product Engineering / Design & Innovation
- Staffing
- Supply Chain
- Political Risk
- Exchange Rate Risk
- Negligent entrustment

### Prevention Strategies

- Governance
- Operating agreements
- Compensation plans w/ Golden Handcuff Plans
- Company clarity and leadership training
- Regular investment and financial audit
- Employee Contracts to include Non-compete/non-solicitation/non-piracy
- Proactive exit planning
- Executive Coaching and consistent outside view of company
- DEI training and Policy/procedures

### Mitigation Strategies

- Public Relationship company partnership and prevention modeling
- Financial forensic audit
- Third Party review of trademark
- Executive Fitness Programs (MDVIP)

### Types of insurance that are typical to this Category

- D&O and Fiduciary Liability
- Key Man Life and Disability
- Trade Credit Insurance
- Reps and Warranty
- Locally Admitted Coverages (within country)
- Employee Benefits
- Contingent Business Interruption
- Medicare

## BUSINESS

### Types of Losses or Gains that could Occur

- Employment practices
- Compliance & Regulatory requirements
- Cyber or digital loss
- Third party injury on your property (G/L)
- Non-payment on A/R
- Unknown assumed liability in contracts (verbal and written)
- Product contamination
- Misrepresentation / Negligence related to services and/or product delivery
- Embezzlement / Fraud

### Prevention Strategies

- Defined and memorialized process and procedures
- Performance Management systems
- HR and Compliance structure and reviews (rules, guidebooks, management)
- Cyber prevention modeling, testing, two party authentication, training
- Loss Control reviews of property
- A/R policy and procedures, monitoring, contract language
- Contract reviews and policy and procedures for signing Contracts

### Mitigation Strategies

- Third Party HR Consultant support
- Outsource Compliance (shift liability)
- Cyber Security mitigation
- Quick Forensic research on claims
- Outsource employees

### Types of Insurance that are typical to this Category

- General Liability
- Product Liability
- Employment Practices
- Professional Liability / Errors & Omissions
- Auto Liability
- Crime
- Trade Credit
- Business Travel Accident (BTA)

## HAZARD

### Types of Losses that could occur

- Force Majeure Risks such as Fire/Flood/Wind/Quake/Surge/Hail
- Worker injury (occupational or non-occupational)
- Sick
- Building burn/damage
- Injury at home
- Flood
- HVAC systems failure
- Freight damage

### Prevention Strategies

- Data and analytics to understand risks more in-depth
- Preventive maintenance
- Policy and procedures for freight management
- Health and Wellness programs
- Incentive programs for safety and wellness
- Deer whistles

### Mitigation Strategies

- Eye Wash machine
- Injury triage
- Back to work programs
- Telehealth
- Disease management
- Grill guards on commercial vehicles in heavy animal populated areas

### Types of Insurance typical to this Category

- Property
- Casualty and Excess
- Business Interruption & Extra Expense
- Health Insurance
- Vision
- Dental Insurance
- Workers Compensation
- Auto PD, Liability, Comprehensive
- Life insurance
- Disability insurance
- Long Term Care insurance
- Flood insurance

# PROPERTY & CASUALTY

## STRATEGIC

### Types of losses or Gains that could Occur

Loss of key person or hiring of key person  
Reputational damage or enhancement  
Investment (loss or gain)  
DEI, reputation, liability against Directors and Officers  
Mergers and Acquisitions  
Breach of Fiduciary Duty  
Intellectual Property theft (both directions)  
Copyright/Trademark Infringement  
Succession Planning  
Product Engineering / Design & Innovation  
Geographic Expansion (Domestic or International)  
Staffing  
Supply Chain  
Political Risk  
Exchange Rate Risk  
Negligent entrustment

### Prevention Strategies

Governance  
Operating agreements  
Compensation plans w/ Golden Handcuff Plans  
Company clarity and leadership training  
Regular investment and financial audit  
Employee Contracts to include Non-compete/non-solicitation/non-piracy  
Benefits Prevention Utilization  
Proactive exit planning  
Executive Coaching and consistent outside view of company  
DEI training and Policy/procedures

### Mitigation Strategies

Public Relationship company partnership and prevention modeling  
Financial forensic audit  
Third Party review of trademark  
Executive Fitness Programs (MDVIP)

### Types of insurance that are typical to this Category

D&O and Fiduciary Liability  
Key Man Life and Disability  
Trade Credit Insurance  
Reps and Warranty  
Locally Admitted Coverages (within country)  
Employee Benefits  
Contingent Business Interruption  
Political Risk Insurance  
Carve Out benefits for Executives  
Medicare  
Captive insurance products  
Global travel, medical, evacuation insurance

## BUSINESS

### Types of Losses or Gains that could Occur

- Employment practices
- Compliance & Regulatory requirements
- Cyber or digital loss
- Third party injury on your property (G/L)
- Non-payment on A/R
- Unknown assumed liability in contracts (verbal and written)
- Product contamination
- Misrepresentation / Negligence related to services and/or product delivery
- Embezzlement / Fraud

### Prevention Strategies

- Defined and memorialized process and procedures
- Performance Management systems
- HR and Compliance structure and reviews (rules, guidebooks, management)
- Cyber prevention modeling, testing, two party authentication, training
- Loss Control reviews of property
- A/R policy and procedures, monitoring, contract language
- Contract reviews and policy and procedures for signing Contracts

### Mitigation Strategies

- Third Party HR Consultant support
- Outsource Compliance (shift liability)
- Cyber Security mitigation
- Quick Forensic research on claims
- Outsource employees or employee leasing

### Types of Insurance that are typical to this Category

- General Liability
- Product Liability
- Employment Practices
- Professional Liability / Errors & Omissions
- Auto Liability
- Crime
- Trade Credit
- Stock Throughput
- Business Travel Accident (BTA)

## HAZARD

### Types of Losses that could occur

- Force Majeure Risks such as Fire/Flood/Wind/Quake/Surge/Hail
- Worker injury (occupational or non-occupational)
- Sick
- Building burn/damage
- Injury at home
- Flood
- HVAC systems failure
- Freight damage

### Prevention Strategies

- Data and analytics to understand risks more in-depth
- Preventive maintenance
- Policy and procedures for freight management
- Health and Wellness programs
- Incentive programs for safety and wellness
- Deer whistles
- Driver monitoring systems

### Mitigation Strategies

- Eye Wash machine
- Injury triage
- Back to work programs
- Telehealth
- Disease management
- Grill guards on commercial vehicles in heavy animal populated areas

### Types of Insurance typical to this Category

- Property
- Casualty and Excess
- Business Interruption & Extra Expense
- Health Insurance
- Vision
- Dental Insurance
- Workers Compensation
- Auto PD, Liability, Comprehensive
- Life Insurance
- Disability Insurance
- Long Term Care Insurance
- Flood Insurance
- Stop loss captives / self insurance products