



NORTH AMERICA

Sompo Employment Risk Center

Self Service Risk Management Portal

As part of Sompo's commitment to delivering industry-leading service for our policyholders, there is an exclusive opportunity to access a robust suite of tools and resources related to risk management, compliance, HR, and employment law at real time. Below is just a sampling of what's available 24/7 within the Sompo EPL Risk Management Center.

Tools & Applications

HR Hotline

Access to certified HR professionals, available by phone or email, for assistance with navigating a wide range of issues pertaining to federal & state employment laws, wage & hour considerations, discipline and termination guidelines, and more.

Employee Handbook Builder

Easy to use tool that pulls in all Federal and State required policies and gives users the flexibility to upload custom content to create a fully branded, compliant and customized Employee Handbook.

Multi-State Law Comparison Tool

A quick and convenient way for companies who have locations/employees in multiple states to generate a side-by-side comparison of applicable state labor laws and regulations.

Automated Notifications

Curated news alerts that automatically keep you informed on trending topics, state & federal employment law updates, and other regulatory issues that pertain to your business and/or industry.

HR Self-Assessment Tools

Analyze your human resource competencies to ensure you are creating an environment for employees to thrive in. With this tool, you can assess your HR management practices, employee relations, recruiting process, training and development efforts, and more.

Compliance Poster Builder

An easy way to identify and generate required workplace posters to help you comply with U.S. Department of Labor (DOL) regulations.

Online Training

Tap into a library of over 200 professionally produced courses to facilitate ongoing employee and manager training.

- Topics include: workplace harassment prevention, diversity & inclusion, labor and privacy law, general workplace safety, hiring & termination, manager success, and more.
- Administrators can easily assign courses, set due dates, track progress, and generate certificates of completion to ensure compliance with state & local training requirements.

Content

- Searchable library containing thousands of industry leading resources, HR newsletters, toolkits, guides, employment law summaries, compliance bulletins, and much more.
- Live and on-demand topical webinars, many of which qualify for HR CE credits.

End User Feedback

98%

of users gave the platform a high rating.

74%

said the service saved them approximately \$5,000 annually.

68%

said it saved them more than 10 hours of time annually.

To register for the Employment Risk Center, please email: REGISTEREPL@sompo-intl.com

**Risk Management Services for Sompo
Employment Practices Liability (EPL) Policyholders**

As an additional coverage benefit, Sompo offers our U.S. Employment Practices Liability (EPL) clients a broad range of risk mitigation and education services through our relationships with leading industry providers. Insureds will need to provide their policy number to gain access to these services.

Business Name & Service Type	Description	Contact
<p>Employment & Labor Law Hotline</p>	<p>Sompo insureds based in the U.S. can obtain free employment law hotline advice from an experienced employment law attorney at the nation’s largest employment law firm, Littler Mendelson, PC. With over 60 offices and 1,000 employment attorneys across the country, Littler is well positioned to provide insureds with confidential advice on a broad range of employment issues designed to help your company manage its workforce and reduce its risk of employment-related claims.</p>	<p>Littler Mendelson Hotline T + 844.375.4947 Please provide your name, company name and EPL policy number when calling.</p>
<p>Pay Equity Audit Services</p>	<p>Pay Equity Audit services through Charles River Associates, a worldwide leader in economic, financial, and management consulting services. Offered to Sompo policyholders at a discounted rate, the Pay Equity Audit includes a comprehensive wage gap analysis by race/ethnicity and gender accounting for company specific compensation related factors to assess and control risks. Policyholders completing the audit receive a 5% premium credit upon renewal*, subject to a maximum of \$15,000.</p>	<p>Contact Charles River Associates: Matthew Thompson T + 1 850.402.4208 mthompson@crai.com</p>
<p>Legal and Compliance Advisory Services</p>	<p>For our Japanese clients, Sompo is pleased to partner with Fisher Phillips, LLP, a premium labor and employment law firm, to offer an array of complimentary and discounted legal services focused on U.S. labor and employment law to assist in identifying and mitigating sources of risk. Services are available in either English or Japanese except as noted.</p>	<p>Fisher Phillips EPL Hotline: T +1 312 392 1526 EPLHot-line@fisherphillips.com</p>

*Sompo is under no obligation to renew any policy.