

# Comprehensive Coverage for Not-for-Profit Organizations

Including Directors and Officers Liability (D&O),  
Employment Practices (EPL), and Fiduciary Liability (FL)  
Insurance Solutions

CHUBB®



Chubb is pleased to present a comprehensive insurance solution designed specifically to help not-for-profit organizations cope with a range of potentially devastating threats to their financial well-being.

Chubb's extensive Enhancement Endorsement combined with our standard Not For Profit Organization Liability policy form provides best-in-class coverage to not-for-profit customers. By combining almost thirty different coverage enhancements into one endorsement we have created an easy to use solution for qualifying clients.

# Every dollar counts for a not-for-profit organization. The bottom line matters.



Your organization's success has a direct impact on the recipients of your services and the well-being of your employees and volunteers.

That's why you carefully consider every investment and expenditure. And it's why you also have to carefully consider the financial impact of a sudden liability or crime-related loss.

Even with a skilled and experienced team at the helm, your organization may encounter unanticipated threats or risks that due to their complexity or nature are better off mitigated through insurance protection.

## **Why your Organization needs Executive Protection Coverage**

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In today's litigious environment, no business relationship - including your dealings with donors, employees, customers, recipients of services, suppliers, vendors, other not-for-profit organizations, government agencies and creditors - is free of risk. Any of these

parties could sue your organization or engage in criminal activity that could result in the loss of hundreds of thousands of dollars.

Your organization's general liability and umbrella insurance may not cover the financial consequences of litigation brought, or criminal activities perpetrated, by a long list of constituents.

## **Tailored Protection for Not-For-Profit Organizations**

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# Coverage included in Chubb's Not for Profit Organization Liability Policy with the addition of the Not for Profit Enhancement Endorsement:



## **Directors & Officers and Entity Liability (D&O)**

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**The risk:** A donor, recipient of your services, or other not-for-profit organization could sue your organization and its executives for misrepresentation, breach of duty, or even an error. Such allegations can threaten the personal assets of your directors and officers.

**What the coverage does:** Helps protect an organization and its directors and officers against exposures associated with the management actions and decisions of its executives.

## **Employment Practices Liability (EPL)**

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**The risk:** An employee or vendor could sue your organization for wrongful dismissal, discrimination, harassment, or retaliation.

**What the coverage does:** Helps protect an organization and its executives and employees from the consequences of employment-related wrongdoing.

## **Fiduciary Liability**

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**The risk:** A retiree or employee sues your organization and its plan fiduciaries for a breach in fiduciary duty.

**What the coverage does:** Helps protect an organization, its benefit plans, and its fiduciaries against exposures resulting from the administration and management of employee retirement/pension plans and welfare benefit plans.

# Employment Practices Liability: Canadian Claims Examples



## Human Rights Complaint

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**Organization:** Association  
**Employee count:** Fewer than 75  
**Annual revenue:** Less than \$65,000,000

A human rights complaint was filed by an employee, claiming discrimination on the basis of race. The claimant was fined for an infraction of the rules related to his duties. He felt that due to fact that he was a visible minority, the fine that was imposed was grossly exaggerated compared to white members of the association who faced similar violations.

The matter was settled for just under \$15,000, including defence costs.

## Wrongful Termination for Foundation

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**Organization:** Foundation  
**Employee count:** Fewer than 20  
**Annual revenue:** Less than \$5,000,000

An employee of a foundation was terminated by a board decision. The employee alleged age discrimination. She filed a complaint with the BC Human Rights Tribunal against all the board members present at the meeting. A year after the initial complaint was filed the parties attended a settlement conference at the Tribunal and they settled the dispute. In the settlement agreement the foundation agreed to institute an anti-discrimination policy, building on the existing harassment policy. They also agreed to hold an orientation for all staff about the policy and to brief the board about the new policy.

The employment practices matter was settled for over \$90,000, including defence costs.

## Wrongful Termination for Association

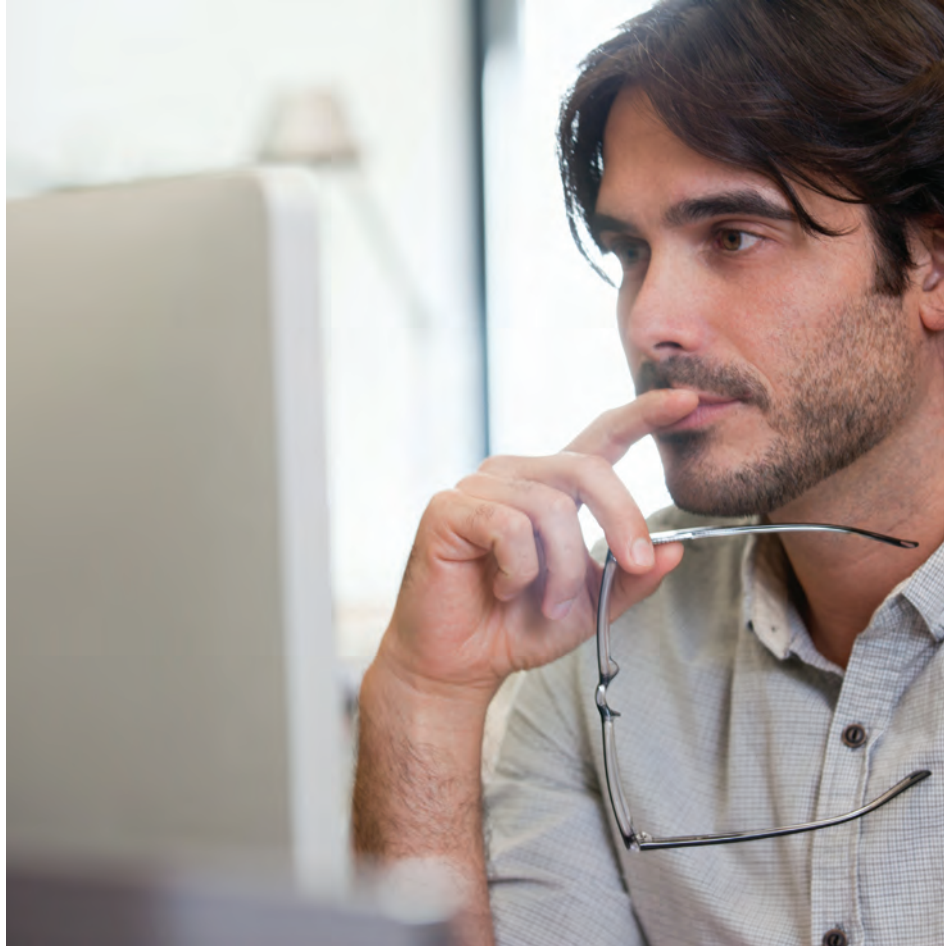
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**Organization:** Association  
**Employee count:** Fewer than 100  
**Annual revenue:** Less than \$25,000,000

The claimant was working as a contract employee in charge of the construction of a new expansion project for the association. The duration of the contract was for a minimum of 55 weeks. The contract employee claimed that the contract was ended early and in an abusive manner with no reason being given. This added to the complexity of her claim.

The matter was settled for just under \$55,000, including defence costs.

# Additional Policies Available for Not-for-Profit Organizations



## **Crime**

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**The risk:** No organization is immune to the potential losses of an embezzlement scheme carried out over a number of years.

**What the coverage does:** Helps protect an organization from the potentially devastating costs of employee and third-party theft, forgery and computer fraud.

## **Kidnap Ransom and Extortion**

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**The risk:** An employee is kidnapped while traveling overseas, or a criminal attempts to extort money by threatening to damage your organization's property.

**What the coverage does:** Helps protect an organization against a wide range of costs associated with incidents of kidnapping or extortion, including the cost of crisis management services.



# What Have We Written Lately?

Chubb is pleased to present a comprehensive insurance solution designed specifically to help Not-for-Profit organizations cope with a range of potentially devastating threats to their financial well-being.

Chubb's extensive enhancement endorsement in addition to our standard form provides best-in-class coverage to Not-for-Profit customers. By combining almost thirty different enhancements all in one endorsement, we have made it an easy to use solution for you and your qualifying clients.

- Premiums can be as low as \$750 for D&O and EPL.
- Coverage can be broad and simplified with our Not-for-Profit Enhancement Endorsement.
- Extensive multi-year policy term capabilities.

Do you have any clients that would fit our growing appetite for Not-for-Profit organizations? Are you fully aware of the breadth of our coverage and pricing parameters?

Here are some examples of what we have written lately:

Coverage(s)	Approx. Premium	Limits	Description of Operations
D&O and EPL Crime	\$6,000 \$3,500	\$5,000,000 \$100,000	Charity \$50,000,000 revenues 105 employees, 170 volunteers
D&O and EPL	\$750	\$1,000,000	Industry Association \$20,000 revenues No employees, just volunteers
D&O and EPL	\$1,450	\$2,000,000	Employment Agency \$1,000,000 revenues 25 employees, no volunteers
D&O and EPL	\$1,490	\$1,000,000	Religious Organization \$150,000 revenues 6 employees, number of volunteers unknown
D&O and EPL	\$975	\$1,000,000	Charity No employees, 10 volunteers
D&O and EPL	\$1,750	\$1,000,000	Industry Association \$800,000 revenues 6 employees, 10 volunteers





# The Chubb Advantage

Chubb has earned its leadership position in providing business insurance for not-for-profit organizations by consistently providing innovative insurance products, superior service, unparalleled underwriting expertise, and unflinching commitment to fair and prompt claims handling.

We are pioneers in the specialty insurance marketplace. Operating in Canada for 30 years we are one of the largest providers of D&O Liability Insurance and Crime Insurance.

Our financial stability and ability to pay claims rate among the best in the insurance industry, as attested by the ratings we receive from the leading independent insurance rating services. For more than 75 years, Chubb has remained part of an elite group of insurers that have maintained A.M. Best Company's highest ratings.

## **Superior Claims Management**

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The true measure of an insurance carrier is how it responds to and manages your claim. Chubb is renowned in the industry for fair, prompt claims handling and unparalleled claims service. Unlike some insurers, we manage your claim using our own in-house claims examiners. Utilizing a team approach, we work closely with you, counsel, and your agent or broker to obtain the very best possible result for your claim, applying the experience we've gained handling not-for-profit organization claims for 30 years in Canada.

## **Multinational Capabilities**

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You don't need to worry about the unique challenges posed by claims that cross borders, we offer a coordinated worldwide approach using our extensive worldwide branch office network.



### Contact us today

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For more information about how Chubb can help your Not-for-Profit organization manage risk, contact your insurance broker.

Additional information  
may be found at: [www.chubb.com/ca](http://www.chubb.com/ca)

## Chubb. Insured.<sup>SM</sup>

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